



**REVOLUTIONARY GOVERNMENT OF ZANZIBAR**

**MINISTRY OF EDUCATION AND VOCATIONAL TRAINING**

**SKILLS DEVELOPMENT FOR YOUTH EMPLOYABILITY IN BLUE ECONOMY  
PROJECT (SEBEP)**

**SEBEP - STAKEHOLDERS ENGAGEMENT PLAN (SEP)**

**2025**

## LIST OF ABBREVIATIONS AND ACRONYMS

SEBEP	
CBO	Community-Based Organization
ESS	Environmental and Social Standards
GBV	Gender-Based Violence
GRM	Grievance Redress Mechanism
IPF	Investment Project Financing
MoEVT	Ministry of Education Science and Vocational Training
NGO	Non-Governmental Organizations
NSA	Non-State Actors
OIP	Other Interested Parties
PAP	Project Affected Persons
PIU	Project Implementing Unit
SEP	Stakeholders Engagement Plan
URT	United Republic of Tanzania
WB	World Bank
LMP	Labour Management Procedure

## **1.0 INTRODUCTION**

The Ministry of Education and Vocational Training Zanzibar is implementing a five-year project (2022/2027) under the name of Skills Development for Youth Employability in the Blue Economy (SEBEP). The SEBEP project implemented by Project Implementing Team (PIT) and uses the AfDB standard from SSI to SS10. The main objective of the SEBEP project is to improve youth access to quality and relevant skills for increased employability in the blue economy to contribute to the Revolutionary Government of Zanzibar efforts to increase the supply of skilled labor in the areas of Tourism, Maritime and Fishery and offshore oil and gas (Blue Economy) required for future economic and social development. The project has three main components including (1) Access, relevance and quality of skills for the blue economy, which has sub component of Expansion of skills development infrastructure (2) Youth entrepreneurship ecosystem development and (3) Project Management. The main activities in this project are the construction of five vocational training centers (VTCs) in both Unguja and Pemba, Construction of Marine and Maritime Institute, Construction of Business Incubation Center, Construction of Hostel for 500 Girls students, Construction of oil and gas workshop together with Administration block, and Capacity Building for Blue Economy Skills Development.

Stakeholders Engagement Plan Is a document that outlines how a project team will communicate with, involve, and collaborate with key project stakeholders to achieve project goals.

## **2.0 OBJECTIVES OF THE STAKEHOLDER ENGAGEMENT PLAN**

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

- i. To identify key stakeholders and guide engagement;
- ii. To build and maintain a constructive relationship with stakeholders;
- iii. To identify the most effective methods to maintain communication during project implementation;
- iv. To provide stakeholders with a means to raise issues and grievances and receive a response;
- v. To define the roles and responsibilities of Stakeholders within the project life cycle;

- vi. To assess the level of stakeholder interest and support for the project and to enable stakeholders' views to be taken into account throughout the project cycle;
- vii. To promote and provide means for effective and inclusive engagement with stakeholders throughout the project life cycle on issues that could potentially affect them; and,
- viii. To ensure that appropriate project information on environmental and social risks and impacts is disclosed to stakeholders in a timely, understandable, accessible and appropriate manner and format.
- ix. To define reporting and monitoring measures to ensure the effectiveness of stakeholder engagement.

### **3.0 STAKEHOLDER IDENTIFICATION**

The first step in the stakeholder engagement process is to identify the key stakeholders to be consulted and involved throughout the project life cycle. Stakeholders are individuals or groups who are affected or likely to be affected by the project (project affected parties PAP) and who may have an interest in the project as well as those who may have interests in a project and/or the ability to influence its outcome, either positively or negatively (other interested parties OIPs).

#### **i Project Affected Parties (PAPs)**

Direct beneficiaries include MoEVT where SEBEP project will be implemented and the general population will be benefiting from the improvement of Expansion of skills development infrastructure from the project. Communities surround project area which can be directly or indirectly (positively or negatively) affected by the project, through components of the natural or social environment in varying degrees together with project implementers at the early stages of the project preparation will build consensus and ownership of the Project. In addition, it will facilitate institutions, authorities and agencies' involvement in implementing the project.

**ii Other Interested Parties (OIP)**

An interested party is any person, group of persons or organizations interested in an activity and may include project proponents, local or national government authorities, local or national politicians, traditional authorities, religious leaders, civil society organizations including NGOs, community-based organizations, and other businesses and/or private sector.

**Table no 3. Shows the summary of project stakeholders needs and Identification**

s/n	Stakeholders Group	Key characteristic	Language Need	Preferred notification means	Specific need
1	<b>Project Affected Parties</b>	Those who are affected or likely to be affected by the project	Language translators (Sign language, local language)	Public, formal, and focus group meetings; workshops; round table discussions; local radios and televisions; Website; emails, print media; Surveys and site visits.	Accessibility, large print, daytime meetings, gender, cultural and age sensitivity consultations,
2	<b>Other interested parties</b>	Those who may have an interest in the project			

For the SEBEP project, stakeholders' groups including the following: -

- **Government Authorities:** This includes government Offices having a role in implementing the project. Consultation with these institutions and agencies are the very important for building consensus and ownership of the project. In addition, it will facilitate officials' involvement in implementing the project.
- **Community Leaders:** This include Shehia level where the construction activities taking place
- **Project Affected Persons:** who can be directly or indirectly (positively or negatively) affected by the project. This group includes community surrounded project construction site as well as people who volunteer their land for project activities.

- **Vulnerable Individuals:** include vulnerable households such as elderly, youth, women especially female-headed households, persons and people live with disabilities.
- **Non-Governmental Organizations:** groups who are focused on enhancing education, protection of Human Rights, and support of vulnerable individuals such as the disabled, the elderly and the environment.
- **Private Sector:** stakeholders who may be able to access employment opportunities or provide goods and services as a result of the project.

### 3.1 Stakeholders Identification and Analysis

The identification of stakeholders under the SEBEP project will be based on (a) their roles and responsibilities; (b) possible influence/interest on the project; and (c) their particular circumstances they may be disadvantaged or vulnerable in different ways from each other.

The main stakeholder groups identified for the SEBEP project and which will be critical to engage during the preparation of the project and later in its implementation are shown in Table 3-1. The stakeholder list is likely to change during the project life cycle, as additional stakeholders are identified and the components of the project, they are most likely to be interested in.

**Table 3-1:** Summary of Stakeholders Identification

s/n	Organisation	Department	Role/Responsible	PAPs and OIP	Level of Interest
1	Ministry of Education and Vocational Training	Government	The overall project coordination through the existing Project Implementing Team (PIT) which is currently responsible for the SEBEP Project.	PAP	High
2	Zanzibar Environment Management Authority (ZEMA)	Government	Undertake environmental enforcement, compliance, review and monitor environmental impact statements, research and awareness raising.	OIP	Medium
3	Department of Environment (DoE)	Government	Oversee policy, planning and implementation on environmental matters; Coordinate lead ministries in environmental management.	OIP	Medium

4	Ministry of Information, Youth and Culture	Government	To supervise and control the activities of the sector ministries related to Youth.	PAP	Medium
5	Ministry of Community Development, Gender, Elderly and Children	Government	To supervise and control the activities of the sector ministries related to gender equity and equality.	PAP	Medium
6	Ministry of Lands and Housing Development	Government	To supervise and control the activities of the sector ministries related to land acquisition for the construction of project Infrastructure	OIP	Medium
7	President Office Finance and Planning	Government	To supervise and control the activities of the sector ministries related to Finance for project activities	OIP	Medium
8	President Office Employment and Investment	Government	To supervise and control the activities of the sector ministries related to Labour	OIP	Medium
9	Zanzibar Technology Business Incubator	Government	To support youth entrepreneurship ecosystem development	PAP	High
10	Ministry of Community Development, Gender, Elderly and Children	Government	Development and implementation of a National Gender Strategy/Action Plan for gender mainstreaming in skills development	OIP	High
11	(SUZA) Institute of Tourism	Government	To support youth entrepreneurship ecosystem development	PAP	High
12	Karume Institute of Science and Technology	Government	To improve the Access and Quality of Blue economy related Higher education and TVET	PAP	High
13	Vocational Training Authority	Government		PAP	High
14	(SUZA) Institute of Marine Science	Government		PAP	High
15	PDB	Government		OIP	High
15	Zanzibar National Chamber of Commerce (ZNCC)	Private Sector	Development and implementation of a framework for private sector engagement in skills development	PAP	High

16	MYDO	NGO	Advocacy and awareness creation on girls and skills development	PAP	High
<b>REGIONAL LEVEL STAKEHOLDERS</b>					
17	Regional Office	Government	Management of the Regions including ensuring peace, security and harmony within the Region	OIP	Medium
18	District Office		Management of the Regions including ensuring peace, security and harmony within the District	OIP	Medium
<b>WARD AND SHEHIA LEVEL STAKEHOLDERS</b>					
19	Shehia Offices	Local Government	Responsible for mobilizing political support for programs in the sector at Shehia level	OIP	Medium
<b>OTHER STAKEHOLDERS</b>					
20	Community (neighbors, villages and ward)	Community	Potential beneficiaries of Project.	OIP	Medium
21	Community members	Community	Potential beneficiaries of Project. Participation required in the Project including awareness raising.	OIP	Medium
22	Companies, local contractors etc	Private Sector	Employment opportunities associated with the project	OIP	Medium
23	Media	Community	Require participation in the project	OIP	Medium

#### **4.0 STAKEHOLDERS' ENGAGEMENT DURING PROJECT IMPLEMENTATION**

During project implementation, stakeholders' engagement activities will be undertaken. This will include a range of tools including structured and formal meetings, community meetings, distribution of information (pamphlets) and site visits. The various techniques will be used depending on the project activities, the community needs, issues to be discussed and the participants in the meeting etc to ensure that the engagement is effective and meet the needs of the stakeholders.

##### **✓ Proposed Strategy for Information Engagement**

Information disclosure strategies attempt to increase the availability of information on the project. By publicly disclosing the information it can motivate and improve the project's performance.

- ✓ **The following are the different engagement methods which proposed to cover different needs of the stakeholders.**
- (a) **Focus Group Meetings/ Discussions** - A focus group aims to bring together stakeholders with the same interests or common characteristics into a meeting to discuss specific topics or project components in a focused manner. For example, focus group methods may be used to explore issues that are relevant to specific groups or sub-groups– such as youth, the elderly, women, students and people with disabilities.
  - (b) **Community Mobilization** - A process of bringing together and engaging members of a community to identify common problems, raise awareness, and take collective action toward shared goals. It involves encouraging participation, building capacity, and empowering people to take ownership of changes that affect their lives. Participation of both men and women should be encouraged.
  - (c) **Formal meetings** - These meetings are focused to identify and discuss specific stakeholder concerns and disclosing project information. Participation in these meetings will be influenced by the issues under consideration and should include adequate representation of women as well as other marginalised and vulnerable people where possible.
  - (d) **Grievance Redress Committee** – The formal Committees established to receive, investigate, and resolve complaints or concerns raised by individuals or groups who may be affected by a project.
  - (e) **Distribution of pamphlets** – This is a way of sharing information with a wide range of individuals.

#### **4.1 Plan for Stakeholders Engagement**

The planned of Stakeholders Engagement shown in the (Table 3-1) indicate the development of instruments and activities should be reviewed and updated throughout the lifecycle of the Project. During this process, the focus and scope of the SEP may change to reflect the varying stages of project implementation and to encompass any changes in project design and lessons learnt from previous phases of the Project.

#### **4.2 Engagement with Vulnerable Groups and Vulnerable Individuals.**

As mentioned earlier, there will be a number of ESS7 vulnerable individuals including women, female-headed households, the disabled, people living with albinism, the poorest of the poor, students with disabilities etc) who may be less able to participate in stakeholder engagement activities. They must be invited and given equal opportunity to participate in stakeholder

engagement activities for the SEBEP project, in line with the requirements of the ESS10. The following will be undertaken to ensure their participation:

- i. **Group Discussions:** Such discussions will be held with vulnerable individuals in communities where project activities/ components are being undertaken to ensure they can participate. The nature of these group discussions will depend on the presence of vulnerable groups and vulnerable individuals in the community.
- ii. **Logistics:** Meetings must be held in central locations which are easily accessible by members and at timings which will not limit attendance of certain groups as they interfere with economic and household activities. Meetings should also be announced promptly and documents shared in advance so that all stakeholders hear about the meetings and can plan to attend as required.
- iii. **Language:** All information will be shared in a culturally appropriate manner. Meetings should be undertaken in the language(s) understood by the stakeholders and translation should be provided as needed. Similarly, documents should be presented and be available in hard copies at easily accessible locations such as Shehia offices. The needs of vulnerable groups should be considered in this e.g. use of non-technical language, Kiswahili with common and recognised Zanzibar dialects (such as Kimakunduchi, Kitumbatu etc.).

**Table no. 4-1: Summary of Stakeholders' Communication Strategy**

<b>Stakeholder group</b>	<b>Specific needs</b>	<b>Language needs</b>	<b>Communication Means</b>	<b>Timing</b>
Government Entities and Implementing Institutions and Agencies	Inclusion in the decision-making processes and implementation role	Kiswahili (with corresponding dialects if required) and English	<ul style="list-style-type: none"> <li>• Correspondence by phone/email</li> <li>• meetings</li> <li>• Roundtable discussions</li> </ul>	Before disclosure
Communities (vulnerable Groups, marginalised individuals, parents, students, disabled etc)	Sensitization as to the project IPF component, its benefits and their role. Information on the Project and approach to managing environmental and social issues.	Kiswahili (with corresponding dialects if required) and English Translator needed	<ul style="list-style-type: none"> <li>• Community meetings.</li> <li>• Focus group discussion</li> <li>• Outreach activities</li> </ul>	Disclosure Project Preparation During project implementation
	Sensitization to the project IPF component, its benefits and their role. Regular feedback on capacity development outcomes.	Kiswahili and English	<ul style="list-style-type: none"> <li>• Roundtable discussions</li> <li>• Focus group discussions</li> <li>• Correspondence by phone/email</li> </ul>	During project implementation
Other interested parties (NSAs, NGOs, CSOs, RBO), private sector etc)	Depend on stakeholders to be met.	Kiswahili and English	Meetings, focus group discussions, Letters, Telephone and Emails	During project implementation Disclosure Project Preparation

**Table 4-1: Stakeholder Engagement Plan**

	<b>Objectives</b>	<b>Target Stakeholders</b>	<b>Messages/ Agenda</b>	<b>Means of Communication</b>	<b>Schedule/ Frequency</b>	<b>Responsibilities</b>
<b>PROJECT PREPARATION AND INPUT INTO PROJECT DESIGN</b>						

	Objectives	Target Stakeholders	Messages/ Agenda	Means of Communication	Schedule/ Frequency	Responsibilities
1.	<p>To present the project design</p> <p>To present drafts and get stakeholders' inputs on the following instruments:</p> <ul style="list-style-type: none"> <li>✓ Stakeholder Engagement Plan (SEP)</li> <li>✓ Environmental and Social Commitment Plan (ESCP)</li> <li>✓ Labour Management Procedures</li> </ul>	<p>Representatives of implementing and agencies;</p> <p>National and Regional NGOs;</p> <p>Civil society</p> <p>Community groups representatives including representatives of vulnerable individuals such as Women, youth, the elderly and PWD;</p>	<p>a) Present the Project – objectives, rationale, components, benefits and beneficiaries, and implementation arrangements.</p> <p>b) Indicative implementation schedule and period, project contacts.</p> <p>c) Describe the Grievance Redress Mechanism (GRM).</p> <p>d) Present stakeholders identified and describe an approach to stakeholder engagement.</p> <p>e) Sets out measures, actions, plans, and expected timelines for compliance with ESS documents (SEP, LMP) as outlined in the ESCP</p> <p>f) The LMP identifies the main labour requirements and risks associated with the project.</p>	<p>-Organized public meetings / Consultations</p> <p>- Focus group discussions</p> <p>-Emails,</p> <p>Disclosure of Project documentation in a culturally appropriate and accessible manner and summaries on the project website that must be ready before the consultation (MoEVT and AfDB</p>	<p>One-off activity as part of project preparation</p>	<p>MoEVT</p>

	Objectives	Target Stakeholders	Messages/ Agenda	Means of Communication	Schedule/ Frequency	Responsibilities
2.	To disclose finalized SEP, LMP and ESCP	Government agencies, Representatives of implementing LGAs and agencies National and Regional NGOs; Civil society, Community groups representatives	Email message to advise Stakeholders of disclosure and where to access the disclosed documents. Advertisements in the Newspaper Disclosure of project documentation in a culturally appropriate and accessible manner	Upload on websites of Government agencies including MoEVT; WB and others. Hard copies in locally accessible places. Email copies to key individuals and organizations.	One-off and re-disclose whenever there is any significant revision.	MoEVT
<b>PROJECT IMPLEMENTATION</b>						
1	Information dissemination and integration of feedback from key stakeholders	General public PAP OIP	General information on project, activities Updates will be provided in regular Government meetings i.e. the Annual Joint Education Sector Review (AJESR), inviting stakeholder inputs. Also, the regular Education Development Partner Group will be updated.	Posting on bulletin boards; Information leaflets Community meetings Outreach activities – focus groups. One-to-one meeting Conferences and meetings Focus group discussions	As needed to establish intervention	Project Environmental and Social Management Expert.
2	Invite regular Contact with Environmental and Social Project	PAP OIP	Maintain a website with a contact box for people to submit questions.	Websites Phone	Continuous	Project Environmental and Social Management Expert

	<b>Objectives</b>	<b>Target Stakeholders</b>	<b>Messages/ Agenda</b>	<b>Means of Communication</b>	<b>Schedule/ Frequency</b>	<b>Responsibilities</b>
	Expert for inquiries or clarifications		Maintain the general and GBV GRM mechanisms for stakeholders to raise ideas and concerns	GRMs		

## **5.0 IMPLEMENTATION ARRANGEMENTS OF THE SEP**

Stakeholder engagement is the process of communicating and working with stakeholders to meet their needs and expectations and to address issues as they occur. The engagement systematically fosters appropriate stakeholder engagement in project activities throughout the life of the project. The key benefit of this process is that it allows the project Management to increase broad support and address concerns from stakeholders hence increasing the chances to achieve project success.

Stakeholders' engagement and consultations are to be continuous and form part of the scope of work. The Stakeholder Engagement Plan will be updated regularly to reflect project developments and/or changes. Any future consultation and disclosure activities will reflect the concerns and issues raised.

A stakeholder Engagement Plan involves developing appropriate strategies to effectively engage stakeholders throughout the lifecycle of the project (i.e. planning, design and implementation) transparently and inclusively. The key benefit of this process is that it provides a clear, actionable plan to interact with project stakeholders to support the project's interests. Based on the information gathered in the stakeholder analysis above, and the engagement approach, SEBEP will be responsible for engaging stakeholders throughout the lifecycle of the project.

## **6.0 GRIEVANCE REDRESS MECHANISM**

Transparency, fairness and the avoidance of adverse project impacts are critical to the success of a project. Achieving these requires all actors to be fully conversant with all aspects of disciplinary processes, the grievance handling procedures and the legal requirements and rights involved. In implementing an effective dispute management system consideration must be given to the disputes resulting from the following:

- Disciplinary action
- Individual grievances
- Collective grievances and negotiation of collective grievances
- Gender-based violence, sexual exploitation and workplace sexual harassment

This Grievance Redress Mechanism (GRM) will form part of the public awareness campaign for this project. Beneficiaries will be informed of their rights related to this initiative and the requisite steps they would need to take to exercise those rights via this mechanism.

Grievances whether by project staff, consultants or other stakeholders (project beneficiaries and interested parties) will be addressed through the following steps:

1. **A Grievance complaint;** can be submitted in writing or anonymously through suggestion boxes or via telephone to the Grievance Committee under Project Implementing Unit (PIU) will collect the complaints and document them in a grievance register **(-See Appendix II).**
2. **Investigation;** If needed, a full investigation will be carried out by the Committee and all relevant evidence gathered. The findings will be sent to the aggrieved party in advance of the meeting. In cases of anonymity, since grievances would be made public, findings and solutions will be made available online (on the SEBEP website) and or communicated at stakeholder consultations.
3. **The grievance matter;** will be addressed within a minimum of one (1) to fourteen (14) working days depending on the nature of the matter reported.
4. **Grievance Meeting;** A grievance meeting is conducted monthly basis at each construction site to present their case.
5. **Decision;** The aggrieved party will be informed in writing of the decision reached.
6. If the issue cannot be resolved by the Committee, then the matter will be referred to the SEBEP office for action and ruling.
7. **Appeal;** The aggrieved party will be notified of their right to appeal against the outcome of the grievance procedure. If either party is not satisfied with the ruling by either the Committee or the Department of Labor they may seek redress in the courts of the Country.
8. **Documentation/records;** will be kept on all grievance matters including the outcomes and at every stage of the grievance process and will be maintained by PIT of SEBEP.

As part of the effort to promote the use of the GRM, a flyer with information about the GRM will be developed and will be distributed in all public activities and relevant public offices. The flyer GRM will contain among other information: What is a GRM? The Project GRM, how to file a Grievance, contact information and appeal.

GRM will be monitored by being maintained in a database and activity file detailing public consultation, disclosure information and grievances collected throughout the program, which will be available for public review on request. Stakeholder engagement shall be periodically evaluated by the PIU. The following indicators will be used for evaluation:

- i. Annual grievances received, speed of resolution and how they have been addressed; and
- ii. Level of involvement of affected people (disaggregated by gender and vulnerable groups) in IPF activities.

The **person responsible for the monitoring of the GRM**, and reporting will be the Social Specialist of the Project. Contact information will become available, once he/she is hired and, likely once the project is effective.

## **7.0 STAKEHOLDER ENGAGEMENT MONITORING AND EVALUATION**

Stakeholder Engagement monitoring is the process of monitoring overall project stakeholder relationships and adjusting strategies and plans for engaging stakeholders. Stakeholder

Engagement monitoring involves collecting data, assessing the level of engagement and using insights from the data collection to adjust strategies and tactics for engaging effectively with stakeholders. These will be the responsibility of PIU within the MoEVT.

### **7.1 Monitoring and Evaluation**

The project will maintain a database and activity file detailing public consultation, disclosure information and grievances collected throughout the project life cycle, which will be available for public review on request. Stakeholder engagement shall be periodically evaluated by the PIU. The following indicators will be used for evaluation:

- i. Annual grievances received, speed of resolution and how they have been addressed;
- ii. Level of involvement of affected people (disaggregated by gender and vulnerable groups) in IPF activities.
- iii. Type of grievance (with specific tracking of those related to SEAH), reporting of the number of open vs. closed grievances regularly, and the number of grievances that were addressed within the prescribed timelines.
- iv. A number of consultation events held during the period including those targeting women and girls as well as vulnerable and indigenous groups.
- v. Number of people participating in consultation activities broken down by locality (partially captured)

## **8.0 REPORTING**

**8.i Imminent Reporting.** Since the AFDB need to be informed of any grievances or issue affecting the normal implementation of the project, the PIT will inform the Bank immediately of an imminent issue affecting the works.

**8.ii Imminent means:** fire, explosion, death of a worker, incidence of GBV or SEA (eg rape), a wildlife attack of a worker or student in the project area, a health or outbreak in water quality, security issues, the collapse of works, others.

**8.iii Annual reporting:** The PIT will prepare a monthly report in issues related to the TA and capacity building or operation and will also inform any issues with the communities or grievances presented. The report must indicate details of the issues, resolution and compensation provided (if any) in line with the ESF at all times. PIT will compile a report summarizing SEP results on an annual basis. This report will provide a summary of all public consultation issues, grievances and resolutions.

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

## 9.0 APPENDICES

### GRIEVANCE/COMPLAINT REGISTRATION Number.....Date.....

<b>A. COMPLAINANT</b>
<p><b>1. Important information of the Complainant</b> (Optional no name for GBV cases)</p> <p>First Name ..... Middle Name .....</p> <p>Last Name:.....</p> <p>Occupation:..... Title.....</p> <p>....</p> <p>Address:.....</p> <p>.....</p> <p>Mob. Phone..... E-mail:.....</p> <p><b>2. Who is complaining</b></p> <p>i. Project Affected Persons (PAPs).....</p> <p style="padding-left: 20px;"><b>Specific PAPs are:</b></p> <p style="padding-left: 40px;"><input type="radio"/> School staff.....</p> <p style="padding-left: 40px;"><input type="radio"/> Pupil .....</p> <p style="padding-left: 40px;"><input type="radio"/> Representative of complainant .....</p> <p style="padding-left: 40px;"><input type="radio"/> Others .....</p> <p>ii. Technicians/Local Fundis .....</p>
<b>B. EXPLANATION OF THE GRIEVANCES</b>
<p>1. Source of Grievance/ Complaint.....</p> <p>2. Brief explanation of the Grievance/Complaint emanating from the project implementation</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>3. Event/person being complained about</p> <p>.....</p>









