

THE REVOLUTIONARY GOVERNMENT OF ZANZIBAR



MINISTRY OF HEALTH

STAKEHOLDER ENGAGEMENT PLAN

FOR

**INVESTING IN PEOPLES' WELL-BEING FOR ECONOMIC
DEVELOPMENT (IPWE4D) PROJECT**

Draft

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February 2022

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Key Abbreviations

Abbreviations	Description
AH	Affected Households
CSO	Civil Society Organization
DOE	Department of Environment
DP	Displaced People
E&S	Environmental and Social
ESMF	Environmental and Social Management Framework
ESF	Environmental and Social Framework
ESIA	Environmental and Social Impact Assessment
ESMP	Environmental and Social Management Plan
ESS	Environmental and Social Standards
GRC	Grievance Redress Committee
GRM	Grievance Redress Mechanism
MoFP	Ministry of Finance and Planning
MoH	Ministry of Health
MoLWHE	Ministry of Land, Water, Housing and Energy
NGO	Non-Governmental Organization
OIP	Other Interested Parties
PAP	Project Affected Person
RAP	Resettlement Action Plan
RPF	Resettlement Policy Framework
SEP	Stakeholder Engagement Plan
WB	World Bank
ZAWA	Zanzibar Water Authority
ZEMA	Zanzibar Environmental Management Authority

Glossary of Terms

Terms	Description
Consultation	The process of gathering information or advice from stakeholders and taking these views into account when making project decisions and/or setting targets and defining strategies.
Disadvantaged or Vulnerable People	Refers to those who may be more likely to be adversely affected by the project impacts and/or more limited than others in their ability to take advantage of a project's benefits. Such an individual/group is also more likely to be excluded from/ unable to participate fully in the mainstream consultation process and as such may require specific measures and /or assistance to do so. This will take into account considerations relating to gender, people with disability, age, including the elderly and minors, and including in circumstances where they may be separated from their family, the community or other individuals upon which they depend.
Discussion	An exchange of views and opinions to explore different perspectives, needs and alternatives, with a view to fostering mutual understanding, trust and cooperation on a strategy or initiative.
Displaced Person	A person who is living in the project area and required to move to another location. The Borrower will (a) offer displaced persons choices among feasible resettlement options, including adequate replacement housing or cash compensation; and (b) provide relocation assistance suited to the needs of each group of displaced persons.
Engagement	Is the continuing and iterative process by which the Borrower identifies, communicates, and facilitates a two-way dialogue with the people affected by its decisions and activities, as well as others with an interest in the implementation and outcomes of its decisions and the project. It takes into account the different access and communication needs of various groups and individuals, especially those more disadvantaged or vulnerable, including consideration of both communication and physical accessibility challenges. Engagement begins as early as possible in Project preparation because early identification of and consultation with

	affected and interested parties allows stakeholders views and concerns to be considered in the project design, implementation, and operation.
Environmental and Social Impact Assessment	Is an instrument to identify and assess the potential environmental and social impacts of a proposed project, evaluate alternatives and design appropriate mitigation, management, and monitoring measures.
Livelihoods	Refers to the full range of means that individuals, families, and communities utilize to make a living, such as wage-based income, agriculture, fishing, foraging, other natural resource-based livelihoods, Petty trade, and bartering.
Local communities	Refers to groups of people living in close proximity to a project that could potentially be impacted by a project. (“Stakeholders,” in contrast, refers to the broader group of people and organizations with an interest in the project.)
Non-Government Organizations	Private organizations, often not-for-profit, that facilitate community development, local capacity building, advocacy, and environmental protection.
Partnerships	In the context of engagement, partnerships are defined as collaboration between people and organizations, government and non-government organizations to achieve a common goal and often share resources and competencies, risks and benefits.
Project Area	A geographical area within which direct and indirect impacts attributable to a project can be expected. Defining the Project Area is used to

	Determine a project's area of influence and responsibilities. It also provides guidance on the area within which impacts need to be monitored, and managed, and it also assists with defining project stakeholders that should be engaged during project design together with an ESIA process.
Stakeholder	Individuals or groups who:(a) are affected or likely to be affected by the Project (project- affected parties) ; and (b) may have an interest in the project(other interested parties).
Sheha	A head of Shehia Administration appointed in accordance with the provision of the Regional Administration Act number 8of 2014.
Shehia	The lowest Government Administrative Authority in the hierarchy of the Regional Administration and the Local Government.
Stakeholder Engagement Plan	Is the plan which describe the timing and methods of engagement with stakeholders throughout the life cycle of the project as agreed between Bank and Borrower, distinguishing between project-affected parties and other interested parties.

Executive summary

Introduction

The Revolutionary Government of Zanzibar (RGoZ) through the Ministry of Health (MoH) in collaboration with the World Bank has prepared Investing in Peoples' Well-being for Economic Development (IPWE4D) Project. The main objective of the project is to scale-up provision and improve quality of essential primary health care services with a focus on Reproductive Maternal Neonatal Child and Adolescent Health-Nutrition (RMNCAH-N) services. The primary project beneficiaries are women of child bearing age, adolescents, and children under-five including newborns and infants.

The proposed activities under project include; strengthening infrastructure to support the provision of quality Maternal and Neonatal care services in all levels of health care delivery system by renovating and upgrading of 8 selected health facilities; to establish 2 maternal and child health centers; rehabilitating and providing support to 30 Primary Health Care Units (PHCU)/PHCU+ mainly by providing Water Sanitation and Hygiene (WASH) facilities, construction of elevated and underground water tanks, digging of boreholes, fencing of health facilities, construction of staff houses and equipping with necessary facilities and equipment to provide the required services.

The proposed project will have two major components.

Component 1: Strengthen Coordination and Provision of RMNCAH-N Services: This component will support central level units responsible for RMNCAH-N to provide oversight, coordination, and supportive role in the delivery of the quality RMNCAH-N services.

Component 4: Enhance institutional capacity to manage project supported activities. This component will support management, coordination, and implementation of project-supported activities. Specifically, it will support costs related to overall project management, fiduciary activities, environmental and social management activities, monitoring and evaluation.

Objectives of the Stakeholder Engagement Plan (SEP)

Generally, SEP define a technically appropriate approach to consultation and disclosure process. The goal is to improve and facilitate two- way communication between the project and all key and relevant stakeholders and to create an atmosphere of understanding that actively involves project affected people and other stakeholders in a timely manner. The SEP is a useful tool for managing communications between the Project

Implementing Units and their stakeholders.

Stakeholder Engagement Activities.

The World Bank engaged two consultants to prepare safeguards instruments triggered for the project. As part of data collection, the consultants together with Project Coordination Team (PCU) at the MoH undertook consultations with key stakeholders at Shehia, Primary Health Care Unit (PHCU), District and at National levels in order to identify the views, issues and concerns of stakeholders regarding the project. These consultations involved field visits to 30 PHCUs proposed to be rehabilitated and improved by providing water, sanitation and hand washing facilities where these health infrastructures are located.

The stakeholders that have been consulted at government ministries, departments or agencies at national level includes: Ministry of Land and Heritage Development (MoLHD), Ministry of Agriculture and Natural Resources (MoANR), Ministry of Infrastructure, Communication and Transport (MoICT), Zanzibar Water Authority (ZAWA), Department of Environment (DoE), Zanzibar Environmental Management Authority (ZEMA), Directorate of Occupational Safety and Health (DOSHS), Fire Brigade and Rescue Forces (FBRF), Development Control Unit (DCU) and Contractors Registration Board (CRB), District Health Management Team (DHMT), Primary Health Care Units (PHCUs) Staff, Civil Society Organizations (CSOs), Development Partners (DPs), local level community' leaders, and individual community members and people who potentially will be directly affected by the project. Stakeholder consultations were carried out through interviews and meetings. In the process the objectives of the project and the potential impacts arising from the implementation of the project were explained; stakeholders also provided useful primary baseline information, guidance, and recommendations on best practices acceptable and suitable to local environment.

The stakeholder consultations 'identified issues that they considered important such as; inadequate space within the health facility to provide better service, lack of water supply, staff houses, inadequate toilet facilities, shortage of staff at PHCU level and improper management of medical wastes. These comments and issues from stakeholders have been addressed by the Environmental and Social Management Framework (ESMF) and taken into consideration in the impact analysis and recommendation of mitigation measures.

Identified Potential Project Impacts

The environmental and social impacts associated with project components are well elaborated through ESMF prepared for the proposed project. The report suggests that the impacts are deemed to be of low to

moderate in magnitude and limited and/or localized in scope requiring site specific mitigation. It is clearly stated that, all the identified environmental impacts and risks can be managed through the development of project specific and robust Environmental and Social Management Plans (ESMPs), and application of good design and construction practices especially for medical incinerators. The anticipated social risks from the project components are not expected to be significant provided that land acquisition process is conducted in a manner consistent with the Resettlement Policy Framework (RPF) prepared for the Project.

All of the proposed mitigation measures have to be followed through a quarterly monitoring programme and Resettlement Action Plan (RAP) Completion Audits, where relevant, to assess compliance with the applicable legislation and the World Bank Environmental and Social Framework (ESF).

Legal Requirements and Regulations

According to the World Bank's Environmental and Social Standard 10, all Bank projects require Stakeholder Engagement Plan. The process of stakeholder engagement will involve the following, as set out under ESS 10: (i) stakeholder identification and analysis; (ii) planning how the engagement with stakeholders will take place; (iii) disclosure of information; (iv) consultation with stakeholders; (v) addressing and responding to grievances; and (vi) reporting to stakeholders.

In addition, the Zanzibar legislations through Environmental Management Act No 3 of 2015, requires public consultations, but only for those projects which require Environmental Impact Assessment (EIA). This EIAs provides detailed requirements and procedures for conducting public consultations and establishment of timeframes for information disclosure, public hearing, and discussion. The responsibility for the public disclosure now rests with the Zanzibar Environmental Management Authority (ZEMA). All engagement needs to proceed on the basis of what are culturally acceptable and appropriate methods for each of the different stakeholder groups. For example, for consultations with government official formal presentations will be preferred, while communities prefer public meetings, and informal focus group discussions facilitated by availability of posters and non-technical pamphlets.

Stakeholder analysis determines the likely relationship between stakeholders and the Project, and helps to identify the appropriate consultation methods for each stakeholder group during the life of the project. In general, some of the most common methods used to consult stakeholders is through phone, emails, one on one interviews, public meetings, surveys, workshop, focus group discussions, distribution of available pamphlets, newsletters, newspaper, magazines, radio and television channels.

Affected Communities

Impacted communities are groups of people who can be directly or indirectly affected by the project activities. The impacted community may be affected through components of the natural or social environment as a consequence of various aspects of a project in varying degrees over its life cycle. Communities will include beneficiaries of the project in all Shehias that implementation of project will take place. Communities near the potential project sites are likely to be either beneficiaries or affected by the project. Other affected communities include those surrounded by sand/aggregates mining areas through which these materials will be collected and transported to the project sites.

Information disclosure

The current Ministry of Health, website (<http://www.mohz.go.tz>) will be used to disclose project documents, for community groups, preferred methods for communication identified under legal requirements and regulations Documents will include the environmental and social risk mitigation documents such as the ESMF and RPF and subsequent ESIA's, and RAPs, documents on environmental and social performance, and other relevant material. Material will be provided in both Kiswahili and English (executive summaries of the environmental and social documents will be translated into Kiswahili). All future project related environmental and social monitoring reports, will be disclosed on these webpages. Project updates (including news on construction activities and relevant environmental and social data) will also be posted on the homepage of Ministry website.

SEP Implementation

The Ministry of Health has established a Project Coordination Units – PCU, headed by the Project Coordinator with responsibilities to implement the SEP. During project implementation, stakeholder consultation will be led by Social Safeguards Officer assisted by Technical Assistant (Social). Other staff that will provide support include Environmental Safeguards Officer.

Grievance Redress Mechanism

The Grievance Mechanism (GM) will consist of a number of levels starting with a Shehia Grievance Committees at the lowest level, a Project Grievance Committee, a District Grievance Committee, and a Ministerial Grievance Committee. The Land Tribunal is also available for land-related matters. Complainants can always go directly to the judicial system.

1.0 Introduction

This Stakeholder Engagement Plan (SEP) which has been prepared and will be implemented by Ministry of Health (MoH) during the preparation and implementation of the Investing in Peoples' Well-being for Economic Development (IPWE4D) Project. The main objective of the project is to scale-up provision and improve quality of essential primary health care services with a focus on Reproductive Maternal Neonatal Child and Adolescent Health-Nutrition (RMNCAH-N) services. The primary project beneficiaries are women of childbearing age, adolescents, and children under-five including newborns and infants. This is in line with the Revolutionary Government of Zanzibar (RGoZ) vision 2050 of maintaining an equitable and sustainable universal healthcare system accessible to all, provided by highly skilled healthcare professionals and supported by modern medical technologies and facilities. The RGoZ has put emphasis on the development of the health sector by heavily investing in upgrading healthcare infrastructure facilities from primary to tertiary levels, further providing specialized medical services and equipment as well as promoting medical and health research initiatives.

The proposed activities under IPWE4D project include; strengthening infrastructure to support the provision of quality Maternal and Neonatal care services in all levels of health care delivery system by renovating and upgrading of 5 selected health facilities; to establish 2 maternal and child health centers; rehabilitating and providing support to 30 Primary Health Care Units (PHCU)/PHCU+ mainly by providing Water Sanitation and Hygiene (WASH) facilities, construction of elevated and underground water tanks, fencing of health facilities, construction of staff houses and equipping to provide the required service.

The project will increase the number of people with access to health services in both rural and urban population by providing better health services.

1.2 Project `Development Objective

To strengthen provision of quality health services at all levels of health services delivery. The PDO will be attained through the following specific objectives:

- i. To improve the provision of quality Reproductive, Maternal, Neonatal and Care services in all levels of health care delivery system;
- ii. To ensure the availability of qualified human resource for health;
- iii. To improve availability and application of electronic systems in health care provisions in the country;

- iv. To promote user friendly reproductive health services for adolescents and youths at health facility and community level;
- v. To improve the community involvement and engagement in the provision of Health Care Services

1.3 Project Components

The project will have four components as described below:

Component 1: Strengthen Coordination and Provision of RMNCAH-N Services: This component will support central level units responsible for RMNCAH-N to provide oversight, coordination, and supportive role in the delivery of the quality RMNCAH-N services.

Component 2: Enhance institutional capacity to manage project supported activities. This component will support management, coordination, and implementation of project-supported activities. Specifically, it will support costs related to overall project management, fiduciary activities, environmental and social management activities, monitoring and evaluation.

1.4 Project Location

The Project will be implemented in all 11 districts of Unguja and Pemba. Initial mapping of sites within districts has been done by MoH by selecting PHCU and PHCU+ that have been targeted for renovation and improvement to provide better quality services. The Map of the Project area is shown in Figure 1.

Figure 1: The Map of Zanzibar



1.5 Potential Environmental and Social Risks and Management

The potential environmental and social impacts of the Project that were identified during the scoping consultation visits has been incorporated into the ESMF. In addition, the SEP has also recorded the feedback and comments received during stakeholder scoping consultations conducted at different locations in Unguja and Pemba from 17th -31st January 2022. Some of the possible impacts of the project and sub-projects that need particular attention of the stakeholder engagement activities include:

- a. Possible physical and economic displacements and impact on livelihood while acquiring land for rehabilitation and upgrading of PHCU targeted by the project.

- b. Managing possible social impacts in the sub-project area due to arrival of construction workers and other employees, and conflict with host communities;
- c. Occupational health and safety of workers employed by contractors during implementation; management of medical wastes generated at health facilities;
- d. Possible environmental impacts, such as forest clearance, disturbances to biodiversity spots around the sub-projects;
- e. Handling noise and dust pollution mainly due to construction activities; and
- f. Generation of local income through providing employment opportunities to local communities in project-related activities.

2.0 Stakeholder Engagement Activities

The WB hired two consultants to support the RGoZ to prepare Environmental and Social Safeguards instruments (ESMF, RPF, LMP, SEP, ESCP) for the project. The consultants held a series of meetings and workshops with stakeholders from 16th to 31st January 2022. Among the stakeholders met during the mission included government officials, politicians, Civil Society Organisations (CSO), community members and PHCU staff.

At the national level, the stakeholders consulted during preparation of safeguards instruments are government ministries, departments at national level namely: Ministry of Land and Heritage Development (MoLHD), Ministry of Agriculture and Natural Resources, Ministry of Infrastructure, Communication and Transport (MoICT), Zanzibar Water Authority (ZAWA), Department of Environment (DoE), Zanzibar Environmental Management Authority (ZEMA), Directorate of Occupational Safety and Health (DOSHS), Fire Brigade and Rescue Forces (FBRF), Development Control Unit (DCU) and Contractors Registration Board (CRB) and Development Partners (DPs).

At district and community level, consultations were done to District Health Management Team (DHMT), Primary Health Care Unit (PHCU) Staff and Civil Society Organizations (CSOs). At the community level meetings were held in each of the PHCU and PHCU+ identified for rehabilitation and improvement. In these meetings, the mission team met with community members, Shehia Advisory Council, DHMT and medical staff working in the respective PHCU. The team observed the conditions of various infrastructures present in the health facility and identified the gaps that will need to be included in the project improvement. Community members were given an opportunity to raise their concerns about the provision of health services and the proposed improvements. Moreover, the mission team met with some CSOs, mainly involved in the health sector, Government institutions, politicians and international organizations. Two stakeholders' workshop were held in Unguja and Pemba that involved CSOs and other stakeholders, where initial findings of the anticipated environmental and social impacts of the projects were presented. In total the team met with 374 people, where 198 (53%) were males and 176 (47%) were females.

During the mission period, the consultants informed stakeholders about the new planned project, the main objectives, its potential negative environmental and social impacts (including community health and safety risks and concerns) as well as the potential socio-economic and health benefits associated with the project when completed. The views of participants were also solicited on how to mitigate the negative environmental and social impacts, while maximizing the benefits of the project. The concerns and views of

the stakeholders are considered in the preparation of the safeguards documents and some will be considered in the project design. A number of concerns were raised by the various stakeholders in different Shehias, Districts, and Regions in Zanzibar where IPW4ED Project will be implemented. A summary of key issues and concerns raised by stakeholders is provided hereunder;

- 1) **Employment opportunities:** Community members requested that, during construction phase, local people should be given first priority for employment especially positions that do not require much skills or higher educational backgrounds.
- 2) **Public awareness on HIV/AIDS and STIs infections:** Stakeholders insisted on carrying out intensive awareness programs regarding awareness on HIV/AIDS and STIs infections to the community around subprojects areas due to the higher interactions between workers and the local community members in order to reduce the risk of new HIV/AIDS infections.
- 3) **Status of health centers:** In Pemba, PHCU are in a very poor condition compared to Unguja. Most of them were not designed as health centers. A good number of them were either residential houses or office buildings and were converted to be health centers. Some of the architecture design fails to accommodate efficiently the conducive environment of a good health center.
- 4) **All health centers have electric power:** The major strength of the entire system of health centers in Zanzibar is the availability of electricity in all health centers visited. This provides assurance in the provision of health services all the time in an efficient manner.
- 5) **Shortage of staff and staff houses;** Most of staff lack staff house in their respective health centers. In addition to this there is inadequate number of health staff. This poses health risks to the surrounding communities which have no other alternative in case of emergencies.
- 6) **Suggestion Box:** In many PHCU visited, there exist suggestion boxes for communities to provide their views and concerns on the provision of health services. However, the system for opening and addressing complaints is weak and there are no substantial suggestions of complains provided. There is a need to create awareness on how to lodge complains and what are the issues.
- 7) **Inadequate water supply facilities:** There is poor water supply in many health centers and some fetch water by bucket to nearby residents for operation in health center. The MoH should ensure that all health centers are adequately supplied with water and efficient hand wash facilities installed.
- 8) **Inadequate toilet facilities:** Most of them has either two or three toilets which are not enough for out-patients. Sometimes toilets for health staff are shared by out-patients which becomes a health risk for health staff.
- 9) **Standard design for health center (PHCU & PHCU+);** Almost every PHCU visited has its own architectural design in terms of layout, partitioning, interior design, size, ventilation and lightening. Moreover, the number of staff houses are enough to accommodate present number workers.
- 10) **Capacity building training:** The issue of training was also mentioned by most stakeholders including at health staff. Their concern is, they don't have any knowledge or experience on

management of environmental and social issues as a result the contractors uses that loophole to escape their responsibilities in mitigating environmental impacts during construction activities.

- 11) **Limited area or space for expansion of health centers:** Some of PHCU need to be relocated to new areas during project implementation since they are in small in areas and some have been constructed within the road reserve. Since new areas will be needed there will be issues of land acquisition and compensation
- 12) **Solid waste management system;** There is no proper solid waste management in almost all PHCU. In most PHCU, the system used to manage medical waste is the use burning pit. However, burning of waste in environmentally unfriendly way of disposal which is not acceptable. Moreover, other PHCU have no burning pits, instead they practice open burning outside at the backyard of the health center. All PHCU don't have incinerator and there is no arrangements transport to transport hazardous wastes to District Hospital where there are incinerators.

Annex 1 summarizes stakeholders involved, location and date, issue raised and respective responses.

2.1 Purpose and Scope of SEP

This SEP will assist the PCU and MoH with managing and facilitating engagement through the various stages of the Project's life cycle from planning, design, implementation and monitoring and evaluation of the project. This version of the SEP is an initial guide to engagement and will need to be revised as needed during project implementation to reflect ongoing stakeholder engagement.

The purpose of the SEP is to explain how stakeholder engagement will be practiced throughout the course of the project and which methods will be used as part of the process; as well as to outline their roles and responsibilities in its implementation. Indeed, the SEP serves the purpose on the project to comply with the World Bank Environmental and Social Standards (ESS) which notes that projects may result in a range of social and environmental risks and impacts and the involvement of the local population is essential to the success of the project, to ensure smooth collaboration between project staff and local communities, minimize and mitigate environmental and social risks related to the project.

2.2 Objectives of the Stakeholder Engagement Plan

The SEP seeks to define a technically and culturally appropriate approach to consultation and disclosure. The goal of this SEP is to improve and facilitate a two-way communication between the project and stakeholders and to create an atmosphere of understanding that actively involves project affected people and other stakeholders in a timely manner, and that these groups are provided with sufficient opportunity to voice their opinions and concerns during planning and implementation of the project. The SEP is a useful

tool for managing communications between PCU and their stakeholders. Key objectives of Stakeholder Engagement Plan

- Provide guidance for stakeholder engagement such that it meets World Bank’s Environmental and Social Standard 10;
- Identify key stakeholders that are affected, and/or able to influence the Project and its activities;
- Identify the most effective methods and structures through which to disseminate project information, and to ensure regular, accessible, transparent and appropriate consultation.
- Guide the Project to build mutually respectful, beneficial and lasting relationships with stakeholders.
- Develop a stakeholder engagement process that provides stakeholders with an opportunity to influence project planning and design.
- Establish formal and responsive grievance/resolution mechanisms.
- Define roles and responsibilities for the implementation of the SEP.
- Define reporting and monitoring measures to ensure the effectiveness of the SEP and periodical reviews of the SEP based on findings

2.3 Principles of Stakeholders Engagement

An effective stakeholder engagement depends on mutual trust, respect and transparent communication between the Project and its stakeholders. Therefore, the implementation of the plan is crucial for the success of the project and for the sustainability of investments in the long term. It will thereby improve decision-making and performance by:

- Managing risk - stakeholder engagement helps the MoH, project and communities to identify, prevent, and mitigate environmental and social risks and their impacts that can threaten project viability;
- Avoiding conflict - understanding current and potential issues such as land rights and proposed project activities;
- Improving national policy - obtaining perceptions about a project, which can act as a catalyst for changes and improvements in national policies formulation;
- Identifying, monitoring and reporting on impacts - understanding a project’s impact on stakeholders, evaluating and reporting back on mechanisms to address these impacts; and

- Managing stakeholder expectations - consultation with the stakeholders also provides the opportunity for RGoZ and the project to know and manage stakeholder attitudes and expectations.

Stakeholder engagement shall be informed by a set of principles defining core values underpinning interactions with stakeholders. The project will comply with the following principles based on international best practice include the following:

- **Commitment** - demonstrated when the need to understand, engage and identify the stakeholders is recognized and acted upon early in the process;
- **Integrity** - occurs when engagement is conducted in a manner that fosters mutual respect and trust;
- **Respect** - created when the rights, cultural beliefs, values and interests of stakeholders and affected communities are recognized;
- **Transparency** - demonstrated when community concerns are responded to in a timely, open and effective manner;
- **Inclusiveness** - achieved when broad participation is encouraged and supported by appropriate participation opportunities; and
- **Trust** - achieved through open and meaningful dialogue that respects and upholds a community's beliefs, values and opinions.

3.0 LEGAL REQUIREMENTS AND REGULATIONS

The following section aims to review existing policies and regulatory frameworks related to stakeholder engagement, including information disclosure and grievance management. The first part of the section focuses on the national legislation and institutional framework, while the second part reviews the stakeholder engagement policy and practices of the World Bank.

According to the World Bank's Environmental and Social Standard (ESS10) all Bank financed projects require a Stakeholder Engagement Plan. The process of stakeholder engagement will involve the following, as set out detail under ESS 10: (i) stakeholder identification and analysis; (ii) planning how the engagement with stakeholders will take place; (iii) disclosure of information; (iv) consultation with stakeholders; (v) addressing and responding to grievances; and (vi) reporting to stakeholders.

3.1 National Legislation

The Government of Zanzibar legislations through Environmental Management Act No 3 of 2015, Section 42 and 43 require public consultations, but only for those projects which require Environmental Impact Assessment (EIA). The EIAs provides detailed requirements and procedures for conducting public consultations and establishment of timeframes for information disclosure, public hearing and discussion. The responsibility for the public disclosure rests with the Zanzibar Environmental Management Authority (ZEMA), such that the following is required:

Section 45 (1) and (2) provides that a person who undertakes any activity that does not require EIA shall prepare an Environmental Report (ER) as may be prescribed by the Regulations made under Section 39(3) of this Act. (2). Subject to sub-section (1) of this section, the Authority shall, upon satisfaction of Environmental Report, issue an environmental clearance certificate on such activity. Similarly, Section 37 of the Environmental Management Act of 2015 explicitly states that every person has the right to access environmental information of environmental related projects.

To ensure that environmental and social effects of development projects are properly managed, projects require approval by ZEMA before they can be realized. ZEMA screens each project to decide what level of assessment is needed in order to obtain or renew an environmental certificate. After screening, ZEMA will prepares the Terms of Reference (ToR) and one of the following procedures will apply:

- **Direct clearance** – for proposed projects with insignificant or no social and environmental impacts
- **Environment Report** – for proposed projects with limited social and environmental impacts

- **Environmental and Social Impact Assessment** – for proposed projects with potential significant social and environmental impacts
- **Pre-audit** – for existing projects with limited social and environmental impacts
- **Audit** – for existing projects with potential significant and environmental impacts

3.2 World Bank Environmental and Social Framework (ESF)

ESS 10 (Stakeholder Engagement and Information Disclosure) of the WB’s ESF recognizes the importance of open and transparent engagement between the Borrower and project stakeholders as an essential element of good international practice. ESS10 objectives are the following:

- i. To establish a systematic approach to stakeholder engagement that will help Borrowers identify stakeholders and build and maintain a constructive relationship with them
- ii. To assess the level of stakeholder interest and support for the project and to enable stakeholders’ views to be taken into account in project design and environmental and social performance
- iii. To promote and provide means for effective and inclusive engagement with project-affected parties throughout the project life cycle on issues that could potentially affect them
- iv. To ensure that appropriate project information on environmental and social risks and impacts is disclosed to stakeholders in a timely, understandable, accessible and appropriate manner and format.
- v. To provide project-affected parties with accessible and inclusive means to raise issues and grievances allow Borrowers to respond to and manage such grievances.

A Stakeholder Engagement Plan (SEP) proportionate to the nature and scale of the project and its potential risks and impacts needs to be developed by the Borrower. It has to be disclosed as early as possible, and before project appraisal, and the Borrower needs to seek the views of stakeholders on the SEP, including on the identification of stakeholders and the proposals for future engagement. If significant changes are made to the SEP, the Borrower has to disclose the updated SEP. The Borrower should also propose and implement a grievance mechanism to receive and facilitate the resolution of concerns and grievances of project-affected parties related to the environmental and social performance of the project in a timely manner.

The implementation of the activities in this SEP will need to be aligned with the requirements set out by ZEMA, as well as relevant to the WB Environmental and Social Standards ESS 10.

4.0 PROJECT STAKEHOLDERS

4.1 Stakeholder Identification and analysis

Stakeholder engagement is a process that projects follow in order to listen to, collaborate with and their existing stakeholders. This process entails identifying, mapping and prioritizing stakeholders to determine the best tactics for effective communication while making the best use of available resources. It helps project to proactively consider the needs and desires of anyone who has a stake in the project, which can foster connections, trust, confidence, and buy-in for project success. When done well, stakeholder engagement can mitigate potential risks and conflicts with stakeholder groups.

Stakeholder engagement will be free of manipulation, interference, coercion and intimidation, and conducted on the basis of timely, relevant, understandable and accessible information, in a culturally appropriate format. It will involve interactions between identified groups of people and provides stakeholders with an opportunity to raise their concerns and opinions (e.g., by way of meetings, surveys, interviews and/or focus groups), and ensures that this information is taken into consideration when making project decisions.

The first step in the stakeholder engagement process is to identify the key stakeholders to be consulted and involved throughout the project life cycle. According to the World Bank ESF, stakeholders are individuals or groups who are affected or likely to be affected by the project i.e., Project Affected Parties (PAP) and who may have an interest in the project and/or the ability to influence its outcome, either positively or negatively (other interested parties OIPs). Table 1 identifies the main stakeholders identified for the IPWE4Dproject and which will be critical to involve during the preparation of the project and later in its implementation.

Table 1: Project Stakeholder Categories

Stakeholder category	Definition	Broad stakeholder groups identified for the proj
Affected parties	Individuals, groups or other entities who are impacted or likely to be impacted directly or indirectly (actually or potentially), positively or adversely, by the project and/or have been identified as most susceptible to change associated with the project, and who need to be closely engaged in identifying impacts and their significance, as well as in decision-making on mitigation and management measures.	<ul style="list-style-type: none"> • Local Communities/ citizen groups <ul style="list-style-type: none"> – Patients and their care takers – Community members in respective Shehia. • Service Providers <ul style="list-style-type: none"> – Health care facility workers (medical and non-medical staff – Community Health Volunteers • Government actors <ul style="list-style-type: none"> – District Health Management Team – (Health care facility management

Stakeholder category	Definition	Broad stakeholder groups identified for the proj
		<ul style="list-style-type: none"> workers) - Ministry responsible for Health • Contractors and consultants including <ul style="list-style-type: none"> - Construction workers
Other interested parties	Individuals, groups or other entities who may have an interest in the Project. These stakeholders may not experience direct impacts from the project but consider or perceive their interests as being affected by the project and/or who could affect the project and the process of its implementation in some way.	<ul style="list-style-type: none"> • Government actors at all levels (entity ministries of finance, land, labor, public health institutes, environmental inspection authorities, etc.) • Civil Society Organization (CSOs) working on health care issues and advocacy for the health equity of vulnerable groups) • International development partners and donors (World Health Organizations, UNFPA, UNICEF, etc.)
Vulnerable persons/ groups	Those who may be more likely to be adversely affected by the project impacts and/or more limited than others in their ability to take advantage of a project's benefits. Such an individual/group is also more likely to be excluded from/unable to participate fully in the mainstream consultation process and as such may require specific measures and/or assistance to do so.	<ul style="list-style-type: none"> • Under-represented individuals or groups who may experience health inequities

4.2 Stakeholders identification

The list of identified stakeholders based on these three categories is given below:

a) Government Authorities

The Revolutionary Government of Zanzibar consists of Zanzibar Revolutionary Council and the House of Representative, whereby the Second Vice President is the head of government under the multi-party electoral system. Executive power is exercised by the government. Legislative power is vested in both the government and the Zanzibar House of Representative. The Judiciary is independent of the executive and the legislature.

The government Ministries and departments that have been consulted when preparing this SEP include:

- Ministry of Health;
- Zanzibar Water Authority under the Ministry of Water and Mining;
- Zanzibar Environmental Management Authority under the Ministry of State First Vice President;

- Occupational Safety and Health Authority under the Ministry of State President Office Labour, Economic and investment.
- Ministry of Infrastructure Communication and Transport.
- Ministry of Land and Heritage Development
- Development Control Unit under Ministry of Land and Heritage Development.
- Ministry of Agriculture and Natural Resources
- Fire Brigade and Rescue Forces under the Ministry of State President Office Regional Governance and Special Departments of RGoZ.
- Two District Commissioner of South Unguja and Central Unguja respectively

Consultation with Government Ministries at early stages of the project preparation helped to build up consensus, ownership and potential laws and policies pertaining to the implementation of the project.

b) Local Communities

This is where the engagement plan will mostly focus given that the project will affect either directly or indirectly to all members of the communities. It gives people some say over how the Project may affect their lives, generates a sense of ownership over the project, essential for project sustainability and provides opportunities for learning for the project team as well as communities.

c) Project Affected Persons

Impacted communities are groups of people who can be directly or indirectly (positively or negatively) affected by the project. The impacted community may be affected through components of the natural or social environment as a consequence of various aspects of a project in varying degrees over its life cycle. Communities will include beneficiaries of the project in all Shehias that implementation of project will take place. Communities near the potential project sites are likely to be either beneficiaries or affected by the project. Other affected communities include those surrounded by sand/aggregates mining areas through which these materials will be collected and transported to the project sites.

d) Disadvantaged / vulnerable individuals or groups

Disadvantaged / vulnerable individuals or groups are potentially disproportionately affected and less able to benefit from opportunities offered by the project due to various socio-economic factors. These group include poor households; women-headed households; elder-headed households (over 70 years pension age) without any other household member bringing in income; and households headed by disabled people.” (Zanzibar Social Welfare Policy, 2016) and Persons with Disabilities (PWDs).

In addition, women and girls may be subject to impacts from Gender Based Violence. These groups are also at risk of being excluded from the consultation process and may also have difficulties accessing and/or understanding information about the project and its environmental and social impacts and mitigation strategies. No ethnic or religious minorities are known to be present in project area. Details on vulnerability on environmental and social risks, including land and labor, are addressed in detail in the Environmental and Social Management Framework, (ESMF), the Resettlement Policy Framework (RFP), and the Labor Management Procedures (LMP).

The SEP addresses risks related to exclusion from consultations which are detailed during the implementation of the project may experience social exclusion if there are people with disability, chronic illness or limitation in conducting project activities, and that probability is greater for women, elderly, disability, and other social classes. The exclusion will not allow individuals to participate in project activities and society.

The objective is to gather opinions on Project implementation and recommendations for project design and implementation as well as environmental and social risks and mitigation that takes into account the needs of these groups who are often underrepresented or will not speak in open community meetings.

e) Non-Governmental Organizations

There are a number of active Non-Governmental Organizations (NGOs) and Community Based Organizations (CBOs) and Faith Based Organizations (FBOs) in Zanzibar which are primarily focused on enhancing education, protection of the Human Rights, supporting vulnerable peoples such as the disabled, the elderly, People living with Albinism, etc., supporting vulnerable groups rights and protecting the environment (protected areas, water resources etc.). These NGOs and CBOs have substantial influence, particularly regarding activities allowed in project districts. During SEP preparation, consultation was held to eight NGOs in Pemba and Unguja. These are mainly dealing with, education, environment, advocacy, empowerment, health, democracy and human rights. These CSOs are working at national, regional or local level with broader knowledge of the environmental and social characteristics of the different project areas and the nearby populations even if they are not directly affected.

f) Private Sector

The project will offer employment opportunities for companies and individuals within the private sector. This will include contracting companies and consultants who will be involved in rehabilitation and upgrading of PHCU and construction of staff houses.

g) Politicians

This include Members of Parliament (MP), Members of House of Representatives (MHR), Regional Commissioners (RC), District Commissioners (DC), Councilors, Shehia chairpersons in the project area and within the districts who are representatives of local communities living in the project area.

All these stakeholders will be informed about and engaged in the project as per the plan described further in this document. The process to identify and reflect on roles and responsibilities of stakeholders is a continuous process. The list provided here will be treated as a living document for the purpose of selecting changing social, economic and political environments throughout the project cycle.

Table 2 below summarizes the different types of stakeholders, their role and the level of interest in the project

Organization	Category Department	Interest/ Mandate/Role	Interest	PAP)/OIP
First Vice President Office Division of Environment (DoE)	Government	Oversee policy, planning and implementation on environmental matters; Coordinate lead ministries in Environmental management.	High	OIP
Ministry of Health, Social Welfare, Elderly, Gender and Children	Government	Ensuring all people protect their rights to quality and equitable health care services	High	OIP
Zanzibar Environmental Management Council (ZEMA)	Government	Undertake environmental enforcement, compliance, review and monitor environmental impact statements, research and awareness raising.	High	OIP
Zanzibar Water Authority	Government	Oversee utilization, management and development of water resources	High	OIP
Fire Brigade and Rescue Forces	Government		Medium	OIP
Ministry of Lands and Heritage Development	Government	Responsible for land use planning, issuance of right of occupancy, valuation and compensation, and resolving and use conflicts	Medium	OIP
Members of Parliament and House of Representatives	Parliament	Political matters on environmental and social issues	Medium	OIP
District Commissioners	Local Government	Management of the Districts including ensuring peace, security and harmony in the district	Medium	OIP

District Health Management Teams	Government	Coordinate provision of health services at District level	High	
Community in General	Community	Potential beneficiaries of Project. Provide support during development of EIAs/ESMPs and during implementation etc.	High	PAP
Civil Society Organizations (CSOs)	Civil Society	Various including providing information to inform environmental and social plans, baseline information and representation of various groups at the national, local and regional level.	High	OIP
Vulnerable People/Groups	Community	Potential beneficiaries of Project components. Individuals in society who may be vulnerable and less able to participate in engagement activities such as women, the elderly, People with Disability (PWD)etc.	Medium	PAP
Land Owners	Community	Potential for physical and / or economic displacement	High	PAP
Media	Community	Require participation in the project	Medium	OIP
Contractors and consultants	Private Sector	Employment opportunities associated with the Project	High	OIP
Health care workers	Government	Provision of quality health care services	High	

4.3 Stakeholder Engagement Approach

Stakeholder Engagement Plan involves developing appropriate strategies to effectively engage stakeholders throughout the lifecycle of the project, based on the analysis of their needs, interests and potential influence on project success. The key benefit of this process is that, it provides a clear, actionable plan to interact with project stakeholders to support the project's interests. Based on the information gathered in the stakeholder analysis above, and the engagement approach, PCU/MoH will be responsible for engaging stakeholders throughout the lifecycle of the project.

4.3.1 Preparation Stage Engagement Plan

During preparation, disclosure of the draft Environmental and Social Safeguards (ESMF, RPF, LMP, SEP

and ESCP) documents for the Project will be undertaken to inform their development and to consider the views and opinions of different stakeholder groups in managing impacts associated with the Project. Draft and final documents need to be disclosed on the websites of the WB and MoH to allow for informed consultation and participation. Moreover, materials will be prepared in Kiswahili to present to stakeholders during the second round of consultation meetings which enable stakeholders to understand the proposed project scope, the likely risks and impacts, proposed mitigation and to enable them to have a say on these issues. The SEP shall also be disclosed including proposed stakeholders and approach to engagement during implementation. Feedback shall be incorporated into updated versions of the documents as required. During implementation, when sub-projects are being developed engagement will be undertaken to inform the development of the specific sub-project and detailed plans. The SEP will be updated to reflect the findings and outcomes of the disclosure meetings.

4.3.2 Stakeholders Engagement during Implementation

During implementation, when actual rehabilitation and upgrading of PHCU are being developed, engagement will be undertaken to inform the development of the specific sub-project and detailed plans. Further engagement on the frameworks and detailed plans will also be undertaken. Different engagement methods are proposed and cover different needs of the stakeholders as follows:

- 1) **Structured meetings**–Structured meetings will ensure that key strategic and risk items can be discussed with decision-makers and influencers in an effort to mitigate risk proactively. This tool will be used with both PAPs and OIPs.
- 2) **Focus Group Meetings/ Discussions** - The aim of a focus group is to bring together stakeholders with the same interests or common characteristics into a meeting to discuss specific topics or project components in a focused manner. For example, focus group methods may be used to explore issues that are relevant to specific groups or sub-groups of a community – such as youth, the elderly, women etc.
- 3) **Community consultations** - These consultations are focused to identify and discuss stakeholder concerns and to disclose project information to both PAP and OIP. Such consultations should, wherever feasible, make use of local languages and be accessible (location, time, open invitation etc) in order to reach a broad range of groups and individuals within communities. Participation of both men and women should be encouraged.
- 4) **Formal meetings** - These meetings are focused to identify and discuss specific stakeholder concerns and to disclose project information. Participation in these meetings will be influenced by the issues under consideration and should include adequate representation of women and vulnerable people where possible. Additional meetings with vulnerable

individuals/groups may be more appropriate.

- 5) **One-on-one interviews** – The interviews will aim to give chance to individuals to air concerns on project and will involve PAPs and OIPs depending on the issues to be addressed. Such meetings should be available to men and women as well as vulnerable groups and individuals in a manner that would facilitate their attendance.
- 6) **Distribution of pamphlets** – This is a way of sharing information to a wide range of individuals.
- 7) **Site visits** - These visits are focused to identify and discuss stakeholder concerns and to disclose project information within communities.

Table 3 summarizes the main communication methods that will be used for each individual stakeholder group, indicating key characteristics and corresponding specific needs.

Table 3: Summary of Stakeholders Communication Strategy

Stakeholder group	Specific needs	Language needs	Communication Means	Timing
Government Entities (Ministries, DHMT, Shehias)/Development Partners	Inclusion in the decision-making processes and their role during implementation	Kiswahili and English	<ul style="list-style-type: none"> • Correspondence by official letters/phone/email/ Instant message • Interviews • Scheduled meetings • Roundtable discussions 	Immediately after disclosing Safeguards documents Quarterly progress meetings during project implementation
Community members including land owners and vulnerable people etc.)	Information on the proposed Project and approach to managing environmental and social issues.	Kiswahili	<ul style="list-style-type: none"> • Letters from Ministry of Health to the respective Shehias • Disclosure of Project documentation in a culturally appropriate and accessible manner. • Community meetings 	Disclosure during Project preparation and during Implementation
Other interested parties (NGOs, CSOs, private sector etc.)	Depend on stakeholder to be met.	Kiswahili and English	Meetings, Letters, Telephone, Emails Formal Meetings	Disclosure during Project preparation and during implementation Handing over stage

4.3.3 Plan for Engagement

A detailed systematic stakeholder engagement plan is presented in Table 4, providing details of the different groups of stakeholders, the proposed methods and topics of engagement, as well as the timing and frequency of such engagement. The more strategic-level aspects of this stakeholder plan are further outlined in the following sections.

The project will be executed by Ministry of Health, which has established a Project Coordination Unit (PCU). The MoH intends to implement the project in a transparent, inclusive manner and in a way that reflects realities on the ground. In this regard, this Stakeholder Engagement Plan provides guidance to ensure inclusion, transparency and continuous engagement with the beneficiaries and other stakeholders during development and implementation of the project. The specific objectives of the Stakeholder Engagement Plan are to:

- Establish mechanisms that ensure high level of ownership across project partners, affected and interested parties throughout the project life cycle;
- Facilitate close engagement and grievances mechanisms of stakeholders in the further development and throughout implementation and closure of the project;
- Establish time frame and methods that ensure stakeholder consultation and disclosure of project information through the project life cycle; and
- Establish and manage communication and engagement mechanisms across partners, affected and interested parties in a transparent, timely and clear manner.

Table 4: Stakeholder Engagement Plan

No	Objectives	Target Stakeholders	Messages/ Agenda	Means of Communication	Schedule/Frequency	Responsible Agencies/Groups
1.	Presentation of drafts ESMF, RPF, LMP, SEP and ESCP to stakeholders and get their inputs	Representatives from Ministries, Department and DHMT. Civil Society Organizations Community representatives including representatives of VGs.	a) Present the Project-objectives, rationale, components, benefits and scope b) Project implementation arrangement, roles and responsibilities of stakeholders c) Potential environmental and social impacts and mitigation measures based on ESMF d) Potential land requirements; process of land acquisition and resettlement; compensation and other resettlement assistance as detailed in the RPF. e) Describe Grievance Redress Mechanism (GRM). f) Present stakeholders identified and describe approach to stakeholder engagement.	Organized public meetings/Consultations Disclosure of Project documentation in a culturally appropriate and accessible manner and summaries on the project website that must be ready before consultation (WB, MoH)	One off activity as part of project preparation	MoH
2	To disclose finalized ESMF, RPF, LMP, SEP and ESCP	Representatives from Ministries, Department and DHMT. Civil Society Organizations Community	Advertisement in the commonly read newspapers Disclosure of Project documentation in a culturally appropriate and accessible manner Email message to advise Stakeholders of disclosure and	Upload on websites of MoH and WB Hard copies in locally accessible places. Email copies to key individuals and organizations.	One-off and re-disclose whenever there is any significant revision.	MoH

		representatives including representatives of VGs.	where to access the disclosed documents.			
3	Prepare standard drawings for upgrading PHCU and staff houses and share with targeted stakeholders	Representatives from Ministries, Department and DHMT. CSOs	Presentation of the basic features of the drawings and incorporate requirements of other stakeholder e.g., PWD, Fire, DCU	Organized public meetings/Consultations to solicit their inputs	One off activity as part of project preparation	MoH
3.	Screening of the potential impacts and develop TOR for consultants to undertake ESIA	Shehia Advisory Council, DHMT	Identification of activities likely to results in significant impacts	Community Meeting Site Visits Face to face meetings	Start of project preparation	ZEMA, MoH
4.	Preparation of ESIA/ESMP/ based on the TOR and disclose	MoH ZEMA Community members	To inform the preparation of the ESIA /ESMP/ to the affected communities/individuals	Face-to-face meetings Public consultation meeting Focus Group Meeting	Project Preparation	MoH, ZEMA, EIA experts hired to complete the ESIA/ESMP/RAP
5	Preparation of RAP as detailed in the RPF and disclose	MoH DCU Land owners (PAPs) Sheha Community members	Meeting with affected landowners and users to advise them of the land acquisition or resettlement process and to consult on mitigation measures. Detailed socio- economic survey Asset inventory Valuation of lost assets. Discuss losses and resettlement measures including any financial compensation; Disclosure of RAP in draft and final version	Face-to-face meetings with affected households/individuals. MoH and WB website	When land acquisition is identified as necessary Before project construction and all PAPs have to be consulted and compensated	MoH, Ministry of Land and Heritage Development Consultants

6	Implementation of RAP	PAPs	Monitoring an devaluation of success of RAP implementation Copies of RAP to be placed on website and at Government offices.	Face to Face Meetings MoH and WB website	As needed during RAP implementation and detailed in the RAP	MoH
7	Inform stakeholders about project effectiveness one month before starting implementation	Representatives from Ministries, Department and DHMT. Civil Society Organizations Community representatives Community PAP Vulnerable Individuals	Implementation modalities Advertisement of tenders Advise community and PAP that construction will commence. Information and education on the risks and impacts, GRM, workers code of conduct etc Inform the community of the construction plans, builders, route for transportation of materials, water sources and land aspects	Newspapers of wide circulation MoH website Public Meetings Focus Groups Discussions. Face to Face Meetings	One off activity as part of project implementation	MoH
8	Implementation of communication plan during construction, Inform stakeholders of any new activities, unexpected impacts etc. during construction. Provide updates on project progress	Community PAP Vulnerable Individuals	Inform public about any emerging issues Information and education on the risks and impacts, GRM, workers code of conduct etc. Updates on project progress etc	Subproject progress report-informing the community Public Announcements Focus Group Discussions Community Meetings	Progress report: 1 month Announcement: every 2 weeks – use of radio or other media should be used where appropriate. Discussions: as requested by communities	PCU
9	Resolve grievances received through project GRM	Persons affected by GBV/SEA	To address grievances related to construction activities submitted via project GRM Refer persons affected by project related GBV/SEA to respective	Face-to-face meetings Confidential and safe face to face referral for GBV survivors	As necessary (as per GRM)	PCU

			GRM committee To promote accountability for violations of GBV by project staff	Meetings		
10	Information dissemination	All stakeholders, including PAPs, local authorities and concerned government agencies	Regularly update on project implementation activities, including key milestones, key changes in the Project design, and monitoring results from the ESCP and ESMPs, Health and safety impacts Benefit sharing, and community development initiatives Ensure effective functioning of the GRM	Project Information sheets such as brochures, fact sheets, notices on social media Feedback from stakeholders Community meetings Focus Group discussion Newspapers, website Posting on boards	Quarterly and continuous	PCU

4.3.4 Detail on engagement methods to be used

Public/community meetings

After the Project effectiveness, the PCU will organize launch meetings in each of the district where implementation will take place. The DHMT will work with District Commissioner to ensure communities in Shehias targeted for implementation are aware of the project. The project will ensure the effective participation through focus group meetings to vulnerable individuals found within the community along the project areas which includes women, elderly, people with disabilities and youth.

Mass/social media communication

The Project Social Safeguards Officer will post information on the MoH websites. The project will also communicate with the local population via social media tools like Facebook, WhatsApp and Instagram throughout the project's lifecycle. Social media channels will be used primarily in urban areas as much as possible to disseminate information.

Communication materials

Written information will be disclosed to the public via a variety of communication materials including project documents, brochures, flyers, posters, etc. A public relations kit will be designed specifically for the project and distributed both in print and online form. MoH will also update its website regularly, on quarterly basis with key project updates and reports on the project's environmental and social performance both in English and Swahili. The websites will also provide information about the Grievance Redress Mechanism for the Project.

Trainings, workshops

The Project will organize and conduct workshop related to implementation of the SEP to relevant staff, relevant contractor staff, government, and other involved entities early in project implementation. Workshops will include general environmental and social standards, stakeholder engagement and grievance management. Additional issues covered will include a sensitization to gender-based violence risks, inclusiveness of vulnerable individuals, and participatory approaches. In the first years of project implementation, consultants will be recruited by the to support capacity building efforts including on-the-job training and workshops.

4.3.5 Description of Engagement Methods

The project intends to utilize various methods of engagement that will be used as part of its continuous interaction with the stakeholders. For the engagement process to be effective and meaningful, a range of various techniques need to be applied that are specifically tailored to the identified stakeholder groups.

The format of every consultation activity should meet general requirements on accessibility, i.e., should be held at venues that are easily reachable and do not require long commute, access authorization, cultural appropriateness (i.e., with due respect to the local customs and norms), and inclusiveness, i.e., engaging all segments of the local society, including disabled persons, the elderly, and other vulnerable individuals.

Ensuring the participation of vulnerable individuals and groups in project consultations may require the implementation of tailored techniques for some groups, mainly older people, persons with disabilities and women-headed households. Such techniques may include visiting such individuals or families at their homes, holding separate small group discussions with them at an easily accessible venue. Reaching out to women through Women’s Unions to ensure inclusiveness. These approaches help the project to reach out to the groups who, under standard circumstances, are likely to be insufficiently represented at community gatherings. Table5 provides a list of different consultation techniques and suggests the appropriate application.

Table 5: Engagement methods and tools

Engagement techniques	Appropriate application of the techniques
Correspondence by letters, mail, phone, text, instant messaging	<ul style="list-style-type: none"> • Invite stakeholders to a meeting • Distribute project information to government officials, organizations, agencies and companies.
Print media and radio announcement	<ul style="list-style-type: none"> • Disseminate project information to large audience, illiterate stakeholders • Inform stakeholders about consultation meetings
One-on-one interviews	<ul style="list-style-type: none"> • Solicit views and opinions • Enable stakeholders to speak freely and confidentially about controversial and sensitive issues

	<ul style="list-style-type: none"> • Build personal relations with stakeholders
Formal meetings	<ul style="list-style-type: none"> • Present project information to a group of stakeholders • Allow the group of stakeholders to provide their views and opinions • Build professional relations with high level stakeholders • Distribute technical documents • Facilitate meetings using Power Point presentations • Record discussions, comments/questions raised and responses
Public meetings	<ul style="list-style-type: none"> • Present project information to a large audience of stakeholders and in particular communities. • Allow the group of stakeholders to provide their views and opinions • Build relationships with neighboring communities • Distribute non-technical project information • Facilitate meetings using Power Point presentations, posters, videos and pamphlets or project information documents • Record discussions, comments/questions raised and responses
Workshops	<ul style="list-style-type: none"> • Present project information to a group of stakeholders • Allow the group of stakeholders to provide their views and opinions • Use participatory exercises to facilitate group discussions, brainstorm issues, analyses information, and develop recommendations and strategies
Focus group discussion	<ul style="list-style-type: none"> • Allow a smaller targeted group of between 6 and 8 people to provide their views and opinions includes vulnerable individuals (women, youth, elderly and people with disabilities) • Build relationships with neighboring communities

	<ul style="list-style-type: none"> • Use a focus group interview guideline to facilitate discussions
Surveys	<ul style="list-style-type: none"> • Gather opinions and views from individual stakeholders • Gather baseline data • Record data • Develop a baseline database for monitoring impacts

NB: All engagements and consultations will be documented.

4.3.6 Engagement with Vulnerable People

There are a number of vulnerable people within the Project area who may be less able to participate in stakeholder engagement activities. These include women, female headed households, the disabled, people living with albinism, the poorest of the poor etc. It is essential that they are able to participate in stakeholder engagement activities in line with the requirements of the ESS10. The following will be undertaken to ensure their participation:

- **Focus Group Discussions:** Such discussions will be held with vulnerable people in communities where project activities/ components are being undertaken to ensure that vulnerable people are able to participate. The nature of these focus groups will depend on the presence of vulnerable individuals in the community but at a minimum separate focus group discussions should be held with women and / or girls and the youth, Focus Group Discussions may also occur where there are sensitive topics to be discussed like Gender Based Violence (GBV).
- **Logistics:** Meetings must be held in central locations which are easily accessible by all members of the community including those with disability and at timings which will not limit attendance of certain groups as they interfere with economic and household activities. If needed, multiple meetings should be held at various locations and times. Meetings should also be announced in a timely manner and documents shared in advance so that all stakeholders hear about the meetings and are able to plan to attend as needed.
- **Language:** All information will be shared in a culturally appropriate manner. Meetings should be undertaken in the language understood by the stakeholders in this case Kiswahili. Similarly, documents should be presented in local languages and be available in hard copies at easily accessible locations such as public places.

4.4 Strategies for Information disclosure

Timely and effective disclosure of relevant project-related information is crucial in helping stakeholders, including the affected persons and communities understand the risks, impacts and opportunities of the project. The IPWE4Dproject will ensure that the disclosure of the relevant information will inform the stakeholders about;

- The purpose, nature, and scale of the project,
- The duration of proposed project and associated activities during preparation, construction and operation phases,
- Risks and potential impacts of each activity to PAPs and other stakeholders,
- The mitigation plan, which will list out the measures that the project will undertake along with timeline for each activity, required financial resources and responsible units or persons within the project,
- GRM is put in place by the project and functioning, and
- Stakeholder engagement process including grievance redress mechanism

The Project aims to use the various mediums to disclose project- related information to all identified stakeholders throughout the project lifecycle.

The project officials and E&S focal person will make sure the disclosure programs are organized in culturally appropriate manners and ensure participation of women and vulnerable groups. The purpose of disclosing information is also to solicit information and input from community members and other project stakeholders through engaging in two-way discussions with project stakeholders. The project will ensure that the information disclosure materials that will be presented or distributed to the participants are prepared in a local language understandable to participants. Information will be displayed in well-publicized, visible and publicly accessible locations, to ensure that knowledge of/access to project information is not just limited to those who the project officials and E&S focal person engages with. Examples of publicly accessible locations includes public offices such as schools, health clinics, mosques and community centers. The project and sub-projects plan to use the following means and methods for such purpose:

- Display of public notice in various local places where general public gather
- E&S focal person and E&S team of the project areas
- Local councils, ward offices and their notice boards
- School boards

- PHCU notice boards
- Notice about the event in the local community radio and newspapers

4.5 Communication Materials

Key disclosure and consultation materials include:

- **Project Information Document (PID):** This document consists of a non-technical summary of the project, development timeline and milestones project updates, consultation program and opportunities for the stakeholders to participate in development of the project, timeline and venues for engagement activities, contact details for questions and queries. The PID will be updated at each Project milestone to reflect the Project development and key activities at each stage.
- **Project Factsheet:** A short (two-pager) factsheet in Kiswahili highlighting crucial project information in simple, plain language accompanied with map, graphics and pictures.
- **The Project Frequently Asked Questions (FAQs)** which comprises of project key risks and issues, and project's plan to address them, as well as answers to key questions raised by the stakeholders during the previous consultation. The FAQs will be revised and updated regularly to reflect Project development and key issues that have come to light.
- **Grievance Redress Mechanism (GRM):** It details how to access the grievance mechanism and lodge grievances. This will include information on how the grievance management process will work, including the time frames for responses.

5.0 IMPLEMENTATION ARRANGEMENTS OF THE SEP

5.1 Resources

The Ministry of Health (MoH) is the executing agency of this project, where a Project Coordination Unit has been established to manage the project. The PCU is headed by the Project Coordinator, who report to the Director of Preventive Services (DPS). Other staff member working for the project include two Environmental and Social Safeguard Team (ESST), Fiduciary and Procurement Officers, who will be responsible for overall implementation, monitoring and supervision. The resources for the implementation of stakeholder's engagements will be supported by the budget assigned in the ESMF. Both human and material resources will be required to implement the plan at all levels from the national to the community.

Environmental and social risks and impacts for the project will be managed by two focal persons, one dealing with Environmental matters and the other on Projects Social issues. These will be supported by two Technical Assistant (TAs), one for Environment and the other for Social Safeguards. Initially these will be assigned to work with the Project for a period of 15 months.

At the community level, the governance is under Shehia Advisory Council, whereby administrative roles are executed by Sheha who is appointed by the District Commissioner. Sheha is responsible for organizing community members to attend meetings and for this case for the purpose of public consultation, involvement and notable participation into development activities such as projects design, planning and implementation.

5.1 Project Staff and Responsibilities

1. Project Coordinator

- a) Ensure resources are available for technical support and capacity building to relevant institutional actors.
- b) Review progress reports on the implementation of the Stakeholder Engagement Plan (SEP) and include them in progress reporting to the World Bank
- c) Ensure establishment and maintenance of effective M&E system including grievance database.

- d) Receive and develop resolution of grievances as required.
- e) Ensure that there is sufficient budget for the implementation of the SEP throughout project implementation.

2. Social Safeguards Officer

- i. Implement stakeholder engagement in line with the SEP.
- ii. Undertake consultations, focus group discussions, and other activities to ensure that the objectives of the SEP are met.
- iii. Liaise, as relevant, with local communities to ensure smooth implementation of the SEP.
- iv. Coordinate SEP implementation with various areas as relevant.
- v. Establish and maintain an effective grievance tracking system and where relevant ensure that grievances are channeled to appropriate response mechanisms.
- vi. Receive and develop resolution of grievances as required.
- vii. Participate in grievance committee meetings as relevant.
- viii. Undertake regular review of grievances and where relevant identify systemic issues to be addressed and trends that require attention from management.
- ix. Serve as a conduit of information between stakeholders and the project implementing team especially in regards to emerging environmental and social risks, impacts and potential mitigation measures.
- x. Update the SEP including updating the stakeholder identification, as relevant, and as detailed in the Environmental and Social Commitment Plan.
- xi. Provide technical support and capacity building to relevant institutional and community actors to support implementation of the SEP.
- xii. Prepare progress reports on the implementation of SEP, including GRM and submit to the Project Coordinator

3. Environmental Safeguard Officer

In regards to stakeholder engagement, their main tasks will involve, but will not be limited to:

- a) Review relevant contracts to ensure provisions related to stakeholder engagement have been incorporated
- b) Develop and maintain close networks with community-based stakeholders including NGOs and CSOs, and district officials among others
- c) Co-organize and co-supervise training and workshop for the project as indicated in the ESCP.

- d) Undertake consultations, focus group discussions, and other activities to ensure that the objectives of the SEP are met.
- e) Liaise, as relevant, with local authorities to ensure smooth implementation of the SEP.
- f) Coordinate SEP implementation with various areas as relevant.
- g) Participate in grievance committee meetings as relevant.
- h) Serve as a conduit of information between stakeholders and the project implementing team especially in regard to emerging environmental and social risks, impacts and potential mitigation measures.
- i) Update the SEP including updating the stakeholder identification, as relevant, and as detailed in the Environmental and Social Commitment Plan.
- j) Prepare progress reports on the implementation of SEP, including grievance management, and submit them to project management.

5.2 Stakeholder engagement tools and materials

This SEP includes stakeholder engagement and community relations management tools including:

- **Grievance mechanism** – A Complaint and Grievance Procedure provides a mechanism for communities and affected parties to raise complaints and grievances and allows the project to respond to and resolve the issues in an appropriate manner. A register will be developed to record all grievances reported.
- **Engagement Notes** – To ensure that an accurate and detailed record of information and views are gathered at every stakeholder meeting, consultation meeting notes will be written up. Prior to all consultations, responsibility shall be appointed to one member of the project team to take detailed notes and write up these notes immediately after the consultation. This documentation will be appended to the SEP as it is periodically updated. The documentation will include details on the arrangements for the consultation, the participants, the format of the engagement process, the issues raised and responses provided, any commitments made, and the list of participants.

6.0 GRIEVANCE REDESS MECHANISM

6.1 Purpose

A Grievance Redress Mechanism (GRM) is necessary for addressing the legitimate concerns of the project affected persons. Grievance handling mechanisms provide a formal avenue for affected groups or stakeholders to engage with the project on issues of concern or unaddressed impacts. Grievances are any complaints or suggestions about the way a project is being implemented, and they may take the form of specific complaints for damages/ injury, concerns around resettlement and compensation, concerns about routine project activities, or perceived incidents or impacts.

The Environmental and Social Standards requires project financed by the World Bank to define one or more mechanisms to resolve complains, issues, recommendations, presented by the project stakeholders, citizens or anyone expressing concerns on the environmental, safety and social project development. This Section responds to theESS10 of the ESF of the World Bank but also complies with national regulations. The mechanism for grievance redress shall include:

- Provision for the establishment of a grievance redress committee that includes women, youth and vulnerable groups
- A reporting and recording system
- Procedure for assessment of the grievance
- A time frame for responding to the grievances filed
- The mechanisms for adjudicate grievances and appealing judgments
- A mechanism for monitoring grievances

The stakeholder engagement process will ensure that the PAPs are adequately informed of the procedure. The GRM is designed with the objective of solving disputes at the earliest possible time, which will be in the interest of all parties concerned and therefore, it implicitly discourages referring such matters to a tribunal/court for resolution.

The PCU will require Contractors/Subcontractors to develop and implement a Workers Grievance Redress Mechanism (WGM) for their own workforce prior to the start of implementation of the project for each specific site. A Worker Grievance Mechanism (WGM) is a procedure through which a grievance can be raised, assessed, investigated and responded to. It is also a framework through which workers can gain access to remedy for adverse impacts or damage they have suffered as a result

of project activities. Project-level grievance mechanisms provide stakeholders with clear guidance of who is responsible for addressing and resolving concerns, complaints, and grievances throughout the project cycle. The Contractor will prepare their Labor Management Plan before the start of civil works, which will also include detailed description of the workers GRM. The GRM must be well circulated and written in a language understood by all workers.

The workers GRM will include:

- A channel to receive grievances such as comment/complaint form, suggestion boxes, email, a telephone hotline that might also be anonymous;
- Stipulated timeframes to respond to grievances;
- A register to record and track the timely resolution of grievances;
- A responsible section/wing/committee to receive, record and track resolution of grievances.

The GRM will be described during workers induction trainings, which will be provided to all project workers. The mechanism will be based on the following principles:

- The process will be transparent and allow workers to express their concerns and file grievances.
- There will be no discrimination against those who express grievances and any grievances will be treated confidentially
- Anonymous grievances will be treated equally as other grievances, whose origin is known.
- Management will treat grievances seriously and take timely and appropriate action in response.

Information about the existence of the grievance mechanism will be readily available to all project workers (direct and contracted) through notice boards, the presence of “suggestion/complaint boxes”, and other means as needed. Existing grievance mechanism methods such as ‘suggestion boxes’ which exist in many PHCU may be used to file complaints. However, community member need awareness creation to ensure they use these boxes are used to channel grievances at community level. A formal structure needs to be put in place to guide their opening, reviewing, responding to concerns, and providing feedback on the issues raised.

The GRM will consist of a number of levels; starting with a Shehia Grievance Committees (SGC) at the lowest level, a Project workers Grievance Committee (PGC), a District Grievance Committee, and a Ministerial Grievance Committee. The Land Tribunal is also available for land-related matters. Complainants can always go to the judicial system. The structure of grievance committees is detailed in the following section.

6.2 Objectives

- To provide stakeholders with a clear process for providing comment and raising grievances;
- To allow stakeholders the opportunity to raise comments/concerns anonymously through using the Shehia forum to communicate;
- To structure and manage the handling of comments, responses and grievances, and allow monitoring of effectiveness of the mechanism; and
- To ensure that comments, responses and grievances are handled in a fair and transparent manner, in line with the Projects policies.

6.3 Grievance Committees

Shehia Grievance committee	Functions	Timeframe
Sheha Influenced person at Shehia Councilor Religious person	Receives Complaints from PAPs. Seats, discusses and resolves complaints. Keeps records of complaints received and their resolutions. Provides feedback to PAP(s). Forwards unresolved complaints to District Grievance Committee.	Any times as complaints are submitted by PAPs within 7 days after receiving complaints.
Workers Grievance Committee Clinical Officer (PHCU) Contractors’ representative PCU Safeguard team Government Valuer Sheha	Receive, Log and Track all Grievances received; Provide regular status updates on Grievances to claimants, PCU and other relevant Stakeholders. Keeps records of complaints received and their resolutions. Process and propose solutions and ways forward related to specific Grievances. Ensure increased awareness, accessibility, predictability, transparency, legitimacy, and credibility of the GRM process; Monitor follow up to Grievance resolutions, as appropriate. Forwards unresolved complaints to PCU	Anytime as complaints are received resolved within 14 days
District Grievance Committee District Commissioner LGA Directors	Take direct action to resolve the grievance/dispute (e.g., bring the relevant parties together to discuss and resolve the issue);	Anytime as complaints are received resolved within 14 days

Shehas Project Coordinator Government Valuer	Request further information to clarify the issue, and share that information with relevant parties, or ensure that the Project take an appropriate administrative action to deal with a complaint; Refer the grievance/dispute to independent mediation, while maintaining oversight; or Determine that the request was outside the scope and mandate of the DGC and refer it elsewhere (e.g., Ministry of Health, Police or to the courts).	
Ministerial Grievance Committee Principal Secretary MoH Director of Preventive Services Project Coordinator Director of Planning, Policy and Research Director of Curative Services Director of Administration and Human Resources	Receives, discuss and resolve all unresolved complaints from Workers Grievance Committee and District Grievance Committees. Keeps records of complaints. Provides feedback to PAPs/Shehias. Refereeing unresolved grievance to the Court or Land Tribunal	Anytime as complaints are received resolved within 30 days

Other government organs that will address grievances include:

Grievance at land Tribunal Court

- As Land Zanzibar Tribunal Court Procedure

High Court

- As Court Procedure

6.4 Project Roles and Responsibilities

Individuals and communities can report any comment response, and grievance to the Project using a variety of means. The Project staff charged with managing the GRM the Project Coordinator, Social Safeguard Officer, Environmental Safeguards Officer and two Technical Assistants. Specifically, they are responsible for receiving comments responses, and handling grievances and ensuring that they are correctly documented.

The Social Safeguard Officer at PCU will coordinate the investigation and response to grievances. He/She is also responsible for on-going monitoring and review of the effectiveness and efficacy of the Grievance Mechanism.

6.5 Gender Based Violence (GBV) and Sexual Exploitation and Abuse Grievances

The Project may result in incidences of Gender Based Violence (GBV) and Sexual Exploitation and Abuse (SEA) affecting workers and the community. GBV cases are different from other complaints that are typically handled through the grievance redress mechanisms.

GBV mapping for service providers will be conducted to provide necessary support to victims and will be modified accordingly. At the Shehia level, Sheha's secretary will be trained on how to receive GBV related grievances including matters of confidentiality, treating survivors with empathy and what non-identifiable data should be collected and how to refer the case to service providers. In addition, members of the Shehia Grievance committee will also be trained on how to receive and manage this information. However, the Shehia committee will not be involved in resolving GBV related cases as this will be determined by the survivor with support from the appropriate service providers based on their needs.

6.6 Procedure for Grievances

The steps taken by the company for receiving and handling any such concerns are outlined below.

Step1: Submitting a grievance to PCU

A grievance can be submitted to the Project in a number of ways.

- During regular meetings held between communities and the Project;
- Through the consultations at Shehia level established in the affected villages;
- During informal meetings with project contractors/subcontractors;
- Through communication directly with management—for example a letter addressed to Permanent Secretary, Ministry of Health;
- Directly by email (email will be created)
- A telephone through toll free numbers; +255 (0) (190)
- Placing a comment in the comment box at PHCU
- Through Shehia committee. For grievances which will be submitted through Shehia committees, they will be registered and the Social Safeguard Officer will be informed within 24 hours.

Step2: Logging the grievance

Once a grievance has been received it must first be logged in the grievance database register. Registers will

be available at the Shehia level and at P C U . The Sheha will transmit the grievance entails to the Project Social Safeguards Officer within 24hours.

Step3: Providing the initial response

The person/community/stakeholder that lodged the initial grievance will then be contacted within two working days to acknowledge that the Project has logged the complaint. The Projector Shehia grievance committee will determine whether the grievance is related to the project or not. The Project grievance mechanism will be used for complaints that are related to the project and for those which are not related to the project they will be channeled to relevant departments or institutions.

The acknowledgement form will be provided as an initial response and will include details of the next steps for investigation of the grievance, including the person/department responsible for the case.

Step 4: Investigating the grievance

Then the grievance should be investigated under the direction of the Social Safeguard Officer. PCU will make investigation and should be completed within two weeks of the grievance first being logged. Depending on the nature of the grievance, the approach and personnel involved in the investigation will vary. The Project will regularly update the complainant on the progress of the investigation and the timeline for resolution.

Step5: Concluding/resolving the grievance

The grievance should then be concluded, the Project will outline the steps taken to ensure that the grievance does not re-occur. Consultation with aggrieved parties will be undertaken and views sought about Project recommendations. If complainant is satisfied, then Social Safeguard Officer should seek their signoff from the Project Coordinator.

Step 6: Taking further steps if the grievance remains open

If, however the grievance cannot be resolved then the Social Safeguard Officer, together with the Environmental Safeguards Officer will initiate further investigation as relevant. Protracted grievances will be discussed with the Project Coordinator and together will determine the steps for future action.

6.7 Record Keeping

All comment responses and, grievances are to be recorded using the grievance resolution format attached in Annex 2. This includes details of the comments/ grievance, the commenter/aggrieved, and ultimately the steps taken to resolve the grievance. Hard copies of the form are to be forwarded to the Project offices. Any accompanying documentation e.g., written statements, photographic evidence, or investigation reports are to be filed along with the grievance log both in hard and softcopies.

A database will be maintained by the Social Safeguards Officer to record and track management of all comments and grievances. This will serve to help monitor and improve performance of the GRM.

6.8 Comment Response and, Grievance Mechanism Log

A sample format for logging summary details of each comment response and, grievance is provided in Annex 3. As noted above hard and softcopies should be kept on file.

Note:

- If it is a comment, the commented will receive a copy if he/she requests one
- If it is a Grievance, the aggrieved shall always receive a copy once complete for their own records.

6.9 Initial Response Template

The template in Appendix 1 is an example of what should be used for providing the initial response to the aggrieved only in the case of Grievances. This should be written on headed paper. This response must be sent within 7 days of the grievance being entered into the logbook.

7.0 STAKEHOLDER ENGAGEMENT MONITORING AND EVALUATION

Stakeholder Engagement monitoring is the process of monitoring overall project stakeholder relationships and adjusting strategies and plans for engaging stakeholders. Stakeholder Engagement monitoring involves collecting data, assessing the level of engagement and using insights from the data collection to adjust strategies and tactics for engaging effectively with stakeholders.

7.1 Monitoring and Evaluation

The project will develop and maintain an Environmental and Social information system detailing all environmental and social documentation, public consultation, disclosure information and grievances collected throughout the program, which will be available for public review. Stakeholder engagement shall be periodically evaluated by PCU. The following indicators will be used for evaluation:

- a) Meetings held to measure the level of understanding of the project stakeholders, and identify any potential issues;
- b) Annual report explaining the number of grievances received and how they have been addressed;

In order to measure these indicators, the following data will be used:

- i. Issues and management responses linked to minutes of meetings;
- ii. Monthly reports;
- iii. Feedback from primary stakeholder groups (through interviews with sample of affected people);
- iv. Annual Environmental and Social Auditor' Report
- v. Commitment and concerns register and
- vi. Grievance register.

During project implementation there will be independent monitoring of the project performance and measuring associated impacts through bi-annual environmental and social audits. For the SEP this will include review of documentation related to stakeholder engagement for the various components, grievance management and implementation including consideration of vulnerable groups and people.

During implementation, monitoring will be done on quarterly basis whereby stakeholders will be invited on rotational basis. At each site visit, technical advice on issues observed will be provided in the site instruction book and back to office report prepared by the PCU team.

7.2 Reporting

Monthly Reports

There will be brief monthly reports on stakeholder engagement activities by PCU, which include:

- i. Activities conducted during each month;
- ii. Public outreach activities (meetings with stakeholders and newsletters);
- iii. Entries to the grievance register;
- iv. New stakeholder groups (where relevant); and
- v. Plans for the next month and longer-term plans.

Monthly reports will be used to develop quarterly reports.

Reports to the World Bank

Imminent Report: Since the MoH/PCU and the World Bank need to be informed of any grievances or issue affecting the normal implementation of the project, the PCU team will inform the Bank immediately of an imminent issue affecting the Project. Imminent report will include fire, explosion, death of a worker, incidence of GBV or SEA (e.g., rape), security issues, collapse of works and others.

Quarterly reports: The PCU will prepare quarterly report following the ESMF requirements on issues related to the implementation of the project and will also inform communities on any issues reported or grievances presented. The report must indicate details of the issues, resolution and compensation provided (if any) in line with the ESF at all times.

Annual report: The PCU will compile annual report summarizing SEP implementation. This report will provide a summary of all public consultation issues, grievances and resolutions. The report will provide a summary of relevant public consultation findings from informal meetings held at community level.

Reporting to Stakeholders

Reporting to stakeholders involves providing important details on the undertakings, routines, status, and progress of the project. Reporting to stakeholders may also include new or corrected information since the last report. Keeping track of the many commitments made to various stakeholder groups at various times and communicating progress made against these commitments on a regular basis, requires

planning and organization. Reporting to stakeholders will be done on quarterly basis.

7.3 Stakeholder Monitoring Plan

Stakeholders' engagement plan shall commence prior to start of the project in order to identify who are key stakeholders, what role they can contribute to the project, and maintaining meaningful interaction with them throughout the project period. Stakeholders' engagement is done throughout the project implementation when periodic monitoring is done to assess the progress, and if implementation is done according to plan, and challenges are identified on time to allow for corrections. The monitoring results will be made available to the stakeholders for their review and comments in an accessible place, mainly at the project level for transparency.

Appendix1: Views, issues and concerns of stakeholders consulted during project preparation

Stakeholder	Views and issues raised during discussion	How the issue will be addressed
Ministry of Health, Social Welfare,	<ul style="list-style-type: none"> • The project will improve health sector and service provision to many areas selected for implementation • There is high demand of health service, and this project will expand provision of health services. • There is shortage of staff in many PHCU as many of the have retired, death. 	<ul style="list-style-type: none"> • The MoH have submitted request to employ more medical staff to fill the gap
First Vice President Office, Division of Environment	<ul style="list-style-type: none"> • The Ministry of Health need to consider different design of incinerator to control medical waste from different levels of health facilities. • Consider beatification of the landscape during rehabilitation by making the area more greenery. 	<ul style="list-style-type: none"> • The MoH is planning to procure two vehicles which will be collecting medical wastes and send them to high temperature incinerators located at District Hospitals. Vehicles will be collecting wastes on rotational basis.
Zanzibar Environmental Management Authority (ZEMA)	<ul style="list-style-type: none"> • Discussions about the localities/sites included in the project; • Contribution of the project to the country's economic development, poverty reduction and shared prosperity. • Project preparation timeline and the documentation required, such as the Environmental and Social Impact Assessment (ESIA) & Environmental and Social Management Framework (ESMF, the Stakeholder Engagement Plan (SEP) and the compliance with gender requirements of the World Bank. • ZEMA will screen all proposed sub projects to identify the impacts and will develop Terms of Reference. • The consultants will prepare ESIA for individual subproject based on the TOR • ZEMA will issue review consultant report and issue a certificate for project requiring EIA or Environmental Report 	<ul style="list-style-type: none"> • ZEMA will support MoH to screen potential environmental and social impacts for each site.
Occupational Safety Health and	<ul style="list-style-type: none"> • Technical meeting to discuss how OSHA will be involved during implementation of the project. • All contractors will need to be registered with the Department before commencing 	<ul style="list-style-type: none"> • The project will comply with the OSH requirements according to the OHS Act. No 8 of 2005

Stakeholder	Views and issues raised during discussion	How the issue will be addressed
	<p>works.</p> <ul style="list-style-type: none"> All workers will do medical check before commencement of work in a particular site. Safety should be considered even for non-workers and trespassing should be restricted. Worker's grievances are reported to OSHA and resolved within 21 days. 	
Zanzibar Water Authority (ZAWA)	<ul style="list-style-type: none"> ZAWA will make assessment of the water supply situation in each of the selected PHCU and advise the Ministry on the best option to provide water supply facilities. The Ministry of Health will avail the names and location of PHCU for ZAWA to make assessment. 	<ul style="list-style-type: none"> ZAWA will make assessment of water supply system in each PHCU and recommend to the ministry on the possible option.
Ministry of Land and Heritage Development	<ul style="list-style-type: none"> Upgrading and improvement of PHCU will require acquisition of land from individuals. The Land Act will be followed to compensate assets on the land after consultation with property owners. The Ministry of Health can request Commissioner of Land to make surveys for the purpose of demarcating land for all PHCU and issue title deeds. 	<ul style="list-style-type: none"> The Ministry of Land is ready to work with Ministry of Health to demarcate land for all PHCU and issue certificate of occupancy.
Second Vice Presidents Office, Pemba	<ul style="list-style-type: none"> The situation of most health facilities is very low and needs to be upgraded in order to provide service to many people When providing water for health facilities, the project needs to consider extending a water pipe to the surrounding schools to improve sanitation. 	
Development Control Unit	<ul style="list-style-type: none"> The unit is responsible for all urban and rural planning including surveying, offer title deeds. Requested the Ministry of Health to avail the list of all PHCU proposed for improvement in order to process building permit. 	<ul style="list-style-type: none"> DCU will work with MoH to ensure building permit are issued according to the Law.
Fire Brigade and Rescue Forces	<ul style="list-style-type: none"> The Ministry of Health should submit to the Fire Brigade technical drawings for the proposed upgrading of PHCU to be checked if they have complied with the fire requirements. The Department will check the number of hose reels required, Fire Extinguishers, Fire 	<ul style="list-style-type: none"> All PHCU and PHCU+ will need to be equipped with fire extinguishers. Architectural design and drawings will be shared with the Fire Brigade to check fire requirements

Stakeholder	Views and issues raised during discussion	How the issue will be addressed
	<p>Detectors, emergency door for each PHCU.</p> <ul style="list-style-type: none"> The Fire Brigade will issue a certificate of compliance for each plan that have met the requirements. Observed that most of the Government buildings do not have a fire system. 	
Contractor Registration Board	<ul style="list-style-type: none"> All contractors need to be registered with the Contractors Registration Board. Monitor the conduct of contractors undertaking various works 	<ul style="list-style-type: none"> The Board will monitor the conductor of all contractors to abide by laws during construction and renovation of PHCU.
<p>Civil Society Organizations (Names of CSOs met ZAPHA+, D-Tree, Red Cross, ANGOZA, ZANA, PERO, ZAYEDES, and ZANAB), UNFPA, WHO, JUWAMIPE, JUKAMKUM, WAMATA, VECA, MKUPE, JUKUHUM,</p>	<ul style="list-style-type: none"> Improving of health infrastructure means improved services hence the number of medical staff should also increase to cater the increased population. This initiative has to increase the number of staff houses In areas where land is required, there is a need to identify Project Affected Persons (PAPs) so that procedure for land acquisition is followed according to the national law. CSOs have an opportunity to educate project workers at specific work construction sites on spread of STI, HIV/AIDS. The design of health facilities should consider the needs of disable people by providing e.g., ramps, toilet Awareness is required during project implementation especially for youth 	<ul style="list-style-type: none"> CSOs will participate in providing education to community members on prevention of HIV/AIDs during project implementation. The Ministry of Heath has developed new architectural design of PHCU that accommodate ramps for people with disability. The design needs to be shared with PWD to provide their input for improvement.
District Heath Management Team	<ul style="list-style-type: none"> To assist in monitoring project activities at primary health care level, Report SEP related events in their districts to PCU 	
Primary Health Care Unit Staff	<ul style="list-style-type: none"> Their concern was mainly on the inadequacy of working tools, staffing levels and facilities. 	
Community members and leaders in 30 Shehias level	<ul style="list-style-type: none"> Community members appreciated the government imitative of improving the health facilities as they are missing important facilities like water supply, handwashing facilities, toilets, reserve tanks, incinerators and staff houses. In some cases, the PHCU needs to 	<ul style="list-style-type: none"> Community members will benefit by being employed in project sites, thus increasing income for household consumption.

Stakeholder	Views and issues raised during discussion	How the issue will be addressed
	<p>renovated by roofing, painting and flooring.</p> <ul style="list-style-type: none"> Community members raised concern on inadequate number of medical staff, thus advised that the Government to reallocate more staff to cater for increased population. 	

Appendix2: Grievance Logging Form

Contact Details of Complainant	Name:		
	Address:		
	Tel:		
	E-mail:		
How would you prefer to be contacted?	In Person	By phone	By email
Details of your comments, grievance, recommendation. Please describe the problem, how it happened, when, where and how many times, as relevant			
What are the complainant's suggestions to resolve the grievance?			
Details of how Grievance Submitted	In Person:		
	In Writing:		
	By Phone:		
	Other		
Signature of Complainant(s)			Date
Name of Person Receiving Complaint			Date Logged

Appendix3: Grievance Resolution Form

Contact Details of Complainant	Name:	
	Address:	
	Tel:	
	E-mail:	
Grievance Number		
Summary of Grievance		
Is the Complaint Project Related?	No Justification:	
	<p>Communication to Stakeholder (information, form and date):</p> <p>Acceptance by Stakeholder:</p> <p>Yes _____ No _____</p>	
	<p>Yes</p> <p>Cause:</p> <p>Communication to Stakeholder (information, form and date):</p>	
Agreement Reached to Resolve Grievance	<p>Yes _____ No _____</p> <p>Form of the agreement</p>	
Next Steps (either to implement resolution or resolve grievances with dates and responsible parties)		
Signature of Complainant(s)		Date
Signature of Grievance Committee		Date Logged

Annex 4: List of people met during consultation meeting

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK FOR PROPOSED PROGRAM "INVESTING IN PEOPLES' WELL BEING FOR ECONOMIC DEVELOPMENT (IPWE4D)" FOR MINISTRY OF HEALTH AND SOCIAL WELFARE, ELDERLY, GENDER AND CHILDREN (MOHSWEGC), ZANZIBAR

No.	Name	Institution/Organization	Title/Designation	Address/contact	Signature	Date
1	HARIKA HARIADI MIPENDU	TUNGAMAA	RAIYA	0772353749	[Signature]	18/1/2022
2	ZAINAB MUSA MUSA	TUNGAMAA	RAIYA	0777406941	[Signature]	18/1/2022
3	REHEMA ABDALLA JUMA	TUNGAMAA	RAIYA	0778875019	[Signature]	18/1/2022
4	HALIMA SALIM HASAN	TUNGAMAA	RAIYA	0777444583	H.S.A	18/1/2022
5	MARYAM JUMA MAALIM	TUNGAMAA	RAIYA	0779224486	[Signature]	18/1/2022
6	FATMA OMAR HAMAD	TUNGAMAA	RAIYA	0774844191	[Signature]	18/1/2022
7	ASHA HAMAD ALY	TUNGAMAA	RAIYA	0772992902	[Signature]	18/1/2022
8	SHARIFA MARWA	TUNGAMAA	RAIYA	0777158757	[Signature]	18/1/2022
9	FATMA FARID JADI	TUNGAMAA	RAIYA		[Signature]	18/1/2022
10	TIME ALI OMAR	TUNGAMAA	RAIYA	0773333902	[Signature]	18.1.2022
11	ABEDA KASINDA	TUNGAMAA	RAIYA	0776561562	[Signature]	18.1.2022
12	RAFIKA HAMADOMA	TUNGAMAA	RAIYA	0778751028	[Signature]	18.1.2022
13	KHADWA SAUD JUMA	TUNGAMAA	RAIYA	0773478490	[Signature]	18.1.2022
14	FATMA ALI KHAMIS	TUNGAMAA	RAIYA	0776883934	[Signature]	18.1.2022
15	SITI HAJI HAMAD			0776113275	[Signature]	
16	BIBIWA H. JABIR	- " -	- " -	0772080386	[Signature]	- " -
17	MURIDWA NAJIB	- " -	- " -	0779452009	[Signature]	- " -

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK FOR PROPOSED PROGRAM "INVESTING IN PEOPLES' WELL BEING FOR ECONOMIC DEVELOPMENT (IPWE4D)" FOR MINISTRY OF HEALTH AND SOCIAL WELFARE, ELDERLY, GENDER AND CHILDREN (MOHSWEGC), ZANZIBAR

No.	Name	Institution/Organization	Title/Designation	Address/contact	Signature	Date
1	ASAA KHAMIS DADI	LIMBANI/SHEHIA	N/SHEHA	0772762948	[Signature]	18/1/22
2	SALIM SAJEH	LIMBANI/SHEHIA	M/KHAMATI	0443-140699	[Signature]	18/1/22
3	RUKAIYA M SAID	MOHSWEGC	SOCIAL SAFEGUARD	0714980348	[Signature]	18/01/22
4	FAYI M. FAYI	MOHSWEGC	ENVIRONMENTAL	0777401230	[Signature]	18/1/22
5	SALWA R. HAMAD	MEMBER SHEHIA	MEMBER	0773701270	[Signature]	18/1/2022
6	SANURA N. SIMAN	TUNGAMAA	RAIYA	0773082209	[Signature]	18/1/2022
7	MAIMUNA O. HAMAD	TUNGAMAA	"	0778830834	[Signature]	18/1/2022
8	MOZA ALI NAJIM	"	"	-	[Signature]	18/1/2022
9	FATMA JUMA KHANNA	TUNGAMAA	M/KAMATI	0774891746	[Signature]	18/1/2022
10	ZAHAB SAJEH HAMAD	TUNGAMAA	RAIA	0777178213	[Signature]	18/1/2022
11	MADINA HAJI ALY	TUNGAMAA	RAIA	0772706590	[Signature]	18/1/2022
12	RIZIKI ALI MGENI	TUNGAMAA	RAIA	0776869921	[Signature]	18/1/2022
13	ASMA SULEIMAN	TUNGAMAA	RAIA	0778765110	[Signature]	18/1/2022
14	BHOMIB KRI SEIF	TUNGAMAA	RAIA	0776163797	[Signature]	18/1/2022
15	SALMA MOH'DOMAR	TUNGAMAA	RAIA	0774306958	[Signature]	18/1/2022
16	SUBIRA SAID HALID	TUNGAMAA	RAIA	0	[Signature]	18/1/2022
17	ZAINABU SAID KHAMIS	TUNGAMAA	RAIA	0777524480	[Signature]	18/1/2022

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK FOR PROPOSED PROGRAM "INVESTING IN PEOPLES' WELL BEING FOR ECONOMIC DEVELOPMENT (IPWE4D)" FOR MINISTRY OF HEALTH AND SOCIAL WELFARE, ELDERLY, GENDER AND CHILDREN (MOHSWEGC), ZANZIBAR

No.	Name	Institution/Organization	Title/Designation	Address/contact	Signature	Date
18	NAESRA HAMAD MASUD	KIZIMBANI	-	0712914357		18/1/2022
19	NANHIFA RASHID BAL	LIMBAN	-	0776839164		18/1/2022
20	MARYAM HAMAD KHAN	TUNGAMA	-	0777230666		18/1/2022
21	SALMA RASHID SALUM	TUNGAMA	-	0779296122		18/1/2022
22	FAIMA HAMAD HASSAN	KIZIMBANI	-	0772251293		18/1/2022
23	FAIMA SALIM ALI	LIMBAN	-	0777025122		18/1/2022
24	MARYAM HASSAN KHATIB	JADIDA	-	0774809732		18/1/2022
25	RUKAYYA M SAID	MOHSWEGC	SOCIAL SAFEGUARD	0714986348		18/1/2022
26	NAJMA A JUMA	MOHSWEGC (EHO)	EHO	0774591414		18/1/2022
27	KHAMIS BILALU ALI	MOHSWEGC Pembo	AJULIUNYA	0777877729		18/1/2022
28	FAKI M. FAKI	MOHSWEGC	ENVIRONMENTAL	077467230		18/1/2022

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK FOR PROPOSED PROGRAM "INVESTING IN PEOPLES' WELL BEING FOR ECONOMIC DEVELOPMENT (IPWE4D)" FOR MINISTRY OF HEALTH AND SOCIAL WELFARE, ELDERLY, GENDER AND CHILDREN (MOHSWEGC), ZANZIBAR

No.	Name	Institution/Organization	Title/Designation	Address/contact	Signature	Date
1	ALI SULEIMAN ALI	FINJA PHEU	CP/NURSE	0777646996		18/01/2022
2	MADIA ALI MASUD	FINJA PHEU	H/GRDELY	0774745457		18/01/2022
3	HASOW OJAN KHANIS	FINJA	NAIBU SHIRAZI	0774393026		18/1/2022
4	KHADIJA HABIB MOHB	FINJA	MWANANCHI	0772077737		18/1/2022
5	HAMAD MLABOUK ADI	FINJA	MWANANCHI	0772225756		18/1/2022
6	HAMAD SULTHA	FINJA	MWANANCHI	077272274		18/1/2022

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK FOR PROPOSED PROGRAM "INVESTING IN PEOPLES' WELL BEING FOR ECONOMIC DEVELOPMENT (IPWE4D)" FOR MINISTRY OF HEALTH AND SOCIAL WELFARE, ELDERLY, GENDER AND CHILDREN (MOHSWEGC), ZANZIBAR

TUNGAMAA

No.	Name	Institution/Organization	Title/Designation	Address/contact	Signature	Date
1	IBRAHIM ALI KHAMIS	SHEHIA YA LIMBANI	RAIA	0779621617		18/1/2022
2	ABDUL-HAMEED KHAMIS	SHEHIA YA LIMBANI	RAIA	0776823692		18/1/2022
3	ALAWI OMAR HAMAD	SHEHIA YA LIMBANI	RAIA	0776110273		18/1/2022
4	ALI HAMAD KHAMIS	SHEHIA YA LIMBANI	RAIA	0774380862		18/1/2022
5	OMAR BAKAR HAS	SHEHIA YA LIMBANI	RAIA	0773704555		18/1/2022
6	RAMADHAN HADJI AL	SHEHIA YA LIMBANI	MJUMBE	077358787		18/1/2022
7	SAMDI MOHAMMAD SAMDI	SHEHIA YA LIMBANI	RAIA	0778951166		18/1/2022
8	SABU MARIAMUSI	"	RAIA	0778765431		18/1/2022
9	Subimai Ab. Juma	"	"	0773760541		"
10	MUHAMMAD OMAR SHEH	SH LIMBANI	RAIA	0777878691		"
11	KHALID KHAMIS JUMAR	SH LIMBANI	RAIA	"		"
12	Mbaruku	ALI	Abdulla	0776548669		18/1/2022
13	MASOUD HAMAD	SHEHIA YA LIMBANI		0773890896		18/1/2022
14	MAKAME ALI ALI	SHEHIA YA LIMBANI	RAIA	0657572139		18/1/2022
15	HAMMOUD SALIM SALEH	"	RAIA	0655103491		"
16	HILFAT ZYUMA VUAT	SHEHIA YA LIMBANI		0673476999		18/1/2022
17	KINYAMIZI KH KITHON	SHEHIA YA LIMBANI	MIFANYAKAZ	077203877		18/1/2022

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK FOR PROPOSED PROGRAM "INVESTING IN PEOPLES' WELL BEING FOR ECONOMIC DEVELOPMENT (IPWE4D)" FOR MINISTRY OF HEALTH AND SOCIAL WELFARE, ELDERLY, GENDER AND CHILDREN (MOHSWEGC), ZANZIBAR

No.	Name	Institution/Organization	Title/Designation	Address/contact	Signature	Date
01	Said Abdulla Ali	KIFUNDI PCHU	RAIA (CHV)	0777879483		18/01/2022
02	MUWARAMADHAN ABGIB	KIFUNDI PCHU	RAIA CHV	0677538662		18/01/2022
03	ASHA HAMAD ALI	KIFUNDI PCHU	RAIA CHV	0627912867		18/01/2022
04	ASHA KHAMIS ALI	KIFUNDI PCHU	RAIA CHV	077494857		18/01/2022
05	ROMBO MOH'D HAJI	KIFUNDI	DHO	0772115147		18/01/2022
06	FATMA HAMAD IBRAHIM	KIFUNDI	H/O	077196152		18/01/2022
07	ZETANA ALI HAMAD	KIFUNDI PCHU	N/MW	0772170583		18/01/22

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK FOR PROPOSED PROGRAM "INVESTING IN PEOPLES' WELL BEING FOR ECONOMIC DEVELOPMENT (IPWE4D)" FOR MINISTRY OF HEALTH AND SOCIAL WELFARE, ELDERLY, GENDER AND CHILDREN (MOHSWEGC), ZANZIBAR

No.	Name	Institution/Organization	Title/Designation	Address/contact	Signature	Date
1	NASSIR MERROUK KHANUS	JADIDA PHCU	cto	0774376556	<i>[Signature]</i>	18/01/2022
2	FATIMA AMOUR HEMED	JADIDA PHCU	C/O	0773561336	<i>[Signature]</i>	18/01/2022
3	MWAGJUB HEMED M.	JADIDA PHCU	H/O	0776947053	<i>[Signature]</i>	18/01/2022
4	SHAMIS HAMAD ABDALLA	JADIDA PHCU	COUNSELLING	0772895394	<i>[Signature]</i>	18/01/2022
5	HASINA ALI NASSOR	JADIDA PHCU	G/NURSE	0777462430	<i>[Signature]</i>	18/01/2022
6	MWAJUMA SALIM OMB	JADIDA -1	MJUMBE WASHAMA	0776702238	<i>[Signature]</i>	18/01/2022
7	MARIYAM SALIM ALI	JADIDA PHCU	G/NURSE	0773171307	<i>[Signature]</i>	18/01/2022
8	REHEMA KHALID MSHAMFA	JADIDA PHCU	G/NURSE	0774036589	<i>[Signature]</i>	18/01/2022
9	TIMBA ALI SAID	JADIDA	KAMU SHAMA	0774331759	<i>[Signature]</i>	18/01/2022
10	ASIA AYOLUB KA	Limbani		0773478041	<i>[Signature]</i>	18/01/2022
11	Mariyamu Ali Hemed	Tungama		0773-732272	<i>[Signature]</i>	18/01/2022
12	Salama Muai Hiji M/mwema			0674712583	<i>[Signature]</i>	18/01/2022
13	FATMA HAMAD KASIM	UTAH		0779516942	<i>[Signature]</i>	18/01/2022
14	CHUMU ALI ABASS	KIZIMBANI		0776051839	<i>[Signature]</i>	18/01/2022
15	MARIYAM UBWA MASU	KIFOI		0778354365	<i>[Signature]</i>	18/01/2022
16	Asha khamis Hamadi	Bopwe		0779293724	<i>[Signature]</i>	18/01/2022
17	Suleiman Jumalad	B/ JIKO		0778769911	<i>[Signature]</i>	18/01/2022

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK FOR PROPOSED PROGRAM "INVESTING IN PEOPLES' WELL BEING FOR ECONOMIC DEVELOPMENT (IPWE4D)" FOR MINISTRY OF HEALTH AND SOCIAL WELFARE, ELDERLY, GENDER AND CHILDREN (MOHSWEGC), ZANZIBAR

No.	Name	Institution/Organization	Title/Designation	Address/contact	Signature	Date
01.	SALIM Suleiman Mubir	KIFUNDI PHCU	G/NURSE	0773-179953	<i>[Signature]</i>	18/01/2022
02	SAID ALI KHAMIS	KIFUNDI	C.H.V	0778-103127	<i>[Signature]</i>	18/01/2022
03	IMAR KHAMIS HASSAN	KIFUNDI	JAMII	0777842397	<i>[Signature]</i>	18/01/2022
4	SEIF ABDALLA SEIF	KIFUNDI	JAMII	0777462764	<i>[Signature]</i>	18/01/2022
5	MHAMUD MOHO OMB	KIFUNDI	RAIA	0712517816	<i>[Signature]</i>	18/01/2022
6	NUHU BAKAR HAMAD	KIFUNDI	RAIA	0773062412	<i>[Signature]</i>	18/01/2022
7	HASSAN ALI ABASS	KIFUNDI	RAIA	0776788652	<i>[Signature]</i>	18/01/2022
8	SAID SALIM LINGAMBA	KIFUNDI	"	0777491731	<i>[Signature]</i>	18/01/2022
9	SAID SALIM SAID ALI	KIFUNDI	"	0772473709	<i>[Signature]</i>	18/01/2022
10	HAMAD ABDALLA HAMAD	KIFUNDI	"	0773126655	<i>[Signature]</i>	18/01/2022
11	KHAMIS JUMA NUHU	"	"	0777951245	<i>[Signature]</i>	18-1-2022
12	RASHID SAID ALI	"	"	0777879026	<i>[Signature]</i>	18/1/2022

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK FOR PROPOSED PROGRAM "INVESTING IN PEOPLES' WELL BEING FOR ECONOMIC DEVELOPMENT (IPWE4D)" FOR MINISTRY OF HEALTH AND SOCIAL WELFARE, ELDERLY, GENDER AND CHILDREN (MOHSWEGC), ZANZIBAR

No.	Name	Institution/Organization	Title/Designation	Address/contact	Signature	Date
1	MEFAKI HAMAD ISAKAR	MZ/INGOMBE PHCU	PHO	0773170985	[Signature]	18/1/2022
2	FARIDA BAKAR RASHID	MZ/INGOMBE PHCU	C/O	0777912981	[Signature]	18/1/2022
3	SADA KOMBO	MZ/INGOMBE	C.H.V	0627058783	[Signature]	18/1/2022
4	KHADIJA FAKI HAMAD	MAZIWANGOMBE	CHV	0627858415	[Signature]	18/1/2022
5	MCHANGA RAMADHAN JUMA	MZ/INGOMBE	CH.V	0629026373	[Signature]	18/01/2022
6	BIKAGE RASHID HAJI	M/INGOMBE	C.H.V.	0626307720	[Signature]	18/1/2022
7	KHAFIB SAID JUMA	MAZ/INGOMBE	RAIA	0777-438661	[Signature]	18/01/2022
8	KOMBO HAMAD KOMBO	MZ/INGOMBE PHCU	H/O	0773-302759	[Signature]	18/01/2022
9	TALUHDA MOWA ALI	MZ/INGOMBE PHCU	H/O	0776892694	[Signature]	18/01/2022
10	MURKA T. JUMA	- " -	M/INGOMBE K/AFIA	0777626994	[Signature]	18/1/2022
11	OMAR HUSEIN SAID	MAZIWANGOMBE	MW/KITI	0774121017	[Signature]	18/1/2022
	FAKI HAMAD JUMA	MAZIWANGOMBE	SHEHA	0778167366	[Signature]	18/01/2022

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK FOR PROPOSED PROGRAM "INVESTING IN PEOPLES' WELL BEING FOR ECONOMIC DEVELOPMENT (IPWE4D)" FOR MINISTRY OF HEALTH AND SOCIAL WELFARE, ELDERLY, GENDER AND CHILDREN (MOHSWEGC), ZANZIBAR

No.	Name	Institution/Organization	Title/Designation	Address/contact	Signature	Date
1	ASSAA HAMAD SALEH	SIZINI PHCU	C/O	SIZINI	[Signature]	18/1/2022
2	ABDALLA RASHID DAWA	SIZINI PHCU	LAB TECH	SIZINI	[Signature]	18/01/2022
3	OMAR HAMAD MBWANA	SIZINI PHCU	H/O	SIZINI	[Signature]	18/01/2022
4	REHEMA ALI SALEM	SIZINI PHCU	C/NURSE	SIZINI	[Signature]	18/01/2022
5	SITI ALI SALIM	SIZINI PHCU	H/O	SIZINI	[Signature]	18/01/2022
6	SOLME SAID MARAME	SIZINI PHCU	H/O	SIZINI	[Signature]	18/01/2022
7	KHAMUS RASHID KHAN	SIZINI PHCU	MLINZI	SIZINI	[Signature]	18/01/2022
		SHEHA YA OLE				
	SHIDA KHAMUS OLIHMANI	OLE - SHEHA		OLE	[Signature]	18/01/2022
	SADA KHALFAN IS	"		"	[Signature]	18/01/2022
	JAMAL ABD. MUSSA	OLE PHCU	C/O	0774594653 OLE	[Signature]	18/01/2022

M 4
F 3

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK FOR PROPOSED PROGRAM "INVESTING IN PEOPLES' WELL BEING FOR ECONOMIC DEVELOPMENT (IPWE4D)" FOR MINISTRY OF HEALTH AND SOCIAL WELFARE, ELDERLY, GENDER AND CHILDREN (MOHSWEGC), ZANZIBAR

No.	Name	Institution/Organization	Title/Designation	Address/contact	Signature	Date
1.	TAKDIR HAFIDH JUMA	UWANDANI PACU	G/NURSE	0773676793	[Signature]	18/01/2022
2	Ali Issa Mwalu	Uwanda	MANAJER	077366779	[Signature]	"
3	SALIM JUMA HD	UWANDANI	MJUMBE	0773257718	[Signature]	"
4	ABDULLA ABDALA	UWANDANI	MJUMBE	0773327024	[Signature]	"
5	Ali M. HAMBA	UWANDANI	SHEHA	0773626249	[Signature]	"
6	SHARIF A. KOMBO	UWANDANI	MJUMBE	077710187	[Signature]	"
7	HALIMA SAIB ALI	UWANDANI	MJUMBE	0778161932	[Signature]	"
8	SADA YAHYA ALI	UWANDANI	MJUMBE	0774330793	[Signature]	"

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK FOR PROPOSED PROGRAM "INVESTING IN PEOPLES' WELL BEING FOR ECONOMIC DEVELOPMENT (IPWE4D)" FOR MINISTRY OF HEALTH AND SOCIAL WELFARE, ELDERLY, GENDER AND CHILDREN (MOHSWEGC), ZANZIBAR

19/1/2022
CSOs/NGOs

No.	Name	Institution/Organization	Title/Designation	Address/contact	Signature	Date
1	HAROUR ABID AYOB	ZAPHAT	MJUMBE	0777470124	[Signature]	19/1/2022
2	RASHID M. KHAYR	JUWAMPE	KATIBU	0778910622	[Signature]	19/1/22
3	NASSOR ALI HASI	JUKAMKUM	KATIBU	0773176527	[Signature]	19/1/2022
4	JUMA MASHAQUU	KAMATA - PEMBA	KATIBU	077355784	[Signature]	19/1/2022
5	ALI ABDALLA JUMA	UECA	KATIBU	0772076750	[Signature]	19/1/2022
6	SULEIMAN KOMBO ALI	MKEPE	M/KATIBU	0773650871	[Signature]	19/1/2022
7	ALAWY NASSOR HANIS	MOH/PEMBA	PROJECT OFFICER	0772282112	[Signature]	19/1/2022
8	KHAMIS NASSOR MOHID	DUKUTUM	MJUMBE	0773085066	[Signature]	19/1/2022
9	RUKAIYA M. SAID	MOHSWEGC	SOCIAL SAFEGUARD	074986348	[Signature]	19/01/22
10	TAKI M. TAKI	MOHSWEGC	ENVIRONMENTAL	0777461230	[Signature]	19/1/22
11	DR SALIM M. SALIM	- " -	PROJECT COORDINATOR	0772088306	[Signature]	19/1/2022

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK FOR PROPOSED PROGRAM "INVESTING IN PEOPLES' WELL BEING FOR ECONOMIC DEVELOPMENT (IPWE4D)" FOR MINISTRY OF HEALTH AND SOCIAL WELFARE, ELDERLY, GENDER AND CHILDREN (MOHSWEGC), ZANZIBAR

No.	Name	Institution/Organization	Title/Designation	Address/contact	Signature	Date
1	MASHAUVU ABDALLA	KANGANI PHU	G/NURSE	KANGANI		19/01/22
2	NEMIA HAMADA SHAALI	KANGANI PHU	G/NURSE	KANGANI		19/01/2022
3	YUSSUF OMAR MASHAALI	KANGANI PHU	PHO	KANGANI		19/01/2022
4	RASHID SULIMAN ALI	KANGANI PHU	C/O	077879826		19/01/2022
5	SAID OMAR SHAMIMANI	KANGANI PHU	H/OBALI	KANGANI		19/01/2022
6	ABDULHAKIM S. ABU	KANGANI	-	KANGANI		19/01/2022
7	AMINA JUMA ALI	KANGANI	-	KANGANI		19/01/2022
8	PURITA SULEIMAN BAKI	KANGANI	-	KANGANI		19/01/2022
9	FARIDA OTHMANI CHUM	KANGANI	-	KANGANI		19/01/2022
10	MARJAM HUSEIN	KANGANI	-	KANGANI		19/01/2022
11	SALHA SALEH	KANGANI	-	KANGANI		19/01/2022
12	LAD MUHSINI	SHEHIA YAKUKU MUMBE	-	KANGANI		19/01/2022
13	ZUWENA ABDALLA JUMA	KANGANI SHAMIMANI	-	KANGANI		19/01/22
14	SARDA ABDALLA BAKAR	KANGANI	KAMBI YA AFYA	KANGANI		19/01/22
15	AFADHALI JUMA AFADHALI	KANGANI	SHEHA	KANGANI		19/01/2022
16	HUSSEN MOHD SALIM	KANGANI	M/GAMI	KANGANI		19/01/2022
17	SWALEHE JUMA KANGANI	KANGANI	M/GAMI	KANGANI		19/01/2022

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK FOR PROPOSED PROGRAM "INVESTING IN PEOPLES' WELL BEING FOR ECONOMIC DEVELOPMENT (IPWE4D)" FOR MINISTRY OF HEALTH AND SOCIAL WELFARE, ELDERLY, GENDER AND CHILDREN (MOHSWEGC), ZANZIBAR

No.	Name	Institution/Organization	Title/Designation	Address/contact	Signature	Date
1	Mwambao M. Haji	MOHSWEGC	PROJECT FOCAL PERSON FINANCIAL	077320428		31/01/2022
2	Faki. M. Faki	MOHSWEGC	PROJECT FOCAL PERSON ON ENVIRON	0777461230		31/01/2022
3	Ali Sa Omar	LESTO	TECH. OFFICER Q&A	09985162		31/01/2022
4	Aminah Kheir	UNEP	PROJECT ANALYST	075877858		31/01/2022
5	Subi Kubra M.P.	TANZANIA RED CROSS	COORDINATOR	0653350307		31/01/2022
6	Khanis Nwami Mwan	ANGIZA	EXECUTIVE MANAGER	0773658891		31/1/2022
7	Fatima Ussi Yaha	ZANA EXECUTIVE	DISTRICT MANAGER EXECUTIVE 'A'	077861659		31/01/22
8	Muhammad M. Ali	ZANAB	MRAFIIBU	0777456210		31/1/22
9	Rashid M. Sidiqi	DC - KUSINI	DC	0777465785		31/1/22
10	MARIKA J. THOMAS	DC - KATI		0778429170		31/1/2022
11	SULUHU R. KHANIS	ZAPHAT	COUSILOR	0776301616		31/1/2022

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK FOR PROPOSED PROGRAM "INVESTING IN PEOPLES' WELL BEING FOR ECONOMIC DEVELOPMENT (IPWE4D)" FOR MINISTRY OF HEALTH AND SOCIAL WELFARE, ELDERLY, GENDER AND CHILDREN (MOHSWEGC), ZANZIBAR

No.	Name	Institution/Organization	Title/Designation	Address/contact	Signature	Date
1	NASSOR J. NASSOR	ZEMA	E.I.A OFFICER	0778345252		20/01/2022
2	ZATUNE M. HAJI	ZEMA	LEGAL OFFICER	0773129393		20/01/2022
3	HABIBA A. TWATA	ZEMA	E.I.A OFFICER	0773668309		20/01/2022
4	ALI V. PANDU	ZEMA	HEAD EIA	0773312254		20/01/2022
6	MGENI M. KHANIS	ZEMA	ACTING D.G	0777465539		20/01/2022

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK FOR PROPOSED PROGRAM "INVESTING IN PEOPLES' WELL BEING FOR ECONOMIC DEVELOPMENT (IPWE4D)" FOR MINISTRY OF HEALTH AND SOCIAL WELFARE, ELDERLY, GENDER AND CHILDREN (MOHSWEGC), ZANZIBAR

No.	Name	Institution/Organization	Title/Designation	Address/contact	Signature	Date
18	MUWEZA.S.JUMA	KANGANI	M/JAMU	KANGANI	M.S.J	19.01.22
19	MUHD ALI BAKAR	KANGANI	MJUMBE/KANGANI	KANGANI	[Signature]	19/01/22
20	SAKINA TIWAHR	KANGANI	-	KANGANI	[Signature]	19/01/22
		TASINI - KITUO CHA AFYA			[Signature]	
21	Amira Mo'id Abdalla	Tasini	H/O	072672464	Abdalla	19/1/2022
		SHUNGI - KITUO CHA AFYA			PHCU	
1	MUHD KHAMISALI	KITWANI SHUNGI	SALHA	0777855175	[Signature]	19/01/2022
2	HAMAD RAMADHAN	"		0774706004	[Signature]	19.1.2022
3	MBAROUK KHAMIS RASHI	"	MJUMBE	0773430476	[Signature]	19/01/22
4	MBAROUK IDRISA	"	MJUMBE	0774-123168	[Signature]	19/01/22
5	KHADIA SIWA	"	H/O	0777-852580	[Signature]	19/01/2022
6	HUDNA SULIAN	"	H/O	0776 437843	[Signature]	19/01/2022
7	SALIM FAYDUL H.	SHUNGI	H/O	0776699933	[Signature]	19/1/2022
8	ALI ISSA MUSA	SHUNGI - CHACE	D/TECHNICIAN	0777366179	[Signature]	19/1/2022
9	ICHTADIA M. BANGALI	SHUNGI PHCU	NURSE	077877740	[Signature]	19/1/2022

"ZAWA"

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK FOR PROPOSED PROGRAM "INVESTING IN PEOPLES' WELL BEING FOR ECONOMIC DEVELOPMENT (IPWE4D)" FOR MINISTRY OF HEALTH AND SOCIAL WELFARE, ELDERLY, GENDER AND CHILDREN (MOHSWEGC), ZANZIBAR

No.	Name	Institution/Organization	Title/Designation	Address/contact	Signature	Date
01	HASSAN KH. HASSAN	ZAWA	TECHNICAL OPERATION DIRECTOR	07777-307018	[Signature]	20/01/2022
2	BILAL KH. ABASS	ZAWA	MEUWA M/F AND	0777 484465	[Signature]	20/01/2022
3	MAULID. K. HASI	ZAWA	DISTRICT WATER OFFICER - URBAN	0777 437345	[Signature]	20/01/2022
4	AMEIR M. NATHODA	ZAWA	M/S E OFFICER	0776130504	[Signature]	20/01/2022
5	ALI ABDU ALI	ZAWA	MRATIBU	0777 483922	[Signature]	20/01/2022
6	FIKI. M. FIKI	MOHSWEGC	ENVIRONMENTAL F. PLAN	0777461230	[Signature]	20/1/2022
7	RUKAYYA M-SAD	MOHSWEGC	SOCIAL SAFETY-NET	0714986348	[Signature]	20/01/2022
8	SALIM FAYDUL H.	ZAWA	APSA KUTUBANA	0659102179	[Signature]	20/01/2022

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK FOR PROPOSED PROGRAM "INVESTING IN PEOPLES' WELL BEING FOR ECONOMIC DEVELOPMENT (IPWE4D)" FOR MINISTRY OF HEALTH AND SOCIAL WELFARE, ELDERLY, GENDER AND CHILDREN (MOHSWEGC), ZANZIBAR

No.	Name	Institution/Organization	Title/Designation	Address/contact	Signature	Date
1	KHAFIB KHALID HAMMO	K/KAZI	AFISA KAZI	0772 211393		20/1/2022
2	HAMAD KH. JECHEA	OSH	MKAGUZI OSH	0776537316		20/1/2022
3	YUSUF S. MUHSIN	OSH	MKAGUZI OSH	0774114044		20/1/2022
4	NASIR ABUB JUMA	OSH	MKAGUZI OSH	0796471770		20/1/2022
21.1.2022 ← FIRE BRIGADE						
1.	RASHID M. ABDULLAH	KZU	KAMISHANA	0715304014		21/01/22
2	MURISHO I MBARAK	KZU	DCF	077472349		21/01/22
3	RUKAYA M-SAD	MOHSWEGC	SOCIAL SAFEGUARD	0714983648		21/01/22
4	FXM. M. FXM	MOHSWEGC	ENVIRONMENTAL	0772461230		21/01/22
5	MAKAME O. MOHO	K.Z.U	A/METUZO	0776656150		21/01/22
6	ASF Simat M. Tano	KZU	AFISA MIPANZO	0776544755		21/01/22
7	Alimp Fatimi Mussa	KZU	M. MIDANZO	0776205561		21/01/22
8	A.S. FRAJAB IDDI	K.ZU	M/ULINZI	0773499370		21/01/22
9	ASF MOHO A. HAJI	K.ZU	M/SHERIA	0777304554		21/01/2022
10	SA Ibrahim HAJI	KZU	M/LOA WAFUZI	0772321723		21/01/2022

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK FOR PROPOSED PROGRAM "INVESTING IN PEOPLES' WELL BEING FOR ECONOMIC DEVELOPMENT (IPWE4D)" FOR MINISTRY OF HEALTH AND SOCIAL WELFARE, ELDERLY, GENDER AND CHILDREN (MOHSWEGC), ZANZIBAR

No.	Name	Institution/Organization	Title/Designation	Address/contact	Signature	Date
1	SALMA HUSSEIN YUSUF	B/MAKOBA	G/MURUB	077878059		21/1/2022
2	KILIBA HASI MSHENGA	B/MAKOBA	H/O	0776439123		21/1/2022
3	BADRIYA JUMA ABULLA	B/MAKOBA	H/O	0676347394		21/1/2022
4	HAWA MAKUNGU TALIB	B/MAKOBA	R. CROSS	0777235669		21/1/2022
5	MICUMWA JUMA MAKUNGU	B/MAKOBA	C.H.V	0777-707015		21/1/2022
6	OMAR MOHAMED OMAR	B/MAKOBA	SHE K/SHEHA	0655824688		21/1/2022

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK FOR PROPOSED PROGRAM "INVESTING IN PEOPLES' WELL BEING FOR ECONOMIC DEVELOPMENT (IPWE4D)" FOR MINISTRY OF HEALTH AND SOCIAL WELFARE, ELDERLY, GENDER AND CHILDREN (MOHSWEGC), ZANZIBAR

No.	Name	Institution/Organization	Title/Designation	Address/contact	Signature	Date
1	STARA AULI MOHD	KITOPE PHCU	N MKIS	0773907018 KITOPE	[Signature]	21/1/2022
2	MOSSI K. MAKAME	DHMT KAS "B"	D PHO	0777207260	[Signature]	21/1/2022
3	ANDREW M. MATHES	KAMU SHEHA	KITOPE	0778873916	[Signature]	21/1/2022
<u>KITUO CHA UPENJA</u>						
4	KASIM OMAR MOHD	UPENJA PHCU	CO	0656404928	[Signature]	21/01/2022
	NAHODA Juma MSHAMBA	UPENJA H/O	H/O	0776552892	[Signature]	21/01/2022
	FARASHU ZUBER	UPENJA H/O		0777399440	[Signature]	21/01/2022
	TAMIMA KHANIS NANGE	UPENJA PHCU	GENERAL NURSE	0777500748	[Signature]	21/01/22
	SALMA SHAFI MUSA	UPENJA PHCU	G. NURSE	0777-45789	[Signature]	21/01/22
	ZAINAB MASHKIRI OUMAR	UPENJA PHCU	L/TECH	0772225000	[Signature]	21/01/22
	MARUMU MCHA MICAPWA	SHEHA / ICISONI GOMI		0773823768	[Signature]	21/01/2022
	JAFFAR M AWGE	UPENJA PHCU	GHO	0772849177	[Signature]	21/01/2022
	SILIMA MATI MUSSA	C-H.V MGHATIBU	C.H.V	0778646457	[Signature]	21/01/2022

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK FOR PROPOSED PROGRAM "INVESTING IN PEOPLES' WELL BEING FOR ECONOMIC DEVELOPMENT (IPWE4D)" FOR MINISTRY OF HEALTH AND SOCIAL WELFARE, ELDERLY, GENDER AND CHILDREN (MOHSWEGC), ZANZIBAR

No.	Name	Institution/Organization	Title/Designation	Address/contact	Signature	Date
	YUNUS OI MOHD	K/mvua	clo	0773-482911	[Signature]	21/01/22
	MNONO AME SALUM	K/mvua	G/N	0777-689132	[Signature]	21/01/22
	ARAF MOHD KHAMS	K/mvua	G/N	0773-259402	[Signature]	21/01/22
	KHAIRIA HAJI VUAI	K/mvua	H/O	0774-140585	[Signature]	21/01/22
	MKASI ABDULLA HAMDU	K/mvua	H/O	0773651817	[Signature]	21/01/2022
	JABRINA UFFEO SALUM	K/mvua	H/O	0776 08775	[Signature]	21/01/2022
	KIWANUNGU BAKANDA	K/mvua	K.H.O	0773 694294	[Signature]	21/01/2022
	ARAF AHMADA	K/mvua	H/O	0773-533010	[Signature]	21/01/2022
	JERGA S. KINOLE	K/mvua	M/KAMATI	0777515086	[Signature]	21/1/2022
	GAUSKU SIMAI MGENI	K/mvua	KATIBU WA KAMATI	0772371435	[Signature]	21/1/2022
	MARIAM ASHKINA ALI	K/mvua	MJUMBE WA KAMATI	0774240839	[Signature]	21/1/2022
	MASHAULI NAE OMAR	K/mvua	MJUMBE WA KAMATI	0778192828	[Signature]	21/1/2022
	SEDIENI MUSSA SALUM	K/mvua	MJUMBE / KAMATI	0774-144942	[Signature]	21/01/2022

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK FOR PROPOSED PROGRAM "INVESTING IN PEOPLES' WELL BEING FOR ECONOMIC DEVELOPMENT (IPWE4D)" FOR MINISTRY OF HEALTH AND SOCIAL WELFARE, ELDERLY, GENDER AND CHILDREN (MOHSWEGC), ZANZIBAR

No.	Name	Institution/Organization	Title/Designation	Address/contact	Signature	Date
1	SAMU KEMBO KHAMIS	KIUCHA AFYA KIBOTI	S/NURSE	0777877120		22/1/2022
2	SITI KHAMIS MAKAME	MJUMBU WA SHEHA	K/SHEHIYA	0773149389		22/1/2022
3	HAJI MOHA JUMA	SHEHA/FUKUCHANI	F/SHEHA	0773170481		22/01/2022
4	JUMA HANGOMAR	SHEHA/BWGRUY	R/SHEHA	0773338412		22/1/2022
5	HATI AMG JABIR	H/O	KIDOTI	0777691461		22/1/2022
6	TATI AH HAJI	Mjumbuu wa sheha	KISONGONI	0779226943		22/1/2022
7	FADHILA DOSA WANINGO	KATIBU SHEHA	KIDOTI	0774122067		22/1/2022
8	ILYASA B. MAKAME	DHMI KAS A	DHO	0762274384		22/1/2022
9	USSI HAJI BARO	SHEHA KILIMANI	SHEHA	0779848529		22/1/2022

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK FOR PROPOSED PROGRAM "INVESTING IN PEOPLES' WELL BEING FOR ECONOMIC DEVELOPMENT (IPWE4D)" FOR MINISTRY OF HEALTH AND SOCIAL WELFARE, ELDERLY, GENDER AND CHILDREN (MOHSWEGC), ZANZIBAR

No.	Name	Institution/Organization	Title/Designation	Address/contact	Signature	Date
1	SELF R SELF	CHAANI KIKOBWENI	C/O	0798252284		22/1/2022
2	MWINI MWIN MGENI	CHAANI KIKOBWENI	PT/TECHNICAL	0773234596		22/1/2022
3	ILYASA B. MAKAME	DHMI - KAS A	DHO	0762274384		22/1/2022
4	ABDULHAFUR I. USSI	SHEHA CH/KUSWA	SHEHA	0778041593		22/1/2022
5	SALMA OMAR MOHD	M/SHEHA BANDAMAJI	M/SHEHA	0777642408		22/1/2022
6	SHEHA HAJI USSI	CHAANI KUBWA	M/SHEHA	0773822997		22/1/2022
7	MUSSIF AMEALI	KIKOBWENI	NAIBU SHEHA	0777175494		22/1/2022
8	TUTA KHAMISSALMA	BANDAMAJI	M/SHEHA	0772368367		22/1/2022

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK FOR PROPOSED PROGRAM "INVESTING IN PEOPLES' WELL BEING FOR ECONOMIC DEVELOPMENT (IPWE4D)" FOR MINISTRY OF HEALTH AND SOCIAL WELFARE, ELDERLY, GENDER AND CHILDREN (MOHSWEGC), ZANZIBAR

No.	Name	Institution/Organization	Title/Designation	Address/contact	Signature	Date
1	SALIM MGENI	FUONI PHCU ⁺	R/N	0777422132 FUONI PHCU		26/1/22
2	MWAKA PANDU	FUONI PHCU ⁺	CHN	0777462275 FUONI PHCU ⁺		26/1/2022
		Kituo cha JANGOMBE				
	YUSSUF JUMAJUMWA	URUSI	SHEHA	0779158362		26/1/2022
	SUFERMAX A. MARAME	URUSI	MJUMBE	077647037		" "
	ABDUL HAMDON ZUBEIR	URUSI	MJUMBE	0772-272352		" "
	OMARU SAID SIKAKNE	URUSI	MJUMBE	0777451137		" "

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ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK FOR PROPOSED PROGRAM "INVESTING IN PEOPLES' WELL BEING FOR ECONOMIC DEVELOPMENT (IPWE4D)" FOR MINISTRY OF HEALTH AND SOCIAL WELFARE, ELDERLY, GENDER AND CHILDREN (MOHSWEGC), ZANZIBAR

No.	Name	Institution/Organization	Title/Designation	Address/contact	Signature	Date
1	JOSEPH J. KILANGI	MOLAD	P/S	0777410741		26/01/2022
2	YUSSUF AMOUR ALI	MOLAD	DPPR	0772 044 522		26/01/2022
3	Shaaban H. Haji	MOIC	DADR	0715422408		26/1/22
4	KARIB M. KARIB	MOIC	Ag. PS	077412365		26/1/22
5	SAMIRA A. MOHAMMED	MOICT	CIVIL ENGINEER	0776417400		26/1/22
6	NOAH S. SAID	MANRL	DADR	0788750114		26/1/2022
7	TALHA M. ALI	PRIVATE ENG	CIVIL ENGINEER	077417847		26/1/2022

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK FOR PROPOSED PROGRAM "INVESTING IN PEOPLES' WELL BEING FOR ECONOMIC DEVELOPMENT (IPWE4D)" FOR MINISTRY OF HEALTH AND SOCIAL WELFARE, ELDERLY, GENDER AND CHILDREN (MOHSWEGC), ZANZIBAR

No.	Name	Institution/Organization	Title/Designation	Address/contact	Signature	Date
1	MARSHED SULEIMAN	MUUNGONI	C/O	0675-929596	[Signature]	25/1/22
	MWANALI YUAT ABDALLA	MUUNGONI	PHARM/TECH	0710051829	[Signature]	25/1/22
	ALHA MOHID IBRAHIM	MUUNGONI	E.H.O	0718927182	[Signature]	25/1/22
	LAILATI MARI KHAMIS	MUUNGONI	SECRETARY	0777-485085	[Signature]	25/01/22
	FATIMA AMOUR KHAMIS	MUUNGONI	G/NURSE	0777-498061	[Signature]	25/1/2022
	Omar Ali Omar	MUUNGONI	ODAL	0712354891	[Signature]	25/1/2022
	KHAID RAHMA ABENIMAN	MUUNGONI	G/NURSE	0776906403	[Signature]	25/1/2022
	SIMAN HAJI OMAR	MUUNGONI	MUMBE SHEHA	0777879857	[Signature]	25/1/2022
	HASSAN RAHMO MUBARAK	MUUNGONI	SHEHA	0777408057	[Signature]	25/1/2022
	RAMADHAN HAJI OMAR	MUUNGONI	MUMBE SHEHA	0773260831	[Signature]	25/01/2022
	KISUA RAMADHAN JUMA	MUUNGONI	MUMBE SHEHA	0773657155	[Signature]	25/01/2022

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK FOR PROPOSED PROGRAM "INVESTING IN PEOPLES' WELL BEING FOR ECONOMIC DEVELOPMENT (IPWE4D)" FOR MINISTRY OF HEALTH AND SOCIAL WELFARE, ELDERLY, GENDER AND CHILDREN (MOHSWEGC), ZANZIBAR

No.	Name	Institution/Organization	Title/Designation	Address/contact	Signature	Date
1	KHARIB D. ABDALLA	KAJENGWANA	C/O	PASE	[Signature]	25/1/2022
2	RUKIYAH A. JECETA	KAJENGWANA	E.H.O	KRIMKAZI DINDAN	[Signature]	25/1/22
3	ZAITUNI B RAJAB	KAJENGWANA	SHEHA	KAJENGWANA	[Signature]	25/1/2022
4	FATUMA PEA MAKAME	KAJENGWANA	MUMBE	KAJENGWANA	[Signature]	25/1/2022
5	ALI ABU HAJI	KAJENGWANA	H/ODAL	MAJENGI	[Signature]	25/1/2022
6	ZAINAB KHADI HAS	KAJENGWANA	H/ODAL	MELINGA	[Signature]	25/01/2022
7	ISSA SULEIMAN HAJI	KAJENGWANA	MUMBE	KAJENGWANA	[Signature]	25/01/2022
8	ASHA KHAMIS ALI	KAJENGWANA	G/N	FUONI	[Signature]	25/01/2022

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK FOR PROPOSED PROGRAM "INVESTING IN PEOPLES' WELL BEING FOR ECONOMIC DEVELOPMENT (IPWE4D)" FOR MINISTRY OF HEALTH AND SOCIAL WELFARE, ELDERLY, GENDER AND CHILDREN (MOHSWEGC), ZANZIBAR

No.	Name	Institution/Organization	Title/Designation	Address/contact	Signature	Date
01	MARYAM KHAMS KIRWA	UZINI PHCU	C/O	M/HAS	Maryam	24/01/2022
02	ZETANA ABDALLAH	UZINI PHCU+	GIN	M/KERA	Zetana	24/1/2022
03	MARIAM ALI HASSAN	UZINI PHCU+	LAB/TECH	MPAPA	Mariam	24/1/2022
04	KHADWA M ZAMIR	UZINI PHCU+	N/MW	PANGAWA	Khadwa	24/1/2022
05	SITI SEIF OTHMAN	UZINI PHCU+	M/M	GHANA	Siti	24/1/2022
06	HASSAN MOHAMMED KATI	UZINI PHCU+	DADO KATI	KWARARA	Hassan	24/1/2022
07	LATIFA AMEIR KHAID	UZINI PHCU+	PH/O	MAKADARA	Latifah	24/1/2022
08	MARYAM RASHID KHANUS	UZINI PHCU+	PHARM/TECH.	0655561460	Maryam	24/1/2022
09	Salma B. Mwand	DHMT - KATI	DH/O	0777457280	Salma	24/1/2022

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK FOR PROPOSED PROGRAM "INVESTING IN PEOPLES' WELL BEING FOR ECONOMIC DEVELOPMENT (IPWE4D)" FOR MINISTRY OF HEALTH AND SOCIAL WELFARE, ELDERLY, GENDER AND CHILDREN (MOHSWEGC), ZANZIBAR

No.	Name	Institution/Organization	Title/Designation	Address/contact	Signature	Date
1	ZUWENA TAKWA AME	MIWANI PHCU	CLINICAL OFFICER	0778928153	Zuwena	24/1/22
2	AMINA HAMAD MASUJI	MIWANI	H/O	0776392331	Amina	24/1/2022
3	IBRAHIM IBDI YAHYA	MIWANI	H/O	0682038085	Ibrahim	24/1/2022
4	HASSAN OTHMAN MWELEB	SHEHA MIWANI	SHEHA	0658580220	Hassan	24/1/2022
5	ABDULLA BSMAL MBELU	M/MBG		0215702845	Abdulla	24/1/2022

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK FOR PROPOSED PROGRAM "INVESTING IN PEOPLES' WELL BEING FOR ECONOMIC DEVELOPMENT (IPWE4D)" FOR MINISTRY OF HEALTH AND SOCIAL WELFARE, ELDERLY, GENDER AND CHILDREN (MOHSWEGC), ZANZIBAR

No.	Name	Institution/Organization	Title/Designation	Address/contact	Signature	Date
1	HASSAN MOHAMED HASSAN	MTENDE PHCU	SN/PSYCHIATRY	0777907677	Hassan	25/01/2022
2	AMINA ABAS HASSAN	MTENDE PHCU	PHMB	0773171173	Amina	25/01/2022
3	MWANABEZA ABDURAHMAN ALI	MTENDE PHCU	H/O	0773-499-420	Mwanabeza	25/01/2022
4	ALI KHALI NATHODA	MKUMBEWA SHEHA	M/SHEHA	0773211296	Ali	25/01/2022
5	SEMENI HAMADA SIMA	MTENDE	K/SHEHA	0779918187	Semeni	25/01/2022
KITULO CHA KIZIMKAZI						
1	SALMA OMAR MOHAMED	KIZIMKAZI MKUNGU PHCU	C/O	0774573575	Salma	25/1/2022
2	BAKAR HASSAN JONGO	KIZIMKAZI MKUNGU	NURSE	0976834166	Bakar	25/1/2022
3	KAZIWA MZEE HASSAN	KIZIMKAZI MKUNGU	ORDALY	0776312371	Kaziwa	25/1/2022
4	MWANANJUMA ABD. ABD	K/SHEHA K/MKUNGU		0777869576	Mwananjuma	25/1/2022
5	MWACHUM SHAKA	ISHEHA K/		0774693613	Mwachum	25/1/2022

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK FOR PROPOSED PROGRAM "INVESTING IN PEOPLES' WELL BEING FOR ECONOMIC DEVELOPMENT (IPWE4D)" FOR MINISTRY OF HEALTH AND SOCIAL WELFARE, ELDERLY, GENDER AND CHILDREN (MOHSWEGC), ZANZIBAR

No.	Name	Institution/Organization	Title/Designation	Address/contact	Signature	Date
1	ASHAD KHAMIS HAJI	UMBWI RCH	PHN "B"	0778294759		24/1/2022
2	ZAINAB ISA MSONGO	UMBWI OPD	G/N	0777487387		24/1/2022
3	KHADIJA Hamdan Msongo	UMBWI OPD	H/O	0774405966		24/1/2022
4	MWADUMA MUSSA KHAMIS	UMBWI OPD	H/O	0773707599		24/1/2022
5	ALI SHAFIQI MOKHAMAR	UMBWI OPD	EHO	0657037104		24/1/2022
6	SALMA B. MOH'D	DHMTI KATI	DHMO	0777487280		24/1/2022
7	HIDAYA KHAMIS	SHEHIA YA UMBWI	MJUMBE	0771028843		24/1/2022
8	KHATIB ABDALLA	SHEHIA YA UMBWI	MJUMBE	0773531293		24/1/2022

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK FOR PROPOSED PROGRAM "INVESTING IN PEOPLES' WELL BEING FOR ECONOMIC DEVELOPMENT (IPWE4D)" FOR MINISTRY OF HEALTH AND SOCIAL WELFARE, ELDERLY, GENDER AND CHILDREN (MOHSWEGC), ZANZIBAR

No.	Name	Institution/Organization	Title/Designation	Address/contact	Signature	Date
1	Mudak H. Khamis	CHWAKA PHCU+	C/O	0778705069		24/1/22
2	Ahmed A. Omar	CHWAKA PHCU+	PHAR/TECH	0773656241		24/1/22
3	Khadija A. Ali	CHWAKA PHCU+	C/PSYCHOLOGIST	0778588383		24/1/22
4	Ali KHAMIS HAJI	CHWAKA	H/O	0777857180		24/1/2022
5	KHAMIS ISSA ABID	CHWAKA PHCU+	DENTAL	0775834078		24/1/22
6	JUSUF ALI SEIF	CHWAKA PHCU+	G/N	0772264653		24/1/2022
7	MWADUMA HADI GUMA	CHWAKA PHCU+	N/O	0777-118955		24/1/2022
8	MARTAM MOH'D ABU D	CHWAKA PHCU+	G/N	0777030277		24/1/22
9	Aminna H. Panau	DHMTI KATI	D.MO	0778875008		24/1/22
10	SALMA B. MOH'D	DHMTI - KATI	DHMO	0777487280		24/1/22