



GOVERNMENT OF THE REPUBLIC MALAWI

**INTEGRATED SOCIAL PROTECTION FOR RESILIENCE AND OPPORTUNITY
(INSPIRE-O) PROJECT**

DRAFT STAKEHOLDER ENGAGEMENT PLAN

MAY, 2026

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ABBREVIATIONS AND ACRONYMS

ADC	Area Development Committee
AGRMC	Area Grievance Redress Mechanism Committee
AIP	Annual Investment Plan
CSO	Civil Society Organization
DEC	District Executive Committee
EAD	Environmental Affairs Department
ESF	Environmental and Social Framework
ESMF	Environmental & Social Management Framework
ESMP	Environmental & Social Management Plan
FGD	Focus Group Discussion
GBV	Gender Based Violence
GM	Grievance Mechanism
GRM	Grievance Redress Mechanism
LA	Local Authority
MEPA	Malawi Environmental Protection Authority
MOLGRD	Ministry of Local Government and Rural Development
MWK	Malawi Kwacha
NGO	Non- Governmental Organization
NGRMC	National Grievance Redress Mechanism Committee
NLGFC	National Local Government Finance Committee
OHS	Occupational Health and Safety
PAP	Project-Affected Person
PIC	Project Implementation Committee
PIU	Project Implementation Unit
PWD	People With Disabilities
SEA/SH	Sexual Exploitation and Abuse/Sexual Harassment
SEP	Stakeholder Engagement Plan
SMS	Short Message Service
VDC	Village Development Committee
VGRMC	Village Grievance Redress Mechanism Committee
VSU	Victim Support Unit

1. INTRODUCTION AND PROJECT DESCRIPTION

Malawi faces interconnected challenges of climate vulnerability, economic fragility and persistent poverty. With an economy heavily dependent on rain-fed agriculture, the country is highly susceptible to climate shocks, droughts, floods and unpredictable weather that trap millions, particularly women, youth and rural communities in cycles of vulnerability. Degraded landscapes, deforestation and declining water quality compound these challenges by compromising agricultural productivity and food security, while limited employment opportunities undermine economic stability.

The Proposed Integrated Social Protection for Resilience and Opportunities (INSPIRE-O) plans to address these dual imperatives through an integrated approach that strengthens climate resilience while creating meaningful livelihood opportunities for the poor and vulnerable.

The project financing is estimated to be US\$110 million grant from IDA and a grant of US\$9.2million from Global Shield Financing Facility (GSFF). The project will use Investment Project Financing (IPF) instrument with IDA financing to be provided in FY27and cover a three-year implementation period. Additional financing contributions are expected from the existing Malawi Social Protection Multi-Donor Trust Fund (MDTF), with exact amounts to be determined and concluded during project appraisal.

1.1. Project Objectives

Objective 1: Strengthen the resilience to climate and economic risks

PDI 1: People with enhanced resilience to climate risk (CRI; number of people)

PDI 2: Landscapes under enhanced conservation and/or sustainable management (CRI; hectares)

Objective 2: Enhance job opportunities for the poor and vulnerable in Malawi

PDI 3: Beneficiaries receiving wage or in self-employment at 6 months after receipt of project interventions (percentage)

PDI 4: Wage and salaried workers, total (% total employment) and female (% female employment)

PDI 5: Beneficiaries of economic inclusion programs (CRI; number of people)

1.2. Project Components

The INSPIRE -O comprises the following components:

Component 1: Adaptive Safety Nets and Delivery Systems (US\$105.1 million from IDA and US\$9.2 from GSFF) This component contributes to Objective 1 by strengthening risk resilience and has 3 subcomponents which are; **Sub-component 1.1:** Cash for Work Labor-Intensive PWP for Resilient Catchments and Infrastructure (PWP-RCI); **Sub-component 1.2:** Adaptive Social Cash Transfers and Scalable Safety Nets; and lastly **Sub-component 1.3: Dynamic Delivery Systems.**

Component 2: Creating Job Opportunities for the Poor – Jobs NOW for vulnerable youth and women (US\$35 million IDA). This component will support building resilience and identifying

formal and informal opportunities for job creation with enhanced financial and market linkages. The component is budgeted at US\$35 million.

Component 3: Institutional Strengthening and Project Management (US\$9.9 million IDA). This integrating component offers capacity-building, learning, and operational support for project implementation, sector coordination, and the development of a reformed and sustainable domestic agenda for social protection and employment opportunities for vulnerable groups in Malawi.

1.3. Geographic Coverage

The INSPIRE – O is proposed to be implemented in 10 districts which area falling within the five selected National Water Resource Areas (Catchments) of interest which include Karonga, Rumphi, Nkhotakota, Kasungu, Ntchisi, Mzimba South, Dedza, Lilongwe, Salima, Blantyre and Chikwawa.

2. OBJECTIVE/DESCRIPTION OF SEP

The INSPIRE-O is being prepared under the World Bank’s Environment and Social Framework (ESF). Per Environmental and Social Standard ESS10 on Stakeholder Engagement and Information Disclosure, the implementing agencies are required to provide stakeholders with timely, relevant, understandable, and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination, or intimidation.

The overall objective of this SEP is to define a comprehensive and systematic program for stakeholder engagement, including public information disclosure and consultation throughout the entire project cycle. The SEP outlines the ways in which the Government of Malawi will communicate with stakeholders and includes a mechanism by which people can raise concerns, provide feedback, or make complaints about the project and any activities related to the project.

This SEP serves as a strategic framework to ensure meaningful, inclusive, and continuous dialogue between the project and all affected parties, from project preparation through implementation to closure. It identifies key stakeholder groups, outlines their interests and concerns, and establishes appropriate engagement methods tailored to different stakeholder categories. The SEP specifically emphasizes methods to engage groups considered most vulnerable and that are at risk of being left out of project benefits, including women, youth, persons with disabilities, the elderly, and marginalized communities in remote rural areas.

Furthermore, this SEP establishes clear responsibilities for stakeholder engagement activities, defines timelines for consultations, and outlines monitoring mechanisms to track the effectiveness of engagement efforts. The plan will be updated periodically to reflect evolving stakeholder needs and project circumstances throughout implementation.

3. STAKEHOLDER IDENTIFICATION AND ANALYSIS

3.1. Methodology

In order to meet best practice approaches, the project will apply the following principles for stakeholder engagement:

- *Openness and life-cycle approach:* Public consultations for the project(s) will be arranged during the whole life cycle, carried out in an open manner, free of external manipulation, interference, coercion, or intimidation.
- *Informed participation and feedback:* Information will be provided to and widely distributed among all stakeholders in an appropriate format; opportunities are provided for communicating stakeholder feedback, and for analyzing and addressing comments and concerns.
- *Inclusiveness and sensitivity:* Stakeholder identification is undertaken to support better communications and build effective relationships. The participation process for the projects is inclusive. All stakeholders at all times are encouraged to be involved in the consultation process. Equal access to information is provided to all stakeholders. Sensitivity to stakeholders' needs is the key principle underlying the selection of engagement methods. Special attention is given to vulnerable groups that may be at risk of being left out of project benefits, particularly women, the elderly, persons with disabilities, displaced persons, and migrant workers and communities, and the cultural sensitivities of diverse ethnic groups.
- *Flexibility:* If social distancing, cultural context (for example, particular gender dynamics), or governance factors (for example, high risk of retaliation) inhibits traditional forms of face-to-face engagement, the methodology should adapt to other forms of engagement, including various forms of internet- or phone-based communication.

3.2. Affected parties and other interested parties

Affected parties include local community members and other parties that may be subject to direct impacts from the Project. Specifically, the following individuals and groups fall within this category: Affected villages/ communities, farm & land owners, vulnerable groups and local business.

The projects' stakeholders also include parties other than the directly affected communities, including Ministry of Agriculture, Ministry of Trade & Industry, Ministry of Transport & Public Works, Ministry of Youth & Sports, Ministry of Lands, Housing & Urban Development, Ministry of Gender, Community Development & Social Welfare, Ministry of Local Government and rural Development and Ministry of Information and Digitalization.

Other relevant stakeholder institutions include Community Savings and Investment Promotion Cooperative Union (CSIPCU), Non-Governmental Organisation (NGOs), Civil Society Organisation (CSOs), existing government local structures such as Area Development Committees (ADCs), Village Development Committees (VDCs) and Village Natural Resources Management Committees (VNRMCs). Financial institutions such as Airtel, TNM and Banks are also key stakeholders in this project due transitioning to digital payments.

3.3. Disadvantaged/vulnerable individuals or groups

Within the Project, vulnerable or disadvantaged groups may include but are not limited to the list presented in the table 1 below.

Table 1: List of vulnerable or disadvantaged groups

Vulnerable Group	Barriers to Accessing Information/Project Benefits	Representative Organizations/Leaders
Persons with Disabilities (PWDs)	<ul style="list-style-type: none"> Physical barriers limiting access to project sites, meetings and other Grievance Redress Mechanisms (GRMs) reporting channels. Communication materials not in accessible formats (Braille, sign language). Stigma and social exclusion 	Malawi Council for the Handicapped (MACOHA) Federation of Disability Organizations in Malawi (FEDOMA) Malawi Union of the Blind
Women and Women-Headed Households	<ul style="list-style-type: none"> Cultural norms restricting participation in works Lack of control over wages Gender-based violence and harassment risks 	Women Legal Resources Centre WORLEC One Stop Centres Police (Victim Support Units) Ministry of Gender Social Welfare and Child Development
Youth (15-35 years)	<ul style="list-style-type: none"> Migration patterns affecting engagement Exclusion from traditional decision-making structures 	Ministry of Youth and Sports
Elderly people	<ul style="list-style-type: none"> Limited mobility to attend meetings, collect wages and work Stigmatization Digital literacy challenges Nature of work 	Faith-based organizations serving elderly Ministry of Gender Child Development and Social Welfare
Remote/Geographically Isolated Communities	<ul style="list-style-type: none"> Distance from Project sites and information centers Delayed access to information due to limited communication networks 	Existing local committees (VDC and ADC) Financing Institutions such as Airtel, TNM and Banks
Pregnant women and lactating women	<ul style="list-style-type: none"> Discomfort and fatigue Health vulnerabilities and medical appointments Mobility constraints during late pregnancy periods Nature of work 	Ministry of Labor

	<ul style="list-style-type: none"> • Need for private and clean spaces for breastfeeding • Childcare responsibilities 	
Child headed Households	<ul style="list-style-type: none"> • Absence from school to earn income or care for siblings • Relatives snatching money from the child headed households • Lack of phones to access digital payment 	Ministry of Gender Social Welfare and Child Development

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

4. Stakeholder Engagement Program

4.1. Summary of stakeholder engagement done during project preparation

At the preparatory stage, stakeholder engagements have been conducted primarily at the national level through missions sanctioned by the World Bank and carried out jointly with SSRLP missions. To date, three such missions/meetings have been held, during which stakeholders were briefed on activities across all three project components. These engagements provided a platform for stakeholders to share insights and offer feedback aimed at strengthening project design and informing future implementation. Key issues discussed and agreed upon include worker selection processes, payment modalities, institutional arrangements for implementation, and the suite of documentation required to ensure project readiness.

In addition, ongoing consultations have been conducted with district council officials and community representatives to ensure that their perspectives and concerns are fully integrated into project planning. These discussions have helped refine implementation approaches and align project activities with local priorities. A summary of the consultations is presented in Table 2 below, while detailed summaries and the list of participants are provided in Annex 1.

Activity	Venue	No. of Participants	Key Issues	Responses and actions taken
National Level stakeholder Consultations	BICC – LL WB Offices – LL	30	What activities will be implemented given that the available funding is significantly lower than that of its predecessor, the SSRLP	The programme will implement three main activities namely; Labour Intensive Climate Smart Enhanced Works Programme, Jobs Now and Social Cash Transfer. The programme will downscale beneficiaries from 520,000 households under CSEPWP to 83,000 for LIEPWP. The daily wage rate will be revised to 2,500 per day, with beneficiaries working 40 days per cycle, three times a year, resulting in a total annual income of 300,000 per beneficiary.
			People management since the project has been downscaled from the SSRLP	Intensify sensitization and awareness campaigns at both national and community levels from the onset to inform stakeholders about the project and its available resources, emphasizing that resources are limited and that only individuals most in need will be targeted.
			Raised concern over payment delays experienced during the implementation of the CSEPWP	Intensify training for district councils to accelerate payment processes, including timely digitization of participants, preparation of wage sheets, and submission of fund requests to NLGFC for wage processing. Additionally, the procedures for KYC and case management will be revised to ensure they are completed accurately and on time

			<p>Raised concern over repeated occurrence of incidents and accidents under CS-EPWP which might also be common in LIEPWP</p>	<p>Occupational Health and Safety (OHS) trainings will be conducted at the start of the project for district councils and workers, with ongoing safety talks throughout. Each catchment will form safety committees to carry out regular risk and hazard assessments, monitor compliance, and address safety concerns, supported by provision of PPE and clear reporting mechanisms.</p>
			<p>Strengthen communication with beneficiaries to keep them informed about project design, including e-payment requirements such as working SIM cards, and provide timely updates on any payment delays to prevent misinformation and speculation.</p>	<p>This was noted</p>
			<p>A concern was raised regarding the project's working areas, noting that World Bank-funded projects should not be implemented in protected areas such as forest reserves, cemeteries, and other sensitive sites. Additionally, issues were highlighted around the project acquiring land from private individuals</p>	<p>There will be no land acquisition for the project. The concern on working in protected areas was also noted</p>
Stakeholder consultations at Dedza District Council	Dedza District Council	18	<p>Climate Smart wages perceived as too low; Inquired if wages are revised</p>	<p>Wages are incentives for environmental work and reviewed periodically; INSPIRE-O wage set at MK 72,000 for 3 hours/day</p>

Stakeholder consultations at Lilongwe District Council	Lilongwe District Council	20	The proposed 3 hours per day design approach may not align with productivity levels or the varying capacities of participants	Project team expressed that Based on experience from the previous project councils can propose alternative approaches that will yield maximum results
			The targeting criteria is categorical and considers children under 2 years. However, registration in the Unified Beneficiary Registry (UBR) was conducted in 2023 and 2024, and by the time these children were enrolled in 2025, they were already above 2 years. Suggested to update the UBR to ensure that those children are considered in the system	The observation has been noted and will be taken into consideration
Stakeholder Consultations at Mzimba District Council	Mzimba District Council	17	Will the women and youth will be sampled from households? Will it be household-level targeting or individual targeting?	The project remains a household project and not an individual project
			Many grievances related to social welfare or payments. The project should come up with strategies on timely payment of wages	Strategies are already in place to address these challenges. One such strategy is the transition to e-payment, which ensures that project participants receive their wages promptly while also reducing the need to travel to catchments for payment.
Stakeholder Consultations at Chikwawa District Council	Chikwawa District Council	18	Unequal support to committee members affects GRM performance. HGRMCs should be supported by the project if they are to be used efficiently and effectively	Emphasized strengthening harmonized GRM structures.

Stakeholder Consultations at Blantyre District Council	Blantyre District Council	20	Sought clarification on the number of workdays per month and whether the 30-day CS-EPWP model will be retained.	The team indicated that the project will involve beneficiaries working for 30 days for 3 months per year. The working time is proposed for 3 hours unlike the 4 hours they were working under CSEPWP.
Stakeholder Consultations at Kasungu District Council	Kasungu District Council	18	The INSPIRE O should put in place measures to ensure the timely payment of participants and beneficiaries, in order to avoid delays and payment challenges similar to those experienced under the SSRLP	The issue was acknowledged by the project team
Mwenje Village (Mkonda Catchment) - Dedza District Council	Mwenje Village	10	Recommended that measures should be put in place to address delays caused by digital payments, ensuring that challenges previously encountered under the SSRLP are not repeated	Measures have been put in place to resolve challenged encountered due to digital systems of payments
Nathenje Village (Mkonda Catchment) – Lilongwe District Council	Nathenje Village	10	<ul style="list-style-type: none"> Beneficiary selection using UBR was good and should continue, the system minimizes accusations of favouritism against traditional leaders and reduces conflicts and enmity within communities Consider the age of the beneficiaries against the proposed work. Some elderly people are given work beyond their physical capacity 	The project team explained the information in registered in the UBR is collected from the community as such Community members are encouraged to provide correct and accurate information as it helps to allocate beneficiary to the appropriate programme, where there are changes, they should be flagged out during verification exercise

Walula Village, TA: Kampingo Sibande – Mzimba District	Walula Village	10	The current wage is not enough, considering the rise in prices of goods and services. Increasing the amount to MK72,000 is recommended.	The new program proposes downscaling the number of beneficiaries and increasing the wage to MK72,000 per month.
M'modzi Village, T/A Chiputula - Chikwawa District Council	M'modzi Village	10	Improve efficiency and reliability of the E-Payment system to reduce delays that result in participant dissatisfaction, dropouts, and strained community relations.	The team acknowledged the concern and indicated that payment challenges are being addressed with service providers.
Mwasiya Village (Mikundi Catchment) - BLANTYRE District Council	Mwasiya Village	10	Concern was raised regarding persistent delays and non-payment of participant's wages, which may negatively affect participation of people in the INSPIRE O project if not resolved/ addressed	The team acknowledged the challenge and ensured the meeting participants that there will be changes
			UBR selected individuals unwilling to participate which necessitates replacement and therefore recommended that replacements should be done timely so that other people willing to work should be able to work in the same phase	Replacements will be made to ensure that the project maintains the required number of participants, preventing any gaps in workforce
Mwambo, Matuwamba and Mzamo Villages, T/A Mphomwa - Kasungu District Council	Mzamo Village	10	The project should consider updating participants data in the UBR to ensure that there are no inclusion errors where ineligible individuals, including those unfit for work, were enrolled in the PWP. In SSRLP, inconsistencies in enrolment data also	The project acknowledged the issue and committed to strengthening targeting, verification, and data management processes.

			contributed to some participants exiting livelihoods groups.	
			PPE provided was insufficient and recommended provision of adequate PPEs considering that the labour in this project will be intensive	Safety concerns acknowledged. Safety lessons will ben conducted to ensure that participants are aware of their safety responsibilities in addition to the PPE use

The Project will use a combination of methods to disclose information pertaining to the project in a manner that is commensurate with the nature of the identified stakeholders and environmental and social sensitivity of the project. For community level stakeholders, information will mostly be disclosed through public meetings organized within the communities. Deliberate efforts will be made to ensure that vulnerable groups of people such as women and children, the elderly and disabled are adequately represented and heard in such meetings. At national and district level, disclosure of information will be done through meetings with the representatives and members of relevant MDAs, committees and sub-committees. Printed and electronic copies of relevant project documents will be made available to stakeholders through appropriately designated places within reach of stakeholders. Documents will also be disclosed at World Bank and National Local Government Finance Committee Websites. A summary of the main recommendations received and integrated into the Stakeholder Engagement Plan is provided in Annex table 1.

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

Different engagement methods are proposed to address the varying needs, capacities, and interests of stakeholders. These methods are designed to ensure inclusive, transparent, and effective participation throughout the engagement process. Examples include: (i) structured agendas, which provide clear objectives, timelines, and discussion points to guide formal discussions and decision-making; (ii) focus group meetings or discussions, which facilitate in-depth dialogue with specific stakeholder groups to explore perspectives, concerns, and priorities; (iii) community consultations, which enable broader outreach and information sharing with affected or interested communities while gathering feedback in an open and participatory manner; (iv) formal meetings, typically held with institutions, authorities, or key organizations to discuss technical, regulatory, or strategic matters; (v) one-on-one interviews, which allow for confidential, detailed exchanges with individual stakeholders or subject-matter experts; and (vi) site visits, which provide stakeholders with first-hand understanding of project locations, activities, and potential impacts, supporting informed discussion and trust-building. Details of stakeholder needs including their proposed methods of engagement are listed in table 3 under stakeholder engagement plan section.

4.3. Stakeholder engagement plan

Different engagement methods are proposed and cover different stakeholder needs as stated in table 3 below:

Table 2: Summary of stakeholder needs methods, tools, and techniques for stakeholder engagement

Project Stage	Estimated Date/Time Period	Topic of Consultation/ Message	Method Used	Target Stakeholders	Responsibilities
Project Preparation	26th to 30th January, 2025	Project design elements	Workshop with central level team	Representatives of Government MDAS, Development Partners, and NGOs	Malawi Government Project Preparation Team and World Bank Project preparation team
	18th to 20th February, 2025	Project design, Environmental and Social Risks, Mitigation Measures, GRM and Stakeholder Engagement Plan	Meetings with District Environment Subcommittees, District Social Support Committees	DESC and DSSC Members	NLGFC in collaboration with Safeguards Task team
	23rd to 27th February, 2025	Project design, Environmental and Social Risks, Mitigation Measures, GRM and Stakeholder Engagement Plan	Community Meetings and focus group discussions	Representative Members of ADC, VDC, CSSC, GRMCs, VNRMCs, COMSIP Groups, Disabled people, SCTP and PWP beneficiaries, religious leaders, political leaders,	NLGFC in collaboration with Safeguards Task team
		Environmental and social risks tools development by local councils	Community Meetings and focus group discussions	Representative Members of ADC, VDC, CSSC, GRMCs, VNRMCs, COMSIP Groups, Disabled people, SCTP and PWP beneficiaries, religious leaders, political leaders,	NLGFC in collaboration with Safeguards Task team

Project Stage	Estimated Date/Time Period	Topic of Consultation/ Message	Method Used	Target Stakeholders	Responsibilities
		Environmental and social risks trainings and awareness meetings at district and local levels	Community Meetings and focus group discussions	Representative Members of ADC, VDC, CSSC, GRMCs, VNRMCs, COMSIP Groups, Disabled people, SCTP and PWP beneficiaries, religious leaders, political leaders,	NLGFC and District Councils
Project Implementation	Community interface meetings on project performance	Community meetings	Project target communities, Quarterly throughout project life span	Representative Members of ADC/Ward Development Committee (WDC), VDC, CSSC, CMCs, GRMCs, VNRMCs, COMSIP Groups, Disabled people, SCTP and PWP beneficiaries, religious leaders, political leaders	District and Urban Councils with support from central level stakeholders
	Project implementation Progress Review meetings	Community Meetings Media Bi-annually, including quarterly media tours	Project target communities, Quarterly throughout project life span	Representative Members of ADC/Ward Development Committee (WDC), VDC, CSSC, CMCs, GRMCs, VNRMCs, COMSIP Groups, Disabled people, SCTP and PWP beneficiaries, religious leaders, political leaders,	District and Urban Councils with support from central level stakeholders

Project Stage	Estimated Date/Time Period	Topic of Consultation/ Message	Method Used	Target Stakeholders	Responsibilities
Project phase out	Exit strategy preparation	Community Meetings	Project target communities, Final year of the project	Representative Members of ADC, VDC, CSSC, GRMCs, VNRMCs, COMSIP Groups, Disabled people, SCTP and PWP beneficiaries, religious leaders, political leaders,	District/City councils with support of National Project coordination team

Information to be disclosed will include the Stakeholder Engagement Plan (SEP), relevant Environmental and Social (E&S) documents, Grievance Mechanism (GM) procedures, project orientation materials, and regular updates on project implementation, including schedules and any changes to planned activities. Disclosure will be carried out through a variety of formats, including public notices, press releases, the Project website, community consultation meetings, information leaflets and brochures, and posters displayed at community structures and service delivery points. In addition, separate focus group discussions will be held with vulnerable groups to ensure that information is shared in an inclusive, accessible, and culturally appropriate manner. Depending on the needs and level of understanding of target audiences, information will be communicated in English or Chichewa. With Chichewa used predominantly in community-level engagements and English applied in higher-level meetings involving the central team and district councils.

4.4. Reporting back to stakeholders

Stakeholders will be kept informed as the project develops, including reporting on project environmental and social performance and implementation of the stakeholder engagement plan and Grievance Mechanism, and on the project's overall implementation progress.

5. RESOURCES AND RESPONSIBILITIES FOR IMPLEMENTING STAKEHOLDER ENGAGEMENT ACTIVITIES

5.1. Resources

The INSPIRE-O Project will allocate an indicative budget of MK 1,950,700,000 to finance stakeholder engagement activities and the operation of the Grievance Redress Mechanism (GRM) over the three-year project implementation period. The budget for the Stakeholder Engagement Plan (SEP) is financed under Component 3: Institutional Strengthening and Project Management of the INSPIRE-O Project and supports consultations at national, district, and community levels; communication and information disclosure; capacity building and training on environmental and social safeguards, GBV/SEA/SH, inclusion, and accessibility; beneficiary satisfaction and perception surveys; GRM operations including toll-free hotline services and SEA/SH referral pathways; monitoring and evaluation; and project visibility. Table 3 presents the detailed budget estimates by activity category, quantities, and implementation period.

Implementation of the SEP will be led by the Project Implementation Unit (PIU), which will provide overall coordination, oversight, and reporting in accordance with ESS10 and the Environmental and Social Commitment Plan (ESCP). District Councils, in collaboration with community structures, CSOs, and relevant stakeholders, will support the implementation at district and community levels, including stakeholder consultations, information disclosure, and operation of community-level GRM structures. Progress on stakeholder engagement and grievance management will be systematically documented, monitored, and reported to ensure transparency, inclusiveness, timely feedback, and continuous improvement throughout the project life cycle.

Table 3: Budget for implementing SEP

Budget categories	Quantity	Unit costs (MK)	Times/ Years	Total costs (MK)	Remarks
1. Estimated Staff salaries* and related expenses					
1a. <i>Communications consultant</i>	1	180,000	3	900,000	PIU-based, coordination of all SEP activities
1b. <i>Travel costs for staff</i>					
2. Consultations/ Participatory Planning, Decision-Making Meetings					
2a. <i>Project preparation consultations with Districts (2025-2026)</i>	28	3,000,000	3	252,000,000	Minimum 2-3 per district during prep
2b. <i>Focus group discussions with vulnerable groups</i>	28	16,800,000	2	33,600,000	2 FGDs per district during project implementation
2c. <i>Stakeholder workshops (district level CSOs)</i>	28	16,800,000	2	33,600,000	2 workshops per district during project implementation
2d. <i>National stakeholder workshops (NGOs/CSOs/Line Ministries)</i>	40	360,000	2	28,800,000	2-3 Workshops annually
3. Communication campaigns					
3a. <i>Radio announcements and programs</i>	560	40,000	3	67,000,000	20 broadcasts per district annually
3b. <i>Posters, flyers, brochures (print materials)</i>	83	50,000	10	41,500,000	Per District annual updates
3c. <i>Social media campaign</i>	83	50,000	10	41,500,000	Monthly updates
4. Trainings					
4a. <i>Environmental & social safeguards training for District Councils</i>	420	40,000	3	16,800,000	Once every year
4b. <i>GBV/SEA/SH training for PIU and contractor staff</i>	280	40,000	3	33,000,000	Once every year

4d. Inclusion and accessibility training (CSOs/facilitators)	140	40,000	3	16,800,000	
5. Beneficiary surveys					
5a. <i>Mid-term beneficiary satisfaction survey</i>	1	1	1	105,000,000	At the beginning of the project
5b. <i>End-of-project perception survey</i>	1	1	1	105,000,000	End of project
6. Grievance Mechanism					
6a. <i>Training of GRM committees</i>	420	40,000	5	84,000,000	<i>All levels</i>
6b. <i>Toll-free hotline (351) operation and maintenance</i>	1	1	5	100,000,000	Throughout project implementation
6c. SEA/SH referral services support (VSU, One-Stop Centres)	280	40,000	5	56,000,000	Throughout project implementation
Call Centre operations	20	90,000	3	5,400,000.00	During project life cycle
6d. <i>GRMC Operations</i>	28	3,000,000	2	168,000,000.00	During project life cycle
7. Other expenses					
7a. SEP monitoring and evaluation (external consultant)	2	20,000,000	2	40,000,000	At the beginning and end of the project (1 at each stage)
TOTAL STAKEHOLDER ENGAGEMENT BUDGET:				1,178,500.00	

7.2. Management functions and responsibilities

The overall responsibility for SEP implementation lies with the Project Implementation Unit (PIU) Coordinator. However, the lead agencies of project components and sub-project shall also be responsible for carrying out stakeholder activities associated with their roles.

The project's stakeholder engagement implementation arrangements are as follows: Central government ministries and agencies shall provide policy guidance, financing, and oversight, while district councils and district municipal shall coordinate with local leaders to lead community mobilization, consultations, grievance management, and compliance monitoring. Traditional leaders and civil society organizations will ensure cultural appropriateness, mobilize communities, resolve conflicts, and advocate for marginalized groups.

The stakeholder engagement activities will be documented through Consultation Records and Meeting Minutes, the Stakeholder Engagement Database, the Grievance Mechanism Registry, Quarterly and Annual Progress Reports, Monitoring and Evaluation Documentation, Safeguards Compliance Documentation, the Communication Materials Archive, Partnership and Coordination Records, Disclosure Records, and Adaptive Management Documentation.

The budget estimate for the preparing and implementing SEP is MK 1,178,500.00. The budget breakdown can be found in Annex 2.

The entities responsible for carrying out stakeholder engagement activities are the Project Implementation Unit (PIU), District Councils, and Grievance Redress Mechanism Committees (GRMCs) established at project, district, and catchment/community levels.

The stakeholder engagement activities will be documented through consultation minutes, attendance registers disaggregated by sex and vulnerability, photographic records, disclosure logs, quarterly SEP progress reports, GRM registers and databases, monitoring and supervision reports, and beneficiary feedback and survey reports. These records will be consolidated by the PIU to support monitoring, reporting to the World Bank, and continuous improvement of stakeholder engagement and grievance management processes throughout the project life cycle.

The PIU will provide overall leadership, coordination, quality assurance, budgeting, and reporting of SEP activities, ensuring compliance with ESS10 and the commitments outlined in the Environmental and Social Commitment Plan (ESCP). District Councils will coordinate and implement stakeholder engagement activities at district and community levels, including organizing consultations, facilitating information disclosure, supporting community interface meetings, and supervising the operation of community-level GRM structures. GRMCs will manage grievance uptake, registration, assessment, resolution, referral (including SEA/SH cases), and feedback to complainants in accordance with approved GRM procedures. The stakeholder engagement activities will be documented at all levels using the same records and reports to ensure transparency, accountability, and continuous improvement of SEP implementation throughout the project.

6. GRIEVANCE MECHANISM

The main objective of a Grievance Mechanism (GM) is to assist to resolve complaints and grievances in a timely, effective, and efficient manner that satisfies all parties involved.

6.1. Description of GM

The INSPIRE-O Project has established a structured, transparent, and accessible Grievance Mechanism (GM) to receive, assess, resolve, and monitor grievances arising from project implementation. The GM is designed to ensure that concerns and complaints from project-affected persons and other stakeholders are addressed in a timely, fair, and culturally appropriate manner, in line with national legislation and the World Bank Environmental and

Social Framework (ESF), particularly ESS10 on Stakeholder Engagement and Information Disclosure.

The mechanism operates across multiple administrative levels from community to national and provides various entry points for grievance submission, including toll-free communication channels, written submissions, and in-person reporting. Clear procedures, defined timelines, and designated institutional responsibilities guide the grievance handling process, including grievance uptake, screening, investigation, resolution, feedback, monitoring, and referral to appropriate authorities where necessary. Special provisions are in place to ensure confidential and survivor-centred handling of sensitive cases such as Gender-Based Violence (GBV) and Sexual Exploitation and Abuse (SEA).

The table 4 below outlines the step-by-step grievance management process, including the description of each stage, applicable time frames, and responsible institutions to ensure effective, accountable, and consistent grievance resolution throughout the project lifecycle.

Table 4: Grievance Resolution Steps

Step	Description of Process	Time Frame	Responsibility
Grievance uptake	<p>Grievances can be submitted via the following channels:</p> <ul style="list-style-type: none"> • Face-to-face through the grievance redress committees that will be established at different levels • Grievance boxes • Toll-free line 351, • Phone call/SMS, letters, or direct submissions to committees. <p>All complaints to be registered in a grievance logbook at different levels including referrals</p>	Anytime (continuously – during works or after completion of works)	VGRMCs, District Grievance redress mechanisms committees, Project implementation Unit (PIU), Ministry of Gender, Social Welfare and Child Development
Sorting, processing	<p>Once a grievance is registered, it is screened and sorted by the responsible Grievance Redress Mechanism Committee (VGRMC, DGRMC, or PIU) to determine its type, severity, urgency, and appropriate handling level. Grievances are classified into clearly defined categories, including payment-related grievances, non-payment-related grievances, land-related issues, quality of services, and labour-related complaints. Sorting also determines whether a grievance can be resolved at community level or requires escalation to district, national, or referral institutions.</p>	Upon receipt	VGRMCs, District Grievance redress mechanisms committees, Project implementation Unit (PIU), Ministry of Gender, Social Welfare and Child Development

Step	Description of Process	Time Frame	Responsibility
Acknowledgment and follow-up	Receipt of the grievance is acknowledged to the complainant by acknowledged verbally or in writing and provides the acknowledgment receipt. They are informed if the case is being handled or referred to other relevant institutions such as the Ministry of Gender, Service Providers, Victim Support Unit etc.	Within 2 days of receipt	VGRMCs, District Grievance redress mechanisms committees, Project implementation Unit (PIU), Ministry of Gender, Social Welfare and Child Development
Verification, investigation, action	<p>Upon receiving grievances, they are classified as either valid or invalid. For valid grievances, the responsible GRMC (VGRMC, DGRMC, etc.) or the PIU, in the case of escalated matters, conducts a thorough investigation. Verification of all payment-related grievances is carried out using logsheets and the PSP reconciliation report.</p> <p>Special Case Referrals:</p> <ul style="list-style-type: none"> ● Criminal cases (fraud, theft, assault) are immediately referred to the Police. ● GBV/SEA cases are handled with strict confidentiality and referred to specialized services such as the Victim Support Unit (VSU), One-Stop Centres, health facilities, or the toll-free helpline 116. 	Within 1-7 days at VGRMC; 7-14 working days at DGRMCs, PSPs and PIU	VGRMC, AGRMC, DGRMC/MGRMC, NGRMC

Step	Description of Process	Time Frame	Responsibility
Provision of feedback	The GRMCs/DGRM/PIU needs to provide feedback to the complainant upon resolving the grievance and find out from them if they are satisfied or not. The committees handling the grievances should notify the complainant that if they are not satisfied with the resolution, they can refer their case to higher GRMCs and help them fill appropriate forms if required	All grievances should be resolved and feedback given to complainant within 14 working days from the day complain has been received. For payment related grievances, complaints for a particular phase will be documented, reviewed and feedback provided to complainant on whether they are legible for wages or not within 14 working days. The actual payment of arrears will be done during the payment for the subsequent cycle.	VGRMC/AGRMC/DGRMC; PIU/PSP
If relevant, payment of reparations following complaint resolution	For all payment related grievances, the GRMCs/DGRMCs will be verifying all the valid grievances into the logsheets and PSP reconciliation report thereafter the participant will be paid the claimed amount of money that is if the grievances verifies to be valid upon screening and reviewing	On going	VGRMCs, DGRMCs/PIU/PSP

Step	Description of Process	Time Frame	Responsibility
Training	Capacity-building needs for PIU staff, GRMCs, DGRMCs, call center operators and Supervision Consultants will focus on the following areas: GRM procedures, proper record-keeping, ethical handling of GBV/SEA cases, referral pathways, rights-based approaches, and the use of the toll-free system. GRM committees at all levels will be trained to ensure consistent and effective implementation of these components	Before and during implementation	PIU, DESC, Ministry of Gender, Social Welfare and Child Development
Monitoring and evaluation	Complaints data will be systematically recorded in grievance logbooks and later compiled into an Excel sheet for consolidation and analysis. The GRMCs will conduct weekly reviews of all grievances to screen, classify, and resolve issues captured in the logbooks. Additionally, all referral cases will be closely followed up to ensure proper handling and closure. This process will form an essential part of the Monitoring and Evaluation function within the GRM, as it will help track grievance trends, response timelines, and the overall effectiveness of the grievance resolution process.	Quarterly & annually	District Councils; PIU Monitoring Team

The GM will provide an appeal process for complainants who are not satisfied with the proposed resolution. If all internal steps for grievance resolution have been exhausted beginning at the VGRMC, progressing to the AGRMC, DGRMC/CGRMC, and finally the PIU/NGRMC and the complainant remains dissatisfied, they will be informed of their right to pursue legal recourse through the formal justice system.

The project will also apply special measures to manage sensitive and confidential complaints, particularly those related to Sexual Exploitation and Abuse or Sexual Harassment (SEA/SH). In line with the World Bank ESF Good Practice Note on SEA/SH, such cases will be handled using a survivor-centered approach that ensures confidentiality, safety, and non-discrimination. SEA/SH grievances will be directly referred to specialized service providers such as the Victim Support Unit (VSU), One-Stop Centres, health facilities, or the national toll-free helpline (116), and will not be processed through standard committee review procedures. Only trained and authorized personnel will handle SEA/SH-related information.

Additionally, the project will maintain a separate Labor Grievance Mechanism (LGM) to address concerns raised by project workers, including PIU staff, district-level staff, call center operators, temporary workers, and other personnel engaged under the social protection programme. This mechanism will allow workers to safely report issues related to working conditions, unfair treatment, occupational safety, contract disputes, payment delays, harassment, or discrimination. Labor grievances will be handled confidentially, and workers will be protected from any form of retaliation. Further procedural details will be provided in the project's Labor Management Procedures (LMP).

The World Bank and the Borrower do not tolerate reprisals or retaliation against any project stakeholder who raises concerns or provides feedback regarding project activities. Any attempt to intimidate, threaten, or punish individuals for using the GM will be treated as a serious violation and addressed promptly through appropriate administrative or legal channels.

6.2. Monitoring and Reporting

Table 5: Summary of how SEP implementation will be monitored and reported

Management Area	Indicator	Data Source / Method	Frequency	Responsible Entity	Stakeholder Involvement in Monitoring
Information Disclosure	Number of information boards displayed at worksites / payment points	Field verification checklists, photos	Monthly	District PIU / Community Facilitators	Community committees verify existence and content of boards
	Number of IEC materials distributed (flyers, posters, brochures)	Distribution logs	Quarterly	Communications Team	Local leaders confirm distribution reach
	Project information uploaded to digital platforms (e.g., websites, SMS blasts)	Communications records	Quarterly	PIU Communications Officer	Beneficiaries report receipt of SMS/updates
Stakeholder Meetings & Consultation	Number of community meetings held on project progress (LIPW, SCT, Livelihoods)	Meeting minutes	Monthly/Quarterly	District PIU / Social Specialists	Beneficiaries participate in meetings and validate minutes
	Number of targeted consultations with vulnerable groups	Consultation reports	Quarterly	Social Safeguards Team	Vulnerable groups contribute viewpoints; CSOs may observe
	Attendance disaggregated by gender, disability, and youth	Attendance sheets	Every meeting	Community Facilitators	Committee members verify inclusion of marginalized groups
Participation in Planning & Implementation	Number of community members participating in LIPW planning sessions	Meeting minutes	Quarterly	LIPW Subproject Teams	Community Project Management Committees co-lead sessions

	Percentage of SCT beneficiaries confirming payment schedules were communicated	Beneficiary survey	Bi-annually	SCT Unit	Beneficiary households participate in surveys
	Number of livelihood groups involved in planning training schedules	Training plans, records	Quarterly	Livelihoods Implementing Partner	Group leaders co-develop training calendars
Grievance Redress Mechanism (GRM)	Number of grievances received (disaggregated by type, gender)	GRM database	Monthly	GRM Focal Persons	Beneficiary representatives review anonymized GRM summary
	Percentage of grievances resolved within timeline	GRM tracking system	Monthly	GRM Unit	Community GRM committees validate resolution outcomes
	Number of GBV/SEA referrals supported confidentially	GBV referral records (confidential)	Monthly	GBV Specialist / Service Providers	Local protection actors provide oversight (without case details)
Capacity Building & Awareness	Number of capacity-building sessions held (LIPW safety, SCT rights, Livelihoods training)	Training reports	Quarterly	District PIU / Partners	Beneficiaries and leaders evaluate training effectiveness
	Number of participants trained (gender-disaggregated)	Attendance sheets	Quarterly	Implementing Partners	Participants provide qualitative feedback
Monitoring & Evaluation Engagement	Number of participatory monitoring exercises conducted (e.g., LIPW site checks)	Monitoring reports	Quarterly	M&E Team	Community committees join site inspections

	Beneficiary satisfaction levels (% satisfied with engagement process)	Surveys, FGDs	Annually	M&E Unit	Beneficiaries directly inform assessment
Reporting & Feedback Loops	Frequency of SEP progress reports shared with communities	Distribution records, meeting minutes	Quarterly	PIU Social Safeguards	Community meetings validate accuracy of reports
	Number of feedback sessions held at community level	Meeting reports	Quarterly	District PIU	Beneficiaries evaluate project responsiveness

7. SEP MONITORING AND REPORTING ARRANGEMENTS

Monitoring of the Stakeholder Engagement Plan (SEP) will be conducted throughout the project life cycle to ensure that engagement objectives are met and grievances are effectively managed. Key indicators for monitoring include the number of community meetings held to discuss project progress, the number of information boards or notices displayed in public areas, the number of stakeholders reached through awareness campaigns and consultations, the number of grievances received, resolved, or pending, timeliness of feedback provided to complainants, and the level of stakeholder participation in consultations, disaggregated by sex and vulnerable groups.

The Project Implementation Unit (PIU), in coordination with District Councils and Grievance Redress Mechanism Committees (GRMCs), will systematically document all engagement activities using consultation minutes, attendance registers, photographic records, disclosure logs, GRM registers, monitoring and supervision reports, and beneficiary feedback and survey reports. Stakeholders, including community representatives, civil society organizations, and local authorities, will be involved in monitoring activities where applicable. Their participation may include validating grievance resolutions, providing feedback on engagement processes, and reviewing progress reports to ensure transparency, accountability, and continuous improvement in stakeholder engagement.

7.1. Reporting back to stakeholder groups

The SEP will be periodically revised and updated as necessary in the course of project implementation. Quarterly summaries and internal reports on public grievances, enquiries, and related incidents, together with the status of implementation of associated corrective/preventive actions, will be collated by responsible staff and referred to the senior management of the project. The quarterly summaries will provide a mechanism for assessing both the number and nature of complaints and requests for information, along with the Project's ability to address those in a timely and effective manner. Information on public engagement activities undertaken by the Project during the year may be conveyed to the stakeholders in various ways including community meetings, public notice boards, radio announcements, district council briefings, or publication of GRM summaries. These updates will be shared from time to time at key project milestones to ensure that stakeholders remain informed about project progress, decisions taken, and how their inputs have influenced implementation.

8. ANNEXES

ANNEX 1: STAKEHOLDER CONSULTATIONS AT DISTRICT LEVEL

a) Dedza District Council

Table 6: Stakeholder Consultation Minutes

Stakeholder	Topic	Key Feedback	Project Response	Follow-up Actions
Gloria Mwale (PSA)	Targeting criteria & Social Registry	Concerned about vulnerable households without women/youth being excluded; registry outdated due to migration and new households	Exceptional households without women/youth will be considered; men may be principal beneficiaries. Project will support registry updates	Council and communities to update registry and identify exceptional cases during targeting
Harold Nkhoma (Meteorology Officer)	Wage levels	Climate Smart wages perceived as too low; Inquired if wages are revised	Wages are incentives for environmental work and reviewed periodically; INSPIRE-O wage set at MK 72,000 for 3 hours/day	Continue sensitization on wage structure and avoid misleading messaging
Leticia Lapken (Gender Officer)	Digital payments	Inquired about withdrawal fees and network challenges forcing long-distance travel	Two withdrawals covered; extra withdrawals incur fees. INSPIRE-O will apply a Choice Model for service providers	Sensitize beneficiaries; implement and monitor Choice Model
Ida Kandiuze (District Fisheries Officer)	Elderly inclusion & riverbank protection	Inquired how elderly excluded from INSPIRE-O will be supported; raised riverbank degradation concerns	Elderly to be supported under SCT (MK 32,000/month); riverbank management to be discussed later	Link elderly to SCT; plan future discussions on catchment protection
Grolia Limbani (SALRLO)	Catchment coverage & registry accuracy	Concerned about distant sub-catchments and registry errors	INSPIRE-O will work in different catchments; community verification required before targeting	Community-led verification of beneficiary lists
Zenac Matekenya (Information Officer)	Injury & compensation	Inquired about compensation for work-related injuries	No compensation under Climate Smart approach; beneficiaries	Strengthen safety sensitization and clarify non-compensation policy

			work for their own environmental benefit	
Jocaster Mnemba (DPF)	PPE procurement & accountability	Previous funds for PPE misused; Inquired how INSPIRE-O will manage PPE	The project is likely to provide few PPEs due to cost constraints, safety responsibility rests with beneficiaries	Ongoing sensitization on PPE responsibility and safety

b) Lilongwe District Council

STAKEHOLDER (GROUP OR INDIVIDUAL)	TOPIC OF DISCUSSION	SUMMARY OF FEEDBACK	RESPONSE OF PROJECT IMPLEMENTATION TEAM	FOLLOW-UP ACTION/NEXT STEPS
Setrida Mlamba (LRCO)	Project design	The proposed 3 hours per day design approach may not align with productivity levels or the varying capacities of participants	Project team expressed that Based on experience from the previous project councils can propose alternative approaches that will yield maximum results	Instead of prescribing fixed working hours, beneficiaries should be assigned clear targets to achieve
Samuel Munthali (RS)	Beneficiary selection	The current project targets households while the project is targeting women, youth and other vulnerable group, the project selection criteria should be revised so that the proposed percentages are achieved	The new project continues to target households; however, under CSEPWP, men were considered household heads, and their names appeared on the log sheets and received payments, despite women carrying out most of the work. Under the new project, priority will be given to women and youth, whose names will appear in the log books and who will therefore receive wages on behalf of their households.	Awareness on onset so that everyone is aware of this design and

Chipiliro Sakah (PPD)	Categorization of youths, men and women	Youth are categorized as 18-35 years, the project should clearly define, women, men and youth. Can a married person aged 28 with children be considered as a woman/ man or youth what is the cutoff point	The project targets household and not individuals. The appearance of the names on the log sheet will be clearly defined in the UBR and Mthandizi Monitoring Tool	Definition of man, woman and youth should be clear in the UBR
Thomson Ngoma (IA)	Payment modality	Recommended that councils should be engaged in selection of payment service providers and directly engage with them. This recommendation emitted from the experience with service providers under CSEPWP that are not cooperative	The project team explained that the government is recommending that people should be given an opportunity to choose, currently this is being piloted in some districts.	The council can engage 2 or 3 financial institutions this will increase competition and improve efficiency
William Chimu (DPD)	Contract with financial providers	The contract with service providers is signed between the NLGFC and the financial provider, but the council is not informed of the contract details. Recommended that district councils should also be involved to ensure that there is transparency and that councils are able to follow up with service providers	The project team acknowledged the concern and will be taken into consideration	Contract management should be structured as a tripartite arrangement involving the District Council, NLGFC, and the service provider
Arnold Mdolo (SWO)	Targeting criteria for under 2 years	The targeting criteria is categorical and considers children under 2 years. However, registration in the Unified	The observation has been noted and will be taken into consideration	Remove targeting criteria for under 2 years

		Beneficiary Registry (UBR) was conducted in 2023 and 2024, and by the time these children were enrolled in 2025, they were already above 2 years. Suggested to update the UBR to ensure that those children are considered in the system		
Tadala Sendeza (EDO)	Environmental screening	The screening form and ESMP designs and content is different and was always changing during CS-EPWP. There is need to have standardised screening and ESMP templates at the onset of the project	The project team responded that the screening form will be revised to be inline with the project components and activities and will be standard and shared before the start of the project	The screening form should be revised and adapted to project activities and shared to the councils on the onset of the project
TADALA Sendeza (EDO)	ESMP	In the current PWP one ESMP was developed for a catchment now with the new project the catchments are falling in more than 2 districts how will it be handled?	The project team responded that the project will consider the activities being proposed in the catchment and will advise accordingly whether the councils can develop one ESMP or individual ESMP	Clarify on the requirement of ESMP for the
Jonathan Sendeza (CRS)	LMP	The PPE and first aid kits procured were inadequate, which made it difficult to establish fair and consistent criteria for distributing PPE to beneficiaries. Recommended that the project should consider procuring more safety materials including PPE if	The project team acknowledged the concern and agreed that funding allocations for PPE and first aid kits should be revisited to ensure adequacy and compliance with safety requirements. However, it was emphasized that the new project has limited	Adequate resources should be allocated for procurement of PPE and safety trainings capitalised Adequate resources should be allocated for procurement of first aid kits and safety trainings capitalised

		possible for all workers of the project.	resources hence the reduced number of beneficiaries	
Setrida Mlamba (LRCO)	Safety and Health issues	It is recommended that safety training begin at the onset of the project rather than midway through implementation, as early training was found to be beneficial in reducing risks and accidents during the follow up phases after the trainings were conducted	The project team acknowledged the importance of safety trainings beginning at the onset of the project and agreed that will be factored at an appropriate time	Risk assessments, sensitizations on safety should be continued in the new project
Tadala Sendeza (EDO)	GRM	Need to provide logbooks to the committees at the onset of the project and not midway as that results to other grievances not recorded	The project team acknowledge the need to conduct refresher trainings of GRMC and provision of logbooks to ensure proper record keeping	Conduct refresher trainings of GRMC and provide logbooks
		Provide trainings on grievance management and handling at the onset of the project so that committees are aware of their duties and responsibilities		
		Consider providing incentives GRM committee members especially if the project requires that GRMC members should also include those that are not participants of the project.		

c) Mzimba District Council

Stakeholder (Group or Individual)	Topic of Discussion	Summary of Feedback	Response of the Project Implementation Team	Follow-up Action / Next Steps
John Mwambaghi (M&E Officer)	Central control of Social Registry	The UBR and Mthandizi Monitoring Systems are largely centrally controlled, which limits the ability of ICT officers to update information directly. It is therefore recommended that ICT officers be granted advanced access rights to enable them to update system issues in a timely and efficient manner.	Initiative underway to decentralize the Social Registry	Implement decentralization and improve ICT capacity for updates
Flora Nkhata (Youth Officer)	Climate Smart Public Works	Why has the name changed from Climate Smart Public Works to Labour-Intensive Public Work	The project will involve labour-intensive work, which is not ideal for the elderly; energetic and youthful beneficiaries will be targeted	
	Job for Youth – Implementing Partner	Questioned whether COMSIP or a new partner will be involved	COMSIP remains the entry point; youth participation aims to boost entrepreneurship	Strengthen youth engagement and clarify partnership roles
Francis Puleni (MIS Officer)	Choice of Service Provider (KAKUPE/District)	Will KAKUPE still be used as a designated payment method?	Beneficiaries will be allowed to choose desirable payment methods	Develop criteria for participant selection and streamline payment processes
Andrew Mayaka (CDA)	Inclusion of Women and Youth	Will the women and youth will be sampled from households? Will it be household-level targeting or individual targeting?	The project remains a household project and not an individual project	Monitor and ensure diverse representation during sampling
Masozhi Shaba (DF Officer)	Catchment Area (Khosolo)	The area is degraded with charcoal burning and is suitable for the initiative	Acknowledge degradation issues; consider environmental factors in planning	Conduct an environmental assessment for catchment selection suitability

Lucy Mayarula (SL Officer)	Safeguards – Gully Reclamation	CSEPWP focused on small gullies; the new project should be address bigger problems for example reclaiming larger gullies and maintaining river banks	The project will ensure that both small and large gullies for reclamation are prioritized	Adjust scope to include bigger gullies; plan for comprehensive intervention
Silence Chirambo (CI Officer)	Safety Measures (PPEs & First Aid)	PPEs and first aid materials are in short supply making safety interventions untimely. Proposed if the project provides safety lessons timely and increase the number of PPE and first aid materials provided to the project sites.	Prioritize PPE and first aid training; consider increasing PPE in catchments	Allocate resources efficiently; train more personnel for safety
John Mwambaghi (M&E Officer)	Grievances & Committee Structure	Many grievances related to social welfare or payments. The project should come up with strategies on timely payment of wages	Strategies are already in place to address these challenges. One such strategy is the transition to e-payment, which ensures that project participants receive their wages promptly while also reducing the need to travel to catchments for payment.	Provide additional training; support grievance recording and reporting
Julius Banda (PAO)	Record-Keeping & Mobility Challenges	Dispersed beneficiaries; committee mobility issues. The project should therefore consider employing adequate foremen so that one foreman oversees one hotspot or subproject.	Empower committees and digitizers; provide airtime for reporting	Introduce digital recording tools; improve logistics for meetings

d) Chikwawa District Council

Stakeholder (Group / Individual)	Topic of Discussion	Key Issues Raised / Feedback	Response from Project Implementation Team	Agreed Follow-up Actions / Next Steps
Alick Dickson (SLRCO)	Project Design – Workdays	Sought clarification on the number of workdays per month and whether the 30-day CS-EPWP model will be retained.	The team indicated that the project will involve beneficiaries working for 30 days for 3 months per year. The working time is proposed for 3 hours unlike the 4 hours they were working under CSEPWP.	Communicate to district councils on time on the work duration per month and year
Levitus Mafuta (EDO)	Target Sites	Requested clarity on which specific sites will be targeted.	Local authorities will identify hotspots based on criteria that will be defined and communicated once the final project design is approved.	Develop, finalize, and disseminate standardized site-selection criteria for hotspot identification.
	Community Contribution	Inquired whether unpaid community labour contributions will still be required as under CS-EPWP.	Community contribution remains important, subject to project guidelines.	Provide clear guidance on the scope, duration, and nature of community contributory works.
Richard Banda (CDO)	Selection of Participants	Raised concerns on transparency and clarity of participant selection criteria.	Selection will follow established guidelines and UBR-based targeting.	Disseminate clear participant selection criteria and ensure transparent selection processes.
Natasha Mahiye (ICT Officer)	E-Payment System	E-payments are cost-effective but face delays due to service provider capacity, data mismatches, and limited participant knowledge. Proposed to strengthen the system	Challenges acknowledged; emphasis placed on system strengthening and sensitization.	Strengthen coordination with service providers and conduct participant sensitization on e-payments and data accuracy.

		so that they are no delays in payment due to issues that can easily be addressed like those mentioned above.		
Stanly Ndiwo (FA)	Low Participant Availability in Hotspots	Concerned that participants will be walking long distances to work since the number of catchments will be reduced	The team acknowledged the issue and noted flexibility in implementation.	Allow reallocation of participants or adjustment of sites where participation is low.
Chifundo Thandizo (DPF)	Number of Participants	Sought clarification on whether the target of 144,000 participants applies per district or nationally.	Clarified that the target is national and shared across multiple districts.	Clearly communicate district-specific targets in future engagements.
	Payment Delays	Delayed payments cause frustration among participants. Proposed if measures are put in place to ensure that payments are made timely	The team acknowledged the concern and committed to improving timelines.	Strengthen coordination with payment service providers and improve payment tracking mechanisms.
Stanly Ndiwo (FA)	E-Payment Irritancy	Proposed that participants and beneficiaries should sensitized on withdraw fees deduction and delays linked to payments. Communication on progress made is critical in cases of delays in payment of wages	Emphasized the need for awareness and effective grievance mechanisms.	Sensitize participants on charges and strengthen GRM for payment-related complaints.
	Working Tools	Inquired whether the project has adequate budget for working tools.	Confirmed that tools are budgeted for.	Ensure procurement plans align with participant numbers and site needs.
David Kizito (PO)	Tools-to-Participants Ratio	Emphasized that tools should match the number of participants.	The team agreed.	Procure tools proportionate to participant numbers per site.

Richard Banda (CDO)	Steering Committee Composition	Recommended inclusion of youth and women structures in DESC/steering committees.	The team agreed on inclusive representation.	Review committee composition to ensure meaningful inclusion of youth and women.
Charles Kaunda (Accountant)	Transport / Mobility	Limited mobility at the council level negatively affects effective coordination and supervision. It is therefore recommended that funds allocated for monitoring be increased to improve mobility and enhance oversight in the new project	The challenge was acknowledged.	Explore options for transport support at council level.
Natasha Mahiye (ICT Officer)	Motorbikes	Extension workers require motorbikes for effective supervision.	The need was acknowledged but not promised anything as that will depend on project design and availability of funds	Consider budgeting for motorbikes or shared mobility solutions.
Chifundo Thandizo (DPF)	Safeguards Materials (PPE)	PPEs and first aid materials are in short supply making safety interventions untimely. Proposed if the project provides safety lessons timely and increase the number of PPE and first aid materials provided to the project sites.	Prioritize PPE and first aid training; consider increasing PPE in catchments	Increase PPE allocation and ensure timely procurement.
Levitus Mafuta (EDO)	PPE for DESC Monitoring Teams	Consider procuring PPE for DESC to be used during monitoring visits.	The team agreed on the need for compliance, but mentioned that procurement of materials depends on project budget allocation. Money for the project is	Provide awareness on the project needs and financial management

			mainly for payment of wages and the other items are just complementary	
	Dedicated Monitoring Vehicle	Requested a dedicated vehicle for coordination and monitoring.	The need was acknowledged but not guaranteed as the design has not been completed including on issues of procurement.	Explore shared or pooled transport solutions subject to budget approval.
	Proportion of Support	Proposed that proportional support should be at least 50%.	Subject to final approved budgets.	Review proportional allocations during final budget approval.
	Screening Tools	Need for standardized screening templates prior to rollout.	The team agreed, screening tools will be designed and disseminated before the projects start	Develop and disseminate standardized screening tools before implementation.
Clement Thumba (IA)	Age Limit for Participants	Requested clarification on the upper age limit; proposed 55 years.	Proposal noted.	Confirm age eligibility criteria in line with project guidelines.
Chifundo Thandizo (DPF)	Implementation Structures	Inquired whether foremen and similar structures will be maintained.	Existing effective structures will largely be maintained.	Provide clear guidance on implementation structures and roles.
Ackim Dickson (SLRCO)	GRM Structures	Unequal support to committee members affects GRM performance. HGRMCs should be supported by the project if they are to be used efficiently and effectively	Emphasized strengthening harmonized GRM structures.	Ensure equitable support and capacity building for all GRM committee members.
	Committee Capacity & Structures	Need for capacity building, clear ToRs, and defined subcommittee roles.	The need was acknowledged.	Develop clear ToRs, conduct capacity building, and establish a procurement subcommittee.

e) Blantyre District Council

Stakeholder	Topic	Key Feedback	Project Response	Follow-up Actions
Luka Dumbuwa (Community Development)	Workdays per Month	Sought clarity on number of workdays and whether CS-EPWP 30-day model continues	The team indicated that the project will involve beneficiaries working for 30 days for 3 months per year. The working time is proposed for 3 hours unlike the 4 hours they were working under CSEPWP.	Finalize and communicate approved workdays to councils
Aubrey Jazza (DPF)	Target Sites	Requested clarity on targeted sites	Local Authorities to identify hotspots using agreed criteria	Develop and disseminate standardized site-selection tools
Community Representatives	Community Contribution	Inquired if unpaid community labor will continue	Community contribution remains, subject to guidelines	Clarify scope and expectations of community contributions
Melayi Mhone (DPD)	Participant Selection	Raised concerns on transparency and focus on women/youth	Criteria explanation acknowledged	Strengthen sensitization on transparent selection criteria
Bingula Mhone	Capacity building	Recommended that DESC and local committees training prior to project implementation is necessary, including raising awareness among beneficiaries on issues such as work duration, payment modalities, grievance reporting mechanisms, and safety considerations, so that the project can be implemented smoothly and transparently.	The team acknowledged and confirmed that the trainings and awareness meetings will be conducted at the onset of the project	Onset awareness and sensitisation

f) KASUNGU DISTRICT COUNCIL

Stakeholder (Group / Individual)	Topic of Discussion	Key Issues Raised / Feedback	Response from Project Implementation Team	Agreed Follow-up Actions / Next Steps
Topsy Kachere (DESC Member)	Workdays and Targets	Requested clarification on the number of workdays per month and applicable implementation targets.	Clarified that workdays and targets will be guided by approved project design	Disseminate clear guidance on participant targets and work days
Wellington Mmora (DESC)	Data & Unified Beneficiary Registry (UBR)	Reported that the UBR has not been updated since 2019, affecting targeting accuracy.	Acknowledged the concern and emphasized the importance of updated beneficiary data	Engage NRB to prioritize UBR updating, verification
James Matamando (DESC Member)	E-Payment System	The INSPIRE O should put in place measures to ensure the timely payment of participants and beneficiaries, in order to avoid delays and payment challenges similar to those experienced under the SSRLP	The issue was acknowledged by the project team	Engage Payment Service Providers and relevant authorities to resolve delays and strengthen payment tracking
Wellington Mmora (DESC Member)	Community & GRM Committees	Will project committees be instituted as was the case under CSEPWP? If so, what criteria will be used to select committee members? It is recommended that the project design continues to follow the CSEPWP mode	The issue was acknowledged by the project team	Engage relevant authorities and strengthen GRM through capacity building, equitable support, and clear operational guidance Engage relevant authorities to determine whether there is an opportunity to promote and roll out a harmonized GRM under GESD projects.
Dlamini Nkozi (DESC Member)	Social Inclusion (SCTP)	The project should consider including a higher number of persons with disabilities under SCTP.	Concern noted for further engagement	Engage relevant SCTP institutions to review inclusion gaps and improve targeting of persons with disabilities.

Ignatius Lipato (DESC Member)	Selection of Participants	Concerns raised on transparency and clarity of participant selection processes.	Reaffirmed project participants will come from the UBR and verifications will be conducted before start of works	Develop participant selection guidelines and provide clear guidance on participant's selection
Charles Lungu (DESC Member)	Working Tools	The project should consider procuring adequate working and safety tools and materials as it was reported that were inadequate during implementation of CSEPEP activities	Issue acknowledged.	Procure tools proportionate to participant numbers per site.
Charles Lungu (DESC Member)	Procurement Committees & Financial Controls	Raised concerns that procurement committees directly access bank funds, leading to misuse and accountability risks for councils. Recommended that all resources should be sent to district councils and procurement committees should be accessing the resources from the district councils.	Concern acknowledged.	Review and strengthen procurement procedures,
Wellington Mmora (DESC Member)	Data Management	Lack of ICT equipment (laptops, smartphones) limits effective data management and reporting and suggest that ICT and Data Entry clerks be provided with enough laptops for data entry for the project	Challenge acknowledged.	Explore options to improve access to ICT equipment and harmonize data reporting mechanisms.
	Transport / Mobility	Limited mobility at the council level negatively affects effective coordination and supervision. It is therefore recommended that funds allocated for monitoring be increased to improve mobility and enhance oversight in the new project	The challenge was acknowledged.	Liaise the issue with the relevant authorities and provide feedback

ANNEX 2: STAKEHOLDER CONSULTATIONS AT COMMUNITY LEVEL

a) MWENJE VILLAGE (MKONDA CATCHMENT) - DEDZA DISTRICT COUNCIL

Stakeholder	Topic	Key Feedback	Project Response	Follow-up Actions
Lawrent Elias (Procurement Chair)	Payments & project changes	Recommended that measures should be put in place to address delays caused by digital payments, ensuring that challenges previously encountered under the SSRLP are not repeated	Measures have been put in place to resolve challenged encountered due to digital systems of payments	Council and PIT to improve payment systems
Piyo Koronelio (Community Member) and Francisco Jephther (First Aid Chair)	Beneficiary targeting	Inquired where men fit in and timing of UBR lists	The project still focuses on households and not individuals and UBR remains basis; men included, though women/youth prioritized	Joint verification of UBR lists and sensitization
Cosmas Ganizani (First Aid Member)	Wages & committees	<ul style="list-style-type: none"> • Commended MK 72,000 wage • Enquired whether committees will be instituted as in the case of CSEPWP, the criteria for selecting committee members, and proposed that the project design continue as it was under CSEPWP 	New committees will be instituted according to the project design. The criteria will be communicated.	Facilitate election of new committees
Cecilia Chikondi (First Aid Member)	Beneficiary list accuracy	Recommended that the system be improved to reduce the omission of eligible names from beneficiary lists, including ensuring that missed beneficiaries are included in subsequent cycles	Comment acknowledged	Councils to verify list of participants before generating the final payroll
Lawrent Elias (Procurement Chair)	PPE & safety	Ensure that PPEs are adequate covering almost everyone working under LI-EPWP	Safety materials will be procured for the project according to resources allocated for that. Participants will also be trained on safety to ensure	Continued safety sensitization

			that they also protect themselves even without PPE.	
Project Management Committee	Digital payments	Requested assurance regarding improvements to the digital payment system and participant selection, due to delays in payments and the start of project activities.	Continuous improvement emphasized	Monitor digital payment performance

b) NATHENJE VILLAGE (MKONDA CATCHMENT) – LILONGWE DISTRICT COUNCIL

STAKEHOLDER (GROUP OR INDIVIDUAL)	TOPIC OF DISCUSSION	SUMMARY OF FEEDBACK	RESPONSE OF PROJECT IMPLEMENTATION TEAM	FOLLOW-UP ACTION/NEXT STEPS
Maxwell Paul	Beneficiary selection	<ul style="list-style-type: none"> Beneficiary selection using UBR was good and should continue, the system minimizes accusations of favouritism against traditional leaders and reduces conflicts and enmity within communities Consider the age of the beneficiaries against the proposed work. Some elderly people are given work beyond their physical capacity 	The project team explained the information in registered in the UBR is collected from the community as such Community members are encouraged to provide correct and accurate information as it helps to allocate beneficiary to the appropriate programme, where there are changes, they should be flagged out during verification exercise	Sensitize communities on the UBR processes, and verification exercise and how they can report changes
Lenard Mkuzi	Composition of committees	Committees were inclusive with membership comprising of both men and women and that should continue	The same set up will continue in the INSPIRE O project and social inclusion shall also be promoted in the committee structures.	Committees to be inclusive, should include the minority groups like people living with disabilities

Legina Henderson	Incentives for the CMC and Procurement committees	CMC and procurement committees work more hours than the foremen consider providing an additional incentive in the new project	The project and district teams acknowledged the concern and emphasized that the projects are intended to benefit communities; therefore, committee members should regard their involvement as meaningful contributions toward community development	Consider giving incentives to committee members e.g CMC and Procurement
Pachalo Pofera	Mobile phones for foremen	Procure more phones for foremen in the new project as in the current project there are 2 phones against 5 foremen this affects data entry	The project team acknowledged the need to provide additional phones to match the number of foremen in the area as it will expedite data capturing process	Each foreman to be provided with a mobile phone for data capturing
Monica Petulo	Protective film/envelopes for the logsheets	Consider providing plastic bags/ clear bags for foremen particularly during the rainy season	The project team acknowledged the need to protect the logsheets	Provide protective film/ plastic envelopes to the foremen to safeguard the logsheets
Mavuto Chapinga	Awareness on mobile money platforms, usage of sim cards	Provide awareness to participants on digital payment. Currently, people in the area only have sim card without mobile phone, sometimes during payment these cards are dormant sometimes these beneficiaries re defrauded as they are not conversant with the mobile money platforms	Community members will be sensitized on how to access the mobile payment platforms as well as ensuring that they SIM cards are active	Train the beneficiaries on the mobile money platforms, how long a sim card stays active
Eunice Moses	Financial providers	Only one mobile company should be considered as most beneficiaries are	The project team explained that the government is	Beneficiaries to be given a chance to choose their

		not conversant with the mobile money platform which might bring participants confusion.	recommending that people should be given an opportunity to choose service providers for payment of their wages. Currently this is being piloted in Ntchisi and Nkhatabay.	preferred financial provider. Raise awareness on the same before rolling out in the districts
Legina Henderson		Consider revising the wages to 100,000MK for beneficiaries Foremen revise upward by 70,000MK	The project team explained that the suggested figures have been noted, but cannot guarantee that they will be implemented in the that the proposed figures will be used in the next cycles	Consider revising the wages for beneficiaries and foremen
Billiat Langton	Incentives for traditional leaders	Village headmen who do not receive honoraria from government should be provided with some sort of incentive for the role they are playing in the projects	Traditional leaders who receive honoraria from government are not eligible for the incentive, the comment has been noted	Raise awareness to local leaders about the design of the project and issues of incentives
Herbert Chikhokho	PPE and Working tools	Increase the number of working tools and and PPE in the new project so that they should be adequate to all workers s	Community are responsible for procurement of working tools and PPE therefore they need to prioritize, the funding for PPE and working tools will be reconsidered	Promote safety hierarchy from the onset of the project for beneficiaries to understand their roles in safety while working for the project. This will make beneficiaries understand the importance of implementing those measures

c) WALULA VILLAGE, TA: KAMPINGO SIBANDE – MZIMBA DISTRICT

Stakeholder (Group or Individual)	Topic of Discussion	Summary of Feedback	Response of the Project Implementation Team	Follow-up Action / Next Steps
Isaac Mhone (Foreperson)	Wage	The current wage is not enough, considering the rise in prices of goods and services. Increasing the amount to MK72,000 is recommended.	The new program proposes downscaling the number of beneficiaries and increasing the wage to MK72,000 per month.	Conduct a financial feasibility assessment to confirm sustainability
Samuel Lunda (Foreperson)	Downscaling the number of beneficiaries	There is still a need for more interventions as the problem persists. If beneficiaries are to be reduced, only the hard -working should be selected.	Number of catchments and people to work in the catchments have been identified according to the funds allocated for the project. The new program will ensure only abled beneficiaries are selected.	Develop clear criteria for beneficiary selection; evaluate the impact of downscaling; consider alternative interventions for remaining areas.
Joice Lunda (CMC Member)	Gender and payment recipients	Women do most of the work, but payments are often made to men who may misuse or withhold the funds. Beneficiaries agree that women should be registered and receive payments, but this should be on a case-by-case basis, as in other households, women are the problem. Also consider deserving families that do not have women but only men	The new program will aim to balance this and ensure that those who are working receive the payments.	Develop guidelines for case-by-case beneficiary assessment; ensure transparent registration processes; promote women's direct access where appropriate.
Bipa Enock (Foreperson)	Duration of work	The proposed work period is 3 months, 3 hours daily. Beneficiaries feel this is too short; they prefer 6 months.	This has been done according to availability of funds and sustainability of the project	Explore the feasibility of extending the work period; gather additional beneficiary feedback.

	Youth Empowerment & Skills Development	Beneficiaries support youth training via COMSIP and recommended the inclusion of COMSIP in the new project	Noted	Follow up and ensure all training modules are provided to beneficiaries; schedule training sessions.
Dominic Banda (Secretary)	Environmental Safeguards	It is recommended that adequate first aid supplies and comprehensive training be provided to cover all beneficiaries, given the labour-intensive nature of the project.	Prioritize comprehensive and timely training before rolling out the new program, and train committee members or foremen to handle first aid locally to reduce dependency on clinicians.	Ensure that catchment areas have additional first aid kits as needed.
	Equipment needs	Consider replacing equipment every two years in the new project. Previously equipment was worn out in the second year of the project	The program will assess the feasibility of regular equipment replacement.	Conduct equipment inventory; develop a replacement schedule; allocate budget for procurement.
Phillip Zuman (Safeguards Committee member)	Grievance Redress Mechanism (GRM)	The new project should ensure procuring more GRM boxes to ensure that each hotspot in a catchment has a grievance box. Currently, the GRM boxes are located far from beneficiaries since its only one per catchment, limiting its use in the current project.	Improve accessibility by relocating the GRM to a more central location; promote awareness, or increase the number of GRM boxes	Relocate the GRM box; conduct awareness campaigns; monitor usage and feedback.

d) M'MODZI VILLAGE, T/A CHIPUTULA - CHIKWAWA DISTRICT COUNCIL

Stakeholder (Group / Individual)	Topic of Discussion	Key Issues Raised / Recommendations	Response from Project Implementation Team	Agreed Follow-up Actions / Next Steps
Mr. Steve Makala	Public Works Programme	Recommended sustaining and strengthening PWP implementation, as	The team appreciated the feedback and reaffirmed that	Continue documenting livelihood success stories

	(PWP) Livelihood Benefits	earnings have demonstrably improved household livelihoods, including investment in livestock such as goats and pigs.	livelihood improvement is a core objective of the PWP component.	for learning and reporting purposes.
Mr. Million Taibu	Occupational Safety and Health	Recommended continuation and enhancement of first aid, safety, and health trainings, which have contributed to reduced accidents and incidents at worksites.	The team acknowledged the effectiveness of the trainings and emphasized the need for regular refresher sessions.	Maintain routine safety and first aid trainings and strengthen compliance monitoring at worksites.
Mr. Royd Chikadza (Chairperson – GRM)	Environmental Conservation	Recommended scaling up environmental conservation activities due to their positive impact on tree cover, soil fertility, and water conservation.	The team welcomed the recommendation and reaffirmed environmental sustainability as a key project outcome.	Expand conservation activities and strengthen community sensitization on natural resource management.
Mr. Elton Mphoya	Social Cohesion and Teamwork	Recommended continued promotion of inclusive participation, as project activities have strengthened social cohesion and teamwork among community members.	The team recognized enhanced social cohesion as a positive secondary outcome of the project.	Promote group-based activities and inclusive engagement to further strengthen teamwork.
Mr. Samuel Juma	Payment Systems (E-Payments)	Improve efficiency and reliability of the E-Payment system to reduce delays that result in participant dissatisfaction, dropouts, and strained community relations.	The team acknowledged the concern and indicated that payment challenges are being addressed with service providers.	Follow up with service providers to reduce payment delays and improve communication on payment timelines.
Ms. Patricia Karson	Eligibility and Age Requirements	Clarify on eligibility for individuals who are under 18 during UBR registration but have since attained the eligible age.	The team clarified that eligibility is guided by project and UBR criteria and that newly eligible individuals may be considered during updates or future enrolment phases.	Clearly communicate eligibility criteria and any future enrolment opportunities to communities.

Mr. Ronald Jema	Timeliness of Resource Disbursement	Aligning resource disbursement schedules with seasonal calendars to avoid delays affecting time-sensitive activities such as tree planting.	The team acknowledged the concern and emphasized the importance of seasonal alignment in planning.	Improve planning and coordination to ensure timely release of resources for seasonal activities.
Ms. Ida James	Targeting and Beneficiary Selection	Strengthen targeting and verification processes to minimize inclusion of economically ineligible beneficiaries.	The team reiterated that beneficiary selection follows established targeting and verification procedures using UBR data.	Enhance community sensitization on targeting criteria and promote use of grievance redress mechanisms.
Mr. Mathews Khembo	Governance and Transparency	Strengthen transparency and accountability among committee leadership in managing catchment-level resources.	The team acknowledged the issue and emphasized the importance of good governance at committee level.	Build committee capacity in governance, financial management, record-keeping, and accountability.
Community Participants	Social Protection Linkages	Improve coordination across social protection programmes to ensure PWP participants are not excluded from other support mechanisms.	The team noted that coordination efforts are ongoing at higher institutional levels.	Engage relevant authorities to improve harmonization of social protection programmes.
Community Participants	Committee Motivation	Introduce non-financial incentives to motivate CMC and committee members who are not direct project beneficiaries.	The team acknowledged the challenge and highlighted the value of recognition and non-monetary incentives.	Explore recognition mechanisms such as certificates, training opportunities, and public acknowledgment.
Community Participants	Occupational Safety (PPE)	Provide adequate PPE for at least 50% of participants engaged in labor-intensive and hazardous activities, and promoting the hierarchy of risk mitigation controls (elimination, substitution, engineering, and administrative controls) at the onset of the project.	The team acknowledged the safety concern and agreed on the importance of PPE for participant protection.	Review budget and procurement plans to improve PPE availability and distribution.

Community Participants	UBR / MIS (Malawi Social Registry)	Recommended engaging the NRB team to update outdated UBR data (2017) to reduce exclusion errors and improve beneficiary accuracy.	The team acknowledged reliance on outdated UBR data and agreed on the need for engagement with the NRB team.	Liaise with the NRB team to support UBR updates and improve registry accurac
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e) Mwasiya Village (Mikundi Catchment) - BLANTYRE District Council

Stakeholder	Topic	Key Feedback	Project Response	Follow-up Actions
Maggie Mkonde (CMC Secretary)	Enrolment & UBR	UBR has many challenges; inclusion of elderly from CS-EPWP may affect INSPIRE-O targeting therefore recommended the data that is in the UBR and conducting verification before finalising the list of beneficiaries for the project	UBR system will undergo review	Engage IT personnel to review and improve UBR functionality
Richard Malunga (Foreman)	Enrolment & Inclusion	Raised concerns regarding the perceived exclusion of men as a result of the project's focus on women and youth, and recommended comprehensive community sensitization from the outset to promote understanding of the project design and mitigate potential cultural sensitivities	The project maintains a household-level targeting approach. This design is informed by observations from CSEPWP, where women carried out the majority of the work, but men were registered on log sheets and received wages. The team emphasized the importance of sensitizing communities on this approach from the start of the project.	Sensitisation and awareness meetings at the onset of the project
Maclean Josiah (CMC Chair)	Enrolment	Concern about multiple members from same household participating as happened under CS-EPWP and recommended that the system be updated and that verification should be done to filter out such scenarios	Verification mechanisms will be strengthened	Improve household-level verification during enrollment

Efelo Rodi	Payments	Concern was raised regarding persistent delays and non-payment of participant's wages, which may negatively affect participation of people in the INSPIRE O project if not resolved/ addressed	The team acknowledged the challenge and ensured the meeting participants that there will be changes	Strengthen payment verification and grievance handling mechanisms
Hassan Harrison	Enrollment	UBR selected individuals unwilling to participate which necessitates replacement and therefore recommended that replacements should be done timely so that other people willing to work should be able to work in the same phase	Replacements will be made to ensure that the project maintains the required number of participants, preventing any gaps in workforce	Replacement of participants that are not willing to work for the project
Graciano Koloko	Occupational Safety	PPE provided was insufficient and recommended provision of adequate PPEs considering that the labour in this project will be intensive	Safety concerns acknowledged. Safety lessons will be conducted to ensure that participants are aware of their safety responsibilities in addition to the PPE use	Reinforce safety sensitization and clarify PPE responsibilities

f) Mwambo, Matuwamba and Mzamo Villages, T/A Mphomwa - Kasungu District Council

Stakeholder (group /individual)	Topic	Key Feedback	Project Response	Follow-up Actions
CMC Member-Phomwa	Implementation Challenge	Orient thoroughly all committees of their roles and responsibilities in project supervision at the onset of the project. .	The project acknowledged the concern.	Conduct committee orientation sessions; develop simplified guidelines outlining committee roles and responsibilities.
CMC Member-Phomwa	Targeting and Inclusion Errors	The project should consider updating participants data in the UBR to ensure that there are no inclusion errors where	The project acknowledged the issue and committed to strengthening targeting,	Improve beneficiary screening and validation;

		ineligible individuals, including those unfit for work, were enrolled in the PWP. In SSRLP, inconsistencies in enrolment data also contributed to some participants exiting livelihoods groups.	verification, and data management processes.	conduct periodic data cleaning
CMC Member-Phomwa Catchment	Livelihoods	The new project should put measures to ensure that delays in wage payments challenges should be addressed to avoid participants dropping out of the subprojects including participation in VSLs by COMSIP.	The project recognized the linkage between wage reliability and livelihoods participation and committed to improving payment timeliness.	Improve wage payment timelines; align livelihoods activities with payment schedules.
CMC Member-Phomwa Catchment	Livelihoods	Sensitize male participants on the importance of participating in Livelihoods activities such as joining VSLs as it was noted that there is disinterest amongst male participants joining livelihoods groups, despite the programs design encouraging all participants and beneficiaries under CSEPWP and SCTP to join livelihood groups such as VSLs	The project recognized the linkage between commitment of men in participating in SLGs and retention efforts of SLGs...	Conduct gender-responsive sensitization sessions; engage male champions to promote participation.
CMC Member-Phomwa Catchment	Coordination	Weak coordination among committees resulted in inadequate supervision of project activities.	The project will strengthen coordination mechanisms among PMCs, DESC, and other relevant structures.	Establish regular coordination and supervision meetings; clarify reporting lines among committees.
CMC Member-Phomwa Catchment	Livelihoods	The SLG savings model, where shares are not distributed at the end of the cycle, discourages some participants who prefer alternative savings platforms and considers revision of terms so that participants get their shares as well.	The project noted the concern and will review sensitization approaches to improve understanding of the SLG model.	Enhance financial literacy and SLG sensitization; explore flexibility within project guidelines where feasible.

Annex 3: List of Consulted People

LIST OF GOVERNMENT AND DONOR PARTNERS CONTINUALLY ENGAGED IN INSPIRE O DESIGN		
NAME	POSITION	INSTITUTION
Kondwani Santhe	Executive Director	NLGFC
Phillip Kamwendo	Program Manager	British High Commission
Susanne Meltl	Deputy Head of Cooperation	German Embassy
A.B. Hamilton Chimala	Knowledge Management Specialist	NLGFC
Phina Rhocha	Social Protection Advisor	Embassy of Ireland
Kondwani Mjumira	UBR Manager	PRSP-UBR MU
Johnfunny Mwale	Principal Economist	EPD-PRSP
Neeline Chamdimba	Principal ICT Officer	EPD-ICT
Paul Chipeta	SSRLP Coordinator	NLGFC
Robins Gausi	Deputy SSRLP Coordinator	NLGFC
Clotilda Sawasawa	Director	Community Development
Georgina Ntaba	EDO	Ministry of Trade and Industry
Arnold Chikavanga	Programme Manager	EU
Kate Langwe	Director (PRSP)	EP & D
Judith Msusa	Director of Youth	Ministry of Youth and Sports
Wantwa Mwangomba	M and E Officer	NLGFC
Jane Chidengu	E-Payment Specialist	NLGFC
Tenneson Gondwe	COMSIP	CEO
Ina Thombozi	Social Protection Officer	NLGFC
Jacqueline Misanjo	Social Safeguard Officer	NLGFC
Prisca Malenga	Environmental Safeguards Officer	NLGFC
Mulder Mkutumula	Scalable Mechanism Coordinator	NLGFC
Kettie Mwandira	DDOY	Ministry of Youth and Sports
Linda Kapanda	Director of Finance	NLGFC
Stanley Chuthi	CDPS	NLGFC
Miriam Saiwa	Enterprise Development Specialist	NLGFC
Symon Lubanga	Communication Officer	NLGFC
Agnes Majawa	ICT Officer	NLGFC
Amon Chirambo	Procurement Specialist	NLGFC
Magombo Mgaluzanga	ICTO	NLGFC
Thompson Longwe	Internal Audit Manager	NLGFC

Mulder Mkutumula	Scalable Coordinator	NLGFC
Mateso Kazembe	SDO	NLGFC
Martha Liwonde	DMO Help desk and Capacity Building	NLFGC
Khumbo Mologo	DMO – Software Apps	NLGFC - UBR
Erasmus Chikupila	IECO	NLGFC
Magombo Galumzanga	ICT Officer	NLGFC
Benjamin Kayala	Monitoring and Evaluation Officer	NLGFC
Dalitso Kalimba	Deputy Director (PRSP)	EP & D
Timothy Nuka	DD – ICT	EP & D
Laurent Kasinjiro	DDSW	MOGCDSW
Innocent Phiri	Chief Social Welfare Officer	MOGCDSW
Ishmael Kaunda	Chief Social Welfare Officer	MOGCDSW
Chifundo Nanchuka	Chief Social Welfare Officer	MOGCDSW
Francis Chitseko	Accountant	NLGFC
Llyod Sinoya	Accountant	NLGFC
Steve Chapola	ICT Manager	NLGFC
Chimvano Thawani	PDAO	Min of Finance
Isaah Ellias	Economist	Min of Finance
Allan Jere	Principal Economist	PRSP
Chinsinsi Phiri	Economist	Min of Finance



INSPIRE-O PROJECT

DISTRICT STAKEHOLDER CONSULTATIONS

DISTRICT : BLANTYRE

DATE : 01/27/2026

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INSPIRE-O PROJECT
DISTRICT STAKEHOLDER CONSULTATIONS

DISTRICT : Blantyre

DATE : 27/01/2026

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INSPIRE-O PROJECT

DISTRICT STAKEHOLDER CONSULTATIONS

DISTRICT : CHIKWA WA

DATE : 27/01/2026

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7	Shadreck Magumbo	MOL	Chief - ^{labour} officer	0999419252	smagumbo@gmail.com
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INSPIRE-O PROJECT

DISTRICT STAKEHOLDER CONSULTATIONS

DISTRICT : CHIKWAWA

DATE : 27/01/2026

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INSPIRE-O PROJECT
DISTRICT STAKEHOLDER CONSULTATIONS

DISTRICT : Lilongwe

DATE : 28th January, 2026

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5	AURIEL BANKE	LLDC	PIA	0995416341	odipenda@yahoo.com
6	Mphahle Tizola	LLDC	MISO	0999627015	mphahletizola@gmail.com
7	Tiyamike Salanjira	EAD	SEO	0999600444	tsalanjira@yahoo.com
8	Johnfunny MWALE	BPD	PR	0994221296	johnwafunny@gmail.com
9	Chiphundo Nanchwira	MOGCDU	CSWO	0993850075	cnanchwira@gmail.com
10	Samuel Mwanthali	LLDC	RS	0997790097	samuelmwanthali@gmail.com



INSPIRE-O PROJECT
DISTRICT STAKEHOLDER CONSULTATIONS

DISTRICT : Lilongwe

DATE : 25th January, 2025

NO.	NAME OF PARTICIPANT	NAME OF INSTITUTION	POSITION	CONTACT NUMBER	EMAIL ADDRESS
1	Margret Kawalewale	LLDC	DFD	0999117790	maggiekawalewale@yahoo.com
2	Ignatius Kaulendo	LLDC	DFD (FISH)	0999493943	ikaulendo@yahoo.com
3	Rute Chiotha	LLDC	Irrigation Agronomist	0991494947	rutechiotha80@gmail.com
4	Paul Chingwa	LLAL (Health)	DEHO	0999793186	pachuja@yahoo.com
5	Thason Ngoma	LLDC	IA	0999741069	thason-ngoma@gmail.com
6	Jonathan Sendeza	LLDC	CRS	0992344818	jonasendeza@gmail.com
7	Arnold Mmbumba	LLDC	SIW	0884849100	arnoldmmbumba@gmail.com
8	ETRA Mbandera	LL	DAS	0993898215	etrambandera@yahoo.com
9	Chipiliso S. Salyah.	LLDC	PPD	0991990900	salifomachipiliso@gmail.com
10	Blessings Machingira	LLDC	MEEO	0880845358	blessingsmachingira@gmail.com



**INSPIRE-O PROJECT
DISTRICT STAKEHOLDER CONSULTATIONS**

DISTRICT : Dedza

DATE : 28 January 2026

NO.	NAME OF PARTICIPANT	NAME OF INSTITUTION	POSITION	CONTACT NUMBER	EMAIL ADDRESS
1	Esther T. Biliyati	RCRP2	D.E	0882249944	tbiliyati.2017@gmail.com
2	Josster Mumba	NDDE	DPF	0999 484 879	jmumba@gmail.com
3	Ikonderi Muegaliye	DZ-DZ	W/S	0994099443	
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INSPIRE-O PROJECT

DISTRICT STAKEHOLDER CONSULTATIONS

DISTRICT : KASUNGU

DATE : 29/01/2026

NO.	NAME OF PARTICIPANT	NAME OF INSTITUTION	POSITION	CONTACT NUMBER	EMAIL ADDRESS
1	Sarah Kalande	KU-DC	DPF	0999 571 350	smandoloma@lgjc.gov.mw
2	Charles Lungu	KU-DE	ADP	0997158784	charleslungu@gkwa
3	Patricia Nyirenda	KU-DC	CRS	0888571941	pnnyirenda@gmail.com
4	Topsy Kachere	KU-DC	CEO	0993591864	tkachere@gmail.com
5	Lipatwa Lipatwa	KU-DC	DFD	0993326166	lipatwa@gmail.com
6	Cynthia Cindy Ngwiru	KU-DC	RERP D.E	0995899348	cindyngwiru00@gmail.com
7	Patricia Kamukama	KU-DAU	SAERW	09919695926	patriciakamukama@gmail.com
8	Jackson Nyasulu	KU-DC	DRHU	0888644788	jacksonnyasulu@gmail.com
9	James Matamanda	KU-DC	MO	0993719780	matamandajames03@gmail.com
10	Grace Kumukundi	KU-DC	Env-Intern	0994187836	gracekumukundi@gmail.com



INSPIRE-O PROJECT
DISTRICT STAKEHOLDER CONSULTATIONS

DISTRICT : _____

DATE : _____

NO.	NAME OF PARTICIPANT	NAME OF INSTITUTION	POSITION	CONTACT NUMBER	EMAIL ADDRESS
1	Dhlamin Nkosi	Ku-DC	IO	0994224616	nkosidhlamin@gmail.com
2	Wellington Mmora	Ku-DC	MISO	0999551488	Wellington.mmora @ kwsingwe@gov.mw
3	Leah Ndlovu	Ku-DC	AFO	0993100825	nyandlovuleah @ gmail.com
4	mzamu Khonje	ku-DC	DPW	0992734559	mzamu Khonje @ gmail.com
5	Love Banda	Ku -DC	MESS	0998 242 335	-
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INSPIRE-O PROJECT

DISTRICT STAKEHOLDER CONSULTATIONS

DISTRICT : DEDEA

DATE : 28 JANUARY 2026

NO.	NAME OF PARTICIPANT	NAME OF INSTITUTION	POSITION	CONTACT NUMBER	EMAIL ADDRESS
1	Renz Mutekenya	Information	I.O	0997430200	zenamutekenya@gmail.com
2	Hand Mkhoma	ACCUS	MBI-O	0997480282	ndhoushambid@gmail.com
3	Samuel Gonets	Forestry	FO	0881927482	samuelgonets92@gmail.com
4	Julie Tsoka	Environment	E.S.O	0991653016	julietsoke@gmail.com
5	Leticia Lapken	Gender	G.O	0995320993	lapkenleticia@gmail.com
6	IDA KAMDIUZE	Fisheries	DFO	0991929222	idamapebo@gmail.com
7	Gloria Limbani	Agriculture	SALCO	0996753601	godengloria1@gmail.com
8	Gloria Mute	DAC	PSA	0999118511	mutelele@gmail.com
9	Chris Salariponi	Dedza DC	DOA	0993435219	chrisrajivie@gmail.com
10	Juliet Jimzhi	DAC	NHAI	0999361372	Julietjimzhi@gmail.com



INSPIRE-O PROJECT

~~DISTRICT~~ STAKEHOLDER CONSULTATIONS

ATTENDANCE SHEET

DISTRICT : KASUNGU

DATE : _____

NO.	NAME OF PARTICIPANT	NAME OF INSTITUTION	POSITION	CONTACT NUMBER	EMAIL ADDRESS
1	Coqueline Misamp	NIGFC	SSO	0999874221	misamp@nigfc.gov.mw
2	Blessing Maluwu	COMSIP	MES	0999359210	bchikoko0@gmail.com
3	Ishmael Kanete	MOTCDSD	PSLO	0997584038	ishmael_kanete@yds.com
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**INSPIRE-O PROJECT
COMMUNITY STAKEHOLDER CONSULTATIONS**

DISTRICT : CHIKWAWA

TA : Chitwufu

VILLAGE : Mmodzi

DATE : 27 / 01 / 2026

NO.	NAME OF PARTICIPANT	NAME OF INSTITUTION	POSITION	GENDER (M/F)	CONTACT NUMBER
1	Jenifa JOSEFE	nyeniPa	cmc	F	0997473844
2	Fanny Gwalangwa	uLaya	cmc	F	0991906138
3	Elaton Buzala	Kupatsa	cmc	M	0986783622
4	Million Ntaibu	Chagalanganda	Safeguard	M	0991015385
5	GERMAN LOFCK	M'modzi	SAFEGUARD	M	0990072678
6	LUZA JONAS	m'modzi	participant	F	0987947482
7	Haston Membel	Nyalapa	Safeguard	M	0991406740
8	Anderson Dymon	Mmodzi	madando	M	0999451766
9	Matias Ramken	Kavalo	Madando	M	0992084085
10					0996777308



DISTRICT INSPIRE-O PROJECT
COMMUNITY STAKEHOLDER CONSULTATIONS



DISTRICT : MZIMBA

VILLAGE :

TA :

DATE : 28/01/2026

NO.	NAME OF PARTICIPANT	NAME OF INSTITUTION	POSITION	GENDER (M/F)	CONTACT NUMBER
1	Pemphero Kabema	MDC	Planning officer	F	098 6614143
2	Newton Nyiranda	MDC	SW OFFICER	M	0888 055917
3	Xohane Makupa	MDC	IS Public work	M	0881981725
4	Phillip Gumbo	MDC	Surveyor	M	0883183260
5	Daniel Kipandula	MDC	Surveyor	M	0883656226
6	Hyson Bota	leBa	MESI/viceba	M	0884440811
7	Naomi Mwalu	MDC	Gender	R	0990747963
8	Owen Kumwenda	MZS - DAO	DAS	M	09935 0999409605
9	Musa Chavula	AgriC	AEDC	M	0888815418
10	Ethel Qiras	AgriC	AEDC	F	0995276600

DISTRICT :

VILLAGE :

TA :

DATE :

NO.	NAME OF PARTICIPANT	NAME OF INSTITUTION	POSITION	GENDER (M/F)	CONTACT NUMBER
1	Zekani Soko	Agric	ASEBO	M	0881074467
2	Griff Botha	Health	HSB	M	088853860
3	James Pelani	Environment	EDA	M	0888559892
4	Oliver Nyalira	Land Resource	SLRO	F	0994311433
5	Julius Banda	Agriculture	PCO	M	0993845710
6	Edward Shafi	Labour	DLO	M	0997632228
7	Masozzi Shaba	DFD	(Forestry)	F	0888756429
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INSPIRE-O PROJECT

COMMUNITY STAKEHOLDER CONSULTATIONS

DISTRICT :

Deba

TA :

Kaphuka

VILLAGE :

Mwenje

DATE :

28th January 2026

NO.	NAME OF PARTICIPANT	NAME OF INSTITUTION	POSITION	GENDER (M/F)	CONTACT NUMBER
1	Piyo Koloneligo	CMC'mkonda	Chair	M	0999033558
2	Francisco Zuphter	First Aid	Chair	M	09901222 33
3	Eliasi Ahikanyera	GRC	chair	m	0991885361
4	Patileki Juvesiyo	First Aid member	member	m	0995750363
5	Lawrent ELIASI	Zogulagala member	Chair	M	0982150405
6	MASAWIZO DANIELE	first Aid	member	M	0996340233
7	Cosmas Ganizai	First Aid	Member	M	0996752196
8	Loveness Masula	BMC	Member	F	0980530145
9	Melesi matisoni	CMC	member	F	
10	Jesina Chitike	First Aid	Member	F	



INSPIRE-O PROJECT
COMMUNITY STAKEHOLDER CONSULTATIONS

DISTRICT : Dedza
VILLAGE : Mwenje

TA : Kaphuka
DATE : 28th January 2026

NO.	NAME OF PARTICIPANT	NAME OF INSTITUTION	POSITION	GENDER (M/F)	CONTACT NUMBER
1	Grace Munthali	First aid member FA3	Member	F	0992120170
2	Elid Fanizo	First Aid	Secretary	F	—
3	Ireen Lefan	First aid	Member	F	0997896421
4	Cecillia Chikoti	First Aid	Member	F.	0992209092
5	JESTINA MODIYAZA	FIRST AID	VICE	F	0993688133
6	Chawanangwa Soko	NLGFC	SSO	M	0999185129
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INSPIRE-O PROJECT

COMMUNITY STAKEHOLDER CONSULTATIONS

DISTRICT : CHIKWAWA
VILLAGE : MIMODZI

TA : Chiputula
DATE : 27/01/2028

NO.	NAME OF PARTICIPANT	NAME OF INSTITUTION	POSITION	GENDER (M/F)	CONTACT NUMBER
1	TENNEX DICKSON	AGRICULTURE	EXTENSION WORKER	M	0998557417
2	Wiseman Zimba	Agri	DDO	M	0996645205
3	Billiat Kamwendo	Forestry	Extension	M	0999380790
4	Ellen Chindebvu	Com Sev	Extension worker	F	088121931
5	patricia beason	mimodzi	cmc	f	0990262530
6	Rebecca Kabango	Executive	DDO	F	0884736645
7	Ambless Haji	mimodzi	cmc	f	0986783068
8	Steven Makala	Mimodzi Treature	Treature	M	0986790022
9	Mathew Dizib	Mimodzi	Chair	M	0883545892
10	LLoyD CHIKADZA	mimodzi	madanda chair	m	0997325354



INSPIRE-O PROJECT

COMMUNITY STAKEHOLDER CONSULTATIONS

DISTRICT : CHIKWAWA

TA : CHIPUTULA

VILLAGE : _____

DATE : 27/10/2026

NO.	NAME OF PARTICIPANT	NAME OF INSTITUTION	POSITION	GENDER (M/F)	CONTACT NUMBER
1	Patricia Leason	m'modzi	cmc vactetea	F	0990262530
2	Ambless Haji	m'modzi	cmc	F	0986783068
3	Harlon Mube	Nyalapa	Safeguard	M	0991406740
4	Million Ntaibu	Chagalang'anda	Safeguard	M	0991015385
5	GERMAN LONECK	M'MODZI	SAFAGUARD	M	0990072678
6	Elator Bingela	M'MODZI	CMC	M	0986783622
7	ELIZA JONASI	m'modzi	participant	F	0987947482
8	JENIFA JOSEFE	nyalapa	Participant	F	0997473844
9	Fanny Gwalangwa	ulaya	Participant	F	0991906138
10	Sammweke Jorona	Kusakasa	Participant	M	0986777308



INSPIRE-O PROJECT

COMMUNITY STAKEHOLDER CONSULTATIONS

DISTRICT : BLANTYRE

TA : CHIGARU

VILLAGE : MWASIYA

DATE : 27/01/2026

NO.	NAME OF PARTICIPANT	NAME OF INSTITUTION	POSITION	GENDER (M/F)	CONTACT NUMBER
1	Patrick Howa	BMC	Member	M	0882802356
2	Ronald Kadzilawa	Cmc	secretary	M	0884242470
3	Emmanuel Kafalambwa	C m c	Chair	M	0881011673
4	Evuliano Koko	C M C	TREASURER	M	0888397274
5	Annie Bonde	C m c	member	F	0880318656
6	MC LEAN JOSIAH	C m c	CHAIR	M	0994119343
7	Ri Nord Malanga	C M C	fore man	M	0885108681
8	Stewart Brown	C m c	member	M	0882118356
9	Yvonne Kitchiri	C m c	vic. chair	F	0881725213
10	ASSAU Hollison	C m c	member	M	0884801606



INSPIRE-O PROJECT

COMMUNITY STAKEHOLDER CONSULTATIONS

DISTRICT : BLANTYRE

TA : CHIGARA

VILLAGE : MWASIYA

DATE : 27/01/2026

NO.	NAME OF PARTICIPANT	NAME OF INSTITUTION	POSITION	GENDER (M/F)	CONTACT NUMBER
1	Etheri Lodi	MAAT CMC	member	F	0884632548
2	Bridget Affat	CMC	member	F	0899451179
3	Amina James	CMC	member	F	0884563107
4	Enifa Mtembo Smart	CMC	foreperson	f	0888203345
5	LINDA KASONYA	CMC	Foreperson	f	0893192805
6	Aisha Austin	CMC foreperson	foreperson	f	0893390369
7	EUSTER CHIMASULA	CMC	Digitiser	F	0882958558
8	Maggie Nkonde	cmc	Secretary	F	0886020597
9	Michael Pakendikang	EXTENSION WORKER	AEDO	M	0888 66 96 92
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**INSPIRE-O PROJECT
COMMUNITY STAKEHOLDER CONSULTATIONS**

DISTRICT : Kasungu

TA : Mphomwa

VILLAGE : Mwambo & Matuwambi and Mzimo

DATE : 28th January, 2026

NO.	NAME OF PARTICIPANT	NAME OF INSTITUTION	POSITION	GENDER (M/F)	CONTACT NUMBER
1	Jellings Nyirenda	CMC	Member	M	0998203535
2	Simoni TCHWA	CMC TCHWA	Member	M	- - -
3	Austin Chizombo	CMC	member	M	0991561412
4	Monica Ngulube	Cmc	member	F	-
5	Estina Banda	Cmc	member	F	-
6	Chisomo mothwag	Cmc	member	F	0991341060
7	Daniel Phiri	Cmc	member	M	0994355964
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MATHANDAN 1



INSPIRE-O PROJECT
COMMUNITY STAKEHOLDER CONSULTATIONS

DISTRICT : MZIMBA

VILLAGE : WALULA CATCHMENT

TA : KAMPINGO SIBANDE

DATE : 28/01/2022

NO.	NAME OF PARTICIPANT	NAME OF INSTITUTION	POSITION	GENDER (M/F)	CONTACT NUMBER
1	Mica Chavula	Agriculture	AEDO	M	088881548
2	Ethel Gwara	Agriculture	AEDC	F	0995276600
3	Zikani Soko	Agriculture	AEDO	M	0881074467
4	Isaac Mwanje	WALULA CATCHMENT	FOREPERSON	M	0880447227
5	Dominic Banda	Walula Catchment	Secretary	M	0885206500
6	Geoffrey Tembwa	Walula catchment	foreperson	M	0880498199
7	Dhumisani Thole	Walula catchment	foreperson	M	0888051519
8	Samuel Lunzwa	Walula catchment	foreperson	M	0892174098
9	Paul Kamanga	WALULA catchment	foreperson	M	0894023800
10	Phillip Lungu	Walula catchment	self guard	M	0888197592

Annex 4: Pictures of Consultation



Stakeholder Consultation meeting in progress in Blantyre



Community Stakeholder Consultation meeting in GVH Mwenje, TA Kaphuka – Dedza District Council



Stakeholder Consultation meeting at Chikwawa District Council



Community Stakeholder engagement meeting in Kasungu

Endnotes