

THE REPUBLIC OF UGANDA
MINISTRY OF GENDER, LABOUR AND SOCIAL DEVELOPMENT (MGLSD)

GENERATING GROWTH OPPORTUNITIES AND PRODUCTIVITY FOR WOMEN ENTERPRISES IN (GROW) UGANDA - P176747

STAKEHOLDER ENGAGEMENT PLAN (SEP)

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LIST OF ACRONYMS/ABBREVIATIONS

AOI	Area of Influence
CESMP	Contractors' Environmental and Social Management Plan
CoC	Code of Conduct
DCDO	District Community Development Officer
DLG	District Local Government
E & S Team	Environment and Social Safeguards Team
ESCP	Environmental and Social Commitment Plan
ESF	Environmental and Social Framework
ESIA	Environmental and Social Impact Assessment
ESIRT	Environmental and Social Incident Reporting Tool
ESMF	Environmental and Social Management Framework
ESMMP	Environmental and Social Management and Monitoring Plan
ESMP	Environmental and Social Management Plan
ESSs	Environmental and Social Standards
ESSs	Environmental and Social Standards
GBV	Gender Based Violence
GIIP	Good International industry Practice
GoU	Government of Uganda
GRC	Grievance Redress Committee
GRM	Grievance Redress Mechanism
GROW	Enhancing Growth Opportunities and Productivity for Women Enterprises
GRS	Grievance Redress Services of the World Bank
HIV/AIDS	Human Immunodeficiency Virus / Acquired Immunodeficiency Syndrome
HSE	Health Safety and Environment
IDA	International Development Association of the World Bank
JLOS	Justice Law and Order Sector
LC	Local Council
MDAs	Ministries, Departments and Agencies
MGLSD	Ministry of Gender, Labour and Social Development
MLHUD	Ministry of Lands, Housing and Urban Development
MoFPED	Ministry of Finance, Planning and Economic Development
MOH	Ministry of Health
MoLG	Ministry of Local Government
MoWT	Ministry of Works and Transport
MPS	Minimum Package of Services
MTWA	Ministry of Tourism, Wild Life and Antiquities
MUBS	Makerere University Business School
NDP	National Development Plan
NEMA	National Environment Management Authority
NFA	National Forest Authority
OPM	Office of the Prime Minister
OSH	Occupational Safety and Health
PDM	Parish Development Model
PDC	Parish Development Committee
PIT	Project Implementation Team

PIU	Project Implementation Unit
PSC	Project Steering Committee
PSFU	Private Sector Foundation Uganda
PTC	Project Technical Committee
PWDs	People with Disabilities
RAP	Resettlement Action Plan
RPF	Resettlement Policy Framework
RWC	Refugee Welfare Committee
SCA	Survivor Centred Approach
SE	Stakeholder Engagement
SEA	Sexual Exploitation and Abuse
SEF	Stakeholder Engagement Framework
SGBV	Sexual and Gender Based Violence
SH	Sexual Harassment
SVAC	Sexual Violence Against Children
UBOS	Uganda Bureau of Statistics
UNDP	United Nations Development Programme
UNHCR	United Nations High Commission for Refugees
UOBDU	United Organisation for Batwa Development in Uganda
UPF	Uganda Police Force
UWA	Uganda Wildlife Authority
VMGF	Vulnerable and Marginalised Groups Framework
VMGs	Vulnerable and Marginalised Groups
WB	World Bank
WEs	Women Entrepreneurs

EXECUTIVE SUMMARY

1. BACKGROUND

Uganda has the highest proportion of women's business ownership in the Africa region. The 2020 Mastercard Global Index of Women Entrepreneurs estimated that women own nearly 40 percent of all businesses in Uganda. However, most women-led firms never grow past the micro level, while male-owned firms are twice as likely to move from micro to small size. Estimates from various surveys suggest that 80–94 percent of all women-owned firms in Uganda are microenterprises, those with fewer than five employees and annual turnover of less than 10 million Uganda shillings (less than US$2,810). About 60 percent of female-owned microenterprises in Uganda have only one employee, with nearly 77 percent having four or fewer employees[1].

Women's businesses also tend to be located in more vulnerable sectors, and earn 30 percent less in profits than firms owned by men. Fewer than 10 percent of women entrepreneurs run businesses in sectors traditionally dominated by men, such as transport, or agribusiness. However, women who managed to enter male-dominated sectors attained revenues equal to those of male-owned firms. This points to significant potential for benefits in terms of growth and job creation if women's micro-enterprises are able to expand to new sectors and grow.

Several factors limit women's ability to take advantage of economic opportunities. These accrue throughout childhood, adolescence, and adulthood, culminating in women's much greater exclusion from growth-oriented private enterprise. Limiting factors include:

i. Social norms that promote women's economic dependence on men,
ii. Caretaking demands on women,
iii. High exposure to violence and harassment in the workplace,
iv. Gender discriminatory barriers in accessing finance;
Limited skills, skills mismatch and occupational segregation;
v. Limited access to technology, information, and opportunities to build skills and networks;
vi. Lack of access to infrastructure and facilities such as childcare facilities and safe and accessible transport, and
vii. Climate related and other stressors
viii. Weak implementation of Uganda's progressive legal and policy framework to promote gender equality,

Refugee women face barriers to starting and growing businesses, compared to refugee men and to Ugandan nationals but also represent an underutilized source of economic resilience and entrepreneurship. Lack of local language proficiency; unregulated informal labor environments; limited access to arable land, inputs, and information for farming or to support

[1] Matovu, F.. 2021. Rapid Profiling of the Socioeconomic Dimensions of Female Entrepreneurs in Uganda. GROW Preparation, October 2021

climate resilient agriculture; and insufficient and unsuitable education and work experience all create barriers to refugees' integration into the labor market.

2. THE GROW PROJECT

The GROW project was conceived to address some of the key constraints adversely affecting women entrepreneurs in Uganda.

i. **The Project Development Objective (PDO):** The Project Development Objective (PDO) is to increase access to entrepreneurial services that enable female entrepreneurs to grow their enterprises in targeted locations, including in host and refugee districts.

ii. **Project Funding:** The Project will be funded through a grant amounting to USD 217 M from the World Bank.

iii. **Project Components:** The Project Development Objective will be implemented through four components namely:

a) Component 1: Support for women empowerment and enterprise development services.

- **Subcomponent 1A**: Supporting creation and strengthening of women platforms, community mobilization, and mindset change.
- **Subcomponent 1B**: Support for core business development for micro and small enterprises.
- **Subcomponent 1C**: Support for trade/sector specific skills.
- **Subcomponent 1D**: Women entrepreneurship work placement program.

b) Component 2: Access to finance for women entrepreneurs.

- **Subcomponent 2A**: Grant support for micro enterprises through business competition.
- **Sub-component 2B**: Facilitating access to credit for enterprise growth.
- **Subcomponent 2C**: Sustainable loan products and processes for women entrepreneurs.

c) Component 3: Enabling infrastructure and facilities for women enterprise growth and transition.

- **Subcomponent 3A**: multi-purpose service and production facilities to boost women enterprise productivity.
- **Sub-component 3B**: Enabling access to gender-inclusive workplace infrastructure.

d) Component 4: Program management, policy innovation, and evidence generation.

- **Subcomponent 4A**: Project management support for high-quality implementation.
- **Subcomponent 4B**: Policy innovation and evidence generation.

iv. **Implementation Arrangements:** The MGLSD will have overall responsibly for implementing the project and coordinating other entities that will take part in project implementation. The PSFU will implement key project interventions and play a critical role in liaising with private sector institutions including training providers, banks, and entrepreneur associations. At the district level, the project will work closely with the district level administration structure and those of refugee settlements.

3. ENVIRONMENTAL AND SOCIAL SAFEGUARDS

At approval, the project Environmental and Social risk rating was considered to be substantial. All the 10 ESSs of the World Bank ESF were triggered by the project. An Environmental and Social Commitment Plan which is part of the legal agreement was prepared. The ESCP will be the basis for environmental and social risk measures to be implemented throughout project implemented in compliance with the ESF.

4. THE GROW STAKEHOLDER ENGAGEMENT PROGRAM.

In keeping with the World Bank ESS10, the MGLSD in collaboration with the PSFU has prepared the Stakeholder Engagement (SEP).

i. **Principles Underpinning the SEP:** These include **appropriateness and proportionality.** The complexity of the project and the scale of anticipated environmental and social risks and impacts and grievances will be key considerations in all stakeholder Engagement efforts.

ii. **Purpose of the SEP:** The purpose of the **Stakeholder Engagement Plan (**SEP) is to provide a forum and processes for meaningful participation of key stakeholders including women entrepreneurs, vulnerable and other social groups through which they can receive pertinent information about the project and also share their ideas and concerns which will enable them to inform its design, implementation and management.

iii. **Scope of the SEP:** The Stakeholder Engagement Plan (SEP) has been prepared to manage and facilitate public consultation, engagement, and management of grievances through the various stages of the Project implementation. It has a national coverage and is applicable to all project components.

iv. **Stakeholder Engagement Methods**: Stakeholder engagement will utilize a variety of approaches as appropriate including physical meetings, online meetings, phone calls, submission of periodic reports, print and electronic media.

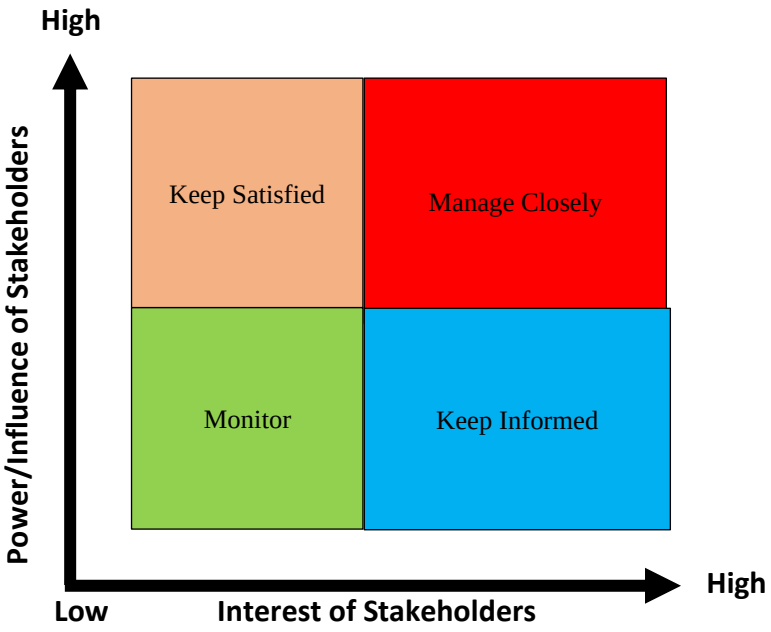
v. **Stakeholder Engagement Done During Project Preparation**: Stakeholder engagement for the GROW project commenced during project preparation. Several stakeholder engagements were undertaken as part of GROW project preparation and these were conducted between 23rd March 2022 to 1st April 2022.

vi. **Stakeholder Engagement Done During SEP Preparation:** During the preparation of the SEP, several stakeholders were met between 24th October to 14th November 2022. Feedback was received from stakeholders on each project component and

responses were provided by MGLSD and PSFU teams on issues raised by stakeholders. Some of the most common issues across stakeholders and districts include those related to eligibility for project funds, challenges of accessing funds through commercial banks, involvement of spouses and GBV that may be triggered by economic empowerment of women, how VMGs will be supported to access project benefits including funding. Stakeholders also shared on how they would like to be engaged during project implementation. Physical meetings are the most preferred mode of engagement.

vii. **Stakeholder Identification and Analysis:** A detailed stakeholder Identification and analysis has informed the stakeholder engagement plan. This has included describing the Stakeholder, their role or interest in the GROW project, risk to the project if not engaged at all or if not engaged effectively. The Stakeholder Analysis: Power -Interest Grid has been further applied in the analysis of stakeholders. This is a useful tool for determining who of the numerous stakeholders will be given priority and the best methods for engaging them. It looks at the interplay between two parameters – power/influence and interest. **See Figure 1 below**. Stakeholders with high interest and high influence will be given first priority. They will be managed closely

Figure 1: Stakeholder Analysis: Power – Influence Grid



viii. **Stakeholder Engagement Plan:** Stakeholder engagement carried out during project preparation was limited in terms of the number and type of stakeholders and the issues covered. This is because at that time, the design of the project including its thematic and geographical coverage had not yet been finalized. **The Stakeholder Engagement Plan (SEP)** summarized below takes into account the final project design and the detailed stakeholder analysis carried out.

Summary of GROW Project Stakeholder Engagement Plan

SN	Stakeholder	Interest	Influence	Engagement Methods	Responsibility and supporting entitles	Timing
1	Project Affected Persons (PAPs) - Land owners and land users and including VMG PAPs	High	High	• Face to face meetings • Radio programmes on local FM stations in local languages on the land acquisition process • Distribute leaflets /brochures in local languages on the land acquisition process	MGLSD – PIT (E & S Team) supported by MLHUD/CGV and PSFU PIT (E & S Team)	• Prior to project commencement • Continuous engagement throughout the land acquisition process
2	Women Entrepreneurs – core Project Beneficiaries (including those who finally become GROW grantees and loanees)	High	High	• Face to face meetings with women entrepreneur groups in local languages at times and locations agreed with them -including through platforms • Print and electronic media	MGLSD supported by Parliament (MPs), PSFU, MLG, LGs, NGOs, FBOs	• National Project launch before start of implementation of any project activities • Continuous engagements throughout project implementation and at project closure
3	Refugee Women Entrepreneurs (including those who finally become GROW	High	High	• Face to face meetings with women entrepreneur groups in languages of county of origin at times and	MGLSD supported by OPM, UNHCR PSFU, MLG, DLGs, NGOs	• National Project launch before start of implementation of any project activities

SN	Stakeholder	Interest	Influence	Engagement Methods	Responsibility and supporting entitles	Timing
	grantees and loanees)			locations agreed with them -including through platforms • IEC/BCC materials in languages of county of origin		• Continuous engagements throughout Project implementation and at project closure
4	Ethnic Minorities - IK, TEPET, BATWA, BENET (including those who finally become GROW grantees and loanees)	High	High	• Methods that respect their way of life. • Need to be consulted through their leaders and representatives, following FPIC guidelines under ESS7. • Require face to face (physical) meetings in their languages	MGLSD supported by PSFU, MLG, DLGs, GOs/FBOs/ CBOs	• Prior to project commencement • Continuous engagements throughout project implementation
5	Vulnerable and Disadvantaged Individuals or Groups	High	Moderate	• Face to face FGDs in local languages. To include sign language interpreters • Radio programs on local FM stations in local languages	MGLSD supported by PSFU, OPM, MLG, DLGs, NGOs/FBOs/ CBOs	• Prior to project commencement • Continuous engagements throughout project implementation

SN	Stakeholder	Interest	Influence	Engagement Methods	Responsibility and supporting entitles	Timing
6	Male Counterparts (Men, husbands fathers and boys)	High	High	• Face to face meetings by male champions with families, males-husbands fathers and boys • Print and electronic media	MGLSD supported by PSFU, OPM, MLG, DLGs, NGOs/FBOs/CBOs	• Prior to project commencement • Continuous engagements throughout project implementation
7	Makerere University Business School (MUBS)	High	High	• Virtual engagements, • Physical meetings • Written communications	MGLSD supported by PSFU	• Prior and during course design and implementation • Continuous engagement throughout the delivery of the course
8	Parliament of Uganda	High	High	• Face to face meetings • Written reports	Minister-MGLSD supported by OPM and PSFU	• At the start of project implementation • Continuous engagement throughout project implementation
9	The Executive (Cabinet)	High	High	• Face to face meetings • Written reports	Minister- MGLSD supported by PSFU and OPM	• At the start of project implementation • Continuous engagement

SN	Stakeholder	Interest	Influence	Engagement Methods	Responsibility and supporting entitles	Timing
						throughout project implementation
10	OPM	High	High	• Face to face meetings • Written reports	PS, MGLSD supported by PSFU	• At the start of project implementation • Continuous engagement throughout project implementation
11	MoFPED	High	High	• Face to face meetings • Written reports • Telephone calls	PS, MGLSD supported by PSFU	• At the start of project implementation • Continuous engagement throughout project implementation
12	MGLSD Top Management	High	High	• Face to face meetings • Written reports	MGLSD PIT supported by PSFU CEO and PIT	• At the start of project implementation • Continuous engagement throughout project implementation
13	World Bank	High	High	• Face to face meetings • Written reports • Online meetings	MGLSD, PS supported by MoFPED, MGLSD and PSFU PITs	• At the start of project implementation • Continuous engagement

SN	Stakeholder	Interest	Influence	Engagement Methods	Responsibility and supporting entitles	Timing
				• Telephone calls		throughout project implementation and project closure
12	Ministries, Departments and Agencies with mandates relevant to GROW including Local Governments	High	High	• Physical meetings • Written communication • Online meetings and telephone calls	MGLSD and PSFU PITs supported by OPM Refugees Department	• At the start of project implementation • Continuous engagement throughout project implementation and project closure
13	UNHCR	High	High	• Physical meetings • Written communication • Online meetings	PS, MGLSD supported by MGLSD and PSFU PITs	• At the start of project implementation • Continuous engagement throughout project implementation and project closure
14	Other UN family members including UN Women, UNDP and UNFPA	High	Moderate	• Physical and virtual meetings • Written communication	PS, MGLSD supported by OPM, MGLSD and PSFU PITs, OPM	• At the start of project implementation • Continuous engagement throughout project

SN	Stakeholder	Interest	Influence	Engagement Methods	Responsibility and supporting entitles	Timing
						implementation and project closure
15	Non state actors - NGOs, FBOs, Private Sector	High	High	• Physical and virtual meetings • Written communication	MGLSD PIT supported by PSFU PIT, OPM, MLG and LGs	• At the start of project implementation • Continuous engagement throughout project implementation and project closure
16	Media			• Physical and virtual meetings • Written communication • Print and Electronic media	MGLSD PIT supported by PSFU PIT, OPM, MLG and LGs	• At the start of project implementation • Continuous engagement throughout project implementation and project closure

5 GRIEVANCE REDRESS MECHANISM

i. **What is a Grievance Redress Mechanism (GRM)?** A GRM is **"**a system or set of structures, procedures or processes by which complaints, queries or clarifications about a project are reported, received, attended to and feedback provided".

ii. **GRC:** One of the components of the GRM is the Grievances Redress Committee (GRC) which comprises individuals with the specific task of analyzing and attending grievances to provide a solution or recommend a referral.

To the extent possible, existing structures should be used for managing grievances under GROW Project.

iii. **Tiers in the GROW GRM:** The GROW GRM has the following Tiers:

- **Tier 1:** This is the **village level** and comprises the LC 1 Executive as the GRC
- **Tier 2:** This is at the **Parish level**. The Parish Development Committee (PDC) under the Parish Development Model (PDM) will be the GRC for GROW
- **Tier 3:** This is at the **Subcounty Level**. The GRC will be the technical team of public servants chaired by the Subcounty chief.
- **Tier 4:** This is at the **district level**. The District Technical Planning Committee (DTPC) chaired by CAO will be Tier 4 GRC for GROW.
- **Tier 5:** This is at the National level at the MGLSD and PSFU. The GRC at this level will consist of three structures namely: The Project Steering Committee (PSC), the Project Technical Committee (PTC) and Technical Officers in the PITs headed by the National Project Coordinator (MGLSD PIT) and Deputy Project Coordinator (PSFU PIT).

iv. **Time Frame for Resolving Grievances:** At Tiers 1-4, grievances will be resolved within 15 working days of lodging the grievances. Complainants not satisfied with the decision at any level/tier may appeal to the next level. At Tier 5, grievances will be resolved within 30 working days of lodging the grievance.

v. Other Entities that will establish GRMs/GRCs: These include:

- Makerere University Business School
- Participating Financial Intermediaries (PFIs)
- Providers of Trade /Sector Specific Skilling
- Host Organizations for Work Based Learning
- Grantees and Loanees
- Refugee Resettlements- The existing Refugee Welfare Committees (RWCs) in each Refugee Resettlement with be the GRC for GROW project related grievances in Refugee Resettlements
- Contractors

The GRCs under the entities will be points of first instance for reporting and resolving grievances related to project activities they will implement or will be associated with Grievances will also be resolved withing 15 working days of lodging the grievances. Referral or appeal may made to Tiers 1-5 as appropriate.

vi. The Grievance Value Chain

Under each GRM tier or entity that will implement GROW project activities and therefore establish a GRC, the grievance value chain will consist of the following steps:

a) **Uptake or Grievances:** This includes avenues accessible to complainants to lodge grievances.
b) **Grievance Screening:** This among other considerations includes determining grievances that will be resolved by action officers without the need for the GRC to meet.
c) **The Grievance Resolution Process:** Includes deliberations of the GRC to resolve grievances
d) **Implementation of the Agreed Actions**
e) **Closure of Grievances:** This is doner when the complainant is satisfied that the grievance has been satisfactorily resolved.
f) **Grievance Monitoring and Data Base:** The GRM will be monitored, evaluated and reported on using agreed indicators
g) **Feedback to complainants and other stakeholders:** This will be done as part of stakeholder engagement.

vii. Disclosure of the GRM

i. **Disclosure by MGLSD and PSFU:** The MGLSD in collaboration with PSFU will disclose the GROW project GRM as part of stakeholder engagement.
ii. **Disclosure by other Entitles:** Entities named in v above will also disclose their GRMs/GRCs to stakeholders in their project area of influence

iii. **Disclosure of the World Bank Grievance Redress Service (GRS):** Complainants are free to submit grievances the project GRM or the World Bank's corporate Grievance Redress Service (GRS), please visit *http://www.worldbank.org/en/projectsoperations/products-andservices/grievance-redressservice*. For information on how to submit complaints to the World Bank Inspection Panel, please visit; *www.inspectionpanel.org***.**

6 RESPONSIBILITIES FOR IMPLEMENTING THE SEP

i. **Overall Responsibility:** MGLSD in collaboration with PSFU has the overall responsibility for oversight over development and execution of the SEP. MGLSD will, as part of this responsibility, provide technical support to other entities involved in GROW project related stakeholder engagement.

ii. **Other Duty Bearers in Implementation of the SEP:** These include Makerere University Business School (MUBS), PFIs, District Local Governments, Grantees/Loanees, Contractors, Providers of Trade/Sector Specific Skills, Host organisations for work based – learning and the leadership of the Refugee Resettlements.

The roles/duties in SEP are derived from the role of these entities in GROW project implementation.

7 RESOURCES FOR IMPLEMENTING THE SEP

Resources will be dedicated for managing and implementing the Stakeholder Engagement Plan. In particular, sufficient resources will be allocated for the continuous SE, in terms of people, time, budget and channels and will be maintained throughout the project life cycle.

8 MONITORING AND REPORTING

i. **Involvement of Stakeholders in Monitoring Activities:** The Project will provide opportunity to stakeholders, especially Project Affected Parties to monitor certain aspects of project performance and provide feedback. GRM will also allow stakeholders to submit grievances and other types of feedback.

ii. **Mainstreaming SE in Project Reporting:** All monitoring reports submitted by all implementers and beneficiaries will include SE activities implemented including grievance management.

iii. **Monitoring indicators for the SEP:** For objectivity is assessing performance, standardization and comparability, agreed indicators for SE Including grievance management will be used.

iv. **Reporting Back to Stakeholders:** Stakeholders will be kept informed as the project progresses. MGLSD will ensure reporting back to stakeholders on project related matters is regularly done.

9. DISCLOSURE OF THE SEP

The SEP will be approved by the MGLSD and World Bank and disclosed on MGLSD website and through the World Bank's external website for public access.

1 INTRODUCTION

1.1 Background

Sub-Saharan Africa is characterized by gender inequality in the form of income, health, education, employment, and human rights; suggesting that efforts aimed at reducing extreme poverty benefit males relatively more than females. Access to microfinance is one of the factors identified to contribute to reduction in gender inequality. However, female headed households continue to be excluded from utilizing microfinance services either due to their relatively low-income levels and lack of assets as collateral[2]. Uganda has the highest proportion of women's business ownership in the Africa region. The 2020 Mastercard Global Index of Women Entrepreneurs estimated that women own nearly 40 percent of all businesses in Uganda [3]. Earlier surveys have presented more varied estimates, suggesting female-owned enterprises make up between 23–44 percent of all businesses. Micro, Small and Medium Enterprises (MSMEs) are critical to the economic growth. They employ nearly 2.5 million people, 90 percent of all private sector employees, produce 80 percent of manufactured products, and generate 20 percent of GDP[4]. However, most women-led firms never grow past the micro level, while male-owned firms are twice as likely to move from micro to small size. Estimates from various surveys suggest that 80–94 percent of all women-owned firms in Uganda are microenterprises, those with fewer than five employees and annual turnover of less than 10 million Uganda shillings (less than US$2,810). About 60 percent of female-owned microenterprises in Uganda have only one employee, with nearly 77 percent having four or fewer employees[5]. Notably, male-owned firms also cluster at the micro level, with 76 percent having four or fewer employees. Very few firms transition to employing 10 people or more (7.5 percent), but more than twice as many male-owned firms make this jump (9.4 percent) compared to women-owned firms (2.6 percent).

Women's businesses also tend to be located in more vulnerable sectors, and earn 30 percent less in profits than firms owned by men. Fewer than 10 percent of women entrepreneurs run businesses in sectors traditionally dominated by men, such as transport, or agribusiness. However, women who managed to enter male-dominated sectors attained revenues equal to those of male-owned firms. This points to significant potential for benefits in terms of growth and job creation if women's micro-enterprises are able to expand to new sectors and grow.

[2] Challenges Facing Female Headed Households in Accessing and Utilizing Microfinance Lending among Selected Municipalities of South West Uganda

[3] Matovu, F.. 2021. Rapid Profiling of the Socioeconomic Dimensions of Female Entrepreneurs in Uganda. GROW Preparation, October 2021.

[4] Eton, M., Mwosi, F., Okello-Obura, C. et al. Financial inclusion and the growth of small medium enterprises in Uganda: empirical evidence from selected districts in Lango subregion. J Innov Entrep 10, 23 (2021). https://doi.org/10.1186/s13731-021-00168-2.

[5] Matovu, F.. 2021. Rapid Profiling of the Socioeconomic Dimensions of Female Entrepreneurs in Uganda. GROW Preparation, October 2021

Lockdowns in 2020 and 2021 hit MSMEs hard, especially those owned by women. A study by the National Federation of Small and Medium-Sized Enterprises reported that 49 percent of MSMEs struggled to pay their bills, and 45 percent of businesses in Kampala had to close as a direct consequence of the pandemic. While women-led businesses were about as likely to close as male-led firms during 2020–21, women entrepreneurs were more than twice as likely to require financial assistance to reopen (85 percent) than male entrepreneurs (31 percent). Younger, female entrepreneurs (ages 15–30) were the most affected, with business closure rates about twice as high as those for males of the same age[6].

Constraints to Women's Entrepreneurship and Enterprise Growth: Several factors limit women's ability to take advantage of economic opportunities. These accrue throughout childhood, adolescence, and adulthood, culminating in women's much greater exclusion from growth-oriented private enterprise. Limiting factors include:

i. Social norms that promote women's economic dependence on men,
ii. Caretaking demands on women,
iii. High exposure to violence and harassment in the workplace,
iv. Gender discriminatory barriers in accessing finance;
Limited skills, skills mismatch and occupational segregation;
v. Limited access to technology, information, and opportunities to build skills and networks;
vi. Lack of access to infrastructure and facilities such as childcare facilities and safe and accessible transport, and
vii. Climate related and other stressors
viii. Weak implementation of Uganda's progressive legal and policy framework to promote gender equality,

Refugee women face barriers to starting and growing businesses, compared to refugee men and to Ugandan nationals but also represent an underutilized source of economic resilience and entrepreneurship. Lack of local language proficiency; unregulated informal labor environments; limited access to arable land, inputs, and information for farming or to support climate resilient agriculture; and insufficient and unsuitable education and work experience all create barriers to refugees' integration into the labor market.

[6] Willman et al. 2022.

1.2 Project Description

1.2.1 Project Development Objective (PDO)

The Project Development Objective (PDO) is to increase access to entrepreneurial services that enable female entrepreneurs to grow their enterprises in targeted locations, including in host and refugee districts.

1.2.2 PDO Level Indicators

The proposed PDO- level indicators are:

i. Number of beneficiaries reached with non-financial entrepreneurial services.
ii. Number of beneficiaries reached with financial services.
iii. Percentage of Women beneficiaries.
iv. Value of credit provided to women enterprises.
v. Number of jobs created by the Beneficiary enterprises.

1.3 Project Components

The Project Development Objective will be implemented through four components namely:

i. **Component 1:** Support for Women empowerment and enterprise development services.
   - **Subcomponent 1A**: Supporting creation and strengthening of women platforms, community mobilization, and mindset change.
   - **Subcomponent 1B**: Support for core business development for micro and small enterprises.
   - **Subcomponent 1C**: Support for trade/sector specific skills.
   - **Subcomponent 1D**: Women entrepreneurship work placement program.

ii. **Component 2:** Access to finance for women entrepreneurs.
   - **Subcomponent 2A**: Grant support for micro enterprises through business competition.
   - **Sub-component 2B**: Facilitating access to credit for enterprise growth.
   - **Subcomponent 2C**: Sustainable loan products and processes for women entrepreneurs.

iii. **Component 3**: Enabling infrastructure and facilities for women enterprise growth and transition.
   a. **Subcomponent 3A**: Multi-purpose service and production facilities to boost women enterprise productivity.
   b. **Sub-component 3B**: Enabling access to gender-inclusive workplace infrastructure.

iv. **Component 4**: Program management, policy innovation, and evidence generation.
   - **Subcomponent 4A**: Project management support for high-quality implementation.
   - **Subcomponent 4B**: Policy innovation and evidence generation.

1.4 Project Beneficiaries

The primary beneficiaries of the project are the women and their enterprises that receive direct support under the project. The project aims to reach about 30,000 female owned enterprises (including refugee owned business) and about 185,000 women entrepreneurs (including refugees and host community members) with a package of assistance, including access to finance, training, business support services, and childcare among others. It aims to support micro enterprises transitioning to small and small enterprises transitioning to medium.

Under component 1: The project aims to support about 5,000 women entrepreneur platforms targeting nearly 150,000 women entrepreneurs with networking and leadership support, GBV sessions, and a training course on core business skills, climate change, and green jobs. In addition, under this component about 20,000 women enterprises will receive trade-specific skills training, benefiting nearly 60,000 women (these women will be both the enterprise owners as well as women employed by the enterprise). This includes an estimated 600 platforms in RHC districts benefiting approximately 13,320 women entrepreneurs in RHC districts.

Under Component 2: The project aims to support 25,000 women micro enterprises to transition to small enterprises with bridging finance. The project aims to support 3,000 women small enterprises to transition to medium enterprises with bridge finance. This includes approximately 2,200 micro enterprises and 110 small enterprises in RHC districts.

Under Component 3: The project aims to support 55,360 women entrepreneurs and employees (direct beneficiaries) as well as 3.8 million local citizens (indirect beneficiaries) with access to climate resilient and adaptive infrastructure and facilities. The project aims to support 42,000 female direct and 2.5 million indirect beneficiaries with access to local infrastructure and facilities (subcomponent 3.A) and 13,360 female direct and 1.3 million indirect beneficiaries with access to regional facilities. This includes an estimated 6,600 women entrepreneurs and employees as well as 456,00 indirect beneficiaries (men and women) in RHDs.

Table 1: Categorization of Enterprises Based on Size and Turnover

Micro enterprise	Fewer than 5 workers and annual turnover of less than UGX 10 million (less than US$2,810)
Small enterprise	Having 5–49 workers and annual turnover of UGX 10-100 million (US$2,810 – US$28,100)
Medium enterprise	Having 50–100 workers and annual turnover of UGX 100-360 million (US$28,100 – US$101,100)
Large enterprise	Having more than 100 workers and annual turnover of more than UGX 400 million (US$112,360)

The project will operate nationwide, including in the Kampala district. The distribution of project funds across regions will be determined based on more in-depth mapping of the women enterprises and the value chain analyses that are planned. Sector selection will be based on the outcome of the value chain analyses and on growth prospects for women enterprises in a given sector as well as opportunities for moving into greener jobs and sectors. However, a negative list of sectors linked to environment and social standards will be developed to ensure there are no safeguard issues during project implementation. Beneficiaries of the project will be selected through criteria yet to be agreed. These may include (a) having a bank account; (b) being formally registered; (c) evidence of filing tax returns (for the transition from small to medium enterprises); (d) having focus on annual revenue performance over the course of the year, rather than at just one point; and (e) having a business plan for expansion, including the perspective of current and future climate risks, impacts, and opportunities for supporting women's movement into greener jobs and sectors.

The project will also support women in addressing GBV and the institutions that serve them through sessions with women entrepreneurs who are part of the platforms. The platforms will include support to adolescent girls' transition from school to work. The project will also benefit the families of the women who receive support and the communities in which they live by raising women's incomes benefiting about 650,000 individuals.

1.4.1 Project Location

The project will operate nationwide targeting all the 135 districts and 11 cities in the country.



Figure 1: District Map of Uganda by Region (Source: Http://www.gou.go.ug)

1.5 Potential Environmental and Social Risks and Impacts of the Project

GROW project is likely to generate environmental health and safety risks as well as social risks and impacts. It is expected that the project will generate more positive than negative outcomes. The positive outcomes shall be manifested through enhancing women's income, productivity, and household welfare. The skills enhancement and training under components 1 and 4 may also to a lesser extent carry environmental health and safety risks and also lead to downstream

activities, with environmental health and safety risks. The GROW project is ultimately expected to trigger some environmental and social risks in regard to gender, refugees and labour. The anticipated small scale of works is not likely to induce labor influx into communities benefiting from the project. Thus, Sexual Exploitation and Abuse and sexual harassment (SEA/SH) issues and the spread of communicable diseases will be negligible but there's a risk of exclusion of vulnerable and disadvantaged individuals or groups from project activities and benefits. Physical and economic displacement are not expected from the construction activities, because they are expected to be carried out on land owned by the government.

2 LEGAL AND POLICY FRAMEWORK

2.1 The National Legal and Policy Framework

Uganda has a robust legal and policy architecture on which stakeholder engagement for GROW project will be premised.

This Stakeholder Engagement Plan (SEP) is underpinned by the Uganda's policy and legal framework which guarantees the right to information and public participation. It is also supported by the World Bank ESF specifically ESS10: Stakeholder Engagement and Information Disclosure. This section mainly focuses on those policies and legal elements relevant to stakeholder engagement only. The legal and policy framework for stakeholder engagement informs the SEP preparation, and its implementation is indicated in Table 2 below.

Table 2: Legal and Policy Framework for Stakeholder Engagement

Law/Policy	Jurisdiction/Mandate	Relevance
A: National Legal and Policy Framework for Stakeholder Engagement		
The constitution of the Republic of Uganda, 1995	This is the cornerstone of legislation in Uganda. First it was drawn up with widespread participation of the population, including people with disabilities, women, and other minority groups. Each group ensured that their interests are represented. Secondly, it provides for statutory instruments that govern participation in policy and programs. It provides for participatory governance – Under the political objectives; part (i) The State shall be based on democratic principles which empower and encourage the active participation of all citizens at all levels in their own governance; and (iii), the State shall be guided by the principle of decentralization and devolution of government functions and powers to the people at appropriate levels where they can best manage and direct their own affairs.	Identify and plan for consultation and active participation of community members, local leadership, and other stakeholders along project areas in planning studies and implementation.
	On women issues Article 33 states that women shall be accorded full and equal dignity of the person with men and that women shall have the right to equal treatment with men and that right shall include equal opportunities in political, economic, and social activities. On disability Article 34 states that persons with disabilities have a right to respect and human dignity and the State and society shall	The identification of stakeholders for consultation and participation should give equal opportunity and include socially vulnerable groups including women,

Law/Policy	Jurisdiction/Mandate	Relevance
	take appropriate measures to ensure that they realize their full mental and physical potential. Article 36 on minorities states that minorities have a right to participate in decision-making processes and their views and interests shall be taken into account in the making of national plans and programmes.	children persons with disabilities and other minorities such as refugees and non-citizens.
	On environmental protection and conservation, the constitution offers *'every Ugandan… a right to a clean and healthy environment'* (section 39) while at the same time expects citizens to play their part in creating a healthy environment - *'it is the duty of every citizen of Uganda to create and protect a clean and healthy environment* (section 17).	Stakeholder engagements should include consultation over potential social and environmental impacts and locally agreeable mitigation measures. The SEP should take into consideration likely vulnerabilities among stakeholders and how they are likely to compromise their full participation in planning consultations and mitigation implementation
The Environmental Impact Assessment Regulations, 1998;	These specify the general requirements for good ESIA and RAP practice in Uganda. The Environmental Impact Assessment Regulations, 1998; Sub-regulation (1) of Regulation 12 that requires the developer to take all measures necessary to seek the views of the people in the communities that may be affected by the project. Regulations 19, 20, 21, 22 and 23 outline further requirements for public participation.	Require developers to ensure that the views of stakeholders in affected communities are sought and that potential impacts including benefits are identified and appropriately disclosed.
The Local Government Act (1997);	The Local Government Act (1997) provides for the system of local governments, which is based on local councils and the participation of the community members in which powers over development planning, budgeting, financial management, human resources and service provision function (including the emerging of safety	Identify and plan for meaningful engagement, consultation and involvement of relevant local government

Law/Policy	Jurisdiction/Mandate	Relevance
	and security service delivery needs) have been devolved to popularly elected Local Governments.	stakeholders, community leaders and members. Preceding the preparation of this SEP, was extensive mapping of stakeholders to ensure inclusive public involvement and participation. As the project further evolves, more stakeholders shall be identified and involved as per the prevailing needs and requirements of the project.
National Gender Policy 2007; and National Plan of Action for Women.	These are instruments aimed at narrowing the gender (inequality) gap and promoting equity in access to and control of resources or development outcomes by ensuring that gender concerns are routinely identified and addressed in the identification, design, appraisal, implementation, monitoring and evaluation of national, and local government policies, plans and programs.	These have implications for stakeholder engagement that includes the identification of and consultation with vulnerable social groups such as women, youth and disabled groups in respect to development processes and related impacts.
Stakeholder engagement is also implied in a number of national legislations that guide land	The Land Act, 1998 addresses land holding, management control and dispute resolution and repeats (in Section 3) provisions of Article 237 of the Constitution which vests all land ownership in the citizens of Uganda, to be held under *customary, freehold, mailo* or *leasehold* tenure systems. Section 43 of the Act reaffirms the statutory power of	These have implications for stakeholder engagement that includes the identification of and consultation with

Law/Policy	Jurisdiction/Mandate	Relevance
acquisition in public interest such as the **Land Act, 1998; and Land Acquisition Act, 1965**.	compulsory acquisition conferred on the government and local authorities under articles 26 (2) and 237(2) (a) of the Constitution but subject to fair and prompt compensation and where necessary recourse to redress mechanism. This is re-echoed in Land Acquisition Act, 1965.	relevant land management structures at local government level, the land owners and users under different tenure including vulnerable social groups such as women, youth and children that derive sustenance from land in respect to development impacts and mitigation measures.
B: International Policy Frameworks for Stakeholder Engagement		
The World Bank International Environmental and Social safeguard standards (ESSs) in relation to stakeholder engagement and consultation	ESS10: Stakeholder Engagement and Information Disclosure. The Bank expects the project proponent to explicitly prepare a SEP that includes among others: • Identification of all stakeholders interested in or likely to be impacted by the project, • Develop and implement a stakeholder engagement and consultation plan, and • Involve all stakeholders in ESIA/PB preparations and implementation through appropriate and timely sharing of relevant information and effective consultation and participation Early stakeholder engagement is also cross referenced as an integral requirement of ESS1 on Environmental and Social Impact Assessment and Management	Identify and plan for early and appropriate engagement and consultation with all project stakeholders including vulnerable social groups and paying special attention to their needs and concerns.

2.2 The World Bank Environmental and Social Framework

The WB's ESF sets out the World Bank's commitment to sustainable development and mandatory requirement for the bank finance projects. Environmental and Social Standard (ESS) 10 on Stakeholder Engagement and Information Disclosure recognizes the importance of open and transparent engagement between the proponent and project stakeholders as an essential element of good international practices. Effective stakeholder engagement can improve the

environmental and social sustainability of projects, enhance project acceptance, and make a significant contribution to successful project design and implementation.

The Bank expects the project proponent to explicitly prepare a SEP that includes among others:

- Identification of all stakeholders interested in or likely to be impacted by the project,
- Develop and implement a stakeholder engagement and consultation plan, and
- Involve all stakeholders in ESIA/PB preparations and implementation through appropriate and timely sharing of relevant information and effective consultation and participation

Early stakeholder engagement is also cross referenced as an integral requirement of ESS1 on Environmental and Social Impact Assessment and Management.

Therefore, MGLSD and PSFU will identify and plan for early and appropriate engagement and consultation with all project stakeholders including vulnerable social groups and paying special attention to their needs and concerns.

3 THE GROW STAKEHOLDER ENGAGEMENT PROGRAM

3.1 Principles of Stakeholder Engagement

The project implementation procedures will promote and allow for meaningful and culturally appropriate consultation and participation, including that of host communities at the different levels, as well as the right to public information and disclosure. In order to realize this, the SEP has taken into consideration the following principles including those based on ESS10 and International Best Practice (IBP):

i. **Appropriateness and proportionality** have guided the design of the stakeholder engagement program and its implementation modalities. This includes being mindful of the complexity of the project and the scale of anticipated environmental and social risks and impacts and grievances.

ii. **Early and effective dissemination** of relevant project information to ensure meaningful consultation and decision making through project cycle.

iii. **Disseminating information** in ways and locations that make it easy for stakeholders to access it.

iv. **Two-way dialogue** that gives both sides the opportunity to exchange views and information, to listen, and to have their issues heard and addressed. This includes Incorporating feedback into project or program design, and reporting back to stakeholders.

v. **Honesty and transparency** will be a key pillar in interaction with stakeholders

vi. **Intimidation, manipulation, coercion, retaliation** shall be avoided at all times.

vii. **Meaningful and inclusive participation** of all project stakeholders including vulnerable and disadvantaged individuals or groups and the right to redress system in case management will be upheld.

viii. **Culturally appropriate** approaches that promote mutual respect; and recognizes stakeholders' rights, interests, cultural practices, language needs, values, and beliefs will be employed. Inclusiveness will be promoted through appropriate and multiple stakeholder participation approaches for both highly visible and the typically underrepresented stakeholders, such as minority groups, women, youth, and vulnerable and disadvantaged individuals or groups.

ix. **Proactive management** of stakeholder events in line with the SEP schedule so that there is clear linkage between stakeholder engagement and key stages in project implementation and mitigation of environmental and social risk and impacts.

x. Clear mechanisms for responding to stakeholders' **complaints and grievances.** This includes the **Survivor Centred Approach** for responding to **complaints and grievances** related to GBV including SEA.

3.2 Purpose and Objectives of Stakeholder Engagement Plan

The purpose of the **Stakeholder Engagement Plan (**SEP) is to provide a forum and processes for meaningful participation of key stakeholders including women entrepreneurs, vulnerable and other social groups through which they can receive pertinent information about the project and also share their ideas and concerns which will enable them to inform its design, implementation and management.

The specific objectives of stakeholder engagement under GROW are:

i. To establish a systematic approach to stakeholder engagement that will help MGLSD, PSFU and other project implementers identify stakeholders and build and maintain a constructive relationship with them, in particular project-affected parties.

ii. To assess the level of stakeholder interest and support for the project and to enable stakeholders' views to be taken into account in project implementation and environmental and social performance

iii. To promote and provide means for effective and inclusive engagement with project-affected parties throughout the project life cycle on issues that could potentially affect them.

iv. To ensure that appropriate project information on environmental and social risks and impacts is disclosed to all stakeholders in a timely, understandable, accessible and appropriate manner and format.

v. To provide project-affected parties with accessible and inclusive means to raise issues and grievances, and allow MGLSD, PSFU and other project implementers to respond to and manage such grievances.

vi. Propose an appropriate stakeholder feedback mechanism and a process for receipt and resolution of project grievances;

vii. To contribute to the good image of the project by obtaining, enhancing and sustaining the Social License to Operate (SLTO)

3.3 Scope of the Stakeholder Engagement Plan

The Stakeholder Engagement Plan (SEP) has been prepared to manage and facilitate public consultation, engagement, and management of grievances through the various stages of the Project implementation. It has a national coverage and is applicable to all project components. It adopts an inclusive approach that takes care of the specific needs and expectations of stakeholders at regional, national, and local levels. The stakeholders include a wide range of entities including refugees, VMGs among other groups.

Environmental and social risk mitigation is given special attention. This will include engaging with relevant stakeholders on mitigation of environmental and social risks and impacts associated the project. The environmental and social risks and impacts and how they will be managed is included in the all the ESF instruments developed including ESCP, VMGP, ESMPs, RAP to be developed and POM

Stakeholder engagement is an interactive process that aims to build and maintain an open and constructive relationship with stakeholders at all times and thereby facilitate and enhance project management, including its environmental and social risks and impacts. It is an inclusive and continuous process between the project and those potentially affected by or have an interest in it. The SEP is also a living document which will be updated as new issues and stakeholders emerge. The scope of methods of stakeholder engagement will be as varied as the needs and uniqueness of the stakeholders.

3.4 Stakeholder Engagement Methods

The project will employ a wide range of methods for engaging with stakeholders. The specific method used in different situations will depend on the situation at hand and the type of stakeholder. See Table below for the different types, methods of stakeholder engagement.

Table 3: **Engagement Methods**

Method	Details
Phone calls	Information is exchanged with the stakeholder via telephone. Useful for providing short Project updates or receiving questions, concerns, grievances. Discussions may be recorded in a dedicated engagement tracking database
Submission of periodic reports	These include progress reports
Individual Meetings	Stakeholders are engaged on an individual basis, useful for discussing sensitive information or to ensure better understanding of a discussion topic. Most often implemented for high-ranking government and other officials.
Online meetings	Zoom, Teams, etc. Have become popular in the era of communicable diseases such as Ebola and COVID-19
Public meetings	PACs are engaged in village assembly meetings which allows as many stakeholders as possible to participate in information sharing. Village meetings are useful for sharing information broadly. Discussions are recorded.
Focus group meetings	Stakeholders are engaged in small homogenous groups, most often at village level but also at other levels with respect to government or NGO/CSO engagement, to explore a particular subject or respond to the needs of a certain vulnerable group such as PWD. This is to encourage effective engagement on certain topics. Discussions are recorded.

Method	Details
Household meetings	Stakeholders are engaged as a household unit. This allows better understanding of the household dynamic but also to ensure that all affected households understand the process which they are part of and expected to participate in. Most often implemented for PAPs associated with land access.
Open House	This includes offices such as the CDO being accessible to the public for community members and local government to visit, collect information, meet with district project coordination team and discuss any concern or issue.
Print and Electronic Media	Information dissemination and awareness campaigns on the project via local and national radio, television and newspapers. This will also include information to key stakeholders on certain aspects of the Project in the form of pamphlets, brochures, leaflets, etc. Community noticeboards and the Project website will also be used among other avenues

3.5 Stakeholder Engagement Done During Project Preparation

Stakeholder engagement for the GROW project commenced during project preparation. The following stakeholder engagements have been undertaken as part of GROW project preparation and these were conducted between 23rd March 2022 to 1st April 2022. A summary of the views/concerns raised about the project provided by the stakeholders, and responses to some inquiries is captured below (Table 4) while the detailed stakeholder minutes are provided under Annex 3.

Table 4: Summary of key Stakeholder Issues raised

Stakeholder	Date of engagement	Issues / concerns	Response / Action plan
National Planning Authority	23/03/22	There is need to ensure that all these interventions being made do not overlap to minimize waste and duplication since there are already existing government led interventions such as UWEP and now the Parish Development Model.	Project will work to provide credit to already existing entities which are already and small medium level as opposed to start ups at micro level.
Ugandan Investment Authority	23/03/22	The project is yet to come out and explicitly indicate the type of Common- User facilities that it intends to establish	For now, what is clear, the Common User facilities will include childcare facilities, machines, lavatories and the like.
		There is need to have proper guidelines on how to link users to the common user facilities.	These guidelines will be shared before project implementation commences
		Before the UIA take possession of land due diligence studies such as ESIA and RAP are undertaken in compliance with national laws and international best practices.	Noted, where required GROW will also conduct the requisite due diligence studies to comply with the national laws and World bank standards specifically ESS1, ESS5, ESS10 and any other Environment and Social Standards that may apply in line with WB ESF framework,2017.
		Regarding grievances -UIA noted that they normally encounter grievances especially those related to land take and acquisition but use existing structures at district and community level to resolve any issues that arise.	Noted, GROW project will also recommend a Grievance Redress Mechanism in cognizance of the existing grievance redress structures

Stakeholder	Date of engagement	Issues / concerns	Response / Action plan
			such especially at district and community level.
Ministry of Local Government	23/03/22	There is need to include the vulnerable and marginalized groups in this intervention to ensure that they are extricated from the pangs of poverty.	All components will integrate disability inclusion, using best practices on how to best run entrepreneurships and jobs platforms for women with disabilities and digital platforms for female entrepreneurs
		There is need to teach the women entrepreneurs value addition skills for purposes of competitiveness and growth in business	Noted-Through training, the project intends to deliver Core course and sector specific training to respective women's groups and through these trainings they will be equipped with various skills such as processing, marketing branding and the like.
		Will there be any form of capacity building for the women entrepreneurs?	Peer learning is going to be encouraged- the GROW project will provide structured peer support to women entrepreneurs who are serious about growing their businesses, with mentoring and guidance from lead female entrepreneurs
		There are serious issues of GBV specifically in the tourism sector that need to be mitigated.	Given the scope of this project, GBV policy and action plan with activities that reflect the priorities and needs identified by the communities and GBV actors to

Stakeholder	Date of engagement	Issues / concerns	Response / Action plan
			mitigate the risk of GBV on the project.
		There are also cases of child labour especially in recreational areas such as clubs, restaurants in rural areas	The project should have a child protection to serve as a guiding instrument for child protection
		Need to sensitize the business community specifically women entrepreneurs about the need to employ skilled personnel. .	Noted, project proponent will ensure that the respective entrepreneurs are equipped with the requisite skills. Employment of skilled manpower is crucial for competitiveness and productivity in the tourism industry since in largely depends on skill levels, professionalism, commitment, passion, loyalty and soft skills of the workers
Ministry of Gender Labour and Social Development	24/03/22	The project should have officer stationed where it has a foot print so that they can efficiently issues that arise in each respective region.	The project will establish functional human structures for purposes of implementing and monitoring the activities of the beneficiary groups.
		On the issue of training-There is need to have a proper training structures and personnel, from experience, the trainings delivered in the previous projects under UWEP were found to be inadequate. marketing, bookkeeping, Value addition and packaging training cannot be entrusted by grassroot trainers	The project will conduct training to enhance human endowment by supporting training in topics known to improve the success of women entrepreneurs
		There is also need to sensitize the men to help diffuse and alleviate any misconceptions about	Before implementation sensitization will be carried in beneficiary

Stakeholder	Date of engagement	Issues / concerns	Response / Action plan
		women enhancing and boosting their enterprises. Most men have a tendency of abdicating responsibility once they realize that their spouses are earning an income.	communities and men will be invited to fully appreciate the objectives of the project.
United Nations Development Programme (UNDP)	25/03/222	There need to give space and opportunities to potential beneficiaries who come up with new innovations	Noted - where feasible new innovations will be supported as long as they fulfil the requirement of the implementing entity.
		How deliberate is the project about helping vulnerable and marginalized groups?	All components will integrate disability inclusion, using best practices on how to best run entrepreneurships and jobs platforms for women with disabilities and digital platforms for female entrepreneurs.
		Is the project targeting youth led-groups?	Yes-the project will target all groups as long as they're registered and fully operational.
		Training materials for all the targeted groups will need to be translated and simplified for easy understanding.	Noted, this will help to ensure that beneficiaries can easily acquire skills and knowledge regardless of their literacy levels.
		Peer learning will need to be used by the project so that entrepreneurs can have hands on experience	Noted- the project intends to use peer learning to enable sharing ideas and experiences. Similarly, entrepreneurs will have access to mentors that would support their enterprise growth and transition

Stakeholder	Date of engagement	Issues / concerns	Response / Action plan
		There is need engage husbands to be part of the training so that they can appreciate what the project objectives and goals	Before implementation sensitization will be carried in beneficiary communities and men will be invited to fully appreciate the objectives of the project.
Kyambogo University	24/03/22	The project should have mitigation measures for Gender based violence.	The project will have GBV action plan to guide on how best GBV issues can be handled
		Specifically what type of vulnerable groups are being targeted?	Vulnerable groups include the disabled, refugees and indigenous and marginalized groups such as the Batwa and IK
Makerere University Kampala	24/03/22	The project should explore options of a teaching and learning center for the children in the child care center	Noted
		The project should consider training care givers for the children.	Noted
		Training should be carried out with due consideration to the different literacy levels.	Noted
		There need to have proper identification of impacts, this will guide on the type safeguards documents that have to be prepared such as ESIA, Project briefs, RAP and the like.	Noted
Private Sector Foundation Uganda -PSFU	24/03/22	Sensitization should be carried out within the beneficiary communities on risks associated with the project.	The project proponent will have a stakeholder engagement plan to guide the sensitization and area specific community outreach activities related to the project.

Stakeholder	Date of engagement	Issues / concerns	Response / Action plan
		The project also needs to come out strongly on issues related to GBV	The project will have GBV action plan to guide on how best GBV issues can be handled. Specifically, WB guidance noted 2018 on management of GBV risks will be used together with MGSLD guidelines on GBV.
		What are the project objectives of GROW, how different are they from UWEP?	GROW is targeting already established businesses while UWEP was focusing on start ups
National Union of the Disabled Persons of Uganda – (NUDIPU)	25/03/222	There is need to build capacity of project personnel on issues related with disabled persons	MGLSD and MLG will support training and technical assistance for local government staff on all issues related to the project
		Will this credit be for paying back?	Yes the project will be for paying back and the proposed interest rate is between 6-8% p.a
		What specific measures are to mitigate loss and ensure that successes are scaled up?	The project will put in place appropriate mechanisms to ensure that beneficiaries are held accountable in case they default on payment.
		How can the project leverage from the so many women with disabilities that NUDIPU has mobilized from VSLA groups and have started IGA under the iSAVE inclusive economic empowerment program?	This is noted, further consultations will be held with NUDIPU to ensure that the groups referred to fit the selection criteria.
Micro finance Support Center	24/03/22	Is there room for partnerships to work with the project?	MGSLD will engage various stakeholders to see how best it can

Stakeholder	Date of engagement	Issues / concerns	Response / Action plan
			co-opt them to support the successful implementation of the project.
		Can women operating in SACCOs be able to access credit and training from the project?	All women entrepreneurs who fulfil the selection requirements will benefit from credit and training offered by GROW
Inter Religious Council of Uganda – IRCU	25/03/222	We hope that the terms and conditions are favourable for the potential beneficiaries	MGSLD is mindful of the economic situation of the groups and targeted beneficiaries and will ensure that the terms and conditions of accessing credit are fair to all.

3.6 Stakeholder Engagement Done During SEP Preparation

During the preparation of the SEP, several stakeholders were met between 24th October to 14th November 2022. The table below summarizes the feedback of the stakeholders on each project component and the response provided by MGLSD and PSFU teams on issues raised by stakeholders. Table also presents the self-analysis of stakeholders. The findings of this stakeholder engagement have further informed the GROW stakeholder engagement plan. See Annex 6 for the names, titles, local governments and other details of stakeholders met during SEP preparation.

Table 5: Summary of Feedback from Stakeholders Met During SEP Preparation

Stakeholder & date consulted	Feedback/concern	Response /clarification
24th OCTOBER 2022 -MASAKA DISTRICT ENTRY MEETING		
Political Leaders in Masaka district on 25th October, 2022	• The CDCO should be engaged for quick mobilisation of all the platforms.	• Community development officers will be the focal point offers for the project.
	• There is need for various meetings with Councils, LC II, Parish chiefs, DCDO at the local levels. This should focus on mind set and talk about the GROW project and how different it is going to be compared to other projects in the district.	• The ministry will organise meetings at various levels to ensure that all target beneficiaries are reached through their leaders. •
	• There was inquiry on requirements to join the associations? •	• The project targets women entrepreneurs. So even teachers in business are target beneficiaries.
	• They recommended that CDOs, LC leaders, Councillors and parish chiefs should be engaged often by the project for sensitization and mind-set change to ensure that a variety of women can benefit from the project	• Various trainings will be offered under the project. Many women will gain skills as required. •
	• There should be official launching of the project to ensure transparency since everyone will be aware of what is happening about GROW project	• The project is going to work with the banks when extending funds to the beneficiaries and they will devise means of recovering the funds

Stakeholder & date consulted	Feedback/concern	Response /clarification
	• The trainings should be taken nearer to the beneficiaries. • The project should find a way to involve men in its interventions in order to avoid GBV as a result of empowering women for example women some project give money to women to grow their enterprises and it is taken or confiscated by their husbands which results into domestic violence.	This is noted and the plan is to ensure that beneficiaries are trained. Therefore, trainings will reach the right beneficiaries. Sensitizations on GBV will be carried as part of the project and this will involve engaging both men and women.
	• The credit should have conducive terms and conditions so that beneficiaries do not fear to access credit • The grant should be sent directly the account numbers of qualifying beneficiaries to avoid bureaucracy in accessing the funds	• The banks will do the assessment up to the stage of giving out the money to the beneficiaries. • The government/ District will do the assessment to ensure that the assessment is fair. • The project is not specific on the category, so long you're a female entrepreneur.
Chairpersons of Women Entrepreneurs groups in Masaka District on 26th October, 2022	• The platforms are in place but there is a challenge of corruption and bribery whereby sometimes government funds do not reach the intended beneficiaries. But we appreciate introduction of GROW project and we hope that it will be different from other government programmes.	The Ministry will ensure that stakeholders are made aware of the project including its benefits to the women. Note that this is a World Bank Project and therefore follow ups

Stakeholder & date consulted	Feedback/concern	Response /clarification
		will be made by the project team together with World Bank to ensure that there is compliance and that beneficiaries are benefiting.
	• The participants recommended that people on ground such as women leaders should be allowed to act signatories to the funds	This is a project that involves women. Women leaders will be involved.
28th OCTOBER KAYUNGA DISTRICT ENTRY MEETING		
Political Leaders and technical team-Kayunga district **31st October,2022** **(Morning Session)**	• There was an inquiry on whether the project would support government workers. • They requested the GROW project to do a lot of sensitizations on the ground so that many people can embrace it.	Peer trainings will be catered for by the project through the associations, both physical and digital conferences will be organized.
Chairpersons of Women Entrepreneurs Groups, & NGO FORUMS **Kayunga- 1st November,2022**	• The project should benchmark from other government interventions like UWEP and assess their impact for better implementation. • The project should put focus on the existing groups and look at how they have helped women to grow. • Which category of women will the project consider? • Women councils should be empowered to support women to grow in their businesses. • The skills should be extended to the people in the villages • Financial literacy for the women. Most women take money from businesses to cater for the basic needs at their homes, hence affecting capital and growth of the business.	All women who are in business will be considered by the project

Stakeholder & date consulted	Feedback/concern	Response /clarification
	• Common skilling trainings are; tailoring, hair dressing, welding, energy saving. • Organize village level trainings focusing on different group to provide training. • Need tailored trainings to assist people to improve productivity. • Good idea, women will like it since it is giving them diversity of skills. • The period of one year is long, the training period should be staggered not to suffocate the business. • The work placements should be local.	
Technical Team on 7th November, 2022		
9th NOVEMBER 2022-KAMPALA DISTRICT ENTRY MEETING	• Which age brackets does the project consider for the beneficiaries? • Which categories of businesses will the project consider?	All businesses will be supported by the project except those that have a negative impact on the environment like charcoal burning and selling. The project will start from 16 to 35 years for the youth.
	• Men should be involved to avoid GBV • Must the enterprise be registered to qualify for GROW project benefits • What will be the use of the umbrella association? • How sustainable is the project going to be? • How many people should be in a given association?	• Men will be involved under skilling • Even those enterprises which are not registered will benefit from the project, but they will be encouraged to get registered

Stakeholder & date consulted	Feedback/concern	Response /clarification
		The use of the umbrella association will be to ease Cordination and communication to the smaller associations, but also to share business ideas and advises.
	• What will be the criteria of getting the grant/credit? • The project should put some money into cash., because some banks tend to discriminate • Money should be dropped to the accounts of the beneficiaries • How will the business ideas be assessed? • The project should have a committee for monitoring the groups	• One must have been running an enterprise for some time • Money will be sent directly to the beneficiaries' accounts because the project is going to work with banks • The project will establish a committee for assessing the business proposals/ideas •

A stakeholder self-analysis table below shows the identification, analysis and interest of stakeholders engaged for the GROW project.

Table 6: STAKEHOLDER SELF ANALYSIS

S/N	Stakeholder & date consulted	Interest /Stake/role in GROW project	Risk if stakeholder is not engaged/not engaged effectively	Preferred method of engagement including language	Timing of engagement
a	Political Leaders	• The project was not known before the engagement. • Mobilize women on the ground and connect them to the respective ministry interventions. • Other groups to be consulted; RDCS, religious leaders, Councillors at different levels, • Sensitization and mind-set change	• Being a leader, there are many people that believe in leaders. Without political leaders, the project cannot prosper since they can easily influence implementation of any project. • The government can also lose a lot of money on mobilization if politicians are not engaged in project implementation.	Group discussions and the language is Luganda. Physical meetings at the grass root level	Morning (10.00-1.10 pm)
b	Technical Team	• The project was not known before the engagement. • Identification of the women enterprises • Publicize the project to the women. • Monitor how the facilities/funds are changing • Mindset change	• Mobilization and tracking of beneficiaries would be hard without the district staff. • The project would achieve less • The project may not effectively achieve its targets	Group discussions and the language is Luganda and English. Face to face and community meetings	Afternoon (2pm-5.00 pm)

S/N	Stakeholder & date consulted	Interest /Stake/role in GROW project	Risk if stakeholder is not engaged/not engaged effectively	Preferred method of engagement including language	Timing of engagement
		• Mobilization and sensitization of the beneficiaries • Publicizing the project and encouraging women to get involved • Monitoring and evaluation of the project			
c	Women Entrepreneurs	• The project was not known before the engagement. • Mobilize the women • We need to teach them about the objectives • Making associations	• Many women listen to leaders, hence without the leaders many women will not join the project.	Luganda and Focus group discussions	10.00-12.30 pm
d	NGOs/FBOs	• The project was not known before the engagement. • Encourage women entrepreneurs to embrace the support or project from Government. • Mobilization of women entrepreneur groups	• Advising women entrepreneurs on business support provided • Monitoring of the projects • There will be low involvement of women and yet the project is for women	Luganda	10.00-12.30 pm

S/N	Stakeholder & date consulted	Interest /Stake/role in GROW project	Risk if stakeholder is not engaged/not engaged effectively	Preferred method of engagement including language	Timing of engagement
		• Active involvement into the project implementation • Taking feedback to the community • Provision of the database for all women groups • Capacity building of the women entrepreneur groups			
e	ELDERLY, PWDs & PLHIV	• The project was not known before the engagement. • Sensitizing and encouraging the women to join groups.	• So manyvulnerables especially the disabled are not working. Not involving them implies being left out completely.	Luganda	10.00-12.30 pm
f	Vulnerable and Marginalised Groups (VMGs)	• The project was not known before the engagement. • Sensitizing and encouraging the women to join groups.	• Usually, VMGs are normally ignored and never involved in project right project design stage. Lack of involvement and incorporation of VMG issues in the project design	Preferred language depending on location	10.00-12.30 pm

3.7 Stakeholder Identification, Mapping, and Analysis

A number of stakeholders, important to this project have been identified and analysed in terms of location, interest, mandate, influence and vulnerability; and including level of literacy and potential mode of engagement (See Table ~~Table 5~~). This criterion is explained below.

i. The location criterion has been used in respect to proximity to the project area. All villages and community members where the GROW project will be implemented have been considered as primary stakeholders using these criteria.
ii. Interest criteria has been used in analysis to refer to the level of concern and significance to the project sites and proposed project.
iii. Mandate refers to consideration for the level of directive reasonability the stakeholder has in respect to the project or the affected project sites. This is usually considered together with influence which implies the ability or powers to influence, encourage or discourage project activities.
iv. Vulnerability refers to levels of susceptibility that compromise or make a stakeholder unable to meaningfully participate in planned stakeholder engagements or equitably benefit from other project activities or outcomes such as the inability to participate in the businesses. This can be a function of literacy, age, gender, physical barriers, relation to land tenure, income, and livelihood activities.

For the purposes of effective and tailored engagement, stakeholders who will be informed and consulted about the proposed project, including individuals, groups, or communities are divided into the following core categories:

i. Project affected Parties: Those who are directly or indirectly affected by a project including the intended beneficiaries of the project.

ii. **Other Interested Parties:** Those who may have interests in a project and/or the ability to influence its outcome, either positively or negatively.

iii. Vulnerable and Disadvantaged Individuals or Groups: Persons who may be disproportionately impacted or further disadvantaged by the project as compared with any other groups due to their vulnerable status and that may require special engagement efforts to ensure their equal representation in the consultation and decision-making process associated with the project. These individuals or groups are also in most if not all-cases be part of project affected persons. Under GROW, this category also includes Vulnerable and Marginalized Groups (VMG) or ethnic minorities namely, the IK, TEPET, BATWA, and BENET.

The first step in the process of stakeholder engagement is stakeholder identification–determining who the GROW project stakeholders are, and their key groupings and sub-groupings. Some stakeholder groups might be pre-determined through regulatory requirements. From this flow's stakeholder analysis, a more in-depth look at stakeholder group interests, how they will be affected and to what degree, and what influence they could have on your project. The answers to these questions will provide the basis from which to build the stakeholder engagement strategy.

More specifically, stakeholder analysis will enable engagement to be tailored appropriately to the needs and interests of different stakeholder groups to ensure their views and concerns are addressed in a suitable manner. To ensure that the engagement process is inclusive, it is important to identify individuals and groups who may find it more difficult to participate and those who may be differentially or disproportionately affected by the Project because of their marginalized or vulnerable status. Note that not all stakeholders in a particular group or sub-group such as NGOs will necessarily share the same concerns or have unified opinions or priorities. This will be taken care of in implementation of the SEP. In Table 6 below, the identification and analysis of stakeholders is presented.

Table 7: ***Stakeholder Identification and Analysis***

S/N	Stakeholder	Interest and or Influence[7]	Risk[8] if not engaged/not effectively engaged
1	Project Affected Persons (PAPs) - Land owners and land users	• **Interest of PAPs is high.** The land they own or use may be acquired or used (if already owned by government[9]) by the project for project facilities such as CUFs (Component 3A & 3B). This will adversely affect their livelihoods if ESS5 is not followed. • **Influence of PAPs is high.** Landowners are protected /empowered by the Uganda Constitution of 1995 (as amended), the Land Act, 1998 and World Bank ESS5. Land cannot be accessed by the project before full compensation. Many government projects have been blocked by landowners because of unresolved land acquisition issues.	• High number of complaints /grievances including unresolved ones • Delayed project implementation because of land disputes and unresolved grievances which will impede land acquisition • Negative image of the project- reputational risk
2	**Women Entrepreneurs (WEs)**	• **Interest is high.** WEs are the core intended project beneficiaries. As many of them as possible need to access project	• Slow project implementation because of not taking into account views of core project beneficiaries, high rate of failure of

[7] Influence refers to the ability of the identified stakeholder to affect the project and or its proponents negatively or positively (movers and shakers)

[8] Risk refers to the likelihood of consequences for the project if the stakeholder is not engaged at all or not engaged effectively. The likelihood of such consequences may depend on the influence of the stakeholder.

[9] Most government owned land is encumbered by squatters whose interests are protected by ESS5

S/N	Stakeholder	Interest and or Influence[7]	Risk[8] if not engaged/not effectively engaged
		benefits. They also need to be protected from project related risks and adverse impacts such as GBV • **Influence of women entrepreneurs is high, being** the core project beneficiaries. Some influential CSOs and MDAs are a voice for women entrepreneurs	supported businesses and high loan default rate. • Eligible and deserving Women Entrepreneurs left out • Likelihood of not realizing project PDO • Inadequate measures for mitigating environmental and social risks and impacts associated with funded women enterprises. • High number of grievances • Poor image of the project -reputational risk
3	**Refugee Women entrepreneurs**	• **Interest is high**: They are part of the core project beneficiaries. As many of them as possible need to access project benefits. They also need to be protected from project related risks and adverse project • **Influence is also high.** This is because of the high influence of institutions that are their voice, namely the OPM and UNHCR.	• Eligible and deserving Refugee Women Entrepreneurs may be left out • Slow project implementation in the refugee community because of not taking into account views of project core beneficiaries, high rate of failure of supported refugee Women entrepreneurs and high loan default rate. • Likelihood of not realizing project PDO • Inadequate measures for mitigating environmental and social risks and impacts such as GBV associated with funded refugee women enterprises. • High number of grievances

S/N	Stakeholder	Interest and or Influence[7]	Risk[8] if not engaged/not effectively engaged
			• Poor image of the project-reputational risk
4	Ethnic minorities namely the IK, TEPET, BATWA, BENET and other Vulnerable and Disadvantaged Individuals or Groups,	**Interest is high.** WEs among them are part of WEs to benefit from the project**.** Their need is • Project proponents to appreciate their vulnerable position and to put in place appropriate measures that will enable them to access project benefits. • Project proponents to appreciate their disproportionate higher risk of exposure to project related risks and adverse impacts and put in place appropriate mitigation measures **Influence of VMGs is High because:** • Inclusion of VMGs in national programs is a constitutional requirement • ESS7 was triggered which makes it mandatory for the project to engage with the identified ethnic minorities -the ESCP requires that a VMG plan be prepared three months after project effectiveness. • Many Vulnerable and Disadvantaged Individuals or Groups such as PWD and	• Non-compliance with ESS7 • Eligible and deserving Women VMG entrepreneurs left out • Slow implementation of supported Women VMG enterprises because of not taking into account views of VMGs, high rate of failure of enterprises of VMG women supported and high loan default rate by supported enterprises. • Inadequate measures for mitigating environmental and social risks and impacts associated with the project generally and specifically risks and impacts associated with funded enterprises of VMG women. • High number of grievances • Poor image of the project-reputational risk

S/N	Stakeholder	Interest and or Influence[7]	Risk[8] if not engaged/not effectively engaged
		PLHIV are represented by influential CSOs which gives them a strong voice	
5	Spouse of Women entrepreneurs	**Interest is high:** • Owning and managing an enterprise by women entrepreneurs may affect a wide range of family dynamics, especially the relationship with the spouse. • To expand their enterprises, some Women entrepreneurs will utilize resources and facilities such as land which legally belong to their spouses and may not qualify to be matrimonial property. **Influence is also high.** Social -cultural norms in Uganda put a man /husband in a very influential position which can be used to affect a woman's enterprise positively or negatively.	• Eligible women entrepreneurs may not access project benefits due to GBV and gender roles in households • Failure, unsustainability or lack of transition of women enterprises supported due to GBV against women entrepreneurs and high loan default rate • Reduced chances of achieving the PDO • GBV against men by women entrepreneurs supported by the project • Breakdown of families of women entrepreneurs supported by the project and adverse impacts on children

S/N	Stakeholder	Interest and or Influence[7]	Risk[8] if not engaged/not effectively engaged
6	Parliament of Uganda	**Interest is high.** Parliament has a constitutional legislative and an oversight role over GROW project. Parliament through MPs also has a key role in mobilising for the project. **The Influence of Parliament is high. It (**Parliament) has a constitutional mandate to demand accountability for GROW and has power to redirect its course in keeping with the grant agreement.	• Non utilization of the community mobilising power of members of Parliament • Non utilization of the legislative role of Parliament which may assist in overcoming some implementation bottlenecks which have legal dimensions. • Non utilization of the power of Parliament to demand and therefore ensure accountability for project funds which are part of public funds. • Sanctions by Parliament because of not being accurately appraised on project progress
7	Cabinet of Uganda	**Interest is high.** Cabinet is a key part of the Executive which approved the project and is responsible for ensuring its implementation through the MGLSD as the Implementing Agency in accordance with the legal agreement **The influence of Cabinet is also High.** It (Cabinet) has mandate to demand accountability for GROW and may redirect its course in keeping with the grant agreement. Cabinet may, where necessary, also require	• Non utilization of the executive arm of government which may assist in overcoming implementation bottlenecks and accountability for project funds which are part of public funds. • Non utilization of the coordinating role of Cabinet to ensure harmonization of the project with similar projects and programmes such as PDM

S/N	Stakeholder	Interest and or Influence[7]	Risk[8] if not engaged/not effectively engaged
		changes to be made to the project in consultation with World Bank.	
8	Ministry of Finance, Planning and Economic Development (MoFPED)	**Interest of (MoFPED) is high:** • Signed grant agreement with World Bank on behalf of the Republic of Uganda. • All matters related to access to project funds from World Bank including requests for reallocation of funds are approved by and channelled through MoFPED. • Where counterpart funds are required for the project, MoFPED is key in ensuring such funds are made available. **The Influence of MoFPED is high** and is derived from the Public Finance Management Act 2015. It (MoFPED) has power to advise Government and World Bank on matters related to management of project funds in accordance with the grant agreement and the aforementioned legislation.	• Poor flow of project funds from World Bank which will impede project implementation. • Lack of or inadequate counterpart funds where required and stalled project activities that require such funds • Lack of /inadequate sustainability of project facilities such as CUFs (child care facilitates) when handed over to government (local governments) after project closure.
9	The World Bank	**Interest of the World Bank is high.** The World Bank has provided the grant for financing the project. The primary interest of the World Bank is Government of Uganda to	• Non-compliance with the financing agreement • Failure to realize /fully realize the PDO • Suspension or cancellation of the project

S/N	Stakeholder	Interest and or Influence[7]	Risk[8] if not engaged/not effectively engaged
		implement the project in accordance with the financing agreement in realization of the PDO. **The influence of the World Bank is also high**. It (World Bank) has power to cancel or suspend the project if it is not being implemented in accordance with the financing agreement.	
10	Ministry of Health (MoH)	**Interest of MoH is high.** MoH requires the project to be implemented in a manner that is consistent with policies and guidelines for prevention and control of communicable diseases such **as Ebola and COVID-19** **Influence of MoH is high.** The Ministry of Health derives its mandate in this regard from the Public Health Act, CAP, 281 which gives it powers to close any activity that it considers to be a danger to public health.	• Project activities that expose participants to the risk of contracting communicable diseases such as Ebola and COVID-19 • Closure of project activities planned without consulting Ministry of Health and which expose participants to the risk of contracting communicable diseases such as Ebola and COVID-19 • Delayed implementation of project activities including risk of project suspension. • Poor image of the project and its proponents-reputational risk
11	Ministry of Trade, Industry and Cooperatives (MTIC)	**Interest of MoH is high is moderate.** MTIC will play a role in monitoring and evaluation of the project as part of the sector monitoring and evaluation. It will also engage in formulation of the policy and regulatory framework for the sector and specifically polices to promote	• Lost opportunity for identifying the need for policies or strategies that may be put in place for the benefit of the project and overall women entrepreneurship

S/N	Stakeholder	Interest and or Influence[7]	Risk[8] if not engaged/not effectively engaged
		women in business which will benefit the project. Influence of MTIC i**s moderate. MTIC** Policy initiatives is to strengthen women entrepreneurs including monitoring and evaluating their performance	• Inadequate harmonization of GROW with similar ongoing initiatives in the sector
12	Ministry of Agriculture, Animal Industry and Fisheries (MAAIF)	**Interest of MAAIF is high.** • Extension workers under MAAIF will be key in supporting GROW women entrepreneurs involved in the agricultural value chain. • MAAIF at a policy and strategic level, will also ensure synergy between GROW supported initiatives and similar initiatives supported by other programmes such as PDM **Influence of MAAIF is moderate** **Provide guidance in implementation of agricultural related interventions on the project**	• Loss of opportunity for identifying the need for policies or strategies that may be put in place to accelerate transition of women entrepreneurs from subsistence to commercial agriculture including value addition. This would be of benefit to GROW • Inadequate mobilisation of MAAIF extension workers to support GROW supported women entrepreneurs in the agricultural value chain. • Nonrealization of synergies between GROW supported initiatives in the MAAIF sector and those supported by related programmes such as PDM
13	Ministry of Local Government (MoLG)	**Interest of MoLG is high.** MoLG will play an advocacy and coordinating role to ensure local governments effectively	• Inadequate mobilisation for GROW by local governments • Inadequate coordination of GROW at local government levels.

S/N	Stakeholder	Interest and or Influence[7]	Risk[8] if not engaged/not effectively engaged
		mobilize for and coordinate GROW at local government levels. **Influence of MoLG is High.** MoLG powers to oversee and coordinate local governments are derived from the Uganda Constitution of 1995 (as amended) and the Local Government Act, 1998	• Weak synergy between GROW and similar programmes such as PDM at local government levels. • Inadequate ownership of GROW by local governments • Inadequate management of GROW related grievances at local government levels leading to a reputational risk
14	Ministry of Lands, Housing and Urban Development (MLHUD)	**Interest of MLHUN is high.** MLHUD has mandate to execute, guide or direct land acquisition for the project where necessary. This includes valuation of the land to be acquired through the office of the Chief Government Valuer. **The Influence of MLHUD in this regard is high.** The land acquisition process and the mandate of MLHUD are premised on provisions in the Uganda Constitution of 1995 (as amended) and the Land Act, 1998.	• Delayed project implementation because of land disputes and unresolved grievances which will impede land acquisition • Livelihoods not restored for those whose land will be acquired for project facilities such as CUFs • High number of complaints /grievances including unresolved ones - reputational risk
15	Ministry of Tourism Wildlife and Antiquities (MTWA)	**The interest of MTWA is moderate.** MTWA requires the project to comply with requirements of the Historical Monuments Act, 1968. It will in this regard provide technical support to MGLSD and PSFU. This	• Non-compliance with ESS 8 • Desecration of cultural heritage • Unresolved grievances -reputational risk

S/N	Stakeholder	Interest and or Influence[7]	Risk[8] if not engaged/not effectively engaged
		will include support in implementation of the Chance Finds Procedure. **Influence of MTWA is moderate.** Project areas not known to have artifacts of paleontological or archaeological significance.	
16	Local Governments	**Interest of local governments is high.** Local Governments will be at the forefront in: • Mobilizing for GROW and coordinating its implementation at the local government levels. • Setting land compensation rates and ensuring conflict management regarding land acquisition, • Delivering a wide range of services that will be relevant to GROW. These include the minimum package of services in MGLSD GBV referral pathway **Influence of local governments is high.** Local Governments derive their mandate from the Uganda Constitution of 1995 (as amended) and the Local Government Act, 1998 which vest local governments with responsibility for executing decentralized functions which	• Inadequate mobilisation for GROW by local governments • Inadequate coordination of GROW at local government levels. • Weak synergy between GROW and similar programmes such as PDM at local government levels. • Inadequate ownership of GROW by local government. • Inadequate supervision by local governments of GROW beneficiaries and contractors in mitigation of GROW related environmental and social risks and impacts • High number of complaints /grievances including unresolved ones - reputational risk

S/N	Stakeholder	Interest and or Influence[7]	Risk[8] if not engaged/not effectively engaged
		include community mobilisation and other functions relevant to GROW.	
17	Makerere University Business School (MUBS)	**Interest of MUBS is high.** MUBs will develop and implement a general core business management course for micro and small enterprises. **Influence of MUBS is also high.** Quality of the course and its delivery will be a key success factor for beneficiary WEs.	• A course that is inconsistent with socio-economic and cultural realities of the target group - micro and small women entrepreneurs spread over Uganda. • A course that ignores the need to mainstream mitigation of environmental and social risks and impacts into GROW components and processes including training.
18	Ministry of Water and Environment (MWE) and its agencies namely, NEMA and NWSC	**Interest of MWE and its agencies** namely, **NEMA and NWSC** is **high.** NEMA will provide technical backstopping to MGLSD and PSFU to ensure GROW implementation at all levels is compliant with national policies and laws on protection of the environment. NWSC will provide water and sewerage services to CUFs **Influence of MWE and its agencies, NEMA and NWSC is high.** Mandate of NEMA is derived from the Uganda Constitution of 1995 (as amended) and the NEMA Act, 2019. NEMA has power to stop a project that is not	• Slow project implementation due to challenges in complying with NEMA regulations • Suspension of project activities not compliant with NEMA Act, 2019 and regulations made thereunder • Challenges in water and sewerage services in CUFs

S/N	Stakeholder	Interest and or Influence[7]	Risk[8] if not engaged/not effectively engaged
		compliant with this law and regulations made thereunder.	
19	Ugandan Investment Authority (UIA)	**Interest of UIA is high**. UIA will provide support to MGLSD in the establishment of CUFs in industrial parks established or to be established by UIA. **Influence of UIA is high** being the entity responsible for Industrial Parks	• Weak coordination between UIA and MGLSD in the establishment of CUFs and industrial parks. Both will not benefit from positive synergies of working together.
20	UNHCR	**Interest of UNHCR is high**. It is the UN Agency responsible for Refugees in collaboration with Office of the Prime Minister of Uganda. UHCR will provide support to or collaborate with OPM, MGLSD and PSFU to ensure Refugee Women Entrepreneurs access and utilize project benefits. **Influence of UNHCR is high**. Its mandate is derived from the United Nations General Assembly which was established it in 1950	• Weak collaboration including lack of synergies between GROW and similar support provided by other Partners to Refugee Women Entrepreneurs. • Slow implementation of projects of Refugee Women Entrepreneurs because of not engaging adequately with UNHCR and taking into account dynamics related to refugee Women entrepreneurs. UNHCR has rich experience in matters related to refugees
21	Other UN family members Including UN Women, UNDP, UNFPA	**Interest is high**. UN Women, UNDP and UNFPA are involved in various programs in Uganda focusing on women economic empowerment and addressing challenges such as GBV and gender inequality similar to what will address. It will be useful for GROW	• Weak collaboration including lack of synergies between GROW and similar support provided by other Partners to Women entrepreneurs including mitigation of GBV as an unintended outcome of women economic empowerment.

S/N	Stakeholder	Interest and or Influence[7]	Risk[8] if not engaged/not effectively engaged
		and these entities to engage and share lessons. Influence of other UN family members **is moderate. UN Women, UNDP and UNFPA will provide tailor made support to women entrepreneurs.**	
22	Financial Intermediaries (FIs)	**Interest is high**. Components 2 B and 2C will be implemented through FIs. **Influence of FIs is high.** They will receive and initially evaluate proposals for loans and grants and **decide** which proposals will be submitted to PSFU.	• Delayed access to funds by grant and loan beneficiaries • Poor relationship between FIs and women entrepreneurs. • Poor compliance with environmental and social standards by loan and grant beneficiaries. • High number of grievances including unresolved grievances against FIs by women entrepreneurs. • Reputational risk for the project
23	NGOs, FBOs, CBOs, Civil Society and Private Sector Umbrella Originations including IRCU, NUDIPU, National Association of Women with Disability, NAFOPHANU, UWEAL, etc	**Interest is high:** • Some NGOs and FBOs are the voice of the voiceless such as PLHIV and PWD who need to benefit from the project and to be protected from GROW related social risks and adverse impacts. They (NGOs, FBOs	• Missing out on the mobilisation and watchdog role of some NGOs, FBOS, CBOS, etc • Non realization of positive synergies between GROW and NGO, FBO and CBO

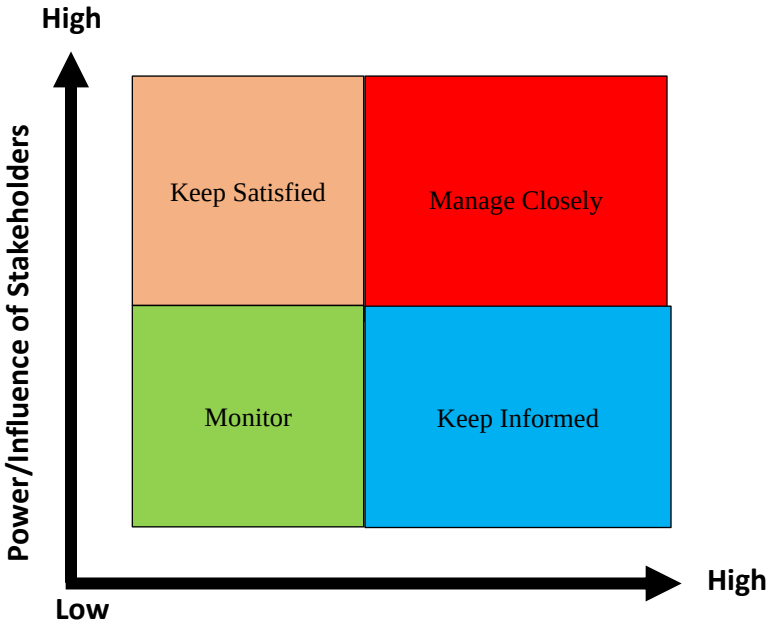
S/N	Stakeholder	Interest and or Influence[7]	Risk[8] if not engaged/not effectively engaged
		and CBOs, etc) have a deep understanding of the entities they speak for. • Some NGOs, FBOs and CBOs are involved in supporting women entrepreneurs in areas similar to what is planned under GROW – need for coordination to realize synergies. • Some NGOS, FBOs and CBOs are involved in delivery of services similar to those that will be needed to mitigate GROW related environmental and social risks and impacts. These include HIV/AIDS services livelihood support, GBV prevention and mitigation, child protection, etc. • Some NGOS, FBOs and CBOs play watch roles which are necessary for ensuring GROW funds are used for the intended purpose and no harm to the community is done in the course of GROW implementation. **Influence of NGOs, FBOs and CBOs is high.** They are valued and respected by those they represent. Many of them are also respected by Development Partners and Government.	programmes on women economic empowerment • Slow implementation of supported Women enterprises because of not taking into account views of those who understand some categories of women entrepreneurs such as VMGs, high rate of failure of enterprises of VMG women supported and high loan default rate by supported enterprises. • Inadequate measures for mitigating environmental and social risks and impacts associated with the project • High number of project related grievances including unresolved ones • Poor image of the project-reputational risk

S/N	Stakeholder	Interest and or Influence[7]	Risk[8] if not engaged/not effectively engaged
24	Cultural Institutions	**Interest of Cultural Institutions is high:** They are the custodians of cultural norms and values where they exist. Some cultural norms and values are said to be an impediment to women economic empowerment. **Influence is high:** They are constitutionally recognized and are respected by the communities they represent. Some Cultural Leaders in Uganda have power to establish or abolish a cultural norm or value.	• Lack of legitimacy and limited effectiveness of project efforts to address social cultural drivers of GBV and gender inequality which are an impediment to women economic empowerment. • Poor relationship with Cultural Institutions
25	The Media	**Interest of the Media is high.** Reporting on women economic empowerment is newsworthy and good business. Media houses that report economic opportunities of high magnitude such as GROW will attract an increase in clientele. Some media houses play a watchdog role. **Influence of the Media is high.** The media can reach many people in a very short time and is key in shaping public opinion about any subject. Media houses have the potential to shape public opinion about GROW project.	• Bad publicity of the project because of not having accurate and uptodate information about it • Missing out on the beneficial watchdog role of some media houses • Reputational risk for the project

3.7.1 Stakeholder Analysis: Power -Interest Grid

A useful tool for determining who of the numerous stakeholders will be given priority and the best methods for engaging them. It looks at the interplay between two parameters – power/influence and interest. **See Figure 2 below.** Stakeholders with high interest and high influence will be given first priority and will be managed closely.

Figure 2: Stakeholder Analysis: Power – Influence Grid



3.8 Stakeholder Engagement Plan

Stakeholder engagement carried out during project preparation was limited in terms of the number and type of stakeholders and the issues covered. This is because at that time, the design of the project including its thematic and geographical coverage had not yet been finalized. The **Stakeholder Engagement Plan (SEP)** summarized in Table 8 below, takes into account the final project design and the stakeholder analysis in Table 1 above. Where necessary, reference will be made to other GROW documents such as the ESMF.

Table 8: Stakeholder Engagement Plan[10]

S/N	Stakeholder	Topic (s) of Engagement	Engagement Methods	Responsibility [11]		Time Frame
				Lead	Partners	
1	Project Affected Persons (PAPs) - Land owners and land users and including Vulnerable and Disadvantaged Individuals or Groups PAPs	• The land acquisition process including asset inventory, land and asset valuation, time of compensation payment, livelihood restoration and the grievance management process, etc	• Face to face meetings with groups of PAPs in local languages on the land acquisition process. Timing and place of meetings to be agreed with PAPs. • Separate face to face meetings in local languages with women and groups of MVG PAPs for additional support in the land acquisition process • Community meetings in local languages on the land acquisition process.	MGLSD – PIT (E & S Team)	• MLHUD/CGV • PSFU PIT (E & S Team) • MLG • DLGs	• Prior to project commencement • Continuous engagement throughout the land acquisition process

[10] Refer to table 1 for the role/interest, influence and risk of not engaging each stakeholder

[11] Owing to the interrelationship between GROW project components, where MGLSD PIT is the lead, the PSFU PIT should always be a partner and vice versa.

S/N	Stakeholder	Topic (s) of Engagement	Engagement Methods	Responsibility [11]		Time Frame
				Lead	Partners	
			Timing and place of meetings to be agreed with communities • Radio programmes on local FM stations in local languages on the land acquisition process • Distribute leaflets /brochures in local languages on the land acquisition process • Household meetings with PAPs including MVG PAPs and their spouses in local languages on the land acquisition process and disclosure of valuation amounts.			
2	Women Entrepreneurs – core Project Beneficiaries (including those who finally become GROW	• Project design, how to access and utilize project benefits including funding. • E & S risks and impacts and assonated with the	• Invite leaders of women entrepreneurs to the National project launch • Media campaigns (Local FM radio stations, Television, newspapers) in English and local languages.	MGLSD	• Parliament (MPs) • PSFU • MLG • LGs	• National Project launch before start of implementation of any project activities

S/N	Stakeholder	Topic (s) of Engagement	Engagement Methods	Responsibility [11]		Time Frame
				Lead	Partners	
	grantees and loanees)	project and the mitigation measures • The procedure for lodging and resolving project related grievances (GRM)	• Face to face meetings with women entrepreneur groups in local languages at times and locations agreed with them -including through platforms • Equip women and other area MPs with accurate information on the project for onward dissemination to Women Entrepreneurs in their constituencies • Print materials – leaflets, brochures, etc in local languages on the project distributed to women entrepreneur's • Online, face to face, print and electronic media campaigns/ information sharing/invitation for proposals as part of implementation of relevant project components in English and local languages		• NGOs • FBOs • Cultural Institutions	• Continuous engagements throughout project implementation and at project closure • Prior to project commencement • Prior to signing grant and loan agreements • Prior to placement for work place-based learning • Quartey district meetings with grantees and loanees for sharing lessons. • Annual national meetings with grantees and

S/N	Stakeholder	Topic (s) of Engagement	Engagement Methods	Responsibility [11]		Time Frame
				Lead	Partners	
			• Equip Local governments at all levels with accurate information on the project for onward dissemination to Women Entrepreneurs • Partner with FBOs to disseminate information on GROW through places of worship [12] • Partner with NGOs/CBOs/Cultural Institutions[13] to disseminate Information on GROW through places of worship (Face to face meetings and other avenues)			loanees for sharing lessons. • Weekly radio programmes through local FM Stations
3	Refugee Women Entrepreneurs (including those who finally become GROW grantees and loanees)	• Design of the project including how to access and utilize project benefits including funding loans and grants.	• Invite leaders of Refugee women entrepreneurs to the National project launch • Face to face meetings with refugee women	MGLSD	• OPM • UNHCR • PSFU • MLG • DLGs	• National project launch before start of implementation of any project activities

[12] This will include FBOs being equipped with accurate and up to date information on the project by MGLSD/PSFU

[13] Partnerships will only be established with Cultural Institutions recognized by Government

S/N	Stakeholder	Topic (s) of Engagement	Engagement Methods	Responsibility [11]		Time Frame
				Lead	Partners	
		• Procedure for lodging and resolving project related grievances (GRM)	entrepreneur groups in keeping with their cultural norms and languages they understand, at times and locations agreed with them - including through platforms • Print materials – leaflets, brochures, etc on the project in languages refugees understand distributed to refugee women entrepreneurs • Equip Local governments at all levels with accurate information on the project for onward dissemination to refugee women entrepreneurs • Partner with NGOs and other partners who work with refugees to disseminate Information on GROW through appropriate channels to		• NGOs	• Continuous engagements throughout project implementation and at project closure • Prior to signing grant and loan agreements • Prior to placement for work place-based learning • Quartey resettlement level district meetings with grantees and loanees for sharing lessons. • Annual national meetings with grantees and

S/N	Stakeholder	Topic (s) of Engagement	Engagement Methods	Responsibility [11]		Time Frame
				Lead	Partners	
			refugee women entrepreneurs • Invitations and campaigns for accessing different project benefits that take into account the unique circumstances of refugee women entrepreneurs- face to face meetings, pre-application information sharing and invitation for applications in languages refugees understand			loanees for sharing lessons.
4	Ethnic Minorities - IK, TEPET, BATWA, BENET (including those who finally become GROW grantees and loanees)	• Access to and utilization of project funds and other project benefits, considering ther disadvantaged position society. • How they will be protected from any adverse project impacts , taking into account their	• Methods that respect their way of life. • Need to be consulted through their leaders and representatives, following FPIC guidelines under ESS7. • Require face to face (physical) meetings in their languages	**MGLSD**	• PSFU • MLG • DLGs • NGOs/FBOs/ CBOs	• Prior to project commencement • Continuous engagements throughout project implementation • Prior to project commencement • Prior to signing grant and loan agreements

S/N	Stakeholder	Topic (s) of Engagement	Engagement Methods	Responsibility [11]		Time Frame
				Lead	Partners	
		disadvantaged position in society • How project related grievances will be addressed using their grievance management systems in place.				• Prior to placement for work place-based learning • Quartey resettlement level district meetings with grantees and loanees for sharing lessons. • Annual national meeting with grantees and loanees for sharing lessons.
5	Vulnerable and Disadvantaged Individuals or Groups) WEs such as youth, PLWDs, PLHIV, elderly, Female-headed households (widows, divorced,	• Project design including how to access and utilize project funds and other benefits taking into account their vulnerabilities • Additional support needed for mitigation	• Representatives invited to National Project launch • Face to face FGDs in local languages. To include sign language interpreters • One on one meetings (household level meetings) in local languages with	MGLSD	• PSFU • OPM • MLG • JLOs (GBV) • DLGs • NGOs/FBOs/ CBOs	• Prior to project commencement • Prior to signing grant and loan agreements • Prior to placement for work place-based learning

S/N	Stakeholder	Topic (s) of Engagement	Engagement Methods	Responsibility [11]		Time Frame
				Lead	Partners	
	separated (including those who finally become GROW grantees and loanees)	of project related risks and impacts. • Inclusive GRM for receiving and resolving project related grievances	grant/loan beneficiary MVGs • Radio programs on local FM stations in local languages • Brochures, leaflets, etc in English and local languages for literate Vulnerable and Disadvantaged Individuals or Groups WEs • Male champions on GBV and peer educators on project related issues including risks such as GBV oriented and deployed to educate/support MVGs • Partnerships with FBOs for reaching out to VMGs through places of worship • Partnerships with NGOs/CBOs for reaching out to Vulnerable and Disadvantaged Individuals or Groups • Reach out to VMGs through LGs			• Prior to the general business course and sector specific skilling • Weekly radio programmes through local FM Stations • Continuous engagement throughout project implementation, execution of loan/grant agreements and during project closure

S/N	Stakeholder	Topic (s) of Engagement	Engagement Methods	Responsibility [11]		Time Frame
				Lead	Partners	
6	Male Counterparts (Men, husbands fathers and boys)	• Project design and how they and their entire families will benefit from the project • The importance of family cohesion in promoting enterprise growth and sustainability	• Media campaigns (radio, Television, newspapers) • IEC materials -Information briefs, pamphlets, brochures, leaflets, etc distributed to community leaders, males-husbands fathers and boys • Information disseminated through places of worship • Face to face meetings by male champions with families, males-husbands fathers and boys • Face to face general community meetings	MGLSD	• PSFU • OPM • MLG • DLGs • NGOs • FBOs • CBOs	• Prior to project commencement • Continuous engagement throughout project implementation • Weekly radio programmes on local FM stations
7	Makerere University Business School (MUBS)	• Design and delivery modalities for a tailored core/general business course that includes a module on environmentally and socially sustainable business)	• Virtual engagements, • Physical meetings • Written communications	MGLSD	• PSFU • OPM • NEMA •	• Prior to project commencement • Prior and during course design and implementation • Continuous engagement throughout the

S/N	Stakeholder	Topic (s) of Engagement	Engagement Methods	Responsibility [11]		Time Frame
				Lead	Partners	
		• How to ensure environmental and social risk management during the delivery of the course.				delivery of the course
8	Parliament of Uganda	• Design of the project and its implementation modalities. • Project progress • Accountability for GROW resources	• Face to face meetings • Submission of progress reports to Parliament (as part of regular reports submitted) • Information briefs given to all MPs to ease their mobilisation • Submission of project Audit reports to Parliament by the Auditor General • Responding to summons by Parliament to answer queries or have discussions on the project	Minister-MGLSD	• PSFU • OPM	• At the start of project implementation • Quarterly reports • Annual progress reports • Annual audit reports • Responding to all summons by Parliament to answer any queries • Continuous engagement throughout project implementation

S/N	Stakeholder	Topic (s) of Engagement	Engagement Methods	Responsibility [11]		Time Frame
				Lead	Partners	
9	The Executive (Cabinet)	• Project implementation progress	• Face to face meetings • Written reports – **briefs and Cabinet papers**	Minister-MGLSD	• OPM • PSFU	• Quarterly briefs • Cabinet papers as and when required by Cabinet • Annual progress reports • Responding to all summons by Cabinet.
10	OPM	• Project implementation progress •	• Face to face meetings • Written Progress reports	MGLSD, PS	• PSFU, CEO • MGLSD PIT • PSFU PIT	• Quarterly reports • Annual progress reports • Responding to all invitations for adhoc meetings
11	MoFPED	• Project implementation progress • Compliance with the Financing agreement	• Face to face meetings • Written Progress reports • Telephone calls	MGLSD	• PSFU • OPM	• Quarterly reports • Annual progress reports • Responding to all invitations for adhoc meetings • Continuous engagement

S/N	Stakeholder	Topic (s) of Engagement	Engagement Methods	Responsibility [11]		Time Frame
				Lead	Partners	
						throughout project implementation
12	MGLSD Top Management	• Project implementation progress	• Face to face meetings • Written reports	MGLSD PIT	• PSFU CEO • PSFU PIT	• Quarterly and annual progress reports and meetings • Adhoc meetings and reports as required
13	World Bank	• Project Implementation progress • Project compliance with covenants in the legal agreement including ESCP	• Physical discussion during biannual World Bank supervision Missions • Other physical meetings on emerging issue • Submission of progress reports to the World Bank • Submission of audit reports to the World Bank • Other Written communication/reports	MGLSD, PS	• MoFPED • MGLSD and PSFU PITs	• Quarterly progress reports • Annual audit reports • Other reports as and when needed • On line meetings as and when necessary • Incident reports to the World Bank within 48 hours of incidents being brought to the attention of MGLSD.

S/N	Stakeholder	Topic (s) of Engagement	Engagement Methods	Responsibility [11]		Time Frame
				Lead	Partners	
			• Zoom meetings and telephone calls on emerging issues • Incident reports			
14	Ministry of Local Government	• Coordination and mobilisation role of local Governments in GROW implementation. • Relationship between CUFs, Women Platforms and local governments • Management of District level grievances by local governments	• Physical e meetings - minutes of meetings to be prepared and signed • Written and telephone communication	MGLSD PIT	PSFU PIT	• Quarterly meetings • Adhoc as and when needed • Telephone communication
15	Ministry of Water and Environment (MWE) and its agencies namely, NEMA and NWSC	• Water and sanitation services for CUFs • GROW compliance with National environment policies and laws	• Physical meetings - minutes of meetings to be prepared and signed • Written communication • Telephone communication	MGSD PIT	PSFU PIT	• At the start of project implementation • At the start of planning for CUFs • At the start of every subproject

S/N	Stakeholder	Topic (s) of Engagement	Engagement Methods	Responsibility [11]		Time Frame
				Lead	Partners	
						that required an ESIA • Continuous engagements throughout project implementation
16	Ministry of Trade, Industry and Cooperatives	• Policy initiatives to strengthen women entrepreneurs including monitoring and evaluating their performance	• Physical meetings - minutes of meetings to be prepared and signed • Written communications • Telephone communication	MGLSD PIT	PSFU PIT	• Quarterly meeting • Continuous engagement throughout project implementation
17	Ugandan Investment Authority	• Collaboration on the establishment of GROW CUFs in industrial Parks established or to be established by UIA.	• Physical meetings - minutes of meetings to be prepared and signed • Written communication • Telephone communication	MGLSD PIT	PSFU PIT	• At the of project implementation • Through planning, construction and handover of CUFs • Continuous engagement throughout project implementation

S/N	Stakeholder	Topic (s) of Engagement	Engagement Methods	Responsibility [11]		Time Frame
				Lead	Partners	
18	Ministry of Tourism Wild life and Antiquities	• GROW compliance with cultural heritage requirements and the CFPr under the Historical Monuments Act, 1968	• Physical meetings - minutes of meetings to be prepared and signed • Written communication • Telephone communication	MGLSD PIT	PSFU PIT	• Throughout planning, construction and handover of CUFs
19	District and Urban Local Governments Leaders (Political and Technical)	• Stakeholder engagement including community mobilisation and sensitization by local governments to address social -cultural drivers of GBV and gender inequality • Coordination of GROW at district level including how Women Platforms will relate with local governments and management of E & S risks and impacts	• Physical meetings- minutes of meetings to be prepared and signed • Virtual engagements, • Written communications • Information briefs given to district technical and political leaders to ease their mobilisation and coordination • Project progress and monitoring reports shared with districts	MGLSD	• PSFU • OPM Refugees Dept., • MLG	• Project launch at district/ regional level at the start of implementation • Copies of overall project quarterly progress and monitoring reports shared • Quarterly meetings • Copies of quarterly district monitoring reports • Continuous engagement throughout project implementation

S/N	Stakeholder	Topic (s) of Engagement	Engagement Methods	Responsibility [11]		Time Frame
				Lead	Partners	
		• Grievance management at district level				
20	UNHCR	• Existing programmes and mechanisms for supporting refugee WE and managing grievances and how GROW project can leverage them.	• Physical and virtual meetings - minutes of meetings to be prepared and signed • Progress reports • Other written communications	MGLSD, PS/MGLSD PIT	• PSFU • OPM • MLG	• Invited to project launch at the start of project implementation. • Quarterly meetings • Quarterly project progress reports • Continuous engagement throughout project implementation
21	Other UN family members including UN Women, UNDP and UNFPA	• How GROW may benefit from lessons from similar women economic empowerment programmes run by some UN family members • How GROW may benefit from lessons learned by the UN	• Physical and virtual meetings - minutes of meetings to be prepared and signed • Written communication	MGLSD, PS/MGLSD PIT	• OPM • PSFU PIT	• Invited to project launch at the start of project implementation. • Quarterly meetings • Continuous engagement throughout project implementation

S/N	Stakeholder	Topic (s) of Engagement	Engagement Methods	Responsibility [11]		Time Frame
				Lead	Partners	
		family on addressing gender inequality, preventing and responding to GBV generally and specifically in relation to women economic empowerment.				
22	Non state actors - NGOs, FBOs, Private Sector Umbrella Organizations, etc.	• Mobilisation of and support to VMGs of Women entrepreneurs to benefit from the project. • Lessons from similar programmes implemented by non state actors • How the watchdog role of some non state actors can be of benefit to GROW	• Physical meetings - minutes of meetings to be prepared and signed • Virtual engagements, • Written communications such as summary of GROW progress • Information briefs on GROW to ease their mobilisation of women entrepreneurs they represent	MGLSD PIT	• PSFU • OPM • MLG • DLGs	• Invite them to project launch at national and regional levels at the start of project implementation. • Continuous engagements throughout project implementation
23	The Media	• Use of the Media to promote GROW and to reach project stakeholders with accurate and timely	• Physical meetings - minutes of meetings to be prepared and signed • Virtual engagements,	MGLSD PIT Communication team	OPM PSFU PIT	• Press coverage during project launch

S/N	Stakeholder	Topic (s) of Engagement	Engagement Methods	Responsibility [11]		Time Frame
				Lead	Partners	
		information about the project. • How to keep Media houses informed and updated on the project	• Radio/TV talk shows • Written communications such as summary of GROW progress • Information briefs on GROW to ease their mobilisation of women entrepreneurs and other stakeholders.			• Quarterly meetings with media houses. • Quarterly articles in leading newspapers. • Monthly TV and radio talk shoes • Continuous engagement throughout project implementation.

3.8.1 Consultations with project affected communities/people

The project affected communities likely to be affected by the GROW Project positively or negatively will be consulted to inform project design and establish the nature of impacts and possible mitigation measures, this will be done through the continuous stakeholder engagement exercise (Table 8). Information generated from this process will be integrated into the GROW design documentation, ESMP, Grievances Management Strategy, Stakeholder Engagement Plan, as appropriate. The planned consultations will combine discussion of the project priorities, scope and implementation arrangements. The same categories of the stakeholders will be targeted for full disclosure at onset of the project implementation.

Table 9: Stakeholder groups likely to be affected

Stakeholder	Interest/Targeted inputs	Target	Venue, time and preferred language	Specific needs	Notification method
Vulnerable and Marginalized Groups (IK, Tepeth, Batwa and Benet)	Need to carry out consultations with VMGs through their leaders and representatives. To promote effective project design, to build local project support or ownership, and to reduce the risk of project-related delays or controversies, MGLSD will undertake an engagement process with affected Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities, as required in ESS10 i.e. have meaningful consultation with the affected VMGs' communities during project preparation as well as implementation stage to inform them about the project, to fully identify their views, to obtain their broad community support to the project, and to develop project design and safeguard instruments. FPIC guidelines will be followed when there is land take in these areas with communities under ESS7 are found.	All VMG Communities	Within their community gathering areas selected by the VMGs.	Short and concise messages Graphic/visual illustrations for the engagement	Physical engagements, FGDs, public consultations
Communities around project areas that deal with	Need to be adequately informed and consulted about subproject's environmental and social	Members of the community,	Community town halls, common area selected by	Short and concise messages	Physical engagements, public Consultation meetings

Stakeholder	Interest/Targeted inputs	Target	Venue, time and preferred language	Specific needs	Notification method
small and micro enterprises.	aspects and design and take their views into account. Initiate consultations as early as possible, and for meaningful consultations provide relevant material in a timely manner prior to consultation, in a form and language that are understandable and accessible to the groups being consulted.	community leaders	community members	Graphic/visual illustrations for the engagement	
Vulnerable and Disadvantaged Individuals or Groups (such as women groups, youth, refugee women, PLWDs, Blind and illiterate)	Need to be adequately informed and consulted about subproject's environmental and social aspects and design and take their views into account. Initiate consultations as early as possible, and for meaningful consultations provide relevant material in a timely manner prior to consultation, in a form and language that are understandable and accessible to the groups being consulted. Assess possible /potential impact of GROW project to these groups Capture the perceptions of these groups about business establishment	Cultural and community leaders,	Community/village town halls	Logistical needs to attend meeting	Physical engagements, public Consultation meetings

3.8.2 Consultations with Vulnerable and Disadvantaged Individuals or Groups

The GROW Project will also target the vulnerable groups and these disadvantaged or vulnerable individuals or groups, often do not have a voice to express their concerns or understand the impacts of a project. The World Bank ESF defines disadvantaged or vulnerable as those who may be more likely to be adversely affected by the project impacts and/or more limited than others in their ability to take advantage of a project's benefits. Such an individual/group is also more likely to be excluded from/unable to participate fully in the mainstream consultation process and as such may require specific measures and/or assistance to do so. This will take into account considerations relating to age, including the elderly and minors, and including in circumstances where they may be separated from their family, the community or other individuals upon which they depend.

Vulnerable or disadvantaged individuals or groups can thus be:

- Female-headed households, who may be impaired from accessing information because they are disproportionally impacted by poverty, access to resources or lack of voice in the community, or because they have limited time to participate because of their activities and various commitments but could be adversely impacted by Project activities such as workers' influx.
- Elderly people, who may be impaired from accessing information, maybe because they are incapacitated to read, to hear or to walk, or because they live alone and at a distance that prevent them from accessing information available in public places or near the sub-project sites, even though they might be adversely impacted by construction activities such as noise.
- People with disability who may also be impaired from accessing information and yet be adversely impacted by Project activities if for instance these generate obstruction works on a road which would adversely impact people using wheelchairs or visually impaired persons;
- Youth and children, whose views may not be listened to but who may be adversely impacted by Project activities such as increased traffic or community health and safety impacts; and
- Households deemed to reside below the poverty lines, or whose income is significantly lower than the average income of their surrounding communities, that may be affected by the Project and therefore their income status could be further impacted.
- People living with chronic illnesses such as PLHIV

3.8.3 Identification of Vulnerable / Disadvantaged Stakeholders

Communities will express their interest in participating in the GROW project through an application process following terms and conditions stipulated in the GROW project including environment and social assessment set out to meet the recommended criterion and targeted applicants based on the ESF standards and other ES safeguards standards. Once the selection criteria at district and sub county levels for the different enterprises from various eligible communities is completed, these communities will be invited and involved in the Project disclosure and consultations process, specifying potential support or resources that may help involve them in the Project. This identification will be further refined as the Project progresses. The table below presents an example of how the potential vulnerable or disadvantaged individuals or groups identified within each short-listed community can be involved in the Project disclosure and consultations.

Table 10: Potential vulnerable or disadvantaged individuals or groups identified

Community	Stakeholder group that include; vulnerable women, youth, refugees, PLWDs. Blind and illiterate women, ethnic minorities	Key characteristics	Language needs	Preferred notification means	Specific needs
Identified Community	Female-headed households (widows, divorced, separated)	Approximately x households out of y; z children	Local language commonly used in project area	Posters in strategic areas in the community, visit with civil society representative or Project focal point from Area local leader (preferably woman representative)	Logistical needs to attend meeting
	Elderly/ elderly households	Establish number of households	Local language commonly used in	Visit with translator and civil society representative or Project focal	Graphic/visual illustrations for the engagement

Community	Stakeholder group that include; vulnerable women, youth, refugees, PLWDs. Blind and illiterate women, ethnic minorities	Key characteristics	Language needs	Preferred notification means	Specific needs
			project area	points from Area local leader (one man, one woman)	Refreshment and meals
	Youth, women and PWDs	Establish number of youth and women in the community	Local language commonly used in project area and English	Written information such as flyers, fact sheets and posters in strategic areas in the community,	Short and concise messages Graphic/visual illustrations for the engagement

3.8.4 Taking into Account Vulnerable / Marginalized Stakeholders

MGLSD together with the PSFU undertaking the Project, NGOs/CSOs in the project areas, the contractors or sub-contractors as well as consultants should make sure their representatives understand who the vulnerable and marginalized individuals or groups may be to adapt their communication approaches and the Project design and planning accordingly. Additionally, if there are no organizations active in the project area that work with vulnerable groups, the team will liaise with contact personnel such as cultural or religious leaders or elders, who may be more aware of marginalized groups and how best to communicate with them. Vulnerable Groups include hunter-gatherer communities, pastoralist and agro-pastoralist communities which in this project include groups like Ik/Teuso of Kabong, Batwa, Tepeth, the Benet of Mt. Elgon. The Vulnerable and Marginalized Group Plan (VMGP) that will be prepared alongside this SEP is to be a guide for fully engaging Vulnerable and Marginalized Groups Communities in specific plans that will be developed during the implementation of GROW project at the community level. Therefore, the implementation of the VMGPs in the Project will help the VMGs to create important opportunities for improving their quality of life and wellbeing. The Program will have potential benefits to Vulnerable Groups with minor negative impacts of less significance and magnitude. The Program is aimed at maintaining and strengthening positive outcomes and mitigating negative impacts.

The GROW Project Implementation Team (PIT) will establish a monitoring system involving mainly GROW staff at national, as well as at district, sub-county and community levels to ensure effective implementation of VMGPs at all levels. The Grievance Redress Mechanism is to provide a formal channel for community members to air grievances and to improve performance and provide a high level of accountability. VMGs within the communities affected by the project will be further confirmed and consulted during Environmental and Social Assessment preparation and Resettlement Action Plans (if any) through dedicated means, as appropriate.

4 GRIEVANCE REDRESS MECHANISM

4.1 What is a Grievance?

Under GROW, a grievance is defined as a complaint, an issue, concern, problem, dispute or claim (perceived or actual) that an individual, community, group or institution wants project proponents (in this case MGLSD and PSFU), contractors, service providers to address, redress or resolve at any time of the project implementation until one year after project or a sub-project closer.

4.2 What is a Grievance Redress Mechanism?

A Grievance Redress Mechanism (GRM) is a system or set of structures, procedures or processes by which complaints, queries or clarifications about a project are reported, received, attended to and feedback provided.

One of the components of the GRM is the Grievances Redress Committee (GRC) which comprises individuals with the specific task of analyzing grievances to provide a solution or recommend a referral.

The World Bank ESF, ESS 10 requires that concerns and grievances of project-affected parties related to the environmental and social performance should be addressed and responded to by the developer/project proponent in a timely manner. Additionally, ESS 7 emphasizes that grievance mechanism should be culturally appropriate and accessible to affected Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities and takes into account the availability of judicial recourse and customary dispute settlement mechanisms among Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities.

4.3 The GROW Project GRM

4.3.1 Principles of the GROW Project GRM

a. **Appropriateness and Proportionality:** It should be proportional to the level of environmental and social risk and the expected number and complexity of grievances or complaints about the project
b. **Legitimacy and independence:** The mechanism should be clear, transparent, with sufficiently independent governance structures to ensure that there is no bias or interference and that the process can be conducted fairly with respect to all parties
c. **Fairness and objectivity:** There should be no bias in discussing and resolving grievances

d. **Simplicity and accessibility:** There should be an easy procedure for lodging grievances and the office for lodging grievances should be accessible.
e. **Responsiveness, effectiveness and efficiency:** It should be quick to resolve grievances
f. **Upholds the survivor centred approach (SCA):** GBV including SVAC survivors (complainants) should be supported to access the Minimum Package of Services (MPS)S delivered in accordance with principles of the SCA
g. **Participation and inclusion:** Listen to the complainants, support the voiceless and marginalised to lodge grievances and take into account their vulnerabilities in resolving such grievances
h. **Non-Retaliation:** Complainants should not face any sanction or other negative consequences for lodging grievances.
i. **Partnerships:** There be should be well established working arrangements with different entities which are important for managing different types of grievances including complex and sensitive ones such as SEA and SH.

4.3.2 Objectives the GRM

The objectives of GROW Grievance Redress Mechanism are to:

i. Receive and resolve project related grievances in the most effective and efficient manner
ii. Build trust between the project and the stakeholders including communities in general
iii. Provide feedback to project affected persons on resolution of their grievances.
iv. Use grievances as feedback for improving project implementation arrangements

4.3.3 Scope of the GRM

The GRM will handle all complaints arising from the activities of the proposed Project as well as the losses and damages caused by technical/construction works, and any direct or indirect adverse environmental and social impacts. The GRM will be established prior to implementation and will remain operational for the duration of the project. The project will continue to strengthen and revise the Grievance Redress Mechanism (GRM) through the appropriate institutional structures for Project management at national, district and community levels.

4.3.4 Anticipated Grievances

Anticipated grievances include those related to:

- Grant and loan applications not selected for funding
- Delayed disbursement of approved grant and loan funds
- Cancellation of approved grants and loans

- Grievances related bank charges levied by PFIs
- Applicants not selected for training or skilling and social exclusion in general
- Workers of contractors not paying for goods and services supplied by community members
- Poor pay and other unsatisfactory working conditions for workers employed by contractors
- Community members not being employed by contractors
- GBV and other related grievances triggered by economic empowerment of women
- Sexual harassment as women seek to access project benefits
- Sexual violence against children (SVAC) and other violations children's rights such as child labour, school absenteeism and school dropout.
- Grievances related to accidents and injuries
- Damage to community infrastructure
- Recent change of asset ownership;
- Crop damage;
- Family wrangles;
- Noise pollution;
- Waste Management;
- Wrongly recorded personal or community details;
- Wrongly recorded assets including land details and/or affected land area/crops;
- Recent change of asset ownership;
- Incorrect computation of compensation; and
- Names missed out of RAP register, and
- Dissatisfaction with outcomes of GRM processes

4.3.5 Responsibility for Grievance Management

As is the case with stakeholder engagement, MGLSD PIU in collaboration with PSFU PIU supported by their safeguard's teams, will have overall strategic responsibility for management of grievances under the project. The MGLSD PIU Social Development Specialist supported by PSFU PIU Social Development Specialist will support other entities to put in place GRM structures. The support will include training grievance management.

In execution of its responsibility, the MGLSD and PSFU PIU supported by their E & S teams will establish the overall program wide GRM for the GROW project prior to implementation of activities and, and prior to project effectiveness and thereafter maintain and operate the mechanism throughout Project implementation. The role of MGLSD and PSFU in grievance management will include supporting other entities that will take part in implementing GROW to establish GRMs. The GRM system at different levels will be established as part of preparation of the SEP. To the extent possible, existing systems and structures for managing grievances will be used for the same purpose under GROW. Orientation on management of GROW related grievances will however be done by MGLSD and PSFU PIU safeguards teams.

4.3.6 Tiers of GROW Project GRM

GROW project has diverse implementers each will have a role in grievance management. GROW project will therefore not have a **single spine** GRM. The Tiers of GROW Project GRM/GRC are as follows:

i) **Tier 1:** This is the **village level** and comprises the LC 1 Executive as the GRC. Where necessary, it will co-opt other members when handling GROW related grievances. This level may address complaints such as non-criminal complaints of GBV that may be reported by a woman entrepreneur because receiving funding from GROW. Others relate to grantee and loanee operations and the behavior of workers of contractors. Grievances at this level will be resolved within 15 working days of lodging the grievance and during this time frame, a written response will be given to the complainant. The complainant may appeal if not satisfied with the decision of the GRC.

ii) **Tier 2:** This is at the **Parish level**. The Parish Development Committee (PDC) under the Parish Development Model (PDM) will be the GRC for GROW at this level. The PDC comprises the following members who shall be elected by communities in accordance with PDM guidelines:

- LCII Chairperson – Chairperson (1)
- Parish Chief-Secretary (1)
- Members of the parish executives holding the following portfolios (6): Secretary for Production & Environment, Secretary for Information Representatives of the special interest group in the executive (Youth, PWD, Women)
- CSOs, NGOs, CBOs (I)
- Opinion Leaders (Male and Female) such as retired civil servants (2)
- Business/Private Sector Representatives (1)
- Chairpersons LC1 Per Parish (TBD)

This Tier will receive appeals from Tier 1 but may also be the GRC of first instance for lodging grievances. Grievances at this level will be resolved within 15 working days of lodging the grievance and during this time frame, a written response will be given to the complainant. The complainant may appeal if not satisfied with the decision of the GRC.

iii) **Tier 3:** This is at the **Subcounty Level**. The GRC will be the technical team of public servants chaired by the Subcounty chief and the Community Development Officer performing the role of Focal Person for grievances and secretary to the GRC. It may co-opt other relevant community members when handing GROW related matters including grievances. This Tier will receive appeals from Tier 2 but may also be the GRC of first instance for lodging grievances. Grievances at this level will be resolved within 15 working days of lodging the grievance and during this time frame, a written response will be given to the complainant.

The complainant may appeal if not satisfied with the decision of the GRC. Refer to the UWEP grievance management at this which GROW will adopt.

iv) **Tier 4:** This is at the **district level**. The District Technical Planning Committee (DTPC) chaired by CAO will be Tier 4 GRC for GROW. The DCDO will be the Focal Person for grievances and secretary to the GRC. The Members of the DTPC include: the DCDO, District Health Officer, Labour Officer, Production Officer, Land Officer, Natural Resources Officer, Commercial Officer, Gender Officer, Probation and Welfare Officer, Culture Officer, and District Planner. This Tier will receive appeals from Tier 3 but may also be the GRC of first instance for lodging grievances. Grievances at this level will be resolved within 20 working days of lodging the grievance and during this time frame, a written response will be given to the complainant. The complainant may appeal to **Tier 5 at MGLSD** if not satisfied with the decision of the GRC.

v) **Tier 5:** MGLSD and PSFU will establish a GRC at the national level (MGLSD). This will be the GRC of first instance for reporting grievances related to direct actions, inactions or decisions of project management structurers at MGLSD and PSFU PITs. Such grievances include grant award decisions under subcomponent 2 A, award of skilling contracts under sub component 1C. In addition, this tier will be the last referral point for all grievances initially handled at other levels before complainants choose to go to court if not satisfied with the decision of the MGLDF/PSFU GRC. MGLSD and PSFU Social Development Specialists will be the Focal Persons for grievances. The GRC will comprise:

   a. **MGLSD and PSFU PITs:** Senior Technical members of MGLSD and PSFU PITs (Project Management Team) led by the National Project Coordinator (MGLSD), the Project Coordinator (PSFU) and comprising the Environmental Specialists, Social Development Specialists, Gender Specialists, Financial Management Specialists, Monitoring and Evaluation Specialists, Construction Engineer, Grants Specialists, Skills Development Specialists and Work Based Leaning Specialists among others will constitute a GRC to receive and resolve grievances within the mandate of the PITs and refer others as appropriate . MGLSD and PSFU PITs will hold joint GRC meetings where necessary but may also convene separate meetings where the grievances specifically relate to the mandate of each entity (MGLSD or PSFU) and a joint meeting is not necessary. The MGLSD and PSFU PITs (GRC) will resolve grievances within 30 working days of lodging the grievance and within this time frame, written communication given to the complainant. Complainants not satisfied with decisions of MGLSD and PSFU PITs (GRC) may appeal to the PTC.

   b. **The PTC:** The ToR for the PTC will include functioning as the GRC for the project. The PTC will be the GRC of first instance for some grievances but will also be a referral point for others such as those from MGLSD and PSFU PITs, PFIs, local governments, contractors, etc. The PTC will hold meetings as and when necessary to attend to grievances. It may form subcommittees that include technical officers from MGLSD

and PSFU among other entities, for the purpose of assisting in resolving grievances. The PTC will resolve grievances within 30 working days of lodging the grievance and within this time frame, its decision will be communicated to the complainant by GROW Project Coordinator or Deputy Project Coordinator (PSFU PIU) if the grievances relate to sub-components IC, 2B and 2C. Complainants not satisfied with decisions of the PTC may appeal to the PSC.

c. **The PSC:** The ToR for the PSC will include functioning as the final GROW project GRC. It will attend to grievances on referral (by PTC) or appeal against decisions of the PTC by complainants. The PSC will hold meetings as and when necessary to attend to grievances. It may form subcommittees that include technical officers from MGLSD and PSFU among other entities, for the purpose of assisting in resolving grievances. The PSC will resolve grievances within 30 working days of lodging the grievance and within this time frame, its decisions will be communicated to the complainant by GROW Project Coordinator or Deputy Project Coordinator (PSFU PIU) if they relate to sub components IC,2B and 2C. Complainants not satisfied with decisions of the PSC may seek legal redress through courts of law.

4.4 Other Entities to Establish GRMs/GRCs

Other entities that will participate in GROW implementation will also establish structures (GRMs/GRCs) for receiving and resolving grievances related to their GROW project funded operations. The principle is that, to the extent possible, the entity whose, actions, inactions or decisions triggered the grievance, should be given the first opportunity to resolve the grievance. The tier 1-5 GRM system should come into play only when the issue is beyond the capacity or mandate of the entity GRM or the complainant is not satisfied with the decision of the entity GRM. This saves time lost in managing simple grievances and promotes harmony between the entity and the community or stakeholders. Principle of appropriateness and proportionality will be followed in establishing the GRMs/GRCs. To the extent possible, existing structurers or offices of the entity should serve as the GRM/GRC.

4.4.1 Makerere University Business School

Expected GRM/ GRC level of first instance[14] for grievances related to MUBS responsibilities in executing tasks under subcomponent 1B. The GRM/GRC will be put in place or elaborated before executing the assigned tasks. Grievances will be resolved within 15 working days of being lodged and a written response given to the complainant within this time frame. Complainants not satisfied with the decision of the GRC, may appeal to one of the tiers, 1-4 as appropriate (the course will be held in the community- or as close as possible to the women entrepreneurs). The grievance may be escalated to Tier 5 as part of the appeal or referral process.

[14] For different reasons, complainants may choose another level of the GRM/GRC for reporting grievances.

4.4.2 Participating Financial Intermediaries (PFIs)

Expected GRM/C level of first instance for grievances about PFIs actions, inactions or decisions related to subcomponents 2B and 2C. The GRM/GRC, which will be part of the P FI ESMS will be put in place before inviting applications for loans ang grants by PFIs. Grievances will be resolved within 15 working days of being lodged and a written response given to the complainant within this time frame. Complainants including refugee complainants not satisfied with the decision of the PFI GRC may appeal to tier 5 GRM at MGLSD. The PFI GRC may also refer the grievance to Tier 5.

4.4.3 Providers of Trade /Sector Specific Skilling

Institutions to provide sector /trade specific skills under sub component I C will also put in place GRMs/GRCs as points of first instance for lodging grievances about the skilling by beneficiaries and other parties who may be adversely affected by the skilling activities. Grievances will be resolved within 15 working days of being lodged and a written response given to the complainant within this time frame. Complainant not satisfied with the decision of the GRM/GRC may appeal to tier 1-4 as appropriate or as advised by the Institution or any other party. The Institutions may also refer the grievance to Tiers 1- 4 as appropriate. The grievance may be escalated to Tier 5 as part of the appeal or referral process.

4.4.4 Hosting Organizations for Work Based Leaning

Hosting Organizations under sub-component I D will put in place GRMs/GRCs to be the point of first instance for lodging grievances. Grievances may be about or by beneficiaries of the Work Based Leaning Programme. The GRM/GRC will be part of the criteria for selecting hosting organocations by MGLSD with PSFU technical support. This may include the procedure for reporting and managing sexual harassment grievances. Grievances will be resolved within 15 working days of being lodged and a written response given to the complainant within this time frame. Complainant not satisfied with the decision of the GRM/GRC may appeal to tier 1-4 as appropriate or as advised by the Hosting Organization or any other party. The Hosting organization may also refer the grievance to Tiers 1- 4 as appropriate. The grievance may be escalated to Tier 5 as part of the appeal or referral process.

4.4.5 Grantees and Loanees

Expected GRM/C level of first instance for grievances related to their sub project activities as they implement them. The GRM/GRC will be put in place before signing the agreement for loans and grants with PFIs or MGLSD. Grievances will be resolved within 15 working days of being lodged and a written response given to the complainant within this time frame. Complainant not satisfied with the decision of the GRC may appeal to tier 1-4 as appropriate or as advised by the grantee, loanee or any other party. Grantees and loanees may also refer the grievance to Tiers

1- 4 as appropriate. The grievance may be escalated to Tier 5 as part of the appeal or referral process.

4.4.6 Refugee Hosting Districts (RHD) and Refugee Resettlements

i) **Existing Structures to be Used:** All GROW project related grievances in the 15 Refugee Hosting districts (RHD) will be managed through existing GRM structures in Refugee Resettlements or the host community or district as explained below.

ii) **GRM Outside the Refugee Resettlement:** All GROW project related grievances outside the Refugee Resettlement, will be managed through the Host District GRM, tiers 1- 4 as appropriate (see above) with possible escalation to tier 5 through referral or appeal. The management of project related grievances where a refugee is the complainant or the one being complained about, will be managed in consultation with the relevant Refugee Resettlement Commandant (refugees are allowed to take part in various activities such as employment and business outside of the Refugee Resettlement).

iii) **GRM in the Refugee Resettlement:** Where grievances related to GROW funded activities of refugee women entrepreneurs are localized within the Refugee Resettlement, existing mechanisms within the Refugee Resettlement, namely, the Refugee Welfare Committee (RWC) will be used to address the grievances. This Committee already handles issues such as non-criminal GBV by or against refugees within Refugee Resettlement.

iv) **Composition of the Refugee Welfare Committee:** The 11 member RWC is constituted through an election and comprises:
   a) A Chairperson
   b) Vice Chairperson (Woman)
   c) General Secretary
   d) Publicity
   e) Women Affairs
   f) Health
   g) Education
   h) Production
   i) Security
   j) Youth
   k) Persons with Special Needs (PSN) such as PWD

v) **Tiers of the RWC:** The RWC has three tiers, 1-3. Issues that cannot be handed at tier 1 are escalated to tier 2 and those that cannot be handled at tier 2 are rescaled to tier 3.

Those that cannot be handed at tier 3 will be escalated to the Refugee Department of OPM.

vi) **Time Frame for Resolving Grievances by RWCs and OPM:** At tiers 1-3 of the RWC, GROW related grievances will be resolved within 15 working days of being lodged and a written response given to the complainant within this time frame. Complainant not satisfied with the decision of any level of the RWC (GRC) may appeal to the next level RWC (GRC). At OPM level, grievances will be resolved within 30 working days of being lodged and a written response given to the complainant within this time frame. At all levels of the RWC, consultation with relevant MDAs including local government departments will be undertaken in resolving grievances as is the case with other issues handed by RWCs. UNHCR will also be consulted, especially by OPM, where necessary.

vii) **Referral to MGLSD-PSFU GRM/GRC:** Complainants not satisfied with the decision of the OPM Refugee Department may appeal to MGLSD-PSFU GRM/GRC. Grievances on referral or appeal from OPM, will be resolved within 30 working days of being lodged and a written response given to the complainant within this time frame. Complainant not satisfied with the decision of MGLSD -PSFU GRM/GRC may seek legal redress through courts of law.

viii) **Orientation of RWCs:** RWCs will be oriented on GROW including environmental and social risks and impacts associated with the project, potential grievances and the mitigation measures. The orientation will be done by MGJSD and PSFU PIT Social Safeguards teams at the commencement of GROW project.

4.4.7 Contractors

Contractors such as those who will be engaged for works under component 3 will put in place a mechanism for managing workers' grievances and grievances of other stakeholders related to their activities such as damage to community infrastructure. This is expected to be the GRM of first instance for reporting and managing such grievances. The GRM will be put in place before contract commencement. The workers Committee (GRM/GRC) which will be separate from the community GRM will be put in place as soon as workers report to site (election of members of Workers' GRC). The structure and procedures of the workers' GRM will however be elaborated in the Contractor's Labour Management Plan to be approved by MGLSD/PSFU and World Bank before commencement of works.

Grievances will be resolved within 15 working days of being lodged and a written response given to the complainant within this time frame. Complainants not satisfied with the decision of the Contractor's GRC may appeal to the District GRM/GRC, Tiers 1-4 as appropriate or as advised by

the Contractor or any other party. The grievance may ultimately be escalated to Tier 5 as part of the appeal or referral process.

4.5 The Grievance Value Chain

At each GRM/GRC tier or entity, the management of grievances will be a two-stage process.

a) The first stage will involve the following main steps:
   i. Uptake of grievances;
   ii. Screening of grievances; and
   iii. The GRC Hearing Procedure.
b) The second stage will involve the following steps:
   i. Implementing the agreed actions to resolve the grievance
   ii. Closure of grievances;
   iii. Grievance monitoring data base, and
   iv. Feedback to complainants and other stake

The steps above are detailed below.

4.5.1 Uptake of Grievances

Any aggrieved party may lodge a grievance or complaint. The Focal Person will receive grievances and complaints by email, telephone, letter, WhatsApp or walk in and assess them to determine if they are related to GROW and within the mandate of the GRC/GRC tier or Entity. Grievances not related to GROW will not be received but guidance will be provided to "complainants".

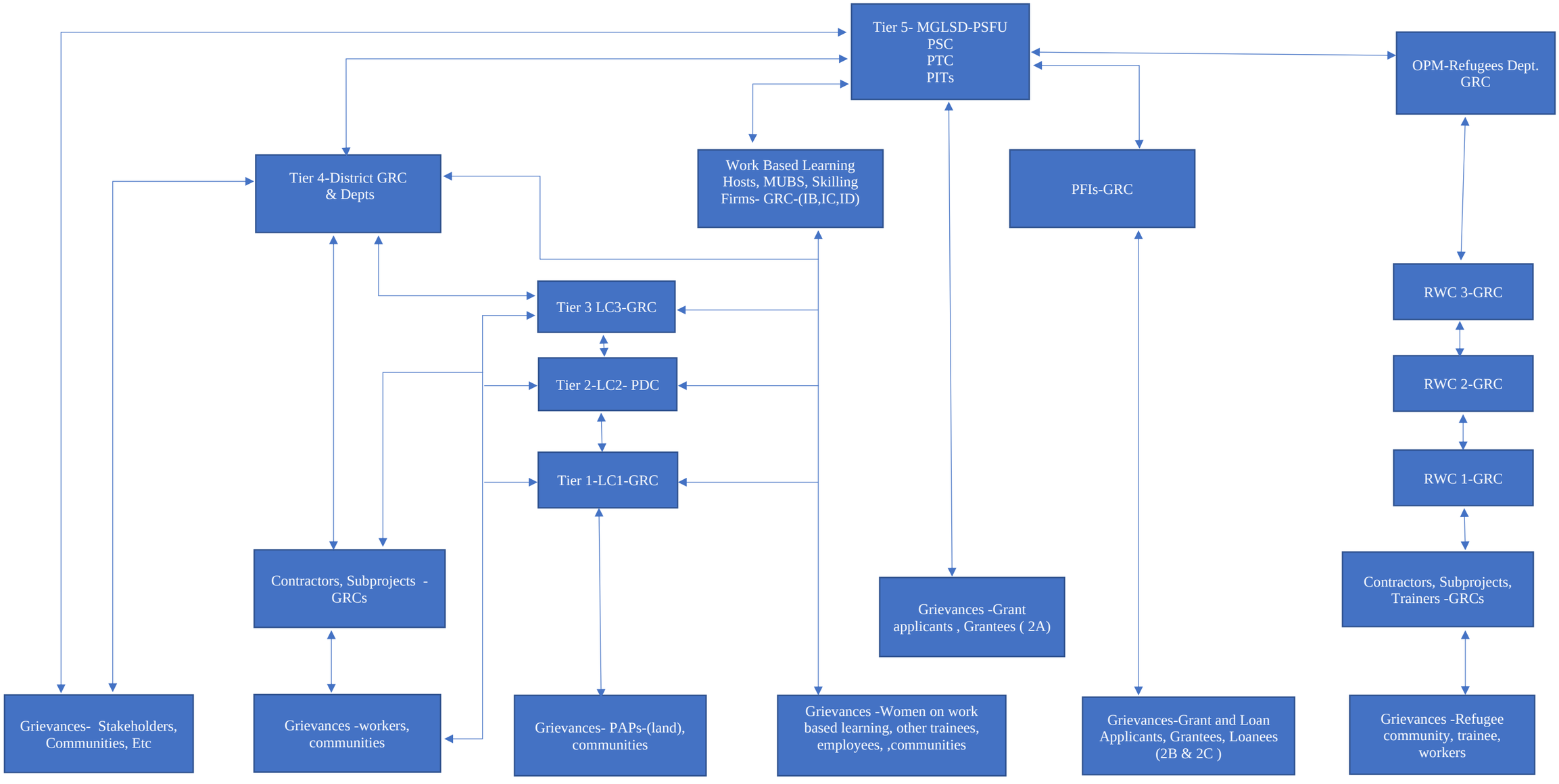
For written grievances, the complainant who can read and write will complete a grievance registration form (See Annex 1) that will be available at designated places or offices, sites at community (village or parish), sub-county, district and national levels, district land offices, Project/MGLSD website(s), and in implementing entities offices. An example of a grievance log has been provided under this Stakeholder Engagement Plan (See Annex 2). Details of grievances or complaints logged verbally will be captured as per the particulars of the grievance log.

The Grievance Officer/Focal Person for grievances will review the received grievances and record them in a Grievance Register. To simplify the process of lodging a grievance, a variety of grievance log-in-channels will be used, such as a dedicated phone number, websites, e-mails, in-person, anonymous, suggestion box, among others.

A copy of the logged grievance will be signed by aggrieved person and the Grievance Officer/Focal Person for Grievances.

See Figure 3 below.

Figure 3: Uptake and Referral of Grievances under Grow Project



4.5.2 Grievance Screening

All grievances will be screened by the F0cal Person for Grievances for to ensure they are appropriately managed. This includes being channelled to the right offices. Some grievances may be resolved and responded to without a meeting of the GRC by the responsible action officers while others may need to be referred to other tiers of the GRM. Information needs for resolving grievances and the need to work with other partners in resolving different grievances will also be determined at this stage. The urgency of addressing different grievances will also be assessed. This will determine which grievances will be attended to first, keeping in mind the maximum time frame for addressing all grievances received.

4.5.3 The Grievance Resolution Process

Once a grievance has been logged and screeded, the GRC will be engaged to define a solution to the grievance. The GRC at all levels will be fair, objective, transparent and gender sensitive is resolving grievances. Retaliation of any kind against a complainant will not be tolerated. Where necessary, confidentiality will be observed especially when requested by the complainant even at the time of submitting a grievance or complaint to the Focal Person or any other entry point selected by the complainant. Anonymous grievances will therefore also be investigated by the GRC and appropriate action taken. Internal procedures of the GRC include but are not limited to reviewing reports and other relevant documents and interacting with the complainant and other parties who may assist the process of finding a solution. Where necessary, the GRC will consult with district officials other Government Ministries, Department and Agencies (MDAs) to ensure a well-informed decision is made. For each grievance, the GRC will determine whether additional investigations are warranted. If so, additional information will be collected before the next GRC meeting

The GRC members prepare and sign the minutes on the meeting which include their actions for resolving the grievance. The GRC through the appropriate office will communicate the decision of the GRC to the complainant within the stipulated time frame upon receipt of the grievance **(refer to GRM Tiers and Entity GRM/GRCs)**

4.5.4 Implementation of the Agreed Actions

The solution to the grievance agreed with the complainant will be implemented. Some actions agreed on may require working with other partners, hence the need to build partnerships with state and non state actors as part of the strategy for managing project related environmental and social risks and adverse impacts. The time frame implementing the agreed actions will depend on the nature of the actions. This should however be done as soon as possible.

4.5.5 Closure of Grievances

A grievance will be considered "resolved" or "closed" when a resolution satisfactory to both parties has been reached and after corrective measures has been successfully implemented. When a proposed solution is agreed between the Project or project implementer and the complainant, the time needed to implement it will depend on the nature of the solution. Once the solution is being implemented or has been implemented to the satisfaction of the complainant, a complaint closure form will be signed by both parties and appropriately witnessed. It will (closure form) state that the complainant considers that his/her grievance is closed. The grievance will then be archived in the Project Grievance database. The Entity may however consider the grievance as closed if all the necessary procedures have been followed even when the complainant has not agreed but has **not lodged an appeal.** Grievances where an appeal has been lodged cannot be considered to be closed.

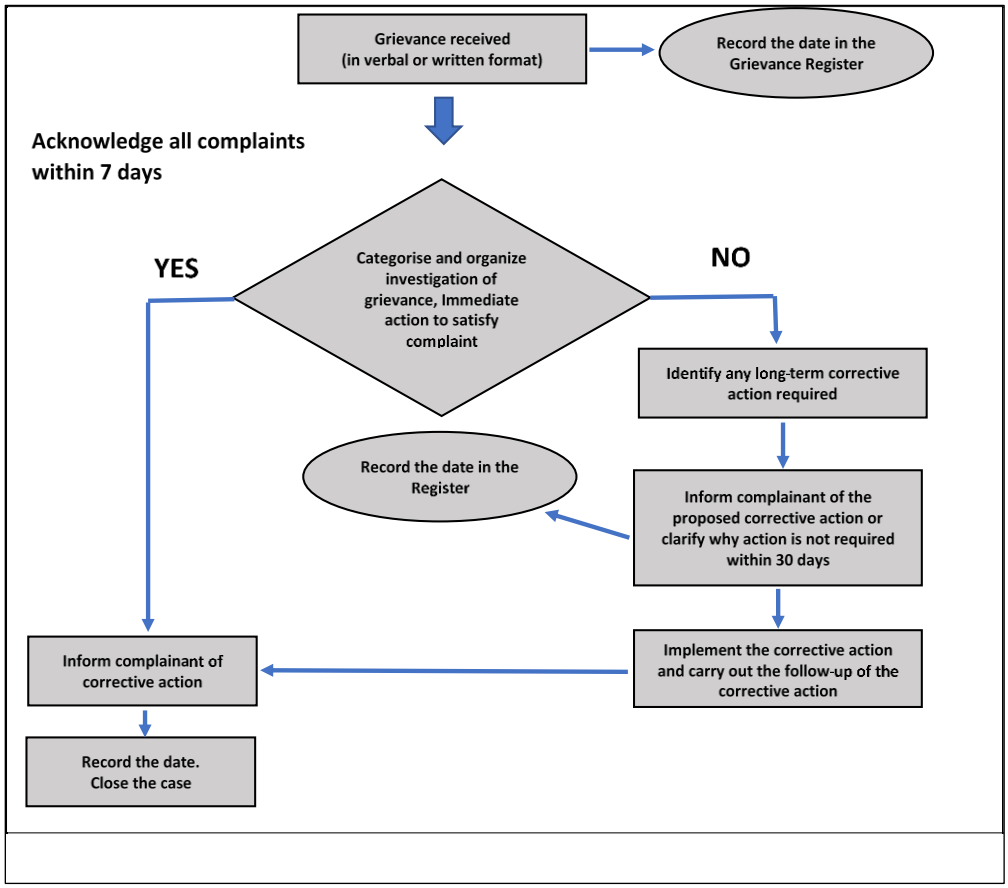


Figure 4: The Process Flow Chart of Grievance Redress Mechanism

4.5.6 Grievances of a Criminal Nature

Grievances of a criminal nature such as SEA will NOT be resolved by the project GRM at any tier or by any entity or implementer but referred to law enforcement agencies of Government such as police. In addition, non-criminal GBV related grievances will be managed in a manner that is

consistent with principles of the **survivor centred approach (SCA).** The SCA also applies to referral of GBV cases of a criminal nature to providers of the minimum package of services (MPS) in the MGLSD GBV Referral pathway. Confidentiality (keeping name and identity of survivor confidential) and survivor self-determination are among the key pillars of the SCA. The MPS includes psychosocial support, medical care, safety/ and security and legal /justice for GBV survivors who on their own will, opt for legal redress. The District Probation and Welfare Officer will be engaged as soon as possible on issues related to violation of children's rights including sexual violence against children (SVAC). The MGLSD and PSFU PIT Safeguard teams will ensure that all GRMS/GRCs are trained in the basics of the SCA as soon as the GRMs/GRCs are put in place.

4.5.7 Grievance Monitoring and Data Base

The Project GRM focal points at all levels will also be responsible for ensuring the GRM is monitored and reported on by all GROW implementers who have established GRM/GRCs. All implementers of GROW including grantees, loanees, contracts and Supervising Consultants where needed, in their monthly monitoring reports, will provide information on grievance management. Grievance monitoring and reporting will also be included in quarterly and annual reports. Indicators for this purpose will be agreed.

MGLSD PIT Social Development Specialist and PSFU PIT Social Development Specialist will work hand in hand with the M & E Specialists at both PITs to ensure effective management of data on grievances. GROW project MIS at MGLSD will have a provision for a grievance database for keeping the record of all grievances. The database will contain the name of the individual or organization lodging a grievance (if confidentiality was not requested by the complainant), the date and nature of the grievance, any follow-up actions taken, the solutions and corrective actions implemented by any relevant party, the outcome and how and when this decision was communicated to the complainant. Codes **(not names)** to be used for GBV survivors who are attended to including those referred to providers of the MPS.

4.5.8 Feedback to complainants and other stake

This will involve the users of the GRM and the public at large being informed about the results of investigations and the actions taken on grievances. This will be done as part of ongoing stakeholder engagement using approaches stated in the stakeholder engagement plan (SEP), following the timelines also stated in the SEP.

4.6 Disclosure of the GRM by MGLSD and PSFU

During SE exercises or meetings organized in each project beneficiary areas at the start of implementation of the project, the Project Team (MGLSD and PSFU PIT Safeguards teams) working with various officials at different levels, will explain to stakeholders, the alternative ways

of lodging grievances and resolving them. The GRM procedures will also be disclosed through the Project's website and will be advertised on billboards/posters in each district/sub-county offices, clearly visible to the public. Information material on GRM will also be made available at different locations in districts/sub-counties, Refugee Resettlements covered by the project.

The GRM will be disclosed as early as possible, with reminders throughout the Project lifecycle. It will be disclosed in a culturally appropriate manner in English and other local languages in respective districts in a format that is understandable to all stakeholders, stating the following specific information:

i) Anyone can raise complaints, grievances, concerns, ask questions or make comments or suggestions related to the Project;
ii) Anyone can contact the GRM focal point using the GRM focal point's contact details provided;
iii) the GRM focal point is responsible for receiving complaints, grievances, concerns, questions, comments, suggestions, and for responding to the person or generally via the Project's website on an anonymous basis;
iv) the GRM focal point will confirm receipt of the complaint, grievance, concern, question, comment, suggestion, either providing a preliminary answer or confirming the expected timing to provide an answer; and
v) by using this grievance mechanism, the complaint, grievance, concern, question, comment, suggestion with respect to GROW Project will be received and every effort will be made to answer the complaint, grievance, concern, question, comment, suggestion and engage with the complainant to mitigate any complaint, grievance, concerns to the extent possible.

Local governments will also be advised on the GRM so that they can communicate the step-by-step process to other project stakeholders.

4.6.1 Disclosure of GRM by Other Implementers

Other entities that will access GROW project funds to implement subprojects or other project activities will also disclose their GRMs/GRCs that will be used to manage grievances related to their subprojects or activities in the subproject or activity area of influence. They will do so as part stakeholder engagement during subproject/activity preparation and before subproject or activity implementation.

4.6.2 World Bank Grievance Redress System

Any Project Affected Person may submit complaints to existing project-level or community level grievance redress committees, through the various grievance redress mechanisms or the World Bank's Grievance Redress Service (GRS). The GRS ensures that complaints received are promptly reviewed in order to address project related issues. Project workers may also submit their complaint to the World Bank's independent Inspection Panel which determines

whether harm occurred, or could occur, as a result of World Bank's non-compliance with its policies and procedures.

Complaints may be submitted at any time after concerns have been brought directly to the World Bank's attention, and Bank Management has been given an opportunity to respond. For information on how to submit complaints to the World Bank's corporate Grievance Redress Service (GRS), please visit *http://www.worldbank.org/en/projectsoperations/products-andservices/grievance-redressservice.* For information on how to submit complaints to the World Bank Inspection Panel, please visit; *www.inspectionpanel.org*.

5 RESPONSIBILITIES FOR IMPLEMENTING THE SEP

5.1 Overall Responsibility

MGLSD has the overall responsibility for oversight over SE for GROW project including development and execution of the SEP. For effective implementation of the SEP, the MGLSD and PSFU PIT safeguards teams will provide support supervision to officers and team leaders who will manage and coordinate all SE activities at different GROW project implementation levels. Additionally, the short-term project Environment and Social Development Consultants hired by MGLSD and PSFU to prepare safeguards documents, will give technical support to the MGLSD and PSFU in the initial period of project implementation and will work in support of MGLSD and PSFU PITs for the GROW project. The consultants will be responsible for undertaking stakeholder engagement at the project initial stages. MGLSD and PSFU will oversee SE during all project phases throughout the project lifecycle.

The PSFU will implement key project interventions as elaborated in the PAD and POM and will play a critical role in liaising with private sector institutions including training providers, banks and entrepreneur associations. The MGLSD in partnership with MLG will play a critical role in ensuring other MDAs including local governments actively support implementation of the project and delivery of the wrap around support to beneficiaries as well as implement the infrastructure and facilities component (Component 3). In addition, MGLSD and MLG will support training and technical assistance for local government staff including community development officers, commercial officers, and production officers. All these initiatives will require a wide range of stakeholder engagement by MGLSD and PSFU.

Project Implementation Team (PIT): To supplement the capacity of MGLSD and PSFU to deliver high-quality interventions to beneficiaries, the project will finance the eligible operational costs of a Project Implementation Team (PIT). MGLSD and PSFU will establish Project Implementation Teams (PITs) drawing on government and technical personnel that will, at a minimum, consist of the following professional staff: (a) Project Coordinator (MGLSD), (b) Deputy Project Coordinator (PSFU), (c) Entrepreneurship Empowerment Specialist, (d) Access to Finance Specialist, (e) Communication Specialist, (f) Financial Management Specialist, (g) Procurement Specialist, (h) Environment Specialist, (i) Social Development Specialist, (j) M&E Specialist, (k) Digital Specialist, and (l) Technical Specialist such Business Development Specialist. The PITs will be assigned to work at MGLSD and PSFU depending on each agency's implementation responsibilities with the sub-team at MGLSD led by the Project Coordinator and the sub-team at PSFU led by the Deputy Project Coordinator who will be procured by the accounting officers at MGLSD and PSFU respectively.

The PITs will include a refugee specialist to support MGLSD and PSFU, and to ensure coordination with refugee stakeholders at the national and sub-national levels.

In keeping with the principle of mainstreaming, the technical officers in MGLSD and PSFU PITs will ensure that relevant SE activities including disclosure of relevant information, are carried out as part of their terms of reference.

5.2 Other Duty Bearers in Implementation of the SEP

In keeping with the design and implementation arrangements for GROW project, stakeholder engagement will be a delegated, decentralized or shared responsibility. This will be done without prejudice to the overall strategic responsibility of MGLSD in collaboration with PSFU for execution of stakeholder engagement. Other duty bears in stakeholder engagement include:

i) **Makerere University Business School (MUBS):** Supported by the Focal Person for stakeholder engagement or any other relevant office, MUBS will undertake a wide range of stakeholder engagement activities and information disclosure throughout the execution of its assigned functions under GROW project, subcomponent 1B.

ii) **PFIs:** Supported by their E & S teams, PFIs will regularly engage with a wide range of stakeholders and interested parties including potential and actual grantees and loanees in the process of executing its responsibilities under subcomponents 2B and 2C.

iii) **District Local Governments:** At the District level, the CAO supported by the DCDO as the Focal Person for GROW project, will have responsibility for stakeholder engagement. Stakeholder engagement responsibilities for the district emanate from the responsibility for coordination of GROW project at the district level.

iv) **Grantees/Loanees:** All grantees/loanees including refugee WEs, supported by their focal persons for stakeholder engagement will execute stakeholder engagement activities for the benefit of those who may be affected positively or negatively by their subprojects among other stakeholders. They will disclose to stakeholders in the area of influence (AOI) of the subproject, the planned activities, the associated environmental and social risks and impacts, the mitigation measures for adverse impacts and where subproject related grievances may be reported to.

v) **Contractors:** All contractors funded through GROW project, supported by their focal persons for stakeholder engagement will also execute stakeholder engagement activities for the benefit of those who may be affected positively or negatively by their activities. This will include disclosure to stakeholders in the AOI of the planned activities and the associated environmental and social risks and impacts, the mitigation measures and

where the related grievances may be reported to. Contractors will put in place a separate Committee for attending to grievances of project workers.

vi) **Providers of Trade/Sector Specific Skills:** They will also undertake stakeholder engagement activities related to the skilling tasks they will execute. Lessons from the Skills Development Facility (World Bank funded) implemented by PSFU indicate that skilling can be a source of environmental and social hazards. This requires such skilling activities and the environmental and social risk mitigation measures to be disclosed as part of stakeholder engagement.

vii) **Host Organisations for Work Based Leaming:** These entities will undertake relevant stakeholder engagement activities related to this program. This may include communicating to stakeholders including workers, beneficiaries of the work-based learning, communities, etc any risks and impacts associated with work-based learning and the mitigation measures. The mechanism for reporting and resolving grievances related to work-based learning activities will also be disclosed as part of SE.

viii) **Refugee Resettlements:** The leadership of Refugee Resettlements will undertake relevant stakeholder engagement activities related to GROW project activities that refugee WEs will benefit from. This will include communicating to stakeholders including refugees any risks and impacts associated with GROW project and the mitigation measures. The mechanism for reporting and resolving grievances related to GROW project funded activities will also be disclosed as part of SE.

6 RESOURCES FOR IMPLEMENTING THE SEP

Resources will be dedicated to managing and implementing the Stakeholder Engagement Plan. In particular, sufficient resources will be allocated for the continuous SE, in terms of human resources, time, budget and SE channels and will be maintained throughout the project life cycle.

6.1 Budget for Implementing the SEP

A tentative budget for implementing activities related to Stakeholder Engagement Plan (SEP) over the period of five years that covers the planning, preparation and project implementation phases is provided in the table 9 below. MGLSD's and PSFU's PIUs will review this plan every six months to determine if any changes to stakeholder classification or engagement are required. If required, the plan will be updated, and a revised SEP will be prepared and disseminated.

An indicative budget for implementation of the SEP has been proposed as captured in Table 9 below. (See Appendix 5 for a detailed implementation budget.).

Table 11: Indicative Budget for the SEP Implementation Plan

No.	Activities	Approx. Cost (USD)
1	Stakeholder consultation meetings	52,000.00
2	Information products e.g. brochures	66,000.00
3	Publicity/media	30,000.00
4	Capacity building	55,000.00
5	Monitoring and evaluation	65,000.00
6	Engagement of Liaison Specialists/Officers in project areas	150,000.00
7	Grievance Redress Mechanism	50,000.00
TOTAL		**468,000.00**

7 MONITORING AND REPORTING

7.1 Involvement of Stakeholders in Monitoring Activities

The Project will provide opportunity to stakeholders and a World Bank Enhanced implementation support and monitoring to be established under the project, especially Project Affected Parties to monitor certain aspects of project performance and provide feedback. The GRM will allow stakeholders to submit grievances and other types of feedback. To ensure prevention of communicable diseases such as Ebola and COVID-19, frequent and regular meetings and interactions with stakeholders will be conducted following the SoPs issued by MOH.

7.2 Reporting to MGLSD and PSFU PITs

Monthly summaries and internal reports on SE activities, public grievances, enquiries and related incidents, together with the status of implementation of associated corrective/preventative actions will be compiled by responsible staff and referred to the MGLSD and PSFU PITs. The monthly summaries will provide a mechanism for assessing both the number and the nature of complaints and requests for information, along with the Project's ability to address those in a timely and effective manner.

The end of project report will provide a summary of all public consultation issues, grievances and resolutions. The report will provide a summary of relevant public consultation findings from informal meetings held at different levels.

7.3 Monitoring indicators for the SEP

A number of Key Performance Indicators (KPIs) will be monitored by the project on a regular basis. Indicators will Include the following parameters among others:

- The number of public hearings, consultation meetings and other public discussions/forums conducted within a reporting period (e.g. monthly, quarterly, or annually);
- Number of project worker's engagements and sensitizations carried out monthly and quarterly and number of workers reached disaggregated by gender and occupation.
- The number of participants attending consultation meetings (disaggregated by gender) and other forums disaggregated to show women, and vulnerable and marginalized persons;
- The number of VMGs and other Vulnerable and Disadvantaged Individuals or Groups disaggregated by gender reached and consulted;

- The number of free and fair consultations done without any coercion and intimidation;
- The frequency of public engagement activities;
- Geographical coverage of public engagement activities – number of locations and settlements covered by the consultation process, including the settlements in remote areas within the Project Area of Influence (PAI);
- The number of public grievances disaggregated by gender received within a reporting period (e.g. monthly, quarterly, or annually) and number of those resolved within the prescribed timeline;
- Type of public grievances disaggregated by gender received; and
- The Number of press materials published/broadcasted in the local, regional, and national media.

7.4 Reporting Back to Stakeholder Groups

Stakeholders will be kept informed as the project progresses. The project will provide the opportunity to report back to the stakeholders on matters relating to;

(i) Progress on the GROW project in line with the Key Performance Indicators (KPI) to be monitored on a regular basis.
(ii) Main findings from the periodic monitoring.
(iii) Number of grievances disaggregated by gender received and resolved within a reporting period (e.g., monthly, quarterly, or annually) and number of those resolved within the prescribed timeline.
(iv) Number of press materials published/broadcasted in the local, and national media.
(v) Progress on implementation of the mitigation measures for social safeguard and the planned initiatives.

This information will be shared during:

- Periodic district level meetings with the women entrepreneurs and other stakeholders.
- Periodic meetings through the various established women platforms.
- Published reports on the MGLSD and PSFU website or shared with key district stakeholder for further dissemination.

8 DISCLOSURE OF THE SEP

This SEP will be approved by the MGLSD/PSFU and WB and disclosed on MGLSD website and through the World Bank's external website for the public access. Other environmental and social safeguard instruments under the GROW project will also be disclosed.

ANNEX 1: GRIEVANCE REGISTRATION FORM

GRIEVANCE FORM	
Date:	
Reference Number:	
Full Name (optional and can be left blank for anonymous grievances):	
ID Number (optional and can be left blank for anonymous	
CONTACT INFORMATION: *(Please mark how you would like to be contacted: mail, telephone, email, in person)*	By Post: *Please provide mailing address* By Telephone: By Email:
TYPE OF GRIEVANCE:	Individual: Group: Cultural:
DESCRIPTION OF INCIDENCE OR GRIEVANCE:	*What happened? Where did it happen? Who did it happen to? What is the result of the problem?*
HAS THIS GRIEVANCE BEEN RAISED PREVIOUSLY BY YOU OR ANYONE ELSE?	No Yes Details:

DATE OF INCIDENCE GRIEVANCE:	One-time incidence/grievance (date …) Happened more than once (how many times …) On-going (currently experiencing problem)
WHAT WOULD YOU LIKE TO SEE HAPPEN TO RESOLVE THE PROBLEM?	
Signature: Date: Please return this form to: Grievance Manager *[Add details of contact]*	
ASSESSMENT CATEGORY	
GRIEVANCE ACCEPTED Yes / No	
RESPONSE/ FOLLOW UP (SUMMARY OF RESPONSE AND CORRECTIVE ACTIONS TAKEN)	
RESPONSE TO APPLICATION Date: Person: Observations:	
CORRECTIVE ACTION AND SIGN-OFF Applicant satisfied with corrective action: Yes / No (Details) Is further action required: No / Yes (Details) If Yes, date sign-off received from Application:	

ANNEX 2: GRM LOG / REGISTER

Date and complaint from	Complaint e.g. non-issuance of ID	Officer/ department complained against	Nature of complaint/ service issue, e.g. delay	Type of cause – physical (e.g. system failure), human (e.g. inefficient officers, slow, unresponsive) or organization (e.g. policies, procedures, regulations)	Remedy granted	preventive action to be taken	Feedback given to complainant

ANNEX 3: MINUTES DURING PREPARATION OF GROW PROJECT

Annex 3A: Minutes for the Virtual Interviews/Consultations with Stakeholders (National Level) from UIA, MOFPED, NPA, MOLG, MOTIC, MOTWA Facilitated by the Consultants15

1. Introduction	
a). Date: **23rd March 2022** b). Meeting Venue	Virtual interview Meeting organized and called by MOGLSD&PSFU officials
c). Subject of the meeting	Stakeholder Consultations on the SEF for the Grow Project (Planning and design phase)
d). Methodology of Meeting	Virtual interview Meeting with Dialogue (Q&A) with guided questions by the consultants
Participants	**Organisation**
1) Ms. Winnie Lawoko-Olwe,	Uganda Investment Authority
2) Ms. Susan Nakibuuka	Uganda Investment Authority
3) Ms. EriaKaweireku	Uganda Investment Authority
4) Ms. Aziza Nabitalo	Ministry of Finance, Planning and Economic Development
5) Ms. Judith Mutabazi	National Planning Authority
6) Ms. Ruth Kashaga Development Officer	Ministry of Local Government
7) Mr. Stephen MbogoKirya	Ministry of Trade Industries and Cooperatives
8) Ms. Harriet Kizza	Ministry of Tourism, Wildlife and Antiquities
2. PRESENTATIONS	There were self-introductions a). Overview of the project was presented by Mr. Mutambi Enoch from MGLSD, facilitated by Judith IkiringObore, Samuel Segawa, Willy Epalitai, Godwin Asiku and Julius Byenya
	b). Discussions/Key Emerging issues

[15]Uganda Investment Authority (UIA), Ministry of Finance, Planning and Economic Development (MOFPED), National Planning Authority (NPA), Ministry of Local Government (MOLG), Ministry of Trade Industries and Cooperatives (MOTIC), Ministry of Tourism Wildlife and Antiquities (MOTWA) and facilitated by the consultants

1. There was a general concern by all stakeholders about duplication of the project interventions since there are already other projects currently implementing projects on economic empowerment examples given include among others; UWEP, Parish Development model (PDM) and other NGOs
2. MOLG expressed concern as to what happens to the poor and vulnerable groups of women not yet established since GROW is focusing on already established women.
3. Given that UWEP targets about 30% women, why shouldn't the GROW, an all-women-project target all women right from the grassroots?
4. NPA wanted to know how the GROW Project will be different from the other projects and/or how the GROW will compliment other similar projects.
5. In relation to infrastructure, UIA wanted to know how the common user facilities that include land and industrial parks are going to be aligned e.g., UIA has undeveloped land; how can this infrastructure be put to use by the GROW project?
6. Most women are involved in industrial parks; most of them are in informal trade: how can they be helped to get formalised?
7. How can women be helped to get into circles where they can use incubation centers, e.g., for storage and value addition?
8. How can women be helped to get startup kits?
9. How to link women to available programmes that promote high market value and market access, i.e., mobilise them into groups to enable them get startups which may not be affordable to small circles.
10. UIA has 22 Common User Facilities managed under the Local Government and State House but it's not yet very clear how these are going to be put in use by the GROW project.
11. UIA has allocated women entrepreneurs land in industrial parks but the women have failed to take up the opportunity because they cannot set up the necessary infrastructure. How can GROW help these women to set up infrastructure given that when land allocated is not used for a certain period of time, it is withdrawn?
12. How can the GROW Project help women because what often fails them from taking off is the exorbitant starting expenses and requirements that they have to meet even before starting construction, which include:
    - Acquisition of a build plans
    - Building permits
    - Inspection fees
    - Survey fees
    - Filling the sites (although the land is given freely as an incentive to the women, most land topographically isn't favorable so it's the expenses to work on the land that knock out women).
13. Some projects are run and completed on the good will of the people (community) without completion of land acquisition. How will UIA do this differently with the GROW project?
14. Most of the land is acquired through the right procedure and at the time of leasing, UIA ensures that there are no encumbrances.
15. A list of land is available (industrial parks for UIA) but the acquisition process is not yet completed except for Namanve and Soroti industrial parks.
16. Why should the GROW project be brought when UWEP was dissolved and replaced with PDM?

17. What category of stakeholders will be beneficiaries?
18. Seems like there is a ladder, PDM at the bottom, GROW in the middle and then INVITE at the top. Thus, there is need for a clear map on how all these will work out.
19. How will the most vulnerable populations in the rural area be helped especially with regards to land acquisition?
20. Does UIA take into consideration the issue of livelihood support to the PAPs?
21. Is there any consideration for training for people coming up in business, e.g., the girl-child and women in undertakings such as crafts?
22. Concerns on the capacity of local government on deliver of the GROW project at implementation was raised; there is need for capacity building.
23. GBV issues are common in the tourism sector; employers do not want to employ trained persons, and they often employ children below 18 years who are often unskilled how will this be handled?

3. RECOMMENDATIONS

Actions to be taken, when and by who?

a) UIA has no clear grievance redress Mechanisms in place to mitigate risks and these gaps are yet to be addressed.
b) Low hanging fruits (Availability of land especially in Soroti and Namanve) can kick start the GROW project.
c) Need to bring on board various local government structures right from the planning stage so that they can understand the project, appreciate it and own it for better implementation.
d) People should be sensitised to use skilled labour.
e) Need to bring UBOS on board in order to have gender disaggregated dated on the various sectors in relation to the different enterprises.
f) Need to bring on board representatives of the faith based organisations
g) Need for psychosocial support to, or do counseling for, women who lost businesses due to the COVID -19 Pandemic to enable them function normally to their full potential.
h) Need to build a robust M&E system to ensure checks and balances in the GROW project.
i) Train women on how to boost their standards, e.g., in value addition, branding and packaging that would improve their products.
j) Need to sensitise women to look out for trade portals and the products in their areas so that they can take advantage of the vast information to improve their businesses.
k) Need to sensitise and encourage women to go digital since this now is the best way to do marketing.

4. Other organisations/department, CSO and development partners to consult and work with in relation to the GROW Project

i. Equal Opportunities Commission, Ministry of Trade and Industry since most women are into trade;
ii. Ministry of Tourism, Wildlife and Antiquities which employs most women participate;
iii. UMA because which brings together the various business and investment partners.

Annex 3B: Minutes for the Virtual Interviews/Consultations with Stakeholders (National Level) from UNDP, MGLSD, OPM Facilitated by the Consultants[16]

1. Introduction	
a). Date: **24th March, 2022** b). Meeting Venue	Virtual interview Meeting organized and called by MOGLSD&PSFU officials
c). Subject of the meeting	Stakeholder Consultations on the SEF for the GROW Project (Planning and design phase)
d). Methodology of Meeting	Virtual interview Meeting with Dialogue (Q&A) with guided questions by the consultants
Participants	**Organisation**
1. Hasan Mbazira M & E Officer	Ministry of Gender Labor and Social Development
2. Ms. Rebecca Nabwire	Ministry of Gender Labor and Social Development
3. Ms. Harriet	UNDP
4. Peter Malinga	Office of the Prime Minister (OPM)
5. Kate Kanya	World Bank
2. PRESENTATIONS	There were self-introductions a). Overview of the project was presented by Mr. Mutambi Enoch from MGLSD, facilitated by Judith IkiringObore, Samuel Segawa, Willy Epalitai, Godwin Asiku and Julius Byenya
	b). Discussions/Key Emerging issues

Concerns/fears

1. There was a general concern by stakeholders about the possibility of duplication of the project and the question here was how this was going to be handled?
2. In terms of continuous monitoring, is there a reserve fund for periodic monitoring?
3. How are issues of inclusion within exclusion going to be handled?
4. Make it a deliberate action that VMGs are given first priority over other groups
5. Economic/financial projects endanger family stability and how they will be addressed?
6. How will environment, health and social issues be handled?
7. Are the groups going to be supported already formulated?
8. How are we deliberated about supporting groups with vulnerabilities and what are the interventions to ensure deliberate supervision to these groups

Challenges:

1. Coverage, some places are too remote and hard to reach areas.
2. A framework for periodic monitoring should be put in place.
3. Local governments give timely information/reports; however, challenges of cost managing the nature of this project in terms of facilitation and salaries may arise.

[16]Ministry of gender Labor and Social development (MGLSD), United nations Development Program (UNDP),Office of the Prime Minister (OPM), World Bank (WB)

4. Lack of skills by local governments especially in skilling hands on experience training.
5. Sometimes these projects bring about family instability but we now bring men on spot.
6. Empowerment programs have targeted women with men resorting to drinking and neglecting their responsibilities, leaving the burden of provision to women.
7. How can health and environment risks be addressed especially on occupational health e.g.,manufacturing facilities?

3. RECOMMENDATIONS

Actions to be taken, when and by who?

a) Training and capacity building of CDOs in delivering some business skills to the beneficiaries
b) Bringing on board organizations like FIDA – Uganda who have been on ground doing both land rights advocacy and economic empowerment of women, they have built the capacity of women.
c) Government should initiate conversations with CSOs working on women empowerment and skilling programs and take advantage of them working with the women
d) Government should take advantages of partners like PSFU and MUBs to skill the beneficiaries
e) Bring men on board, involve men since the houses and land in which most projects are housed belong to the men
f) Male engagement from the start not only involving men but ensuring that men know their roles in the household/family
g) Politics should always be defused from project activities during implementation
h) Politicians can have a role in projecting monitoring but not in the initial stages of implementation
i) Implementation should be phased so for learning purposes
j) Work with the district technical teams especially in the initial selection and verification of projects to ensue authenticity of the projects
k) There should also be regional teams to verify what happens in the grass roots
l) On safety, the local government teams should oversee safety issues e.g., chemicals and fumigation, the vet and production officers are there to vet and verify theses safety issues.
m) MGLSD noted that success stories from previous projects like UWEP will be borrowed by the GROW project among these include:
    - Working with local governments
    - Natural factors i.e., working with women, women are a good group in terms of acceptance and payments
    - A quick identification of flexibilities e.g., how flexibility helped in achieving success in repayment of loans
    - How members spread risks within the project, split money they received and repay accordingly
    - Selection of regional officers closer to the beneficiaries to foresee the projects
    - Continuous monitoring of the project

4. Other organisations/department, CSO and development partners to consult and work with in relation to the GROW Project

FIDA – Uganda, they are involved in land rights advocacy and economic empowerment of women. They have built the capacity of women in communities they work in.

Annex 3C: Minutes for the Virtual Interviews/Consultations with Stakeholders (National Level) from MUBs, Makerere and Kyambogo Universities Facilitated by the Consultants[17]

1. Introduction	
a). Date: **24th March, 2022** b). Meeting Venue	Virtual interview Meeting organized and called by MOGLSD&PSFU officials
c). Subject of the meeting	Stakeholder Consultations on the SEF for the GROW Project (Planning and design phase)
d). Methodology of Meeting	Virtual interview Meeting with Dialogue (Q&A) with guided questions by the consultants
Participants	**Organisation**
1. Kebirungi Harriet	Kyambogo University
2. Ms. Grace Muhoozi	Kyambogo University
3. Ms. Lilian Namubiru	Kyambogo University
4. Dr. Diana Ntamu	Makerere Business School
2. PRESENTATIONS	There were self-introductions a). Overview of the project was presented by Mr. Mutambi Enoch from MGLSD, facilitated by Judith IkiringObore, Samuel Segawa, Willy Epalitai, Godwin Asiku and Julius Byenya
	b). Discussions/Key Emerging issues

Issues, Concerns/fears

1. How best can the project package the course for the people in different backgrounds that they can better participate in this project?
2. There was a general concern among stakeholders about the possibility of duplication of the
3. Child care facilities should be well defined what they have, do and do not do
4. What is the minimum package of training that should be given to the beneficiary entrepreneurs?
5. What would keep the children busy at the child-care center as their mothers are busy working? Is there a possibility of giving the children education?
6. Are the child-care givers going to receive some kind of training to avoid some other impacts like malnutrition?
7. How is the GROW project going to ensure that the children are safe and protected. What will give the mothers satisfaction that their children are taken care of
8. If we empower women without targeting men, it is going to attract GBV
9. Projects of this magnitude can also trigger environment degradation

Challenges:

1. MUBs - Some of the challenges in designing training materials include working with business people at different levels. The most important thing is to understand the entrepreneurs, then design material that suits them as well as consider language issue.
2. MUBs - Absence of GRMs in the training packages to mitigate especially GBV and other risks

3. RECOMMENDATIONS

Actions to be taken, when and by who?

[17]Makerere University Business School (MUBs), Makerere University (MAK), Kyambogo University

a) Design training material tailored to the needs of a specific population/ entrepreneurs with
b) Considerations of language taken into consideration, translate material into simplified languages in their visions and business plans
c) There is a need to do a needs a analysis
d) Training of Trainers should be done in the local languages

4. Other organisations/department, CSO and development partners to consult and work with in relation to the GROW Project

- Council for Economic Empowerment for Women of Africa - Uganda Chapter (CEEWA- U) which has experience of working with women entrepreneurs

Annex 3D: Minutes for the Virtual Interviews/Consultations with Stakeholders (National Level) from NUDIPU, IRCU, MSC, PSFU Facilitated by the Consultants[18]

1. Introduction	
a). Date: **25th March, 2022** b). Meeting Venue	Virtual interview Meeting organised and called by MOGLSD&PSFU officials
c). Subject of the meeting	Stakeholder Consultations on the SEF for the GROW Project (Planning and design phase)
d). Methodology of Meeting	Virtual interview Meeting with Dialogue (Q&A) with guided questions by the consultants
Participants	**Organisation**
1. Byarunhanga Julius	National Forestry Authority
2. Margret Kyohairwe	National Forestry Authority
3. Julian Nyamusana	National Forestry Authority
4. Beatrice Mugamabe	United Nations Development Program
5. Irene Nakasolya	Inter Religious Council Uganda
6. Patrick A. Barasa	Inter Religious Council Uganda
7. Caroline Tusiime	Inter Religious Council Uganda
8. Caroline Bunga Idembe	Inter Religious Council Uganda
9. Asale Deborah	National Union for Disabled Persons Uganda
10. OyuuIyetu Deborah	National Union for Disabled Persons Uganda
11. Sarah Ojirot	National Union for Disabled Persons Uganda
12. PopurasAisu	National Union for Disabled Persons Uganda
13. Mugisha Fredrick	Microfinance Support Centre
14. James Muhwezi	Microfinance Support Centre
15. Orishaba Judith	Office of the Prime Minister
16. Jerome KapelMugondi	Private Sector Foundation
17. Rebecca Kukundakwe	Private Sector foundation
2. PRESENTATIONS	There were self-introductions a). Overview of the project was presented by Mr. Mutambi Enoch from MGLSD, facilitated by Judith IkiringObore, Samuel Segawa, Willy Epalitai, Godwin Asiku and Julius Byenya
	b). Discussions/Key Emerging issues
Issues, Concerns/fears 1. Will the grants disbursed be paid back? There's need to be very clear from the start. People coordinating the project should be well aware of this and their capacity to manage built. 2. What measures have been put in place to recover the funds? 3. How will GBV issues be addressed as women and other vulnerable groups get empowered? 4. There is need to address the issue of women led businesses not moving from one level to the next i.e., establish a legal process and formalise the process.	

[18] National Union of Disabled Persons Uganda (NUDIPU), International Religious Council Uganda (IRCU), Microfinance Support Centre (MSC), Private Sector Foundation Uganda (PSFU)

5. Include issues of refugees in the project
6. Environment sustainability i.e., the input of women businesses might affect environment directly.
7. Is the project in position to have direct linkage between young scientists from universities and women led businesses?
8. PSFU - Some projects are running in swamps but with full compliance of NEMA guidelines.
9. Does MGLSD have the capacity to handle the project in terms of Human Resource right from the national to the local level?

Challenges:

8. MUBs - Some of the challenges in designing training materials include working with business people at different levels. The most important thing is to understand the entrepreneurs, then design material that suits them as well as consider language issue.
9. MUBs - Absence of GRMs in the training packages to mitigate especially GBV and other risks

3. RECOMMENDATIONS

Actions to be taken, when and by who?

a) Capacity building of program staff coordinating the project
b) Microfinance support Center has not interacted well with the Ministry and the would like to do so this is because Microfinance support center has common user facilities that would be put to use by the GROW project
c) PSFU supports projects to develop child protection guidelines
d) Put GRMs because throughout the project life cycle, there are always tendencies of GBVs so there have to be mechanisms to handle
e) Use existing tools of Grievance management established by MGLSD e.g. referral pathways
f) Spousal engagement, involve men so that they can also have information about the project
g) Capacity building
h) Establish dedicated accounts where the money is to be paid back

4. Other organisations/department, CSO and development partners to consult and work with in relation to the GROW Project

ANNEX 3E: Detailed views/concerns from Stakeholders met

Stakeholder	Date of engagement	Issues / concerns	Response / Action plan
National Planning Authority	23/03/22	There is need to ensure that all these interventions being made do not overlap to minimize waste and duplication since there are already existing government led interventions such as UWEP and now the Parish Development Model.	Project will work to provide credit to already existing entities which are already and small medium level as opposed to start ups at micro level.

Stakeholder	Date of engagement	Issues / concerns	Response / Action plan
Ugandan Investment Authority	23/03/22	The project is yet to come out and explicitly indicate the type of Common- User facilities that it intends to establish	For now, what is clear, the Common User facilities will include childcare facilities, machines, lavatories and the like.
		UIA already has similar structures/spaces for SMEs but they aren't being utilized by the intended beneficiaries.	
		There is need to have an assessment to inform the establishment of these Common User Facilities	The project will carefully study make practical recommendations to inform establishment of these Common User facilities.
		There is need to show synergies between different projects that are running such as the Parish Development Model, GROW and INVITE	Noted
		There is need to have proper guidelines on how to link users to the common user facilities.	These guidelines will be shared before project implementation commences
		As part of its investment strategy, UIA preserves space for SME growth across the country.	
		UIA also needs to know the linkage between of PDM, GROW and INVITE projects to see where it can plug-in and help to inform project implementation.	Noted
		On the issues of land -UIA has previously donated land to women for example in Soroti and Namanve but the women entrepreneurs haven't taken possession owing to the cost of carrying out the associated studies and assessments.	MGSLD will further engage with UIA as explore ways of how best the GROW project can utilize this opportunity of available land to enhance women's growth opportunities.

Stakeholder	Date of engagement	Issues / concerns	Response / Action plan
		Recently, UIA, embarked on a land mobilization drive across the country and from this they were able to get land from various regions such as West Nile, Lango with Nebbi donation 511 acres, Madi Okollo, 515 acres Yumbe 1224 acres, Pader, 500 acres, Dokolo 200 acres, Oyam, 54, Lira, 300 Ankle sub-region, 25acres, Kigezi, 6acres, Rukunigri, 203 acres, Kisoro, 620, Tooro, 502 and Nakasongola, 640 acres	Noted, MGSLD will explore how it can ride on this to mitigate the risks involved in land take and acquisition.
		Before the UIA take possession of land due diligence studies such as ESIA and RAP are undertaken in compliance with national laws and international best practices.	Noted, where required GROW will also conduct the requisite due diligence studies to comply with the national laws and World bank standards specifically ESS1, ESS5, ESS10 and any other Environment and Social Standards that may apply in line with WB ESF framework,2017.
		Land is only given out to potential users after undertaking the required due diligence studies.	Noted
		Regarding grievances -UIA noted that they normally encounter grievances especially those related to land take and acquisition but use existing structures at district and community level to resolve any issues that arise.	Noted, GROW project will also recommend a Grievance Redress Mechanism in cognizance of the existing grievance redress structures such especially at district and community level.
Ministry of Finance Planning and Economic Development	23/03/22	The General feeling is that there is a duplication of interventions from UWEP	Unlike UWEP, GROW has been designed in such a way that it provides credit to already existing entities

Stakeholder	Date of engagement	Issues / concerns	Response / Action plan
			owned by women which are already at small medium level as opposed to start ups at micro level.
Ministry of Local Government	23/03/22	There is need to include the vulnerable and marginalized groups in this intervention to ensure that they are extricated from the pangs of poverty.	All components will integrate disability inclusion, using best practices on how to best run entrepreneurships and jobs platforms for women with disabilities and digital platforms for female entrepreneurs
		The project should have updated gender disaggregated data to inform the design and implementation of the GROW project.	Review and analysis of data regarding entrepreneurship in Uganda will be done and presented in the safeguards documents to inform project design and implementation.
		On the issue of DLGs capacity to implement such projects- The DLGs have the capacity and structures to help in project implementation and monitoring. However, they need to be involved right from inception so that they can have full appreciation of the project objectives, intended out comes and target groups.	Noted
Ministry of Trade, Industry and Cooperatives	23/03/22	Women should be encouraging to formalize businesses so that they can tap into this government led intervention.	Noted
		There is need to teach the women entrepreneurs value addition skills for purposes of competitiveness and growth in business	Noted-Through training, the project intends to deliver Core course and sector specific training to respective women's

Stakeholder	Date of engagement	Issues / concerns	Response / Action plan
			groups and through these trainings they will be equipped with various skills such as processing, marketing branding and the like.
		Women entrepreneurs should be encouraged to join business forums to ensure that they get free mentorship and expert views and ideas on the dos and don'ts' of where they can pick crucial tips for business growth and success	Noted
Ministry of Tourism Wild life and Antiquities	23/03/22	Does the project intend to support any startups?	Women in Tourism will be supported at both group level and individual level
		Will there be any form of capacity building for the women entrepreneurs?	Peer learning is going to be encouraged- the GROW project will provide structured peer support to women entrepreneurs who are serious about growing their businesses, with mentoring and guidance from lead female entrepreneurs
		There are serious issues of GBV specifically in the tourism sector that need to be mitigated.	Given the scope of this project, GBV policy and action plan with activities that reflect the priorities and needs identified by the communities and GBV actors to mitigate the risk of GBV on the project.
		There are also cases of child labour especially in recreational areas such as clubs, restaurants in rural areas	The project should have a child protection to serve as a guiding instrument for child protection

Stakeholder	Date of engagement	Issues / concerns	Response / Action plan
		Need to sensitize the business community specifically women entrepreneurs about the need to employ skilled personnel. .	Noted, project proponent will ensure that the respective entrepreneurs are equipped with the requisite skills. Employment of skilled manpower is crucial for competitiveness and productivity in the tourism industry since in largely depends on skill levels, professionalism, commitment, passion, loyalty and soft skills of the workers
Ministry of Gender Labour and Social Development	24/03/22	The project will work with local governments to ensure that the project is a success since they will be carrying out most of the verification and monitoring of these projects	Noted
		Project beneficiaries can be given autonomy to change the business portfolio for as long as they notify the monitoring officer-to spread the risk and make the intervention more sustainable.	Noted
		The project should have officer stationed where it has a foot print so that they can efficiently issues that arise in each respective region.	The project will establish functional human structures for purposes of implementing and monitoring the activities of the beneficiary groups.
		Verification of applicants is very important and this will be only possible with the help of district structures such as the (District Executive Committee, District Technical Planning Committee, Sub- County Executive	Noted

Stakeholder	Date of engagement	Issues / concerns	Response / Action plan
		Committee and Sub- County Technical Planning Committee	
		Project design should also give assign sufficient funds for institutional support to help in monitoring the project since some of the beneficiaries are in hard-to-reach areas and accessing them is very difficult.	Noted
		On the issue of training-There is need to have a proper training structures and personnel, from experience, the trainings delivered in the previous projects under UWEP were found to be inadequate. marketing, bookkeeping, Value addition and packaging training cannot be entrusted by grassroot trainers	The project will conduct training to enhance human endowment by supporting training in topics known to improve the success of women entrepreneurs
		The project should also include the Vulnerable and marginalized groups for example under UWEP, Indigenous groups in Bundibugyo and Kabale such as the Batwa, IK in Kaabong were considered for funding Majority are involved in agriculture, art and craft, weaving, tailoring and embroidery and cosmetology.	Noted
		Regarding management of E&S Safeguards-The project should make it categorically clear, that no enterprise will access credit if it is involved in a business that degrades the environment, such as sale of charcoal, fire wood, sale of alcoholic beverages which cause social disharmony.	Noted
		There is also need to sensitize the men to help diffuse and alleviate any misconceptions	Before implementation sensitization will be carried in beneficiary

Stakeholder	Date of engagement	Issues / concerns	Response / Action plan
		about women enhancing and boosting their enterprises. Most men have a tendency of abdicating responsibility once they realize that their spouses are earning an income.	communities and men will be invited to fully appreciate the objectives of the project.
		The project should also try as much as possible to diffuse GROW from local politics to prevent it from being hijacked.	Noted -Project will be implemented based on the guidelines and governance structures established
		The project also needs to be implemented in a phased-out manner to avoid to ensure success, a lot of issues are picked up as the project progresses, therefore the project is able to find remedies for the challenges encountered along the way.	Noted
		Regarding OHS-there is need to carry OHS for livestock keepers, crops farmers and these issues should be verified by the CDO using a standard checklist from MGLSD	OHS issues are part of the project and will be addressed as and when required to safeguard all involved from harm.
United Nations Development Programme (UNDP)	25/03/222	Project should follow the **Do No Harm** principle, to ensure that through this intervention social and environment risk aren't triggered and where it is inevitable mitigate measures for negative effects on the social fabric should be instituted especially among the Vulnerable and Marginalized groups such as indigenous persons, the old, sick and infirm, refugees among others.	Noted
		There need to give space and opportunities to potential beneficiaries who come up with new innovations	Noted - where feasible new innovations will be supported as long as they fulfil the requirement of the implementing entity.

Stakeholder	Date of engagement	Issues / concerns	Response / Action plan
		Need to ensure that all these groups are formalized for traceability and sustainability purposes.	All groups to established will be formalized and legally registered.
		How deliberate is the project about helping vulnerable and marginalized groups?	All components will integrate disability inclusion, using best practices on how to best run entrepreneurships and jobs platforms for women with disabilities and digital platforms for female entrepreneurs.
		Is the project targeting youth led-groups?	Yes-the project will target all groups as long as they're registered and fully operational.
		There is need to include enterprises that are borne out of local innovation such groups making bags, tiles, and other construction materials out of plastics.	Noted
		What happens when the resources are siphoned by the men?	The project will use existing structures to ensure that it mitigates against the risk of siphoning of credit accessed to enhance business growth.
		There is need to carry out community wide sensitization and invite the men to be part of these sensitizations.	Noted
		What are the project objectives of GROW, how different are they from UWEP?	GROW is targeting already established businesses while UWEP was focusing on start ups
		Is there a component on mentorship and coaching of	Yes. Subcomponent IB

Stakeholder	Date of engagement	Issues / concerns	Response / Action plan
		selected women entrepreneurs?	
Makerere University Business School	24/03/22	There is need to understand the level where entrepreneurs are	Noted
		Training materials for all the targeted groups will need to be translated and simplified for easy understanding.	Noted, this will help to ensure that beneficiaries can easily acquire skills and knowledge regardless of their literacy levels.
		Peer learning will need to be used by the project so that entrepreneurs can have hands on experience	Noted- the project intends to use peer learning to enable sharing ideas and experiences. Similarly, entrepreneurs will have access to mentors that would support their enterprise growth and transition
		The project will need to carry out a needs assessment a have a clear understanding of the training needs.	Noted, this will help to assess the specific training needs of the potential beneficiaries.
		The project should have a **ToT** (Training of trainers) strategy in the respective regions to help train the various women led entrepreneur groups	For purposes of extending the training to rural areas and hard to reach areas, the project intends to use this strategy to ensure that quality trainings are delivered to all groups
		There is need engage husbands to be part of the training so that they can appreciate what the project objectives and goals	Before implementation sensitization will be carried in beneficiary communities and men will be invited to fully appreciate the objectives of the project.
		The project proponent can work reputable NGOs and CSOs such	Noted

Stakeholder	Date of engagement	Issues / concerns	Response / Action plan
		as Council for Economic Empowerment for Women of Africa - Uganda Chapter (CEEWA- U) who have experience of working with women entrepreneurs.	
Kyambogo University	24/03/22	The project should have mitigation measures for Gender based violence.	The project will have GBV action plan to guide on how best GBV issues can be handled
		What type of women are being targeted?	The women being supported are those who businesses are at small and medium and need their businesses to be transitioned to the next stage of business growth
		There is need to benchmark this project from previous projects.	Noted
		Specifically what type of vulnerable groups are being targeted?	Vulnerable groups include the disabled, refugees and indigenous and marginalized groups such as the Batwa and IK
Makerere University Kampala	24/03/22	The project should explore options of a teaching and learning center for the children in the child care center	Noted
		The project should consider training care givers for the children.	Noted
		Training should be carried out with due consideration to the different literacy levels.	Noted
National Environmental Management Authority - NEMA	25/03/222	There is need to follow the law when deciding on the assessments to be done especially for infrastructure projects.	Before implementation the respective laws and international best practices regarding Environmental and social safeguards will be followed through the requisite assessments

Stakeholder	Date of engagement	Issues / concerns	Response / Action plan
		There need to have proper identification of impacts, this will guide on the type safeguards documents that have to be prepared such as ESIA, Project briefs, RAP and the like.	Noted
Private Sector Foundation Uganda -PSFU	24/03/22	Sensitization should be carried out within the beneficiary communities on risks associated with the project.	The project proponent will have a stakeholder engagement plan to guide the sensitization and area specific community outreach activities related to the project.
		The project will use existing structures to prepare for prevention and response to risk associated the project such as sexual exploitation and assault	Noted
		There is need to incorporate environmental and social sustainability in the project	Noted, all these will be followed to the letter through various E& S studies related to the project activities.
		The project also needs to come out strongly on issues related to GBV	The project will have GBV action plan to guide on how best GBV issues can be handled. Specifically, WB guidance noted 2018 on management of GBV risks will be used together with MGSLD guidelines on GBV.
		There is need to carry out community wide sensitization and invite the men to be part of these sensitizations.	Noted
		What are the project objectives of GROW, how different are they from UWEP?	GROW is targeting already established businesses while UWEP was focusing on start ups

Stakeholder	Date of engagement	Issues / concerns	Response / Action plan
		Is there a component on mentorship and coaching of selected women entrepreneurs?	
National Forestry Authority - NFA	25/03/222	NFA is already conducting projects in forested areas that are home to indigenous groups such as the Batwa and it has entered into arrangements such as collaborative forest management with the adjacent communities to help support and enhance their livelihoods	Noted
National Union of the Disabled Persons of Uganda – (NUDIPU)	25/03/222	There is need to build capacity of project personnel on issues related with disabled persons	MGLSD and MLG will support training and technical assistance for local government staff on all issues related to the project
		Will this credit be for paying back?	Yes the project will be for paying back and the proposed interest rate is between 6-8% p.a
		The Common User Facilities should have assistive devices for the visually impaired, rumps for those with wheel chairs to enable them access and utilize these facilities	Noted
		There is need to give the beneficiaries proper training	Noted
		Training materials should be designed and produced to benefit all including the disabled, the visually impaired and the illiterate.	Noted
		What specific measures are to mitigate loss and ensure that successes are scaled up?	The project will put in place appropriate mechanisms to ensure that beneficiaries are held accountable in case they default on payment.
		How can the project leverage from the so many women with	This is noted, further consultations will be

Stakeholder	Date of engagement	Issues / concerns	Response / Action plan
		disabilities that NUDIPU has mobilized from VSLA groups and have started IGA under the iSAVE inclusive economic empowerment program?	held with NUDIPU to ensure that the groups referred to fit the selection criteria.
Micro finance Support Center	24/03/22	Is there room for partnerships to work with the project?	MGSLD will engage various stakeholders to see how best it can co-opt them to support the successful implementation of the project.
		Can women operating in SACCOs be able to access credit and training from the project?	All women entrepreneurs who fulfil the selection requirements will benefit from credit and training offered by GROW
Inter Religious Council of Uganda – IRCU	25/03/222	We hope that the terms and conditions are favourable for the potential beneficiaries	MGSLD is mindful of the economic situation of the groups and targeted beneficiaries and will ensure that the terms and conditions of accessing credit are fair to all.

ANNEX 4: SAMPLE CODE OF CONDUCT

1. Obligations:

All project workers (including sub-contractors) are obliged to comply with this Code of Conduct. Additional obligations may be added to respond to particular concerns of the local authorities or to project specific requirements. This Code of Conduct will apply and will be adopted throughout project implementation, for all project related works and all its sub projects.

2. Ownership

This Code of Conduct is written in plain English for ease of comprehension and may be translated into the appropriate local language, depending on the sub project location.

The employer or contractor will ensure that all workers and local Project-affected local communities are aware of this Code of Conduct and enable them to report any concerns or non-compliance.

3. Requirements for conduct

I, _____, acknowledge that preventing any misconduct as stipulated in this code of conduct, including gender based violence (GBV), child abuse/exploitation (CAE) are important. Any activity, which constitutes acts of gross misconduct violating this code of conduct are therefore grounds for sanctions, penalties or even termination of employment. All forms of misconduct are unacceptable be it on the workstation or at the surrounding environment. Prosecution of those who commit any such misconduct will be pursued as appropriate.

I agree that while working on this project, I will:

1) Consent to security background check;
2) Treat women, children (persons under the age of 18) and persons with disability with respect regardless of race, colour, language, religion, political or other opinion, national, ethnic or social origin, property, birth or other status;
3) Promote positive Interactions with community members. Not use language or behaviour towards men, women or children/learners that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate;
4) Not participate in sexual activity with children/learners (Minors- under the age of 18)—including grooming or through digital media. Mistaken belief regarding the age of a child and consent from the child is not a defence;
5) Prevent Sexual harassment. Not exchange money, employment, goods, or services for sex, with community members including sexual favours or other forms of humiliating, degrading or exploitative behaviour;
6) Not have sexual interactions with members of the communities surrounding the work place, worker's camps and fellow workers that are not agreed to with full consent by all parties involved in the sexual act (see definition of consent above). This includes relationships involving the withholding, promise of actual provision of benefit

(monetary or non-monetary) to community members in exchange for sex such sexual activity is considered “non-consensual” within the scope of this Code;

7) Attend trainings related to HIV and AIDS, GBV, CAE, occupational health and any other relevant courses on safety as requested by my employer;

8) Report to the relevant committee any situation where I may have concerns or suspicions regarding acts of misconduct by a fellow worker, whether in my company or not, or any breaches of this code of conduct provided it is done in good faith;

9) Promote the Protection of children. With regard to children (under the age of 18):

   a. Not invite unaccompanied children into my home, unless they are at immediate risk of injury or in physical danger.

   b. Not sleep close to unsupervised children unless absolutely necessary, in which case I must obtain my supervisor's permission, and ensure that another adult is present if possible.

   c. Refrain from physical punishment or discipline of children.

   d. Refrain from hiring children for domestic or other labour, which is inappropriate given their age, or developmental stage, which interferes with their time available for education and recreational activities, or which places them at significant risk of injury.

   e. Comply with all relevant local legislation, including labour laws in relation to child labour.

10) Prevent Violence or exploitation and Promote avoidance of conflicts of interest such as through preferential treatment or favors to persons with financial, family, or personal connection.

11) Refrain from any form of theft for assets and facilities including from surrounding communities.

12) Remain in designated working area during working hours;

13) Refrain from possession and use of alcohol, illegal drugs and other controlled substances in the workplace and being under influence of these substances on the job and during workings hours;

14) Comply with applicable health and safety requirements including wearing or using the prescribed personal protective equipment (PPE) at all times during work, preventing avoidable accidents and a duty to report conditions or practices that pose a safety hazard or threaten the environment)

15) Follow prescribed environmental, occupational health and safety standards including good Sanitation requirements, protection and proper use of property;

16) Channel grievances through the established grievance redress mechanism.

17) Follow and comply with applicable laws, rules, and regulations of the jurisdiction

18) Promote respect and compliance with reasonable work instructions,

I understand that the onus is on me to use common sense and avoid actions or behaviours that could be construed as misconduct or breach this code of conduct.

I acknowledge that I have received a copy, read and understand this Code of Conduct, and the implications have been explained with regard to sanctions on-going employment should I not comply. I understand that violations of the Code can result in serious consequences, up to and including dismissal, or referral to legal authorities.

4. Application and Breach of Code of Conduct

All project staff and sub project workers who contravene the above clauses on code of conduct commit an offence and shall be liable to penalties for breach or non-compliance with the code of conduct, which is part of their contracts.

This code also applies to project staff and civil servants who will be involved in any aspect of project implementation and who have running appointment letters and this shall be applied by the PS, MGLSD together with the appropriate instruments as provided for in the standing orders for civil servants if such a clause was not included in the appointment letters. This is to be done prior to such staff taking up any roles on the project.

THE EMPLOYEE

Signed by: _____

Signature: _____

Date: _____

FOR THE EMPLOYER

Signed by: _____

Signature: _____

Date: _____

ANNEX 5: SEP IMPLEMENTATION SCHEDULE AND BUDGET FOR THE PROJECT IMPLEMENTATION

The SEP Implementation Schedule and Budget for the Project Implementation							
	Activity to Address Social and Environmental Risks	**Steps to be taken**	**Time Lines**	**Responsible Entity**	**Monitoring (Who will monitor)**	**Output Indicators**	**Estimated Budgets (UGX)**
1	**Development of the SEP that will guide the process of stakeholder engagements**						
	Preparation, development and implementation of the project SEP shall follow established World Bank Policy on Environment and Social Safeguards and the relevant Ugandan laws. a. WB ESF b. WB ESS c. Ugandan Laws	• **Social Issues:** Consultants shall be procured to handle social safeguard issues before, during and immediately after project implementation, undertake project awareness promotion, mobilization and sensitization of the beneficiaries and all key stakeholders. • **Environment Issues:** Steps will be taken during the implementation of GROW activities and other operations of the Project to ensure adherence to environmental safety standards and adoption of	Following the procurement and signing of the contracts by the Consultants. Project design and document preparatory stage prior to the implementation.	MGLSD/PSFU Project Staff, and procured consultants	WB MGLSD/PSFU	- A number of consultants procured. - Social Safeguards documents prepared. - A number of WB policy documents and Ugandan legal frameworks on public disclosure reviewed. - SEP/draft report	50,000,000

The SEP Implementation Schedule and Budget for the Project Implementation							
	Activity to Address Social and Environmental Risks	**Steps to be taken**	**Time Lines**	**Responsible Entity**	**Monitoring (Who will monitor)**	**Output Indicators**	**Estimated Budgets (UGX)**
		mitigation measures in compliance with local and international environmental and social guidelines and standards.					
2	**Stakeholder Mapping and assessment based on their influence and interest in the project**						
a.	Identification, categorization and profiling of stakeholders based on their interests and influences in the Project	• Identify and conduct assessment of stakeholders to participate in SEs for the Project and contribute to project design • Review profiles of stakeholders to establish their areas of expertise and relationship to the project. • Review World Bank and MGLSD reports on the capacity/interests and services of proposed stakeholders • Conduct field visits if possible to identify and map out key actors and	To be conducted in the first quarter on the onset of the implementation.	MGLSD/PSFU , PIUs Consultants.	WB MGLSD, PSFU	- A number of stakeholders identified. - A number of stakeholders considered. - A number of stakeholders consulted. Stakeholder views documented.	100,000,000

The SEP Implementation Schedule and Budget for the Project Implementation							
	Activity to Address Social and Environmental Risks	**Steps to be taken**	**Time Lines**	**Responsible Entity**	**Monitoring (Who will monitor)**	**Output Indicators**	**Estimated Budgets (UGX)**
		stakeholders plus service providers on land related land issues in project area					
b	Stakeholder consultations handled by qualified service provider/consultants /PIUs	• Develop standardized guides to be used as just guides but not to limit the discussion • Procure qualified and knowledgeable service provider/ consultants to conduct the SEs • Review guides for consistency, relevance and coherence with the SEP guideline.	To be conducted prior to the project implementation -Maintained throughout Project implementation to its conclusion	MGLSD, PSFU	WB; MGLSD PSFU	- Safeguards consultants in place - Standardized guides developed to guide consultations	The budget is for the stakeholder consultations
c.	Stakeholder consultations	• Develop interview/ facilitation guides (all these are guides and should not limit the discussion) • Conduct stakeholder meetings/FGDs/KIIs • Conduct SE throughout the project	-Prior to initiating physical or online stakeholder engagements -Maintained throughout Project implementation	PIU S Consultants	WB; MGLSD PSFU	A number of stakeholder consultations done	stakeholder consultations budget

The SEP Implementation Schedule and Budget for the Project Implementation							
	Activity to Address Social and Environmental Risks	**Steps to be taken**	**Time Lines**	**Responsible Entity**	**Monitoring (Who will monitor)**	**Output Indicators**	**Estimated Budgets (UGX)**
		• Record/register stakeholder views and concerns and key emerging issues • Prepare field visit reports	-Stakeholder views collected				
d	Develop and or/update the SEP that will finally guide the formulation of the project SEP and other safeguards instruments in line with the WB ESF and the WB ESS	• Review and update the SEP • Stakeholders, their locations, venues, dates and time for consultations already identified	Updated to SEP	MGLSD/ PSFU - PIUS staff, Consultants	WB; MGLSD PSFU	One standard SEP developed that will finally guide the development of a comprehensive EUFLA project SEP	
e	GBV/SEA referral pathway(s) in line with the National Systems and guidelines developed by MGLSD and incorporated into the SEP implementation process.	• MGLSD will use the survival centered approach to handle grievances relating to GBV cases and also to undertake a review of the MGLSD guidelines for referral of GBV cases	-First quarter during implementation -Maintained throughout project implementation.	Consultants; MGLSD/ PSFU, PIUS	MGLSD, Districts and national systems. Together with the Development	- Referral pathway developed/updated - A number/type of GBV/SEA preventive	SE Budget

The SEP Implementation Schedule and Budget for the Project Implementation							
	Activity to Address Social and Environmental Risks	**Steps to be taken**	**Time Lines**	**Responsible Entity**	**Monitoring (Who will monitor)**	**Output Indicators**	**Estimated Budgets (UGX)**
		together with the police protocol on GBV [19] • On the basis of mapped GBV/SEA prevention and response service providers (comprised in the DPGs) develop/update a GBV referral list for service providers. • Disseminate the referral pathway/list to stakeholders, DPGs, CLAs including service providers across the project implementation area.			Partners' working group (DPG)	and response services available. - A number of GBV referrals incidents to the project GRM recorded.	
3	**Strengthen Institutional capacity for GROW Social and Environmental risk mitigation and response teams**						
a.	Enhance capacity of the existing MGLSD staff on social and environmental risks	• Enhance the capacity of available MGLSD staff and or Procure services of additional qualified and	In the first Quarter on the onset of implementation	MGLSD/ PSFU project Management	MGLSD PSFU	- Refresher training courses taken	35,000,000

[19] The Minimum Package of Services (MPS) for GBV survivors as reflected in the MGLSD GBV referral pathway. And the police protocol in the appendices.

The SEP Implementation Schedule and Budget for the Project Implementation							
	Activity to Address Social and Environmental Risks	**Steps to be taken**	**Time Lines**	**Responsible Entity**	**Monitoring (Who will monitor)**	**Output Indicators**	**Estimated Budgets (UGX)**
	and safeguards mitigation including GBV to manage the Project efficiently and effectively during project implementation and minimize social impacts	competent social safeguard specialists to supervise and provide technical support for the implementation of the project and mitigation of impacts in the projects.				by MGLSD PUIs and staff - Level of capacity built among project staff	
b.	Support capacity of local systems to prevent and respond to social and environment risks/ GBV (police, health, legal, CDO's, CBO's, CLAs, DPGs); i) Strengthen the project reporting mechanisms & procedures of local systems;	• Identify key stakeholders to engage • Develop training plan • Develop training material/ content using the WB ESF, global/national standards, human rights and survivor centered approaches • Conduct training and mentoring • Conduct regular coordination meetings with service providers for effective referrals	Maintained throughout Project implementation.	MGLSD project staff and the Development Partners' working group (DPG) on land	MGLSD in coordination with MGLSD, Police, DPGs, specialized NGOs handling land related issues, administration and land	-A number of trainings conducted; -A number of coordination meetings conducted; -Level of satisfaction of land related issues and GBV survivors with services received -Level of Community	100,000,000

The SEP Implementation Schedule and Budget for the Project Implementation							
	Activity to Address Social and Environmental Risks	**Steps to be taken**	**Time Lines**	**Responsible Entity**	**Monitoring (Who will monitor)**	**Output Indicators**	**Estimated Budgets (UGX)**
	ii) Strengthen a survivor centerd referral and response; iii) Strengthen coordination for better services with local/national land institutions and GBV service providers				adjudication	awareness created on the project and GBV referral pathway disseminated	
4	**Monitoring and Evaluation**						
	Develop M&E program	• Develop a comprehensive M&E plan to monitor SEP work plan and implementation	In Quarter 2 preceding implementation	MGLSD, PSFU PIUs Social and environment safeguards specialists GBV Specialist	MGLSD	M&E Plan for SEP implementation in place .	70,000,000
5	**Inform project affected communities about environment and social risks**						
a)	• Development Partners' working group (DPG) on land • Establish partnerships with	• Identify and select partners and officially inform them; • Engage partners, conducting joint	Quarter 1 of on the onset of the Project implementation;	MGLSD/ PSFU project staff and the DPGs	MGLSD PSFU	Number of partnerships formed Number of DPGs formed	SE Budget

The SEP Implementation Schedule and Budget for the Project Implementation							
	Activity to Address Social and Environmental Risks	**Steps to be taken**	**Time Lines**	**Responsible Entity**	**Monitoring (Who will monitor)**	**Output Indicators**	**Estimated Budgets (UGX)**
	CBOs/CSO's, CLAs and local government institution	community meetings and awareness raising • ensure coordination between different DPGs involved into the land sector, • undertake jointly broader sector-level work including mainstreaming inclusion (especially for women), • foster agenda for land sector reforms including digital innovations and global good practices, and • disseminating corresponding evidence (including the impact evaluation studies and recommendations conducted by the world Bank's Gender Innovation Lab).	Maintained throughout Project implementation.				
b)	Support the decentralization of	• Establish a trained, dedicated and committed	Quarter 1	MGLSD project staff and the DPGs	MGLSD	- A number of focal points	250,000,000

The SEP Implementation Schedule and Budget for the Project Implementation							
	Activity to Address Social and Environmental Risks	**Steps to be taken**	**Time Lines**	**Responsible Entity**	**Monitoring (Who will monitor)**	**Output Indicators**	**Estimated Budgets (UGX)**
	the land sector to ensure that communities and the Vulnerable and Disadvantaged Individuals or Groups have access to land services at lower costs.	network of community focal persons that includes CLAs, DPGs	Maintained throughout Project implementation.			and persons identified and trained - A number of DPGS formed and trained - Institutional, legal and technical capacities strengthened.	
c)	Develop Stakeholder Engagement Plan for GROW project	• Develop a comprehensive Stakeholder Engagement Plan for implementation of the GROW project activities		MGLSD project staff and the DPGs	MGLSD	Stakeholder Engagement Implementation plan developed	SE Budget
6	**Communication and Information Disclosure**						
a)	Develop information dissemination strategy	• Develop a strategy • Identity the methods to disseminate the information • Disclosure of information to stakeholders through multimedia outlets	Quarter 1 prior to implementation Maintained throughout	MGLSD/ PSFU project staff and the DPGs	MGLSD & PSFU in coordination WB	- SEP communication strategy in place - SEP plan in place	150,000,000

The SEP Implementation Schedule and Budget for the Project Implementation							
	Activity to Address Social and Environmental Risks	**Steps to be taken**	**Time Lines**	**Responsible Entity**	**Monitoring (Who will monitor)**	**Output Indicators**	**Estimated Budgets (UGX)**
			Project implementation.			- IEC materials developed - A number of disclosure channels made available	
b)	Develop relevant IEC materials for community engagements	• Develop relevant IEC materials translated in local languages of the project location	Quarter 2 Maintained throughout Project implementation.	MLHUD/ PSFU project staff and the DPGs	MLHUD & PSFU in coordination with WB	- A number and categories of IEC material developed in relation to land	IEC material development is Covered under development of the Communication strategy)
c)	Mobilize and reach out to all project beneficiary communities to create awareness on the Project and its benefits to the communities	• Develop a sensitization plan in coordination and consultation with the district technical, political and local leadership • Conduct sensitization targeting all project beneficiaries with a	Quarter 1 of the Project implementation year Maintained throughout	MGLSD/ PSFU project staff and the DPGs	MGLSD PSFU	- A number of community sensitization and sensitization awareness creation	Covered under SE Budget

The SEP Implementation Schedule and Budget for the Project Implementation							
	Activity to Address Social and Environmental Risks	**Steps to be taken**	**Time Lines**	**Responsible Entity**	**Monitoring (Who will monitor)**	**Output Indicators**	**Estimated Budgets (UGX)**
		specific focus on marginalized and vulnerable persons of both genders	Project implementation.			sessions held /conducted	
d)	Conduct community sensitization	• Develop a Community SE sensitization program, material and messages, GBV messages inclusive • Conduct community sensitization	Quarter 1 Maintained throughout Project implementation.	MGLSD, PSFU project staff and the DPGs	MGLSD PSFU	Number of community sensitization conducted	Covered under SE Budget
5	**GROW project sensitive channels for reporting in GRM**						
a)	Develop/Review GRM for specific GROW GRM procedures	• Undertake internal review of GRM for social and environment risks mitigation; • Integrate GBV entry points within the GRM with clear procedures.	Quarter 1	MGLSD. PSFU project staff	MGLSD, PSFU safeguards Specialist	- GRM procedure integrated - GBV mainstreamed in the new GRM	
b.	Identify and train PIUs, DPGs and any other focal persons on the Project implementation	• Identify and select respective responsible persons and focal points/DPGs to handle grievances within the GRC	During Quarter 2 Retraining of on ground staff during project	MGLSD, PSFU project staff	MGLSD PSFU	GRCs and GBV focal points selected and trained	Covered under 7 (b)

The SEP Implementation Schedule and Budget for the Project Implementation							
	Activity to Address Social and Environmental Risks	**Steps to be taken**	**Time Lines**	**Responsible Entity**	**Monitoring (Who will monitor)**	**Output Indicators**	**Estimated Budgets (UGX)**
	within the GMCs who will be responsible in handling grievances and referrals to the to the respective channels/places/institutions and or other relevant stakeholders as defined in the GROW PID and in the referral pathway for GBV from the MOGLSD and the Police protocol.	• Clarify the role of the focal points/DPGs as referral points in the mitigation and referral service • Train the DPGs/focal points on grievance handling including GBV basics and the referral pathway	implementation. And or recruit more if necessary.				
c)	Review GRM reports/logs and also review for GBV sensitivity to ensure all vulnerable persons of both genders are not left out	• Review logs for GRMs, reports documentation to ensure it follows standards for documenting grievances and GBV cases	During project implementation.	MGLSD, PSFU project staff	MGLSD PSFU	Number of grievances registered Number of GBV cases documented	SE Budget

ANNEX 6A: STAKEHOLDERS MET DURING SEP PREPARATION - CENTRAL REGION

REGION: CENTRAL

SN	NAMES	DESIGNATION/CATEGORY	TEL. CONTACT	DATE OF MEETING	DISTRICT
1.	Kiwanuka Immaculate Namazzi	Elderly	0751750457 0777750457	14/11/2022	KAMPALA-MAKINDYE DIVISION
2.	Naziwa Teopista	Elderly	0750961746	14/11/2022	KAMPALA-MAKINDYE DIVISION
3.	Kikomeko Katheleen	Cultural Institution	0704800059	14/11/2022	KAMPALA-MAKINDYE DIVISION
4.	Mayanja Peter	Cultural Institution	0705883377	14/11/2022	KAMPALA-MAKINDYE DIVISION
5.	Kimbowa Samuel	NGO Forum	0752838984	14/11/2022	KAMPALA-MAKINDYE DIVISION
6.	Muhabuzi Lauben	GBV Male Champion	0772965254	14/11/2022	KAMPALA-MAKINDYE DIVISION
7.	Katende Ronnie	GBV Male Champion	0703286018	14/11/2022	KAMPALA-MAKINDYE DIVISION
8.	Ibanda Joyce Mukyala	PWD	0752817879	14/11/2022	KAMPALA-MAKINDYE DIVISION
9.	Nabuuma Angella	PLHIV	0709314600	14/11/2022	KAMPALA-MAKINDYE DIVISION
10.	Namugga Getrude	PWD	0756868810	14/11/2022	KAMPALA-MAKINDYE DIVISION
11.	Kaita K Doreen	DRCC Makindye	O777501079	10/11/2022	KAMPALA-MAKINDYE DIVISION
12.	Ssebuguzi Samuel	LC II Chairperson	0784628832	10/11/2022	KAMPALA-MAKINDYE DIVISION
13.	Hon. Mutyaba Rashid	Gender Chairperson-Makindye Division	0705041439	10/11/2022	KAMPALA-MAKINDYE DIVISION

SN	NAMES	DESIGNATION/CATEGORY	TEL. CONTACT	DATE OF MEETING	DISTRICT
14.	Zalwango Dorothy	Female Affairs, Youth	0704516202	10/11/2022	KAMPALA-MAKINDYE DIVISION
15.	Frediana Nyiramugisha	Women Council	0772682782	10/11/2022	KAMPALA-MAKINDYE DIVISION
16.	Nyeko Ceaser	Youth Chairperson	0704241986	10/11/2022	KAMPALA-MAKINDYE DIVISION
17.	Hon. Josephine Nasaazi	Ag Mayor	0772489498	10/11/2022	KAMPALA-MAKINDYE DIVISION
18.	Innocent Sukuku	Public Health, Environment Officer	0773417630	10/11/2022	KAMPALA-MAKINDYE DIVISION
19.	Julius Bakashaba	OCD	0751053649	10/11/2022	KAMPALA-MAKINDYE DIVISION
20.	Malingha Paul Mweru	Ward Administrator	0752622276	10/11/2022	KAMPALA-MAKINDYE DIVISION
21.	Nagujja Doreen	Probation and welfare officer	0754189674	10/11/2022	KAMPALA-MAKINDYE DIVISION
22.	Joshua Bateeze	Commercial Officer	078258911	10/11/2022	KAMPALA-MAKINDYE DIVISION
23.	Michael Baruch	Labour Officer	0759177686	10/11/2022	KAMPALA-MAKINDYE DIVISION
24.	Atuhairwe Peace Victoria	Production Officer	0788025635	10/11/2022	KAMPALA-MAKINDYE DIVISION
25.	Paul Zimbe	For Town Clerk	0783883856	10/11/2022	KAMPALA-MAKINDYE DIVISION
26.	Jane Nampijja	Manager, women entrepreneur group	0774765067	11/11/2022	KAMPALA-MAKINDYE DIVISION
27.	Nanteza Justine	C/P PLHIV, Glorious Widows	0785734466	11/11/2022	KAMPALA-MAKINDYE DIVISION
28.	Nannyonga winfred	C/P women entrepreneur group	0706348312	11/11/2022	KAMPALA-MAKINDYE DIVISION
29.	Kanyesigye Jane	C/P women entrepreneur group	0771860373	11/11/2022	KAMPALA-MAKINDYE DIVISION

SN	NAMES	DESIGNATION/CATEGORY	TEL. CONTACT	DATE OF MEETING	DISTRICT
30.	Abenakyo Beatrice	C/P KBW women entrepreneur group	0782398645	11/11/2022	KAMPALA-MAKINDYE DIVISION
31.	Namugambe Robina	C/P Jehovah Jireh Women's Group	0774562823	11/11/2022	KAMPALA-MAKINDYE DIVISION
32.	Nakalembe Namakula Joyce	C/P Deborah Women's Group	0773345977	11/11/2022	KAMPALA-MAKINDYE DIVISION
33.	Nantale Mary	Treasurer women's group	0774328365	11/11/2022	KAMPALA-MAKINDYE DIVISION
34.	Nabukenya Sylvia	C/M Outbeach friends' group	0704773323	11/11/2022	KAMPALA-MAKINDYE DIVISION
35.	Namirembe Agnes	Culture	0701208180	1/11/2022	KAYUNGA
36.	Wasswa Patrick	NGO Forum	0703459841	1/11/2022	KAYUNGA
37.	Kubula Susan	Catholic Regious Leader	0786108043	1/11/2022	KAYUNGA
38.	Luswata Henry Kanakulya	GBV Champion	0759438844	1/11/2022	KAYUNGA
39.	Nabukwasi Halina	Culture	0700652311	1/11/2022	KAYUNGA
40.	Ibrahim Lubega	GBV Champion	0704033013	1/11/2022	KAYUNGA
41.	Mukiibi Richard	Inter-Religious Council	0755469697	1/11/2022	KAYUNGA
42.	Namulwa Asinansi	PWD	0709461552	2/11/2022	KAYUNGA
43.	Nantaba Rovisa	PLHIV	0788789827	2/11/2022	KAYUNGA
44.	Tikabulamu Joyce	PWD	0775865242	2/11/2022	KAYUNGA
45.	Namukasa Sarah	Elderly Entrepreneur	0772020971	2/11/2022	KAYUNGA

SN	NAMES	DESIGNATION/CATEGORY	TEL. CONTACT	DATE OF MEETING	DISTRICT
46.	Nakankya Gladys	Entrepreneur	0772638953	2/11/2022	KAYUNGA
47.	Kibowa Faridah	Chairperson-NWC	077899301	31/10/2022	KAYUNGA
48.	Mugaba Ronald	District Councilor	0774011741	31/10/2022	KAYUNGA
49.	Ntambi Said	District Councilor	0700856929	31/10/2022	KAYUNGA
50.	Ssentamu Harunah	Parish Councilor	0701277161	31/10/2022	KAYUNGA
51.	Sanya Emmanuel	Gen. Sec. Youth	0708544203	31/10/2022	KAYUNGA
52.	Isabirye Muhamad	C/P L.II Namagabi	0757189573	31/10/2022	KAYUNGA
53.	Ssemugooma Samuel	C/P LC. II Nakaseeta Parish	0700334130	31/10/2022	KAYUNGA
54.	Namugambe Esther	Sec. Women	0779485165	31/10/2022	KAYUNGA
55.	Waswa Ramadhan	Interpreter	0756974423	31/10/2022	KAYUNGA
56.	Mawerere Peter	D/RDC	0705759304	31/10/2022	KAYUNGA
57.	Muwonge Andrew	C/P LC IV	0702657550	31/10/2022	KAYUNGA
58.	Dr. Mugabi David	DPO -Kayunga	0772453164	31/10/2022	KAYUNGA
59.	Kafeero k. Collins	District Probation Officer	0772438132	31/10/2022	KAYUNGA
60.	Samuel K Mukasa	DCO -Kayunga	0776757467	31/10/2022	KAYUNGA
61.	Nantabo Maimuna	Environment Officer	0782590582	31/10/2022	KAYUNGA

SN	NAMES	DESIGNATION/CATEGORY	TEL. CONTACT	DATE OF MEETING	DISTRICT
62.	Nansukusa Mariam	CDO- Gender	0773280438	31/10/2022	KAYUNGA
63.	Kyowulira Abdu	Parish chief	07736880038	31/10/2022	KAYUNGA
64.	Nanteza Evah	Parish Chief	0788775799 0702753706	31/10/2022	KAYUNGA
65.	Nandawula Eva	SLO-Kayunga	0700290313	31/10/2022	KAYUNGA
66.	Kaggwa Daris	PA CAO	0772440498	31/10/2022	KAYUNGA
67.	Nakyanzi Prossy	C/P Kwagalakwe Women's Group	0787098167	1/11/2022	KAYUNGA
68.	Nalubwama Eva	C/P Bugaddu tents and chairs Group	0757759098	1/11/2022	KAYUNGA
69.	Aisha Mubiru	V/P Twekembe Women's Group	0704671594	1/11/2022	KAYUNGA
70.	Namutebi Rehema	C/P Nakaseeta catering services women project	0703437095	1/11/2022	KAYUNGA
71.	Mugidde Oliver	Treasurer- Bwamulamira women silc group	0772936400	1/11/2022	KAYUNGA
72.	Namaganda Jalia	Sec. Bbaale west catering services group	0752575760	1/11/2022	KAYUNGA
73.	Namazzi Diana	C/P UNATU-Kayunga	0754685806 0782404529	1/11/2022	KAYUNGA
74.	Namutebi Christine	C/P Twekolere VSLA	0782803754	1/11/2022	KAYUNGA
75.	Musoke Mariam	C/P B.S.S Women Confectionary Group	0705364006 0788549872	1/11/2022	KAYUNGA
76.	Nalwoga Sarah	C/P kyampisi wine making women's Group	0753986923	1/11/2022	KAYUNGA
77.	Anaso Rose	VC C/P Kazinga multipurpose group	0784992831	1/11/2022	KAYUNGA

SN	NAMES	DESIGNATION/CATEGORY	TEL. CONTACT	DATE OF MEETING	DISTRICT
78.	Mwanje Robert	Contractor, Road Construction	0772652534	1/11/2022	KAYUNGA
79.	Kaguna Rebecca	Treasurer- Bakyaala	0782918276 0755918276	1/11/2022	KAYUNGA
80.	Nabinene Robinah	Kigobero women brick laying group	0751772506	1/11/2022	KAYUNGA
81.	Najja B. Marjoriene	VSLA Trainer	0751772506	1/11/2022	KAYUNGA
82.	Kiggundu Fred	Parish Chief	0759115985	25/10/2022	MASAKA
83.	Nakaliisa Shirat	Parish Chief	0709587671	25/10/2022	MASAKA
84.	Bweguyibwa Monica	Gender Officer	0751156657	25/10/2022	MASAKA
85.	Ssenkaayi Godfrey	Ag DPO	0752081355	25/10/2022	MASAKA
86.	Nakajoba J Irene	Senior Labour Officer	0751123099	25/10/2022	MASAKA
87.	Nagawa Maria	PSWO	0701545799	25/10/2022	MASAKA
88.	Kizza Wilson	SCDO	0703984442	25/10/2022	MASAKA
89.	Musisi Lillian	DCDO	0772449788	25/10/2022	MASAKA
90.	Nalukenge Barbara	DCO	0772651233	25/10/2022	MASAKA
91.	Angela Nakafeero	C/GWA	0776831669	25/10/2022	MASAKA
92.	Batemyetto Lukyamuzi	Chairman LC IV	0752618612	25/10/2022	MASAKA
93.	Kiweewa Francis	C/M LC II, Kalagala	0751885109	25/10/2022	MASAKA

SN	NAMES	DESIGNATION/CATEGORY	TEL. CONTACT	DATE OF MEETING	DISTRICT
94.	Rose Nakyejjwe	DNRO-Masaka DLG	0704556787	25/10/2022	MASAKA
95.	Mbaziira Godfrey	C/P LCII	0751232824	25/10/2022	MASAKA
96.	Nabukenya Jane frances	Sec. Production masaka city	0757977698	25/10/2022	MASAKA
97.	Nansubuga Rossette	Sec. Gender Masaka City	0752068884	25/10/2022	MASAKA
98.	Babirye Lillian	District female youth councilor	0702357736	25/10/2022	MASAKA
99.	Kalyango Robert	City CDO	0758583127	25/10/2022	MASAKA
100.	Nagawa Milly phaibe	Woman councilor Masaka district	0702646232	25/10/2022	MASAKA
101.	Nalongo Kakande	Sec. for Women	0755259998	26/10/2022	MASAKA
102.	Nakiganda Winnie	Sec. for youth	0706359240	26/10/2022	MASAKA
103.	Nandawula Eva	Youth councilor	0758704471	26/10/2022	MASAKA
104.	Namajja Aidah	Sec. Bwala saving group	0773938235	26/10/2022	MASAKA
105.	Nakabugo Harriet	C/P Bakyala Tukole Farmer's group	0702867625	26/10/2022	MASAKA
106.	Nassaka Cissy	C/P Takajjunge Tewekembe Development Group	0702867625	26/10/2022	MASAKA
107.	Namatovu A. Nyanzi	C/P for women Ssaza Buddu-Msk	0752536459	27/10/2022	MASAKA
108.	Nabuufu Amina	C/P Muslim Women Masaka	0703921227	27/10/2022	MASAKA
109.	Namulema Hawa	C/P Lwankoni Women's Group	0750048710	27/10/2022	MASAKA

SN	NAMES	DESIGNATION/CATEGORY	TEL. CONTACT	DATE OF MEETING	DISTRICT
110.	Nabbowa Rosmary	Elderly woman Entrepreneur	0705990540	27/10/2022	MASAKA
111.	Bukenya Fortunate Kibombo	CEO NGO Forum Masaka District	0702390363	27/10/2022	MASAKA
112.	Nanyonga Sarah	C/P Agali awamu group, Kasaali	0757362667	27/10/2022	MASAKA
113.	Nakabiito Mary	V/P Ssaza Buddu	0706305337	27/10/2022	MASAKA
114.	Ssendege Fred K	C/P NGO Forum	0702562074 787537418	27/10/2022	MASAKA
115.	Birungi Justine	C/P JUTOSA Group	0708316542	27/10/2022	MASAKA
116.	Nakyejwe Fauster	Woman Entrepreneur	0772482937	27/10/2022	MASAKA
117.	Mpungu Wilson	C/P LCI	0772927851	27/10/2022	MASAKA
118.	Nambalirwa Margret	Business woman	0757032477	27/10/2022	MASAKA
119.	Kabuye Oliver	Publicy Elderly group	0706623176	27/10/2022	MASAKA
120.	Ngonzi Daisy Atwoki	C/P for PLHIV- Masaka	0753500631	27/10/2022	MASAKA
121.	Ssengonzi Livingston	Sec. CELAC Masaka Network	0704857369	27/10/2022	MASAKA
122.	Kiweewa Daniel	V/P CELAC Masaka Network	0752288980	27/10/2022	MASAKA
123.	Nakkazi Joweria	Treasurer-Balema Twekolere Kaziba Group	0754444991	27/10/2022	MASAKA
124.	Namulinda Esther	Female Councilor for PWD-Masaka District	0701807378	27/10/2022	MASAKA
125.	Godfrey Bwanika	President M.D. F	0703363522	7/11/2022	WAKISO-ENTEBBE MUNICIPAL COUNCIL

SN	NAMES	DESIGNATION/CATEGORY	TEL. CONTACT	DATE OF MEETING	DISTRICT
126.	Wasswa .C	C/MAN LC. II Kiwafu Ward	0754169542	4/11/2022	WAKISO-ENTEBBE MUNICIPAL COUNCIL
127.	Namubiru. M	Sec. Gender	0757534371	4/11/2022	WAKISO-ENTEBBE MUNICIPAL COUNCIL
128.	Masette Joseph	C/P LC. II Katabi Ward	0774822110	4/11/2022	WAKISO-ENTEBBE MUNICIPAL COUNCIL
129.	Mivule Moses	General Secretary for Youth E.M	0704512662	4/11/2022	WAKISO-ENTEBBE MUNICIPAL COUNCIL
130.	Ssempera Stephen Sulait	District Councilor Division 'B'	0754111907	4/11/2022	WAKISO-ENTEBBE MUNICIPAL COUNCIL
131.	Sherry Kalyebara	C/P for Women Entebbe Municipality	0704331355	4/11/2022	WAKISO-ENTEBBE MUNICIPAL COUNCIL
132.	Nabitete Gertrude	Youth Leader	0703774153	7/11/2022	WAKISO-ENTEBBE MUNICIPAL COUNCIL
133.	Namukasa Flavia	Entrepreneur	0784444668 0706558608	7/11/2022	WAKISO-ENTEBBE MUNICIPAL COUNCIL
134.	Angaika Justine	C/P Bridge of Hope	0709257750	7/11/2022	WAKISO-ENTEBBE MUNICIPAL COUNCIL
135.	Kiconco Jolly	Treasurer- Together we stand Women's Group	0782807235	7/11/2022	WAKISO-ENTEBBE MUNICIPAL COUNCIL
136.	Kemigisha Mary	Chairperson- Knit wear	0779647874	7/11/2022	WAKISO-ENTEBBE MUNICIPAL COUNCIL
137.	Naggayi Christine	Treasurer-Knit wear	0782269738	7/11/2022	WAKISO-ENTEBBE MUNICIPAL COUNCIL
138.	Namulawa Faith	Treasurer- Katabi matte	0775541830	7/11/2022	WAKISO-ENTEBBE MUNICIPAL COUNCIL
139.	Wanyana Mariam	Councilor tusuubira women's group	077941384	7/11/2022	WAKISO-ENTEBBE MUNICIPAL COUNCIL
140.	Gladys Oneka	Sec. Busambaga Women Mushroom growers	0758623384	7/11/2022	WAKISO-ENTEBBE MUNICIPAL COUNCIL
141.	Namara Doleck	Youth Entrepreneur	0706614761	7/11/2022	WAKISO-ENTEBBE MUNICIPAL COUNCIL

SN	NAMES	DESIGNATION/CATEGORY	TEL. CONTACT	DATE OF MEETING	DISTRICT
142.	Birungi Jassy	HIV (D.B)	0704722323	8/11/2022	WAKISO-ENTEBBE MUNICIPAL COUNCIL
143.	Nakibuka Specioza	HIV D. A	0753615969	8/11/2022	WAKISO-ENTEBBE MUNICIPAL COUNCIL
144.	Kyampaire Christine	PWD	0705013682	8/11/2022	WAKISO-ENTEBBE MUNICIPAL COUNCIL
145.	Nawangi Annet	PWD (D.B)	0785141822	8/11/2022	WAKISO-ENTEBBE MUNICIPAL COUNCIL
146.	Hon. Tumusiime Rose	Former MP	0772517116	8/11/2022	WAKISO-ENTEBBE MUNICIPAL COUNCIL
147.	Masembe Margret	C/P for Elderly E.M.C	0772589014	8/11/2022	WAKISO-ENTEBBE MUNICIPAL COUNCIL
148.	Namuyanja Doroth	Senior Commercial Officer	0759176344	8/11/2022	WAKISO-ENTEBBE MUNICIPAL COUNCIL
149.	Semakula samson	Agricultural officer	0772505652	8/11/2022	WAKISO-ENTEBBE MUNICIPAL COUNCIL
150.	Najjuma florence	SEO	0782863070	8/11/2022	WAKISO-ENTEBBE MUNICIPAL COUNCIL
151.	Tusiime Viola	Ag PATC	0777970748	8/11/2022	WAKISO-ENTEBBE MUNICIPAL COUNCIL
152.	Sengonzi Dawood	SCDO	0702969297	8/11/2022	WAKISO-ENTEBBE MUNICIPAL COUNCIL
153.	Nakuya Joan	Labour Officer	0702095795	8/11/2022	WAKISO-ENTEBBE MUNICIPAL COUNCIL
154.	Sekagiri Frank	PCDO	0772427123	8/11/2022	WAKISO-ENTEBBE MUNICIPAL COUNCIL

ANNEX 6B: STAKEHOLDERS MET DURING SEP PREPARATION – WESTERN REGION

REGION WESTERN: DISTRICT ENTRY MEETINGS

No.	NAMES	TITLE /DESIGNATION	ORGANISATION/ GROUP	DISTRICT	DATE OF MEETING	PLACE OF MEETING
1.	Ninshaba Joy	Youth with Disability	-	Rubindi Mbarara	8/11/22	District Headquarters
2.	Mwijukye Lumbert	Guide youth	-	Mbarara	8/11/22	District Headquarters
3.	Yiga joseph f	SGSJ-MGLSD		Mbarara	8/11/22	District Headquarters
4.	Byenkya Julius	Consultant	PSFU	Mbarara	8/11/22	District Headquarters
5.	Claire Nakigudde	M&EO	MGLSD	Mbarara	8/11/22	District Headquarters
6.	Kamusiime Hope	Chairperson		Mbarara	8/11/22	District Headquarters
7.	Katushabe Stella	Chairperson	Rwebishekye Women in Development	Mbarara	8/11/22	District Headquarters
8.	Mbabazi Allen	Chairperson	Natukunda Catering	Mbarara	8/11/22	District Headquarters
9.	Ainomugisha Mellon	Member	-	Mbarara	8/11/22	District Headquarters
10.		Chairperson	-	Mbarara	8/11/22	District Headquarters
11.	Siime Patience	Chairperson	-	Mbarara	8/11/22	District Headquarters
12.	Tusimireyo J	District Planner	-	Mbarara	7/11/2022	District Headquarters
13.	Bananuka William	For District Engineer	MDLG	Mbarara	7/11/2022	District Headquarters
14.	Arinaitwe Osbert	CAE/Production	MDLG	Mbarara	7/11/2022	District Headquarters
15.	Tumwesigye Robert	DPO/Population	MDLG	Mbarara	7/11/2022	District Headquarters
16.	Byaruhanga Arthur	DCDO	MDLG	Mbarara	7/11/2022	District Headquarters
17.	Adams Bwisho Nkwasiibwe	DCO	MDLG	Mbarara	7/11/2022	District Headquarters District Headquarters
18.	Moses ashaba	SIA	MDLG	Mbarara	7/11/2022	District Headquarters
19.	Tushabe Fred R	DCAO	MDLG	Mbarara	7/11/2022	District Headquarters
20.	Muganzi Julius	CFO	MDLG	Mbarara	7/11/2022	District Headquarters
21.	Korutaro Lillian	Communication Officer	MDLG	Mbarara	7/11/2022	District Headquarters

No.	NAMES	TITLE /DESIGNATION	ORGANISATION/ GROUP	DISTRICT	DATE OF MEETING	PLACE OF MEETING
22.	Mujuni Keith	Population officer	MDLG	Mbarara	7/11/2022	District Headquarters
23.	Dr. Sebutinde Peter	DHO	MDLG	Mbarara	7/11/2022	District Headquarters
24.	Niwagaba David S	DNRO	MDLG	Mbarara	7/11/2022	District Headquarters
25.	Mucunguzi Joseph	DWO	MDLG	Mbarara	7/11/2022	District Headquarters
26.	NINSIIMA JESCA		MDLG	Mbarara	7/11/2022	District Headquarters
27.	Yiga joseph		MGLSD	Mbarara	7/11/2022	District Headquarters
28.	Edgar Kakama	Senior Labour Officer	MDLG	Mbarara	7/11/2022	District Headquarters
29.	Asiimire Alison	Senior Probation Welfare officer	MDLG	Mbarara	7/11/2022	District Headquarters
30.	Wanyana Annet	Parish Chief	MDLG	Mbarara	7/11/2022	District Headquarters
31.	Kusasirwe Jennifer	Parish Chief	MDLG	Mbarara	7/11/2022	District Headquarters
32.	Kasagara Edward	CAO	MDLG	Mbarara	7/11/2022	District Headquarters
33.	Byenkya Julius	Consultant	PSFU	Mbarara	7/11/2022	District Headquarters
34.	Claire Nakigudde	M/E		Mbarara	7/11/2022	District Headquarters
35.	Abenaitwe Donald	Chairperson Youth Council Mbarara		Mbarara	7/11/2022	District Headquarters
36.	Kamatsiko Doris	Publicity Women council	Mbarara	Mbarara	7/11/2022	District Headquarters
37.	Tumwebaze Hope		MDLG	Mbarara	7/11/2022	District Headquarters
38.	Mugume Bernard		MDLG	Mbarara	7/11/2022	District Headquarters
39.	Abraham Kansiime	Sec. Social Services	MDLG	Mbarara	7/11/2022	District Headquarters
40.	Ankunda Saimon	Sec. Finance	MDLG	Mbarara	7/11/2022	District Headquarters
41.	Tumwesigye Didas	District Chairperson	MDLG	Mbarara	7/11/2022	District Headquarters
42.	Kabwenkoma Patrick	C/M LC II Nyamityobora	MDLG	Mbarara	7/11/2022	District Headquarters
43.	Namanya joseph	Ward councilor	MDLG	Mbarara	7/11/2022	District Headquarters
44.	Bogere Richard	C/P Disability council	MDLG	Mbarara	7/11/2022	District Headquarters
45.	Byaruhanga Arthur	DCDO	MDLG	Mbarara	7/11/2022	District Headquarters
46.	Yiga Joseph F	SGSI-DOSH	MGLSD	Mbarara	7/11/2022	District Headquarters

No.	NAMES	TITLE /DESIGNATION	ORGANISATION/ GROUP	DISTRICT	DATE OF MEETING	PLACE OF MEETING
47.	Byenkya Julius	PSFU	PFSU	Mbarara	7/11/2022	District Headquarters
48.	Claire Nakigudde	M/E MGLSD	MGLSD	Mbarara		District Headquarters
49.	Kemerwa Moses	Elderly	-	Mbarara	9/11/22	District Headquarters
50.	Magundu Jackson	Old Persons	-	Mbarara	9/11/22	District Headquarters
51.	Chris Baguma	Human Rights Officer	-	Mbarara	9/11/22	District Headquarters
52.	Rev. Besigye CHRIS	Religious Affairs	ANGLICAN CHURCH	Mbarara	9/11/22	District Headquarters
53.	Asingwire Monic Nyabeeya	Religious Affairs	ANGLICAN CHURCH	Mbarara	9/11/22	District Headquarters
54.	Ngabirano Vicent	District Disability Council	MDLG	Mbarara	9/11/22	District Headquarters
55.	Komugisha Jovia	Secretary	ULGWD	Mbarara	9/11/22	District Headquarters
56.	Kamugisha Daniel	Treasurer	-	Mbarara	9/11/22	District Headquarters
57.	Mushase Edson	Community orphans	CBO	Mbarara	9/11/22	District Headquarters
58.	Birungi Connie	Manager	PECOS	Mbarara	9/11/22	District Headquarters
59.	Mukundane Thomas	UNCCI Employer		Mbarara	9/11/22	District Headquarters
60.	Ainematsiko Annamary	Secretary	NGO	Mbarara	9/11/22	District Headquarters
61.	Yiga Joseph F	SGSI	DOSH MGLSD	Mbarara	9/11/22	District Headquarters
62.	Byenkya Julius	Consultant	PSFU	Mbarara	9/11/22	District Headquarters
63.	Claire Nakigudde	M&EO	MGLSD	Mbarara	9/11/22	District Headquarters
64.	Edgar Kakama	Senior Labour Officer	MDLG	Mbarara	9/11/22	District Headquarters
65.	Asiimire Alison	Senior Probation Welfare officer	MDLG	Mbarara	9/11/22	District Headquarters
66.	Wanyana Annet	Parish Chief	MDLG	Mbarara	9/11/22	District Headquarters
67.	Kusasirwe Jennifer	Parish Chief	MDLG	Mbarara	9/11/22	District Headquarters
68.	Kasagara Edward	CAO	MDLG	Mbarara	9/11/22	District Headquarters
69.	Byenkya Julius	Consultant	PSFU	Mbarara	9/11/22	District Headquarters
70.	Claire Nakigudde	M/E	MGLSD	Mbarara	9/11/22	District Headquarters
71.	Ndekeere Bernard	Commercial Officer	IDLG	Isingiro	11/11/22	District Headquarters

No.	NAMES	TITLE /DESIGNATION	ORGANISATION/ GROUP	DISTRICT	DATE OF MEETING	PLACE OF MEETING
72.	Asiimwe AR	CAO	IDLG	Isingiro	11/11/22	Isingiro District Headquarters
73.	Atusasiire Justine	SPWO	IDLG	Isingiro	11/11/22	Isingiro District Headquarters
74.	Tusiime Midah	Ass E/O	IDLG	Isingiro	11/11/22	Isingiro District Headquarters
75.	Natukunda Enos	For DCDO	IDLG	Isingiro	11/11/22	Isingiro District Headquarters
76.	Kabagambe Julius	Town Agent	IDLG	Isingiro	11/11/22	Isingiro District Headquarters
77.	Arinaitwe Christine	Town Agent	IDLG	Isingiro	11/11/22	Isingiro District Headquarters
78.	Rukunda Ritah	CDO	IDLG	Isingiro	11/11/22	Isingiro District Headquarters
79.	Karugaba Aloysius	DPO	IDLG	Isingiro	11/11/22	Isingiro District Headquarters
80.	Yiga Joseph	SGSI	MGLSD	Isingiro	11/11/22	Isingiro District Headquarters
81.	Byenkya Julius A	Consultant	PSFU	Isingiro	11/11/22	Isingiro District Headquarters
82.	Claire Nakigudde	MGLSD		Isingiro	11/11/22	Isingiro District Headquarters
83.	Ssenkaali Hassan	GBV Chairperson	IDLG	Isingiro	15/11/22	Isingiro District Headquarters
84.	Asiimwe Christopher	GBV Champion	IDLG	Isingiro	15/11/22	Isingiro District Headquarters
85.	Kamugisha Abert	FBU Chairperson	Isingiro	Isingiro	15/11/22	Isingiro District Headquarters
86.	Yiga Joseph	SGSI	MGLSD	Isingiro	15/11/22	Isingiro District Headquarters
87.	Byenkya Julius	Consultant	PFSU	Isingiro	15/11/22	Isingiro District Headquarters

No.	NAMES	TITLE /DESIGNATION	ORGANISATION/ GROUP	DISTRICT	DATE OF MEETING	PLACE OF MEETING
88.	Tuhairwe Alone	C/P LCV	IDLG	Isingiro	11/11/22	Isingiro District Headquarters
89.	Asiimwe John	LCII	Kamuri Ward	Isingiro		Isingiro District Headquarters
90.	Byarugaba Rodoviko	Secretary for Education		Isingiro		Isingiro District Headquarters
91.	Asiimwe Anna	Sec. Finance	IDLG	Isingiro		Isingiro District Headquarters
92.	Nuwagaba Fred	C/Person LCII	Kyabishahi Ward	Isingiro		Isingiro District Headquarters
93.	Grace Muhanduke	We Empower	Nakivale Refugee Camp	Isingiro	15/11/22	Nakivale Refugee Camp
94.	Geogina Kilosho	Coordinator We Empower	Nakivale Refugee Camp	Isingiro	15/11/22	Nakivale Refugee Camp
95.	Olga Kahindo	Wise Women	Nakivale Refugee Camp	Isingiro	15/11/22	Nakivale Refugee Camp
96.	Sefora Uzele Mufogo	CEO	Put it on Nakivale Refugee Camp	Isingiro	15/11/22	Nakivale Refugee Camp
97.	Zena Hemedi	Entrepreneur	Zorane Restaurant	Isingiro	15/11/22	Nakivale Refugee Camp
98.	Uwamahoro Espelancy	Entrepreneur	Light my Talent Africa Nakivale Refugee Camp	Isingiro	15/11/22	Nakivale Refugee Camp
99.	Luanda Musafin	Entrepreneur	Tumaini for Refugee women	Isingiro	15/11/22	Nakivale Refugee Camp
100.	Wangaturaho Margaret	C/P	KEDO	Isingiro	14/11/22	Isingiro District Headquarters
101.	Bahiirwa Petronera	C/P	St. Peters	Isingiro	14/11/22	Isingiro District Headquarters
102.	Baganwa Racheal	C/P	Amazima Group	Isingiro	14/11/22	Isingiro District Headquarters
103.	Nagawa Scovia	Member	Omubiki	Isingiro	14/11/22	Isingiro District Headquarters

No.	NAMES	TITLE /DESIGNATION	ORGANISATION/ GROUP	DISTRICT	DATE OF MEETING	PLACE OF MEETING
104.	Kembabazi Patricia	GBV Champion		Isingiro	15/11/22	Isingiro District Headquarters
105.	Musisi Aminah	C/P	FBO	Isingiro	15/11/22	Isingiro District Headquarters
106.	Atuhaire Suzan	C/P	FBO	Isingiro	15/11/22	Isingiro District Headquarters
107.	Agaba crispus	FBO		Isingiro	15/11/22	Isingiro District Headquarters
108.	TUMUSIIME Jovan	FBO	Catholic church	Isingiro	15/11/22	Isingiro District Headquarters
109.	Agaba P.	Male Champion	Isingiro	Isingiro	15/11/22	Isingiro District Headquarters
110.	Claire Nakigudde	MGLSD		Isingiro	15/11/22	Isingiro District Headquarters
111.	Kansiime Joy	Chairperson	Ibagano B Group	Isingiro	14/11/22	Isingiro District Headquarters
112.	Kyomukama Mary Angella Kajoro	Chairperson	Mucwo	Isingiro	14/11/22	Isingiro District Headquarters
113.	Mbabazi Jane	Chairperson	Kahoro	Isingiro	14/11/22	Isingiro District Headquarters
114.	Kyoshabire Donasi	Chairperson	Kahoro Abakyara Kwetungura	Isingiro	14/11/22	Isingiro District Headquarters
115.	Mpumwire Annet	C/Person	Kaberebere west women Market	Isingiro	14/11/22	Isingiro District Headquarters
116.	Kembabazi Peace	C/Person	Kyenyangi Women's Group	Isingiro	14/11/22	Isingiro District Headquarters
117.	Buyonjo Margaret	C/Person	Akateete Gamba Group	Isingiro	14/11/22	Isingiro District Headquarters
118.	Namatovu Rehema	C/Person	-	Isingiro	14/11/22	Isingiro District Headquarters
119.	Kobusingye Lydia	C/Person	Bee Keeping Group	Isingiro	14/11/22	Isingiro District Headquarters

No.	NAMES	TITLE /DESIGNATION	ORGANISATION/ GROUP	DISTRICT	DATE OF MEETING	PLACE OF MEETING
120.	Tuhairwe Alone	Chairman LC V	Isingiro District	Isingiro	14/11/22	Isingiro District Headquarters
121.	Asiimwe John	LC III C/person		Isingiro	14/11/22	Isingiro District Headquarters
122.	Byarugaba Rudriko	Sec. for Education of GBS	IDLG	Isingiro	14/11/22	Isingiro District Headquarters
123.	Asiimwe Annah	Sec. for finance	Isingiro	Isingiro	14/11/22	Isingiro District Headquarters
124.	Nuwagaba Fleb	C/Man LC II Kyabishaho Ward	Kyabishaho Ward	Isingiro	11/11/22	Isingiro District Headquarters
125.	Yiga Joseph F	SGSI	MGLSD	Isingiro	11/11/22	Isingiro District Headquarters
126.	Jeniffer Tumusimire	Senior Prog Officer	RDLG	Runkungiri	1/11/22	Runkungiri District Hall
127.	Vanansious Muhumuza	Parish Chief	RDLG	Runkungiri	1/11/22	Runkungiri District Hall
128.	Akampurira Joseph	Parish Chief	RDLG	Runkungiri	1/11/22	Runkungiri District Hall
129.	Mbabazi Caroline	SEO	RDLG	Runkungiri	1/11/22	Runkungiri District Hall
130.	Atuhaire Caroline	DCO	RDLG	Runkungiri	1/11/22	Runkungiri District Hall
131.	Agaba Posias	DCDO	RDLG	Runkungiri	1/11/22	Runkungiri District Hall
132.	Twesiime Charles	SLO	RDLG	Runkungiri	1/11/22	Runkungiri District Hall
133.	Twesigomwe John Bosco	SCDO	RDLG	Runkungiri	1/11/22	Runkungiri District Hall
134.	Tibigamba Dickson	CDO	Rukungiri Municipality	Runkungiri	1/11/22	Runkungiri District Hall
135.	Mukuru Harison	PWO	RDLG	Runkungiri	1/11/22	Runkungiri District Hall

No.	NAMES	TITLE /DESIGNATION	ORGANISATION/ GROUP	DISTRICT	DATE OF MEETING	PLACE OF MEETING
136.	Masokoyi Wasswa	CAO	RDLG	Runkungiri	1/11/22	Runkungiri District Hall
137.	Dr. Akasiima M	DHO	RDLG	Runkungiri	1/11/22	Runkungiri District Hall Runkungiri District Hall
138.	Idah Maisho	C/M LC II	Karangaro	Runkungiri	1/11/22	Runkungiri District Hall
139.	Abinsinguza Susan	Female District Youth Councilor	RDLG	Runkungiri	1/11/22	Runkungiri District Hall
140.	Magara John	Union Leader	RDLG	Runkungiri	1/11/22	Runkungiri District Hall
141.	Twesigye Gershom	C/Man LC II	RDLG	Runkungiri	1/11/22	Runkungiri District Hall
142.	Musiimenta Clare	District Workers representative	RDLG	Runkungiri	1/11/22	Runkungiri District Hall
143.	Gideon Twakira	Representative	CUPO	Runkungiri	1/11/22	Runkungiri District Hall
144.	Nahwera Santrinah	District Vice Chairperson	RDLG	Runkungiri	1/11/22	Runkungiri District Hall
145.	Claire Nakigudde	M&EO	MGLSD	Runkungiri	1/11/22	Runkungiri District Hall
146.	Byenkya Julius	Consultant	PSFU	Runkungiri	1/11/22	Runkungiri District Hall
147.	Kyogambirwe Emily	C/Person	Buyanja Central	Runkungiri	2/11/22	Runkungiri District Hall
148.	Gloria Muhwezi	C/Person	Nyakimpye	Runkungiri	2/11/22	Runkungiri District Hall
149.	Tumusiime Catherine	C/Person	Rwerere Catering Group	Runkungiri	2/11/22	Runkungiri District Hall
150.	Adrine Magayeki	Entrepreneur	-	Runkungiri	2/11/22	Runkungiri District Hall
151.	Jolly Twinamatsiko	C/Person	JERO Wines	Runkungiri	2/11/22	Runkungiri District Hall

No.	NAMES	TITLE /DESIGNATION	ORGANISATION/ GROUP	DISTRICT	DATE OF MEETING	PLACE OF MEETING
152.	Niyonzima Zahara	C/Person	Karucumitsi Tailoring Youth Group	Runkungiri	2/11/22	Runkungiri District Hall
153.	Akankunda Saphirah	C/Person	Rwakagoro Tailoring Group	Runkungiri	2/11/22	Runkungiri District Hall
154.	Nayebare Alice	C/Person	Mugamba group	Runkungiri	2/11/22	Runkungiri District Hall
155.	Nakabira Winnie	C/Person	Nyabugando Bakyara Kwebisaho Group	Runkungiri	2/11/22	Runkungiri District Hall
156.	Nduhukire Apophia	C/Person	Rwerere Women Poultry Group	Runkungiri	2/11/22	Runkungiri District Hall
157.	Orishaba Merab	C/Person	Rusharu Bakyara Tumanyone	Runkungiri	2/11/22	Runkungiri District Hall
158.	Kyonkunda Victory	Entrepreneur	Rukungiri	Runkungiri	2/11/22	Runkungiri District Hall
159.	Ninsiima Immaculate	C/Person	Kahondo Women Group	Runkungiri	2/11/22	Runkungiri District Hall
160.	Mbabazi Milly	Elderly Women Entrepreneur	Rukungiri	Runkungiri	2/11/22	Runkungiri District Hall
161.	Mpumiire Jessica	Elderly Women Entrepreneur	Rukungiri	Runkungiri	2/11/22	Runkungiri District Hall
162.	Kembabazi Peace	Rep. PLHIV	Rukungiri	Runkungiri	2/11/22	Runkungiri District Hall
163.	Arineitwe Stidia	Rep. Women Entrepreneur PWD	Rukungiri	Runkungiri	2/11/22	Runkungiri District Hall
164.	Aliganyira Stidia	Rep. Women Entrepreneur PWD	Rukungiri	Runkungiri	2/11/22	Runkungiri District Hall
165.	Kenyangi Agnes	Rep. Women Entrepreneur PWD	Rukungiri	Runkungiri	2/11/22	Runkungiri District Hall
166.	Atwongyere Hanifa	Rep. Elderly	Rukungiri	Runkungiri	2/11/22	Runkungiri District Hall

No.	NAMES	TITLE /DESIGNATION	ORGANISATION/ GROUP	DISTRICT	DATE OF MEETING	PLACE OF MEETING
167.	Nahamya Boaz	Male Champion	Rukungiri	Runkungiri	3/11/22	Runkungiri District Hall
168.	Kabahangot Paul	Male champion	Rukungiri	Runkungiri	3/11/22	Runkungiri District Hall
169.	Fr. Bakanshobeza	Priest	Catholic Church	Runkungiri	3/11/22	Runkungiri District Hall
170.	Honda Agono	ED	Civil Society	Runkungiri	3/11/22	Runkungiri District Hall
171.	Peter Ariho	Male Champion	Rukungiri	Runkungiri	3/11/22	Runkungiri District Hall
172.	Kakuyo Martine	Male Champion	Rukungiri	Runkungiri	3/11/22	Runkungiri District Hall
173.	Kameri Docus	Representative	FBO	Runkungiri	3/11/22	Runkungiri District Hall
174.	Mugizi Godfrey	Male Champion	Rukungiri	Runkungiri	3/11/22	Runkungiri District Hall
175.	Birungi Betty	DCDO		Kasese	25/10/22	Council Hall
176.	Kasereka Simon	DCO		Kasese	25/10/22	Council Hall
177.	Baluku Julius	DPO		Kasese	25/10/22	Council Hall
178.	Ssenku S.K	DCAO		Kasese	25/10/22	Council Hall
179.	Baruga Stella	SPHN		Kasese	25/10/22	Council Hall
180.	Asiimwe Zainab	SPSWO		Kasese	25/10/22	Council Hall
181.	Tembo Robinson	PSWO/GO		Kasese	25/10/22	Council Hall
182.	Matsande Brian	For DLO		Kasese	25/10/22	Council Hall
183.	Yiga Joseph	SGSI		Kasese	25/10/22	Council Hall
184.	Byenkya Julius	Consultant		Kasese	25/10/22	Council Hall
185.	Nakigudde Claire	M&E0		Kasese	25/10/22	Council Hall
186.	Masika Jacqueline	Ag. Ass Clerk to council		Kasese	25/10/22	Council Hall
187.	Mugisha Madiina	Stenographer		Kasese	25/10/22	Council Hall
188.	Muhindi Bukombi Eliphaz	District Chairperson		Kasese	26/10/22	Council Hall

No.	NAMES	TITLE /DESIGNATION	ORGANISATION/ GROUP	DISTRICT	DATE OF MEETING	PLACE OF MEETING
189.	Bwambale Adam	District Councillor		Kasese	26/10/22	Council Hall
190.	Agaba Sylvia	D/C		Kasese	26/10/22	Council Hall
191.	Biira Joyce Kiripi	C/P Social Services		Kasese	26/10/22	Council Hall
192.	Birungi Angella	C/P Women Council		Kasese	26/10/22	Council Hall
193.	Tumwine Santos	Councillor		Kasese	26/10/22	Council Hall
194.	Masereka Muhammed	District Youth Chairperson		Kasese	26/10/22	Council Hall
195.	Kyalisima David	C/P III		Kasese	26/10/22	Council Hall
196.	Stella Berunga	Senior Public Health Nurse		Kasese	26/10/22	Council Hall
197.	Bwambale Crispus	Sec. Social Services		Kasese	26/10/22	Council Hall
198.	Macumu Christopher	Youth Councilor		Kasese	26/10/22	Council Hall
199.	Kamakune Violet	C/P	Busambu Irrigation Farmer's Group	Kasese	26/10/22	Council Hall
200.	Ninsiima Leah	C/P	Kisongora Youth Group	Kasese	26/10/22	Council Hall
201.	Siama Salima	C/P	Kyalanga Parish Women Group	Kasese	26/10/22	Council Hall
202.	Kenganzi Beatrice	C/P	Twekambe Women Group	Kasese	26/10/22	Council Hall
203.	Masika Jannat	C/P	Kiganda Women Group	Kasese	26/10/22	Council Hall
204.	Nansamu Zakia	C/P	Kanamba Women Group	Kasese	26/10/22	Council Hall
205.	Kokuzanisa Jane	Secretary	Kisongora Womens Group	Kasese	26/10/22	Council Hall
206.	Gladys Kahigwa	C/P	Nyabubale Goat Rearing Group	Kasese	26/10/22	Council Hall
207.	Mugisa Judith	C/P	Kasenyi Twamane Fish Group	Kasese	26/10/22	Council Hall
208.	Muhindo Bismary	Tailoring/PLHIV	Kyarumba S/C	Kasese	28/10/22	Council Hall
209.	Muhindo Angella	PWD	Katwe Div	Kasese	28/10/22	Council Hall

No.	NAMES	TITLE /DESIGNATION	ORGANISATION/ GROUP	DISTRICT	DATE OF MEETING	PLACE OF MEETING
210.	Biira Peluce	Elderly	Nyamwamba Div	Kasese	28/10/22	Council Hall
211.	Muhindo Alice	PLHIV	Nyamwamba Div	Kasese	28/10/22	Council Hall
212.	Tusiime Harriet	PLHIV	Muhokya	Kasese	28/10/22	Council Hall
213.	Tukesiga Mary	Member	NAWOLA	Kasese	28/10/22	Council Hall
214.	Biira Sylvia	Coordinator	KAWODI	Kasese	28/10/22	Council Hall
215.	Getrida Kitaliibara	PWD	Rukoa	Kasese	28/10/22	Council Hall
216.	Muzamilu Kigeri Bisanga	Chairperson Ethnic Minority	Kasese	Kasese	28/10/22	Council Hall
217.	Benuza Jane	Coordinator	Bunyabindi community	Kasese	28/10/22	Council Hall
218.	Wamara Eriazi	Elder	Basongora community	Kasese	28/10/22	Council Hall
219.	Kyalimpa Emmanuel	Elder	Bagabu Community	Kasese	28/10/22	Council Hall
220.	Mbauta Chrispus	CEO	FURA	Kasese	27/10/22	Council Hall
221.	Kasengya Joshua	Project Coordinator	Kasese Baptist Development Committee	Kasese	27/10/22	Council Hall
222.	Jostas Mwebembezi	Director	RCRA	Kasese	27/10/22	Council Hall
223.	Muhindo Patience	Social Worker	RCRA	Kasese	27/10/22	Council Hall
224.	Namusoke Joseline Joy	Programs Manager	KWITSI	Kasese	27/10/22	Council Hall
225.	Kabugho Jovan	ED	A4CY-U	Kasese	27/10/22	Council Hall
226.	Baluku M.John	Elder	-	Kasese	27/10/22	Council Hall

ANNEX 6C: STAKEHOLDERS MET DURING SEP PREPARATION – NAMUTUMBA DISTRICT

CATEGORY: TECHNICAL STAFF

No.	NAMES	TITLE /DESIGNATION	ORGANISATION	DISTRICT	DATE OF MEETING	PLACE OF MEETING
1.	Gidongo Peter	DCAO	Namutumba Local Government	Namutumba	28th October 2022	Namutumba Motel
2.	Katsio Eric Joel	SPSWO	Namutumba Local Government	Namutumba	28th October 2022	Namutumba Motel
3.	Wairwaine Esther	PWO	Namutumba Local Government	Namutumba	28th October 2022	Namutumba Motel
4	Tabingwa Scarlet	TA	Namutumba Local Government	Namutumba	28th October 2022	Namutumba Motel
5	Waako Stephen	DCO	Namutumba Local Government	Namutumba	28th October 2022	Namutumba Motel
6	Babalanda Khalifha	DCDO	Namutumba Local Government	Namutumba	28th October 2022	Namutumba Motel
7	Namusobya Asha	Town Agent	Namutumba Local Government	Namutumba	28th October 2022	Namutumba Motel
8	Kirya Moses	Environment Officer	Namutumba Local Government	Namutumba	28th October 2022	Namutumba Motel
9	Kambuga Yusuf	Senior Labour Officer	Namutumba Local Government	Namutumba	28th October 2022	Namutumba Motel
10	Mugomba Ivan	Production Officer	Namutumba Local Government	Namutumba	28th October 2022	Namutumba Motel
11	Kabakubya Samuel	Town Clerk	Namutumba Local Government	Namutumba	28th October 2022	Namutumba Motel
12	Kweita Philp M	SCDO Gender	Namutumba Local Government	Namutumba	28th October 2022	Namutumba Motel
13	Teete susan	Procurement officer	Namutumba Local Government	Namutumba	28th October 2022	Namutumba Motel

ANNEX 6D: STAKEHOLDERS MET DURING SEP PREPARATION –NORTHERN RFEGION

CATEGORY: ENTRY MEETING

No.	NAMES	TITLE /DESIGNATION	ORGANISATION	DISTRICT	DATE OF MEETING	PLACE OF MEETING
4.	Asio Annet	Chairperson	W/ Entrepreneurship Group	Adjumani	25th October 2022	Hotel Bucolic Heritage
5.	Aparo Jenniffer	Treasurer	W/ Entrepreneurship Group	Adjumani	25th October 2022	Hotel Bucolic Heritage
6.	Lebu Patrick Adull	Chief	Payaa Clan	Adjumani	25th October 2022	Hotel Bucolic Heritage
7.	Okello Justine	P/Chief	Biyaye	Adjumani	25th October 2022	Hotel Bucolic Heritage
8.	Mawadri Patrick	Expire Client	Adjumani Town Council	Adjumani	25th October 2022	Hotel Bucolic Heritage
9.	Iya Samuel Peter	Male Champion	Adjumani Local Government	Adjumani	25th October 2022	Hotel Bucolic Heritage
10.	Sabino John	Sec for Health Affairs	Adjumani Town Council	Adjumani	25th October 2022	Hotel Bucolic Heritage
11.	Legu Samuel	Town Clerk	Adjumani Town Council	Adjumani	25th October 2022	Hotel Bucolic Heritage
12.	Tararke Juliet	Expire Client	Adjumani Town Council	Adjumani	25th October 2022	Hotel Bucolic Heritage
13.	Taban Data Peter	RDC	Adjumani Town Council	Adjumani	25th October 2022	Hotel Bucolic Heritage
14.	Jurugo Pius	For DPO	Adjumani Town Council	Adjumani	25th October 2022	Hotel Bucolic Heritage
15.	Asio Alice	C/P,District Women Council	Adjumani Town Council	Adjumani	25th October 2022	Hotel Bucolic Heritage
16.	Vuko Esther A	LC 3 V/CP	Pakelle	Adjumani	25th October 2022	Hotel Bucolic Heritage
17.	Okang Wilson	NGO	PLFU	Adjumani		Hotel Bucolic Heritage
18.	Onzima Allan	Counsellor	Community Based Organisation	Adjumani	25th October 2022	Hotel Bucolic Heritage
19.	Dipo Frances	SPWO	Adjumani Local Government	Adjumani	25th October 2022	Hotel Bucolic Heritage
20.	Chandia Beatrice	Chairperson Youth	Adjumani Town Council	Adjumani	25th October 2022	Hotel Bucolic Heritage
21.	Abuko Immaculate	Intern	Adjumani Local Government	Adjumani	25th October 2022	Hotel Bucolic Heritage
22.	Unzia Jackline	Sec CBS	Adjumani Local Government	Adjumani	25th October 2022	Hotel Bucolic Heritage
23.	Dipio Josephine	Gender Focal Person	Adjumani Local Government	Adjumani	25th October 2022	Hotel Bucolic Heritage
24.	Okiru Peter	Counsellor	Community Based Organisation	Adjumani	25th October 2022	Hotel Bucolic Heritage
25.	Acheng Jane Frances	COO	Adjumani Local Government	Adjumani	25th October 2022	Hotel Bucolic Heritage
26.	Karungi Janet	M&E	MGLSD	Adjumani	25th October 2022	Hotel Bucolic Heritage
27.	Solomon Arinaitwe	CO	MGLSD	Adjumani	25th October 2022	Hotel Bucolic Heritage
28.	Masimbi Brian	M&E	MGLSD	Adjumani	25th October 2022	Hotel Bucolic Heritage

CATEGORY: ADJUMANI TECHNICAL TEAM STAKEHOLDER CONSULTATIONS

No.	NAMES	TITLE /DESIGNATION	ORGANISATION	DISTRICT	DATE OF MEETING	PLACE OF MEETING
1.	Oryara G.O	CAO	Adjumani Local Government	Adjumani	26th October 2022	Hotel Bucolic Heritage
2.	Mawadri Ramathan	DCDO	Adjumani Local Government	Adjumani	26th October 2022	Hotel Bucolic Heritage
3.	Wandera William Owuli	For DPO	Adjumani Local Government	Adjumani	26th October 2022	Hotel Bucolic Heritage
4.	Tarayoke Juliet	Expire Client	Adjumani Local Government	Adjumani	26th October 2022	Hotel Bucolic Heritage
5.	Mawadri Patrick	Expire Client	Adjumani Local Government	Adjumani	26th October 2022	Hotel Bucolic Heritage
6.	Okello Justine	For: Sacco	Adjumani Local Government	Adjumani	26th October 2022	Hotel Bucolic Heritage
7.	Aoyoja Charles	For ED	Adjumani Local Government	Adjumani	26th October 2022	Hotel Bucolic Heritage
8.	Asubo Augustine	Parish Chief	Adjumani Local Government	Adjumani	26th October 2022	Hotel Bucolic Heritage
9.	Jurugo Pius	For: DPO	Adjumani Local Government	Adjumani	26th October 2022	Hotel Bucolic Heritage
10.	Ecma Patrick	Parish Chief	Adjumani Local Government	Adjumani	26th October 2022	Hotel Bucolic Heritage
11.	Unzia Jackline	Sec. CBS	Adjumani Local Government	Adjumani	26th October 2022	Hotel Bucolic Heritage
12.	Dipio Josephine	Gender Focal Person	Adjumani Local Government	Adjumani	26th October 2022	Hotel Bucolic Heritage
13.	Olema Swaib A	SLO	Adjumani Local Government	Adjumani	26th October 2022	Hotel Bucolic Heritage
14.	Sabuni John	Sec Health/CBS	Adjumani Local Government	Adjumani	26th October 2022	Hotel Bucolic Heritage
15.	Kaijuka Richard	Vice LC5	Adjumani Local Government	Adjumani	26th October 2022	Hotel Bucolic Heritage
16.	Dipio Frances	SPSWO	Adjumani Local Government	Adjumani	26th October 2022	Hotel Bucolic Heritage
17.	Abuko Immaculate	Intern Student	Adjumani Local Government	Adjumani	26th October 2022	Hotel Bucolic Heritage

CATEGORY: POLITICAL TEAM STAKEHOLDER CONSULTATIONS

No.	NAMES	TITLE /DESIGNATION	ORGANISATION	DISTRICT	DATE OF MEETING	PLACE OF MEETING
1.	Mangapi Lawrence	Mayor	Adjumani Town Council	Adjumani	27th October 2022	Hotel Bucolic Heritage
2.	Lagu Samuel	Town Clerk	Adjumani Town Council	Adjumani	27th October 2022	Hotel Bucolic Heritage
3.	Asiki Joseph	LC2 Chairman	Adjumani Town Council	Adjumani	27th October 2022	Hotel Bucolic Heritage
4.	Vuko Esther	LC3 Vice Chairperson	Adjumani Town Council	Adjumani	27th October 2022	Hotel Bucolic Heritage
5.	Taban Data Peter	RDC	Adjumani Town Council	Adjumani	27th October 2022	Hotel Bucolic Heritage
6.	Asio Alice	District Woman Council	Adjumani Town Council	Adjumani	27th October 2022	Hotel Bucolic Heritage
7.	Chandia Beatrice Adam	Chairperson Youth	Adjumani Town Council	Adjumani	27th October 2022	Hotel Bucolic Heritage

8.	Ebeura M. Achika	Social Services Committee Chairperson	Adjumani Town Council	Adjumani	27th October 2022	Hotel Bucolic Heritage
9.	Onzima Allan	Counsellor	Adjumani Town Council	Adjumani	27th October 2022	Hotel Bucolic Heritage

CATEGORY: WOMEN ENTREPRENEURS STAKEHOLDER CONSULTATIONS

No.	NAMES	TITLE /DESIGNATION	ORGANISATION	DISTRICT	DATE OF MEETING	PLACE OF MEETING
1.	Jurua Joyce	Woman Entrepreneur		Adjumani	27th October 2022	Hotel Bucolic Heritage
2.	Dipio Santa	Woman Entrepreneur		Adjumani	27th October 2022	Hotel Bucolic Heritage
3.	Igoticu Margaret	Woman Entrepreneur		Adjumani	27th October 2022	Hotel Bucolic Heritage
4.	Masidio Rose	Woman Entrepreneur		Adjumani	27th October 2022	Hotel Bucolic Heritage
5.	Lulula Rebecca	Woman Entrepreneur		Adjumani	27th October 2022	Hotel Bucolic Heritage
6.	Asara Janet	Woman Entrepreneur		Adjumani	27th October 2022	Hotel Bucolic Heritage
7.	Dranzoa Christine	Woman Entrepreneur		Adjumani	27th October 2022	Hotel Bucolic Heritage
8.	Baato Alice	Gen Secretary		Adjumani	27th October 2022	Hotel Bucolic Heritage

CATEGORY: CHAIRPERSONS /LEADERS OF WOMEN ENTREPRENEURS

No.	NAMES	TITLE /DESIGNATION	ORGANISATION	DISTRICT	DATE OF MEETING	PLACE OF MEETING
1.	Asio Janet	Chairperson	W/ Entrepreneurship Group	Adjumani	27th October 2022	Hotel Bucolic Heritage
2.	Unzia Scholaredea	Secretary	W/ Entrepreneurship Group	Adjumani	27th October 2022	Hotel Bucolic Heritage
3.	Aparo Jenniffer	Treasurer	W/ Entrepreneurship Group	Adjumani	27th October 2022	Hotel Bucolic Heritage
4.	Baatio Alice	Gen. Sec	UWEAL	Adjumani	27th October 2022	Hotel Bucolic Heritage
5.	Masudio Dayana	Treasurer	W/ Entrepreneurship Group	Adjumani	27th October 2022	Hotel Bucolic Heritage
6.	Apio Jackline	Secretary	UWEAL	Adjumani	27th October 2022	Hotel Bucolic Heritage
7.	Hayat Shisha	Chairperson	Women Entrepreneurship	Adjumani	27th October 2022	Hotel Bucolic Heritage
8.	Aseru Dorothy	Chairperson	Women Entrepreneurship	Adjumani	27th October 2022	Hotel Bucolic Heritage

CATEGORY: MALE CHAMPIONS STAKEHOLDER CONSULTATIONS

No.	NAMES	TITLE /DESIGNATION	ORGANISATION	DISTRICT	DATE OF MEETING	PLACE OF MEETING
1.	Iya Samuel Peter	M/Champion	Adjumani Local Government	Adjumani	27th October 2022	Hotel Bucolic Heritage
2.	Maiku Fred Ukuga	M/Champion	Adjumani Local Government	Adjumani	27th October 2022	Hotel Bucolic Heritage
3.	Omeka Van Clork	Clan Chief	Palaro	Adjumani	27th October 2022	Hotel Bucolic Heritage
4.	Lebu Patrick Adull	Chief	Payaa Clan	Adjumani	27th October 2022	Hotel Bucolic Heritage
5.	Draraku John Bosco	NGO Representative	CBO against GBV	Adjumani	27th October 2022	Hotel Bucolic Heritage
6.	Nyanzunyi Mark	NGO Representative	CBO against GBV	Adjumani	27th October 2022	Hotel Bucolic Heritage
7.	Amacha Goli	NGO Representative	CBO against GBV	Adjumani	27th October 2022	Hotel Bucolic Heritage
8.	Okang Wilson	NGO	PLFU	Adjumani	27th October 2022	Hotel Bucolic Heritage

CATEGORY: AGOJO REFUGEE SETTLEMENT STAKEHOLDER CONSULTATIONS:

No.	NAMES	TITLE /DESIGNATION	ORGANISATION	DISTRICT	DATE OF MEETING	PLACE OF MEETING
1.	Gallea Rose	Secretary	W/ Entrepreneurship Group	Adjumani	27th October 2022	Hotel Bucolic Heritage
2.	Sarah Foni	Chairperson	W/ Entrepreneurship Group	Adjumani	27th October 2022	Hotel Bucolic Heritage
3.	Jane Alua	Secretary	W/ Entrepreneurship Group	Adjumani	27th October 2022	Hotel Bucolic Heritage
4.	Agnes Mesifu	Chairperson	W/ Entrepreneurship Group	Adjumani	27th October 2022	Hotel Bucolic Heritage
5.	Susan Moricu	Chairperson	W/ Entrepreneurship Group	Adjumani	27th October 2022	Hotel Bucolic Heritage
6.	Opio Grace	V/Chairperson	W/ Entrepreneurship Group	Adjumani	27th October 2022	Hotel Bucolic Heritage
7.	Gallea Rose	Secretary	W/ Entrepreneurship Group	Adjumani	27th October 2022	Hotel Bucolic Heritage
8.	Sarah Foni	Chairperson	W/ Entrepreneurship Group	Adjumani	27th October 2022	Hotel Bucolic Heritage

CATEGORY: DISTRICT ENTRY MEETING

No.	NAMES	TITLE /DESIGNATION	ORGANISATION	DISTRICT	DATE OF MEETING	PLACE OF MEETING
1.	Gira Chris Otim	DCDO	Oyam Local Government	Oyam	29th October 2022	De Gardens Hotel
2.	Oyiod Geofrey	Gender officer	Oyam Local Government	Oyam	29th October 2022	De Gardens Hotel
3.	Ekul Molly	Probation officer	Oyam Local Government	Oyam	29th October 2022	De Gardens Hotel
4.	Alaba Ruth	DPMO	Oyam Local Government	Oyam	29th October 2022	De Gardens Hotel
	Orama Rhoda	D/CAO	Oyam Local Government	Oyam	29th October 2022	De Gardens Hotel
5.	Okori Nasuro	Cultural leader	Okarowok Wibyebye Clan	Oyam	29th October 2022	De Gardens Hotel
6.	Achola Gloria Stella	Environment officer	Oyam Local Government	Oyam	29th October 2022	De Gardens Hotel
7.	Akulu Patricia	SCB	Oyam Local Government	Oyam	29th October 2022	De Gardens Hotel
8.	Engur Chris	Parish chief	Town Council	Oyam	29th October 2022	De Gardens Hotel
9.	Okello Sam Bwibo	M&E Advisor	CARE	Oyam	29th October 2022	De Gardens Hotel
10.	Odongo Francis	Cultural leader	Okioekon Clan	Oyam	29th October 2022	De Gardens Hotel
11.	Okino Daniel Emmy	Parish chief	Adyeri	Oyam	29th October 2022	De Gardens Hotel
12.	Onek Geofrey	FBO	Oyam Local Government	Oyam	29th October 2022	De Gardens Hotel
13.	Odongo Denis	Male champion	Oyam Local Government	Oyam	29th October 2022	De Gardens Hotel
14.	Okello Robson	Male champion	Oyam Local Government	Oyam	29th October 2022	De Gardens Hotel
15.	Ayo Sarah	NGO representative	CBO against GBV	Oyam	29th October 2022	De Gardens Hotel
16.	Olila Denis Bonny	NGO Representative	CBO against OCV	Oyam	29th October 2022	De Gardens Hotel
17.	Obong Jimmy	FBO	Oyam Local Government	Oyam	29th October 2022	De Gardens Hotel
18.	Ojoko Alifarash	Male Champion	Oyam Local Government	Oyam	29th October 2022	De Gardens Hotel
19.	Obote Emmanuel	C/M youth	Oyam Town Council	Oyam	29th October 2022	De Gardens Hotel
20.	Angulu Desmond	Town agent	Oyam Town Council	Oyam	29th October 2022	De Gardens Hotel
21.	Adyek Josephine	Town agent	Oyam Town Council	Oyam	29th October 2022	De Gardens Hotel
22.	Ayo Jasinta	LC2	Oyam Local Government	Oyam	29th October 2022	De Gardens Hotel
23.	Ojok Agnes	LC2	Oyam Local Government	Oyam	29th October 2022	De Gardens Hotel
24.	Joan Amongi	Women elder	Oyam Town Council	Oyam	29th October 2022	De Gardens Hotel
25.	Arinaitwe Solomon	Communication Officer	MGLSD	Oyam	29th October 2022	De Gardens Hotel
26.	Karungi Janet	M&E	MGLSD	Oyam	29th October 2022	De Gardens Hotel
27.	Masimbi Brian	M&E	MGLSD	Oyam	29th October 2022	De Gardens Hotel

CATEGORY: TECHNICAL TEAM STAKEHOLDER ENGAGEMENT

No.	NAMES	TITLE /DESIGNATION	ORGANISATION	DISTRICT	DATE OF MEETING	PLACE OF MEETING
1.	Oroma Rhoda	DCDO	Oyam Local Government	Oyam	31st October 2022	De Gardens Hotel
2.	Gira Chris Otim	DCDO	Oyam Local Government	Oyam	31st October 2022	De Gardens Hotel
3.	Achola Gloria Stella	Environment officer	Oyam Local Government	Oyam	31st October 2022	De Gardens Hotel
4.	Egur Chris	Parish Chief	Akaka	Oyam	31st October 2022	De Gardens Hotel
5.	Okino Daniel Emmy	Parish chief	Adyeri	Oyam	31st October 2022	De Gardens Hotel
6.	Olaba Ruth	DPMO	Oyam Local Government	Oyam	31st October 2022	De Gardens Hotel
7.	Akullu Patricia	Secretary community base	Oyam Local Government	Oyam	31st October 2022	De Gardens Hotel
8.	Ekul Geoffrey	Gender officer	Oyam Local Government	Oyam	31st October 2022	De Gardens Hotel
9.	Ekul moully	Probation officer	Oyam Local Government	Oyam	31st October 2022	De Gardens Hotel
10.	Enos Alex		Oyam Local Government	Oyam	31st October 2022	De Gardens Hotel

CATEGORY: POLITICAL TEAM STAKEHOLDER ENGAGEMENT

No.	NAMES	TITLE /DESIGNATION	ORGANISATION	DISTRICT	DATE OF MEETING	PLACE OF MEETING
1.	Dilla Baron	LC5	Oyam Town Council	Oyam	1st November 2022	De Gardens Hotel
2.	Obote Emmanuel	C/M youth Kamdini t/c	Oyam Town Council	Oyam	1st November 2022	De Gardens Hotel
3.	Angulu Desmond	Town agent	Oyam Town Council	Oyam	1st November 2022	De Gardens Hotel
4.	Adyek Josephine	Town agent	Oyam Town Council	Oyam	1st November 2022	De Gardens Hotel
5.	Acan Janneth P	C/P women	Oyam Town Council	Oyam	1st November 2022	De Gardens Hotel
6.	Akullu Patricia	Secretary community base	Oyam Town Council	Oyam	1st November 2022	De Gardens Hotel
7.	Ayo Jasinta	LC2	Oyam Town Council	Oyam	1st November 2022	De Gardens Hotel
8.	Ojok Agnes	LC2	Oyam Town Council	Oyam	1st November 2022	De Gardens Hotel
9.	Amongi Belindi	LC1	Oyam Town Council	Oyam	1st November 2022	De Gardens Hotel
10.	Okwir Peter	C/D	Oyam Town Council	Oyam	1st November 2022	De Gardens Hotel
11.	Odongo Jimmy	CDO	Oyam Town Council	Oyam	1st November 2022	De Gardens Hotel

CATEGORY: WOMEN ENTREPRENEURS STAKEHOLDER ENGAGEMENT

No.	NAMES	TITLE /DESIGNATION	ORGANISATION	DISTRICT	DATE OF MEETING	PLACE OF MEETING
1.	Aloka Grace	LC5 councilor	Oyam Town Council	Oyam	2nd November 2022	De Gardens Hotel
2.	Ogare Vicky	Women C/P Aber	Oyam Town Council	Oyam	2nd November 2022	De Gardens Hotel
3.	Awino Sandra	PWD entrepreneur	Oyam Town Council	Oyam	2nd November 2022	De Gardens Hotel
4.	Anwa Agang	PWD LC5 councillor	Oyam Town Council	Oyam	2nd November 2022	De Gardens Hotel
5.	Joan Amongi	Women elder	Oyam Town Council	Oyam	2nd November 2022	De Gardens Hotel
6.	Connie Atto	Elderly	Oyam Town Council	Oyam	2nd November 2022	De Gardens Hotel
7.	Okullu Christine	D/LO	Oyam Town Council	Oyam	2nd November 2022	De Gardens Hotel
8.	Aloka Grace	LC5 councillor	Oyam Town Council	Oyam	2nd November 2022	De Gardens Hotel
9.	Ogare Vicky	Women C/P Aber	Oyam Town Council	Oyam	2nd November 2022	De Gardens Hotel
10.	Awino Sandra	PWD entrepreneur	Oyam Town Council	Oyam	2nd November 2022	De Gardens Hotel
11.	Anwa Agang	PWD LC5 councillor	Oyam Town Council	Oyam	2nd November 2022	De Gardens Hotel

CATEGORY: WOMEN ENTREPRENEURSHIP GROUPS CHAIRPERSONS/LEADERS

No.	NAMES	TITLE /DESIGNATION	ORGANISATION	DISTRICT	DATE OF MEETING	PLACE OF MEETING
1.	Beatrice Okello	Chairperson	Women Enterprise Group	Oyam	2nd November 2022	De Gardens Hotel
2.	Abalo Joan	Chairperson	Women Enterprise Group	Oyam	2nd November 2022	De Gardens Hotel
3.	Ato Mirriam	Chairperson	Women Enterprise Group	Oyam	2nd November 2022	De Gardens Hotel
4.	Acan Fiona Winnie	Chairperson	Women Enterprise Group	Oyam	2nd November 2022	De Gardens Hotel
5.	Acoga Jennifer	Chairperson	Women Enterprise Group	Oyam	2nd November 2022	De Gardens Hotel
6.	Akello Saida	Chairperson	Women Enterprise Group	Oyam	2nd November 2022	De Gardens Hotel
7.	Alum Evaline	Chairperson	Women Enterprise Group	Oyam	2nd November 2022	De Gardens Hotel
8.	Aciro Evaline	Chairperson	Women Enterprise Group	Oyam	2nd November 2022	De Gardens Hotel
9.	Awor Anna Abuch	Chairperson	Women Enterprise Group	Oyam	2nd November 2022	De Gardens Hotel
10.	Acio Hellen	Chairperson	Women Enterprise Group	Oyam	2nd November 2022	De Gardens Hotel
11.	Ojok Racheal	Chairperson	Women Enterprise Group	Oyam	2nd November 2022	De Gardens Hotel
12.	Acen Sylivia	Chairperson	Women Enterprise Group	Oyam	2nd November 2022	De Gardens Hotel
13.	Akao Jackie	Chairperson	Women Enterprise Group	Oyam	2nd November 2022	De Gardens Hotel
14.	Atim Irene	Chairperson	Women Enterprise Group	Oyam	2nd November 2022	De Gardens Hotel

CATEGORY: MALE CHAMPIONS STAKEHOLDER ENGAGEMENTS

No.	NAMES	TITLE /DESIGNATION	ORGANISATION	DISTRICT	DATE OF MEETING	PLACE OF MEETING
1.	Okori Nasuro	Cultural leader	Okarowok Wibyebye Clan	Oyam	2nd November 2022	De Gardens Hotel
2.	Okello Sam Bwibo	Male champion	Oyam Local Government	Oyam	2nd November 2022	De Gardens Hotel
3.	Okello Robson	Male champion	Oyam Local Government	Oyam	2nd November 2022	De Gardens Hotel
4.	Odongo Francis Abi	Cultural leader	Okioekon Clan	Oyam	2nd November 2022	De Gardens Hotel
5.	Onek Geofrey	Chairperson	FBO	Oyam	2nd November 2022	De Gardens Hotel
6.	Obong Jimmy	Chairperson	FBO	Oyam	2nd November 2022	De Gardens Hotel
7.	Ojok Alifarash	Male champion	Oyam Local Government	Oyam	2nd November 2022	De Gardens Hotel
8.	Olilo Dennis Bonny	NGO representative	CBO Against OVC	Oyam	2nd November 2022	De Gardens Hotel
9.	Ayo Sarah	NGO representative	CBO Against OVC	Oyam	2nd November 2022	De Gardens Hotel
10.	OdongoDenis	Male champion	Oyam Local Government	Oyam	2nd November 2022	De Gardens Hotel

CATEGORY: ENTRY MEETING

No.	NAMES	TITLE /DESIGNATION	ORGANISATION	DISTRICT	DATE OF MEETING	PLACE OF MEETING
1.	Ocaa Jackson	SPWO	Lira Local Government	Lira	3rd November 2022	Pacific Grand Hotel Ltd
2.	Etap Maureen	Cordinator	Lira Local Government	Lira	3rd November 2022	Pacific Grand Hotel Ltd
3.	Obwala Jimmy	CDO	Lira Local Government	Lira	3rd November 2022	Pacific Grand Hotel Ltd
4.	Odongo Patrick	Commercial Officer	Lira Local Government	Lira	3rd November 2022	Pacific Grand Hotel Ltd
5.	Ogweng Paul	Vice C/P Youth	Lira Local Government	Lira	3rd November 2022	Pacific Grand Hotel Ltd
6.	Okello Pons Walter	Rep CAO	Lira Local Government	Lira	3rd November 2022	Pacific Grand Hotel Ltd
7.	Olao Ronny	DCDO	Lira Local Government	Lira	3rd November 2022	Pacific Grand Hotel Ltd
8.	Akao Caroline	DLO	Lira Local Government	Lira	3rd November 2022	Pacific Grand Hotel Ltd
9.	Ogwal Patrick	LC5	Lira Local Government	Lira	3rd November 2022	Pacific Grand Hotel Ltd
10.	Alum Dorcas	DPMO	Lira Local Government	Lira	3rd November 2022	Pacific Grand Hotel Ltd
11.	Omara Bonny	Vice chairperson LC5	Lira Local Government	Lira	3rd November 2022	Pacific Grand Hotel Ltd
12.	Ocen Walter	Environment officer	Lira Local Government	Lira	3rd November 2022	Pacific Grand Hotel Ltd
13.	Alum Doris	C/P	Lira Local Government	Lira	3rd November 2022	Pacific Grand Hotel Ltd
14.	Nakiru Roselyn	C/P WC	Lira Local Government	Lira	3rd November 2022	Pacific Grand Hotel Ltd
15.	Alum Jennifer	CDO	Lira Local Government	Lira	3rd November 2022	Pacific Grand Hotel Ltd
16.	Okullu Christine	C/P women council	Lira Local Government	Lira	3rd November 2022	Pacific Grand Hotel Ltd
17.	Odong Solomon	REP	Lira Local Government	Lira	3rd November 2022	Pacific Grand Hotel Ltd
18.	Samuel Odido	Cultural leader	Lira Local Government	Lira	3rd November 2022	Pacific Grand Hotel Ltd

19.	Akidi Racheal	Expire client	Lira Local Government	Lira	3rd November 2022	Pacific Grand Hotel Ltd
20.	Adera Pamela	WENT. PWD	Lira Local Government	Lira	3rd November 2022	Pacific Grand Hotel Ltd
21.	Solomon Arinaitwe	Communication Officer	MGLSD	Lira	3rd November 2022	Pacific Grand Hotel Ltd
22.	Karungi Janet	M&E	MGLSD	Lira	3rd November 2022	Pacific Grand Hotel Ltd
23.	Brian Masumbi	M&E	MGLSD	Lira	3rd November 2022	Pacific Grand Hotel Ltd

CATEGORY: TECHNICAL TEAM STAKEHOLDER CONSULTATIONS

No.	NAMES	TITLE /DESIGNATION	ORGANISATION	DISTRICT	DATE OF MEETING	PLACE OF MEETING
1.	Okello Pons Walter	Rep CAO	Lira Local Government	Lira	4th November 2022	Pacific Grand Hotel Ltd
2.	Olao Ronny	For DCDO	Lira Local Government	Lira	4th November 2022	Pacific Grand Hotel Ltd
3.	Alum Dorcus	For DPMO	Lira Local Government	Lira	4th November 2022	Pacific Grand Hotel Ltd
4.	Ocen Walter	Environment officer	Lira Local Government	Lira	4th November 2022	Pacific Grand Hotel Ltd
5.	Odongo Patrick Kiduli	Commercial officer	Lira Local Government	Lira	4th November 2022	Pacific Grand Hotel Ltd
6.	Obwala Jimmy Donot	CDO	Lira Local Government	Lira	4th November 2022	Pacific Grand Hotel Ltd
7.	Alum Jennifer	CDO	Lira Local Government	Lira	4th November 2022	Pacific Grand Hotel Ltd
8.	Ocaa Jackson	SPWO	Lira Local Government	Lira	4th November 2022	Pacific Grand Hotel Ltd
9.	Akao Caroline	For DLO	Lira Local Government	Lira	4th November 2022	Pacific Grand Hotel Ltd

CATEGORY: POLITICAL TEAM STAKEHOLDER ENGAGEMENT

No.	NAMES	TITLE /DESIGNATION	ORGANISATION	DISTRICT	DATE OF MEETING	PLACE OF MEETING
1.	Ogwal Patrick	Pp LC5 C/M	Lira Local Government	Lira	5th November 2022	Pacific Grand Hotel Ltd
2.	Omara Bonny	Vice C/P LC5	Lira Local Government	Lira	5th November 2022	Pacific Grand Hotel Ltd
3.	Atim Milly	SCBS	Lira Local Government	Lira	5th November 2022	Pacific Grand Hotel Ltd
4.	Okullu Christine	C/P women council	Lira Local Government	Lira	5th November 2022	Pacific Grand Hotel Ltd
5.	Ogweng Paul	Vice C/P youth	Lira Local Government	Lira	5th November 2022	Pacific Grand Hotel Ltd
6.	Etap Maureen	Councillor	Lira Local Government	Lira	5th November 2022	Pacific Grand Hotel Ltd
7.	Nakiru Roselyn	C/P WC	Lira Local Government	Lira	5th November 2022	Pacific Grand Hotel Ltd
8.	Samuel Ododa	Cultural leader	Lira Local Government	Lira	5th November 2022	Pacific Grand Hotel Ltd
9.	Okidi Vincent	NGO rep	Lira Local Government	Lira	5th November 2022	Pacific Grand Hotel Ltd

CATEGORY: WOMEN ENTREPRENEURS STAKEHOLDER CONSULTATIONS

No.	NAMES	TITLE /DESIGNATION	ORGANISATION	DISTRICT	DATE OF MEETING	PLACE OF MEETING
1.	Aceng Brenda	PWD representative	Women Entrepreneur	Lira	7th November 2022	Pacific Grand Hotel Ltd
2.	Adera Pamela	PWD representative	Women Entrepreneur	Lira	7th November 2022	Pacific Grand Hotel Ltd
3.	Achola Rabecca	Expire client	Women Entrepreneur	Lira	7th November 2022	Pacific Grand Hotel Ltd
4.	Icao Martin	Expire client	Women Entrepreneur	Lira	7th November 2022	Pacific Grand Hotel Ltd
5.	Akite Ruth	PWD representative	Women Entrepreneur	Lira	7th November 2022	Pacific Grand Hotel Ltd
6.	Akidi Racheal	Expire client	Women Entrepreneur	Lira	7th November 2022	Pacific Grand Hotel Ltd
7.	Ayo Ritah	PWD representative	Women Entrepreneur	Lira	7th November 2022	Pacific Grand Hotel Ltd
8.	Awio Peruth	PWD representative	Women Entrepreneur	Lira	7th November 2022	Pacific Grand Hotel Ltd
9.	Akech Maggie	PWD representative	Women Entrepreneur	Lira	7th November 2022	Pacific Grand Hotel Ltd
10.	Okao Jackie	PWD representative	Women Entrepreneur	Lira	7th November 2022	Pacific Grand Hotel Ltd
11.	Owiny Joyce	PWD representative	Women Entrepreneur	Lira	7th November 2022	Pacific Grand Hotel Ltd
12.	Atim Christine	PWD representative	Women Entrepreneur	Lira	7th November 2022	Pacific Grand Hotel Ltd
13.	Okullo Scovia	PWD representative	Women Entrepreneur	Lira	7th November 2022	Pacific Grand Hotel Ltd
14.	Flavia Akite	WENT PWD		Lira	7th November 2022	Pacific Grand Hotel Ltd

CATEGORY: ENTRY MEETING

No.	NAMES	TITLE /DESIGNATION	ORGANISATION	DISTRICT	DATE OF MEETING	PLACE OF MEETING
1.	Ekoh Edward	For Cao	Moroto Local Government	Moroto	8th November 2022	Amar Said Hotel
2.	Lotyang John	District Environment Officer	Moroto Local Government	Moroto	8th November 2022	Amar Said Hotel
3.	Napeyok Christine		Moroto Local Government	Moroto	8th November 2022	Amar Said Hotel
4.	Longok Emma	Labour Officer	Moroto Local Government	Moroto	8th November 2022	Amar Said Hotel
5.	Logut Robert	Male Champion	Moroto Local Government	Moroto	8th November 2022	Amar Said Hotel
6.	Lochodo William	SPSWO/MDLG	Moroto Local Government	Moroto	8th November 2022	Amar Said Hotel
7.	Yeno Agnes Cissy	Parish Chief	Moroto Local Government	Moroto	8th November 2022	Amar Said Hotel
8.	Munyes Anma	FBO	Moroto Local Government	Moroto	8th November 2022	Amar Said Hotel
9.	Akech Veronica	SECBS	Moroto Local Government	Moroto	8th November 2022	Amar Said Hotel
10.	Lomilo Florence	CPW	Moroto Local Government	Moroto	8th November 2022	Amar Said Hotel
11.	Lomakol Jamila	C/P Woman rep Moroto	Moroto Local Government	Moroto	8th November 2022	Amar Said Hotel
12.	Adoo Marcus	Youth	Moroto Local Government	Moroto	8th November 2022	Amar Said Hotel
13.	Okurut Patrick	Prog Officer	Moroto Local Government	Moroto	8th November 2022	Amar Said Hotel

14.	Akot Jennifer	CDO	Moroto Local Government	Moroto	8th November 2022	Amar Said Hotel
15.	Lokerus Richard Sam	Moroto LCI	Moroto Local Government	Moroto	8th November 2022	Amar Said Hotel
16.	Kitenge Susan	MDLG	Moroto Local Government	Moroto	8th November 2022	Amar Said Hotel
17.	Margie Lolem	MDLG	Moroto Local Government	Moroto	8th November 2022	Amar Said Hotel
18.	Achai Lawence	DCDO	Moroto Local Government	Moroto	8th November 2022	Amar Said Hotel
19.	Ogama Dickens	COO	Moroto Local Government	Moroto	8th November 2022	Amar Said Hotel
20.	Atim Esther	SAS	Moroto Local Government	Moroto	8th November 2022	Amar Said Hote
21.	Karungi Janet	M & E Officer	MGLSD	Moroto	8th November 2022	Amar Said Hotel
22.	Solomon Arinaitwe	Communication Officer	MGLSD	Moroto	8th November 2022	Amar Said Hotel
23.	Brian Masimbi	M & E Officer	MGLSD	Moroto	8th November 2022	Amar Said Hotel
24.	Achai Lawence	DCDO	Moroto Local Government	Moroto	8th November 2022	Amar Said Hotel

CATEGORY: TECHNICAL TEAM STAKEHOLDER CONSULTATIONS

No.	NAMES	TITLE /DESIGNATION	ORGANISATION	DISTRICT	DATE OF MEETING	PLACE OF MEETING
1.	Longok Emma	DLO- MDLG	Moroto Local Government	Moroto	9th November 2022	Amar Said Hotel
2.	Lochodo William	SPSWO / MDLG	Moroto Local Government	Moroto	9th November 2022	Amar Said Hotel
3.	Yeno Agnes Cissy	Parish Chief	Moroto Local Government	Moroto	9th November 2022	Amar Said Hotel
4.	Amuria Robert	Gender Officer	Moroto Local Government	Moroto	9th November 2022	Amar Said Hotel
5.	Kodet Samuel Mundia	Parish Chief	Moroto Local Government	Moroto	9th November 2022	Amar Said Hotel
6.	Dorongo Walter	SVO MDLG	Moroto Local Government	Moroto	9th November 2022	Amar Said Hotel
7.	Lotyang John	District Environment Officer	Moroto Local Government	Moroto	9th November 2022	Amar Said Hotel
8.	Achai Lawarence	DCO	Moroto Local Government	Moroto	9th November 2022	Amar Said Hotel
9.	Margie Lolem	DCDO	Moroto Local Government	Moroto	9th November 2022	Amar Said Hotel
10.	Akot Jennifer A	CDO	Moroto Local Government	Moroto	9th November 2022	Amar Said Hotel
11.	Okurut Patrick	Prog Officer	Moroto Local Government	Moroto	9th November 2022	Amar Said Hotel
12.	Akech Veronica	SECBS	Moroto Local Government	Moroto	9th November 2022	Amar Said Hotel

CATEGORY: POLITICAL TEAM STAKEHOLDER CONSULTATION

No.	NAMES	TITLE /DESIGNATION	ORGANISATION	DISTRICT	DATE OF MEETING	PLACE OF MEETING
1.	Hon. Ayepa Cosmas	Secretary for Social services	Moroto Local Government	Moroto	10th November 2022	Amar Said Hotel
2.	Kitenge Susan	Youth Chairperson	North Division	Moroto	10th November 2022	Amar Said Hotel
3.	Ekoh Edward	For CAO	Moroto Local Government	Moroto	10th November 2022	Amar Said Hotel
4.	Adoo Morris	Youth Chairperson	South Division	Moroto	10th November 2022	Amar Said Hotel
5.	Lekeris Richard Sam	LC1	Nakapelimin	Moroto	10th November 2022	Amar Said Hotel
6.	Lomilo Moses Modern	LC1	Katanga	Moroto	10th November 2022	Amar Said Hotel
7.	Apum Benisa	DCWC	Moroto Local Government	Moroto	10th November 2022	Amar Said Hotel

CATEGORY: WOMEN ENTREPRENEURS STAKEHOLDER CONSULTATION

No.	NAMES	TITLE /DESIGNATION	ORGANISATION	DISTRICT	DATE OF MEETING	PLACE OF MEETING
1.	Angella Joyce	C/P Entreprise Group		Moroto	11th November 2022	Amar Said Hotel
2.	Aiko Sarah	C/P Entreprise Group		Moroto	11th November 2022	Amar Said Hotel
3.	Kodet Marget	C/P Entreprise Group		Moroto	11th November 2022	Amar Said Hotel
4.	Kacenga Juliana	C/P Entreprise Group		Moroto	11th November 2022	Amar Said Hotel
5.	Nachap Mary	C/P Entreprise Group		Moroto	11th November 2022	Amar Said Hotel
6.	Adeke Lilly Oliver	C/P Entreprise group		Moroto	11th November 2022	Amar Said Hotel
7.	Longok Evaline	C/P Entreprise Group		Moroto	11th November 2022	Amar Said Hotel
8.	Pedo Alimo	C/P Entreprise Group		Moroto	11th November 2022	Amar Said Hotel
9.	Kiyai Hellen	C/P Entreprise Group		Moroto	11th November 2022	Amar Said Hotel
10.	Nakuro Ann Mary	C/P Entreprise Group		Moroto	11th November 2022	Amar Said Hotel

CATEGORY: CHAIRPERSONS/LEADERS OF WOMEN ENTREPRENEURS

No.	NAMES	TITLE /DESIGNATION	ORGANISATION	DISTRICT	DATE OF MEETING	PLACE OF MEETING
1.	Lomakol Jamila	Chairperson Women Ent	Moroto Local Government	Moroto	11th November 2022	Amar Said Hotel
2.	Aleper Paulina	Women Youth Chairperson	Moroto Local Government	Moroto	11th November 2022	Amar Said Hotel
3.	Akao Immaculate	Chairperson Women Youth	Moroto Local Government	Moroto	11th November 2022	Amar Said Hotel
4.	Lomilo Florence	C.P.W	Moroto Local Government	Moroto	11th November 2022	Amar Said Hotel
5.	Ngiro Christine	C.P.W	Moroto Local Government	Moroto	11th November 2022	Amar Said Hotel
6.	Akaal Anna	C.P.W	Moroto Local Government	Moroto	11th November 2022	Amar Said Hotel
7.	Locogan Veronika	C.P.W	Moroto Local Government	Moroto	11th November 2022	Amar Said Hotel
8.	Mamia Aleper	C.P.W	Moroto Local Government	Moroto	11th November 2022	Amar Said Hotel
9.	Lokidori Mariam	C.P.W	Moroto Local Government	Moroto	11th November 2022	Amar Said Hotel
10.	Natyang Prisca	C.P.W	Moroto Local Government	Moroto	11th November 2022	Amar Said Hotel
11.	Nasur Prisca	C.P.W	Moroto Local Government	Moroto	11th November 2022	Amar Said Hotel
12.	Aliat Florence	C.P.W	Moroto Local Government	Moroto	11th November 2022	Amar Said Hotel
13.	Nakacany Betty	C.P.W	Moroto Local Government	Moroto	11th November 2022	Amar Said Hotel
14.	Akwii Rose	C.P.W	Moroto Local Government	Moroto	11th November 2022	Amar Said Hotel

CATEGORY: MALE CHAMPIONS STAKEHOLDER CONSULTATIONS

No.	NAMES	TITLE /DESIGNATION	ORGANISATION	DISTRICT	DATE OF MEETING	PLACE OF MEETING
1.	Napeyok Christine	Vice coordinator	Faith Based Organisation	Moroto	11th November 2022	Amar Said Hotel
2.	Napeyok Rose	Cultural leader		Moroto	11th November 2022	Amar Said Hotel
3.	Logit Robert	Male champion		Moroto	11th November 2022	Amar Said Hotel
4.	Munyes Anna	Vice coordinator	Faith Based Organisation	Moroto	11th November 2022	Amar Said Hotel
5.	Napokol John	Chairperson	Faith Based Organisation	Moroto	11th November 2022	Amar Said Hotel
6.	Lokut Francis	Male Champion		Moroto	11th November 2022	Amar Said Hotel
7.	Lochodo Jimmy	Clan Leader		Moroto	11th November 2022	Amar Said Hotel
8.	Lohem Sarah	Male champion	Moroto Local Government	Moroto	11th November 2022	Amar Said Hotel

ANNEX 6E: FEEDBACK FROM STAKEHOLDERS MET DURING SEP PREPARATION

Stakeholder & date consulted	Project Component and Subcomponent	Feedback/concern	Cross Cutting Feedback	Response /clarification
24th OCTOBER 2022 -MASAKA DISTRICT ENTRY MEETING				
Political Leaders in Masaka district on 25th October, 2022 (Morning Session)	**1A**	• There are a number of platforms in the district. The CDCO should be engaged for quick mobilisation of all the platforms. • There is need for various meetings with Councils, LC II, Parish chiefs, DCDO at the local levels. This should focus on mind set and talk about the GROW project and how different it is going to be compared to other projects in the district. • Project launch should be publicly made for accountability purposes and information flow. • Why the project is not targeting women who are not working. • How do we use the digital platforms to assist those who don't have mobile phones? • Why do you pull back the women entrepreneurs who are already succeeding by making them join associations? These should be left to benefit as individuals.	• UWEP- was not skilling • UWEP was at district level • Some groups want to take it all i.e. to gain access to all projects that come to the district • Need to teach women how to grow their businesses. • The ministry should ensure that whatever has been presented as interventions is implemented. • For the project to succeed, politics should be left out. • There are so many women groups but don't have direction or don't know what to do but need guidance. Will these be considered and helped.	• Community development officers will be the focal point offers for the project. • The ministry will organise meetings at various levels to ensure that all target beneficiaries are reached through their leaders. • Through the associations, women without mobile phones can be reached since other members could be having phones. • The associations are mainly to ease information flow and monitoring of the beneficiaries. However, individual entrepreneurs will be reached through various interventions. • Various trainings will be offered under the project. Many women will gain skills as required.

Stakeholder & date consulted	Project Component and Subcomponent	Feedback/concern	Cross Cutting Feedback	Response /clarification
		• What are the requirements to join the associations? • There is need for continuous follow-up of the different projects under GROW to ensure sustainability. • Membership fee may deter some women from joining. • Digital platform may not benefit women without phones. How will they benefit. Not everyone knows how to read or write. So, the digital platforms may not benefit all.	• Why do we consider only goods and not services? • Will teachers be considered through their businesses? • Some people discourage others to join groups so there is need for sensitization. • Need to target also the young girls who are leaving the country to work as maids abroad • Since Uganda has the largest female population, when you invest in women you improve the economy. However, this has not been the case despite the huge investment. There is need for sensitization of women.	• The project targets women entrepreneurs. So even teachers in business are target beneficiaries.

Stakeholder & date consulted	Project Component and Subcomponent	Feedback/concern	Cross Cutting Feedback	Response /clarification
			• It is hoped that they will benefit. The ministry should try to ensure that the interventions reaches out to the target beneficiaries. Need to empower the women in the various groups. • There are many women projects. Why not empower the men too. • The project should also focus on the youths in the project much as they are working in the markets.	
Political Leaders in Masaka district on 25th Oct, 2022 (Morning Session)		• The participants confirmed that there are a number of existing platforms in Masaka district, but they recommended that new women platforms should be involved to avoid monotony by the existing platforms. • They recommended that CDOs, LC leaders, Councillors and parish chiefs	• How are PWDs catered for by the project? • Photographs of beneficiaries should be taken during monitoring to avoid ghost beneficiaries	The project is going to benefit all women entrepreneurs regardless of their status, so even PWDs will equally benefit from the project with special attention.

Stakeholder & date consulted	Project Component and Subcomponent	Feedback/concern	Cross Cutting Feedback	Response /clarification
		should be engaged often by the project for sensitization and mind-set change to ensure that a variety of women can benefit from the project • In addition, they emphasized that councilors should be among the focal persons on the ground for proper project implementation • The participants recommended that stakeholder engagement meetings should be organized at sub-county level. • Is it okay to start identifying the women platforms?	• Local radio stations can be used to provide sensitization and to inform communities about activities of GROW project • In addition, public address systems and community drives can also be used to mobilize people in the communities.	There is going to be continuous engagements with stakeholders including the beneficiaries.
Political Leaders in Masaka district on 25th October, 2022 (Morning Session)	**1B**	• Skilling: is good because it will help them grow. Need to change mind set of the women. • Through the Emyooga funds. There were some trainings. How different will these be under GROW. • Need to teach the women entrepreneurs how to keep the money so that they can use it and repay. Most	• How will the ministry know that the proposals submitted will not affect the environment?	• The project will have social and environmental experts to screen the projects to be supported.

Stakeholder & date consulted	Project Component and Subcomponent	Feedback/concern	Cross Cutting Feedback	Response /clarification
		women don't know how to keep money. • Adding value to the skills is good. This will help them to improve business. • Will DIT certify those who have been trained? • Skills are welcome for the women to improve and increase productivity. • But who will fund the trainings? • They recommended that women should be provided with financial literacy to avoid ignorance and shying away from the financial institutions.		• The beneficiaries under the work placement program will be certified by DIT. • All trainings to be undertaken under the project, will be paid for by the Ministry.
Political Leaders in Masaka district on 25th October, 2022 (Morning Session)	**1C**	• On the question of whether there are skilling programmes in Masaka district? • The participants responded positively that there are a number of skilling programs in the district for example Masaka diocese provides skills to women such as hairdressing, catering, bakery, welding and tailoring among other skills and about 400 people have gained skills. • The EMYOOGA programme has also provided skills to so many young girls	• Energy saving stoves making is also another skill that has been provided to people not only in Masaka but also other district • The project should also include an element of DIT so that after gaining the different skills, one can be awarded with a certificate.	•

Stakeholder & date consulted	Project Component and Subcomponent	Feedback/concern	Cross Cutting Feedback	Response /clarification
		such as hair dressing and tailoring among others. • On the question of whether the skilling modules are okay? • The participants were very supportive of the modules and they emphasized that it is good for women to advance in enterprise growth and – development.		
Political Leaders in Masaka district on 25th October, 2022 (Morning Session)	**1D**	• On the question of whether there are any places in the district where placements maybe done? The participants mentioned about the education institutions brought by their MP, Masaka Diocese and Team University		
Political Leaders in Masaka district on 25th October, 2022 (Morning Session)	**2 A &B**	• The participants also recommended that political ties should be avoided to ensure that the project can reach to the target beneficiaries. • There should be official launching of the project to ensure transparency since everyone will be aware of what is happening about GROW project	• How will the issue of security on loans and credit be handled?	• The project is going to work with the banks when extending funds to the beneficiaries and they will devise means of recovering the funds

Stakeholder & date consulted	Project Component and Subcomponent	Feedback/concern	Cross Cutting Feedback	Response /clarification
Political Leaders in Masaka district on 25th October, 2022 (Morning Session)	**3 A, B, C**	• When asked whether women will take their children to the child care facilities? • The participants responded positively women will take their babies to the facilities as long as they are well facilitated including paying of the caretakers. • They emphasized that child care takers should be trained on how to take care of the babies in order to influence women to make use of them.	• Is it possible for the project to establish facilities for a group of women for example those dealing in wine making?	• There will be consultation of the beneficiaries on the relevant equipment needed in a particular area.
Technical team in Masaka District on 25th October, 2022 (Afternoon Session)		• The groups/platforms should be small of about 30 and also look at the specific area. • The local platforms should be supported to bring other women into the platforms and then connect them to the umbrella body at the constituency. • Regional sharing of experience should be embedded in the project. • There is need to benchmark other countries to learn how there are using	• UWEAL: too English, it's for the elite. Many women don't join because they fill out of place. • Trainings are centralized, fees are too high. • The participants said that UWEAL has tried to build women capacity in business but they find it difficult to travel to Kampala for trainings	The sharing of experience at regional level is one of the activities to be undertaken under the project.

Stakeholder & date consulted	Project Component and Subcomponent	Feedback/concern	Cross Cutting Feedback	Response /clarification
		the platforms to reach and help the women entrepreneurs. • Need to make use of the existing structures, these will go political. Need to use the existing structures Women Councillors at LC 4, 3,2 etc. • Will the platforms or project focus on both tenants/landlords. • What is the location of the groups? These should have boundaries. To easy tracking. • The platforms exist both formally and informally, but most of them are not registered. Only a few are registered. • Associations do exist in Masaka but some of them are not specifically for women for example the "Emyooga" Associations and UWEAL • On the question of how the existing associations are doing?	which happens twice a week. • Has the Ministry undertaken any benchmark? • What are the lessons from the benchmark on all the interventions? • Other key stakeholders; Successful business women to orient other women. Cultural leaders. • Grievance redress committees are available at the district, though not regularly sit. • Some women/groups have tapped into opportunities but have not succeeded because they are not focused. Will such groups be considered under GROW?	

Stakeholder & date consulted	Project Component and Subcomponent	Feedback/concern	Cross Cutting Feedback	Response /clarification
		• For Emyooga; people borrow and save, which makes them remain crippled • The participants therefore recommended that trainings should be conducted locally in communities.	• Civil servants/politicians should be allowed to benefit.	
Technical team in Masaka District on 25th October, 2022 (Afternoon Session)	**1B, C & D**	• The trainings should be taken nearer to the beneficiaries. • The project should find a way to involve men in its interventions in order to avoid GBV as a result of empowering women for example women some project give money to women to grow their enterprises and it is taken or confiscated by their husbands which results into domestic violence.	• Men can be taken through some kind of orientation for example through a national wide sensitization campaign.	This is noted and the plan is to ensure that beneficiaries are trained. Therefore, trainings will reach the right beneficiaries. Sensitizations on GBV will be carried as part of the project and this will involve engaging both men and women. The project will consider capacity-building activities encouraging men to adopt positive masculinities; inviting men to the trainings targeting women, identifying,

Stakeholder & date consulted	Project Component and Subcomponent	Feedback/concern	Cross Cutting Feedback	Response /clarification
				and supporting gender champions
Technical team in Masaka District on 25th October, 2022 (Afternoon Session)	**2A, B & C**	• What is the length of paying back the interest? • The participants recommended that there is need for the project to agree with the banks to apply convenient instruments of recovering the funds for credit • The credit should have conducive terms and conditions so that beneficiaries do not fear to access credit • The grant should be sent directly the account numbers of qualifying beneficiaries to avoid bureaucracy in accessing the funds • Are government workers also allowed to benefit from the project as beneficiaries? • The project should be clear that government worker in business should not be restricted from the benefiting from GROW project.	• The experience from other projects/programmes is that they make potential beneficiaries to over move in the process of chasing for the money which takes long to come	• The interest will be paid Per annum • The banks will do the assessment up to the stage of giving out the money to the beneficiaries. • The government/ District will do the assessment to ensure that the assessment is fair. • The project is not specific on the category, so long you're a female entrepreneur.

Stakeholder & date consulted	Project Component and Subcomponent	Feedback/concern	Cross Cutting Feedback	Response /clarification
		• There should an M.O.U stating the working relationship between the project and banks • Different local governments should be involved in project implementation.		
Technical team in Masaka District on 25th October, 2022 (Afternoon Session)	**3A &B**	• There is a need to be conscious about the sustainability of the child care facilities. • One of the participants proposed that the child care facilities can be combined with Early childhood development • Regarding whether they have grievance handling mechanisms in place, the participants said that they are in place, though they are not so effective. • Each project has a committee at the city level to handle complaints and grievances	• Each productivity centre should have a contact person in order to bridge the information gap. And skilling in each centre is very important in order to boost capacity.	• The intention of the project is to build the capacity of women so that they can be able to sustain the facilities even when the project has ended
Chairpersons of Women Entrepreneurs groups in Masaka District on 26th October, 2022	**1A**	• There is no umbrella association. It's only the Emyooga Circle. • So many women platforms, funds are sent to the platforms but money does not reach to the beneficiaries.	• The Leaders of the associations should come from the group leaders of the different associations	There will be engagements done prior to project implementation.

Stakeholder & date consulted	Project Component and Subcomponent	Feedback/concern	Cross Cutting Feedback	Response /clarification
		• We need to engage the women at the local levels to bring the women together. • Money comes to the Bank but there are so many stringent conditions, need for land titles which they don't have. • We should ensure that women on the ground gain and benefit the project • Is it allowed for different associations to produce the same groups? • Do teachers under UNATU need to form another association in order to benefit from the project? • Most women in the district have groups. So, Ministry should organize and talk to all women groups. • Need to sensitize the women groups. • Group dynamics, some people form groups to get money after that they disappear. • Will GROW project require groups to start savings?	• Most promises from the Gov't are never fulfilled. • Most men are now appreciative of the women hard work. • Most projects come and stop at the district, the target beneficiaries do not benefit from the services offered yet these were already informed are expectant. What measures is GROW putting forth to ensure that the targets are reached. • Need to revive women councils to be [part of the project implementation. Since they reach out to the women at the grass roots. • Is the project benefiting groups/individuals in	• As long as teachers have private enterprises which meets the criteria, they can also befit from the project • Saving will be like an internal activity of the different groups/associations

Stakeholder & date consulted	Project Component and Subcomponent	Feedback/concern	Cross Cutting Feedback	Response /clarification
			farming beneficiaries? (Yes)	• The beneficiaries will not be required to access interventions through groups. Individuals can benefit.
Chairpersons of Women Entrepreneurs groups in Masaka District on 26th October, 2022	**1 A, B, & C**	• The platforms are in place but there is a challenge of corruption and bribery whereby sometimes government funds do not reach the intended beneficiaries. But we appreciate introduction of GROW project and we hope that it will be different from other government programmes.	• The umbrella association of all women entrepreneurs will be appreciated	The Ministry will ensure that stakeholders are made aware of the project including its benefits to the women. Note that this is a World Bank Project and therefore follow ups will be made by the project team together with World Bank to ensure that there is compliance and that beneficiaries are benefiting.
Chairpersons of Women Entrepreneurs groups in Masaka District on 26th October, 2022	**2 A, B, & C**	• The issue of security has failed many women entrepreneurs in accessing funds • The participants recommended that people on ground such as women leaders should be allowed to act signatories to the funds	• Men should also be sensitized. Some men tend to abandon their responsibilities once women are empowered with funds to boost their enterprises. This makes women to use the funds	This is a project that involves women. Women leaders will be involved.

Stakeholder & date consulted	Project Component and Subcomponent	Feedback/concern	Cross Cutting Feedback	Response /clarification
		• The participants emphasized that monitoring and evaluation should be done on ground for effective implementation of the project. • Regarding GBV, the participants said that these days men have come to understand that women play a very important role in supporting families.	for school fees as well as feeding their families.	
Chairpersons of Women Entrepreneurs groups in Masaka District on 26th October, 2022	**3 A, B & C**	• The participants welcomed the idea of child care facilities as they will help to ensure continuity and growth of women enterprises. • The issue of making women to pay for the infrastructure will make them to pull out.	• The care takers in the facility should be well trained.	
NGOs/FBOs 27th October,2022 (Morning session)	**1A**	• How will the business be helped to register especially with Uganda Bureau of Standards? • All data for all enterprises is available. • Gov't should work with the civil societies, since they have trained most of the women to start businesses.	• Men should be sensitized. Most men no longer want to work. • Govt taxes will increase if women businesses prosper. • Women councils, have the role to empower	NGOs and CSOs will be involved right from the start of project implementation.

Stakeholder & date consulted	Project Component and Subcomponent	Feedback/concern	Cross Cutting Feedback	Response /clarification
		• The platform should start at parish level. Because all associations start at that level. Then representatives will be elected from those levels to lead the district women enterprises. • The women leaders at the district, sub-county should be ex-officials. • Most govt programs come but don't benefit the women beneficiaries. • Some women change when they get business. Need to sensitize the women on mind set. • Some good ideas would have come through if thoughts we collected before the project design. • There are so many govt programs for women but what is the impact on the women. • There are skills mismatch among women. • Women should be given skills before accessing funds.	women both economically and politically, have they done enough? • Some women have responsibilities that hinder businesses to grow. There should be an act on men to take responsibilities of their children. • Gov't should restrict money lenders who are exploiting women and this hinder business to grow. • Which type of women are targeted. The project should consider those who have never benefited from government interventions	• Phasing will be done to learn lessons. Then roll out will be done basing on the progress made

Stakeholder & date consulted	Project Component and Subcomponent	Feedback/concern	Cross Cutting Feedback	Response /clarification
		• Need to strengthen the existing Platforms not to create new ones since they are many. • The project should work closely with CSOs in the process of supporting women, because as NGO Forums we have a database for all women platforms in the district. It will also help to ensure that the project meets the intended beneficiaries. • How will the umbrella platform be managed? • The project should conduct a baseline survey on women projects to establish the reasons why they do not progress and some even end up collapsing. • Financial literacy should be extended to women in business before giving them grants/Credit	• The project should be taken as a pilot. Start with a few then we roll out. Start with a few people. • Registration and certification of products is a problem many women entrepreneurs	

Stakeholder & date consulted	Project Component and Subcomponent	Feedback/concern	Cross Cutting Feedback	Response /clarification
		• Men should also be involved in the trainings so that they know the importance of empowering women and they should avoid denying their responsibilities. • The participants emphasized that women will be ready for Sector specific skills and workplace programmes because they really want to grow their enterprises.	face. Will the project help on this?	
NGOs/FBOs 27th October,2022 (Morning session)	**2 A, B & C**	• Will there be need for security for one to get the credit?		The details with the Banks is still being prepared. The target beneficiaries will be informed if the conditions after wards.
	3 A, & B	• The project should conduct a feasibility study before the actual implementation. • The productivity centres should be brought nearer to the beneficiaries as much as possible.		
Elderly, PWDs, and PLHIV) 27th October,2022 (Afternoon Session)	**1 A, B, & C**	• Since the platforms have been considered, this should go on. The ministry should use them to reach out to all the target beneficiaries.		This project focuses on only women in business.

Stakeholder & date consulted	Project Component and Subcomponent	Feedback/concern	Cross Cutting Feedback	Response /clarification
		• Digital platform should also involve USSD to allow people to sound messages and call. • So many groups are benefiting under the different projects. Need to focus on new women in business. • Need to go as low as LC I to ensure that they all benefit. • Need to focus also on women who are not working. • Women platforms are already in place •		
Elderly, PWDs, and PLHIV) 27th October,2022 (Afternoon Session)	**2 A, B, C**	• How will the project reach out to women who want get involved in the trainings and are interested in grants/credit? • Will the project discriminate those who are just tenants? • Regarding whether men will embrace women empowerment. They responded positively that when women are working it's their happiness because they support the families.	Women should be sensitized to continue respecting their husbands in order to avoid GBV	Information will be disseminated using different media platforms to reach out to all the target beneficiaries.

Stakeholder & date consulted	Project Component and Subcomponent	Feedback/concern	Cross Cutting Feedback	Response /clarification
		• The terms and conditions for acquiring credit should not be so complicated • Who will help women in writing business proposals in order to qualify for the Grant? Because of them are not educated and they do not know how to read and write.		
Elderly, PWDs, and PLHIV) 27th October,2022 (Afternoon Session)	**3 A, & B**	• In Masaka some markets already have child care facilities but they are not operational for example Masaka-Nyendo market. • When it comes to the productivity Centre, some people have negative mindset towards technology and this should be addressed by the project. • How will be the accessibility of the infrastructural facilities especially the common user facilities?	• The project should pay more attention to the elderly and other vulnerable groups for example the deaf and blind	• The project will assess such facilities and if they meet the criteria, the required facilities will be provided.
28th OCTOBER KAYUNGA DISTRICT ENTRY MEETING				
Political Leaders and technical team-Kayunga district 31st October,2022 (Morning Session)	**1 A, B, & C**	• Will the project also support government workers? Because they also have personal businesses? The participants agreed that women groups are in place but they lack a	• Will the project support VSLAs? Because many have thrived here in Kayunga	• Peer trainings will be catered for by the project through the associations, both physical and digital conferences will be organized.

Stakeholder & date consulted	Project Component and Subcomponent	Feedback/concern	Cross Cutting Feedback	Response /clarification
		sense of direction due to poor leadership and management. • They requested the GROW project to do a lot of sensitization on the ground so that many people can embrace it. • How will men benefit from the project? • Financial literacy is very important because some women get funds to grow their enterprises but they end up eating the money and diverting it to other things like school fees. • Consistent monitoring and evaluation of beneficiaries should be done to ensure that they are on track. • What does it require for someone to join an association whether new or old? and how many people should the group have?	• Some projects come as empty promises and they are never implemented; we hope that GROW project will not follow suit? • The component of annual conferences and sharing of experiences by beneficiaries should be looked into and considered. • Peer trainings can also help women as they can learn from one another on how to prosper in businesses.	

Stakeholder & date consulted	Project Component and Subcomponent	Feedback/concern	Cross Cutting Feedback	Response /clarification
Political Leaders and technical team-Kayunga district 31st October,2022 (Morning Session)	**2A, B & C**	• Is it possible for the percentage on credit to reduce to less than 6%? • Is there need for membership fee for one to qualify for grant or credit? • Will the project allow for payment of credit in instalments? • High interest rates • Many Banks hide the funds and only disclose their own funds. • Banks request for high collateral. Hence, many people fail to access credit. • Banks should be closely monitored to ensure that they benefit. • Recovery policies should be realistic to allow the women to pay back.	• On the issue of security, the participants recommended that group members can act as security for one to get credit from the project and those who do not belong to any group, they should at least have something to act as security for example their businesses	There will be no need for membership fee for one to qualify for a grant or credit Instalments will be allowed as long as the person pays back within the agreed payment period The banks will be given terms and conditions by the project in order to allow beneficiaries to access funds
Technical Team 31st October,2022	**1B**	• The training may lead to issues at home. Since women have to be at work, at business, home chores. • Need to engage the men/husbands to support the women else economic problems. • Many women acquire loans and it's taken away from them by men. • Skills are good, to increase productivity.	• Need to train men • Skills are good, to increase productivity.	The issue of involving men has come out very strongly, the project will consider involving them at the preliminary level.

Stakeholder & date consulted	Project Component and Subcomponent	Feedback/concern	Cross Cutting Feedback	Response /clarification
Chairpersons of Women Entrepreneurs Groups, & NGO FORUMS Kayunga- 1st November,2022	**1 A, B, C, & D**	• The project should benchmark from other government interventions like UWEP and assess their impact for better implementation. • The project should put focus on the existing groups and look at how they have helped women to grow. • Which category of women will the project consider? • Women councils should be empowered to support women to grow in their businesses. • The skills should be extended to the people in the villages • Financial literacy for the women. Most women take money from businesses to cater for the basic needs at their homes, hence affecting capital and growth of the business. • Common skilling trainings are; tailoring, hair dressing, welding, energy saving. • Organize village level trainings focusing on different group to provide training. • Need tailored trainings to assist people to improve productivity.	• Skills mismatch is also another challenge that women face in developing their enterprises. • Law enforcement should be done for men who abandon their responsibilities because their women are empowered. This makes women to use borrowed funds for school fees and other things • The project should put focus on those women who have not been able to benefit from any government intervention • Men should also be trained to understand the dynamics of the project.	All women who are in business will be considered by the project

Stakeholder & date consulted	Project Component and Subcomponent	Feedback/concern	Cross Cutting Feedback	Response /clarification
		• Good idea, women will like it since it is giving them diversity of skills. • The period of one year is long, the training period should be staggered not to suffocate the business. • The work placements should be local.		
Chairpersons of Women Entrepreneurs Groups, & NGO FORUMS Kayunga- 1st November,2022	**2 A, B& C**	• The project should pay attention to financial inclusion • Women should be encouraged to avoid getting credit from different government interventions and financial institutions which makes it hard for them to pay back • The grants should not be given to the beneficiaries at once • Will the project also benefit farmers in the villages? • How can Government just give money for free? Will security be required? Will the women in farming get the funds? • Lack of skills to write the business proposals.	• At the right time experts will visit the districts to provide information on how to prepare the proposals. • Are only the leaders to benefit or others will benefit? • Need to involve men/husbands on how to support the women businesses.	• The grants will be given in instalments. • There will be close monitoring of the projects to ensure growth. • Not only leaders to benefit. The project targets women entrepreneurs who will benefit in a number of interventions. • During training on the business development women will be taught how to write proposals. • The Ministry will advertise expression of interests using different media platforms to ensure information is widely spread. Information will also

Stakeholder & date consulted	Project Component and Subcomponent	Feedback/concern	Cross Cutting Feedback	Response /clarification
		• Need to get the persons at the district to assist the people to write the business proposals. • The Grant should be part of the equipment not funds. This will support many people instead of having individuals. • Some people have no capacity to prepare proposals. • Need to simplify the Grant Proposal. There should already be a designed template to be filled in. • Close monitoring of the project beneficiaries to support them on how to improve. • The Grant should not be paid at once, it should be given in instalments as the business. • How will people know about the competition for proposals?		be disseminated through the women platforms.
Chairpersons of Women Entrepreneurs	**3 A & B**	• Some women may fear to take their children to the child care facilities especially if there an element of costs involved	• The project should also pay attention to teenage mothers	There will be sensitizations of women before and during project implementation.

Stakeholder & date consulted	Project Component and Subcomponent	Feedback/concern	Cross Cutting Feedback	Response /clarification
Groups, & NGO FORUMS Kayunga- 1st November,2022		• The idea of child care facilities was supported by the participants • The productivity centre may not benefit very many women entrepreneurs because it is going to be based at the ministry, which will be very costly for them	• The project should pay some attention to children engaged in child labour. This can be done by sensitizing parents to avoid involving their children into child labour.	The costs will be made affordable .
PWD, PLHIV & ELDERLY, Kayunga on 2nd November,2022	**1 A, B, C & D**	• The groups are in place and we welcome the skills • The skills will help us improve our businesses • Many women are in business but they lack skills	•	
PWD, PLHIV & ELDERLY, Kayunga on 2nd November,2022	**2 A, B & 2C**	• High interest rates from banks is a challenge • Many Banks hide the funds and only disclose their own funds. • Banks request for high collateral. Hence, many people fail to access credit. • Banks should be closely monitored to ensure that they benefit. • Recovery policies should be realistic to allow the women to pay back.		Since funding is under the Bank, all required documents will be presented to prove ownership.
PWD, PLHIV & ELDERLY PWD,	**3 A & B**	• There will be need for sensitization because some women are rigid and		Sensitizations will be done frequently to allow women

Stakeholder & date consulted	Project Component and Subcomponent	Feedback/concern	Cross Cutting Feedback	Response /clarification
PLHIV & ELDERLY, Kayunga on 2nd November,2022		they may not take their children to the child care centres • Will the facilities be accessed at a free cost?		understand the use of child care centres.
3rd NOVEMBER, 2022, ENTEBBE (WAKISO) DISTRICT ENTRY MEETING				
Political leaders/ Technical Team-Entebbe on 4th Nov, 2022	**1 A, B, C, & D**	• The Ministry should make arrangements to ensure that the project meets the intended beneficiaries • Women have platforms but sometimes they lack unity and support for one another • Mind-set change should be emphasized for example people should be sensitized to adapt change. A case in point, here in Entebbe we have new markets but still some women do not want to occupy them • The trainings should be fully facilitated by project for example provision of transport refund so that women can easily go for them • The placements should also take place from the community	Most of the government interventions target women, which has made men to lag behind in terms of development and they end up abandoning their responsibilities. The project should make use of the existing structures for women Close monitoring of the projects should be emphasized to ensure that businesses exist are progressing.	

Stakeholder & date consulted	Project Component and Subcomponent	Feedback/concern	Cross Cutting Feedback	Response /clarification
		• The district should get involved at the level of knowing the beneficiaries such that they monitor progress.		
	2 A,B,C	• Many people lack skills of writing business proposals so enable them benefit from the grant • The project should have technical officers at every district/municipality/city to guide women in writing business proposals • The project should support people with business equipment instead of cash which they can easily divert • The project should be there to ensure that beneficiaries are not exploited by the banks	If there is no security involved, beneficiaries will become lazy to pay back. The beneficiaries should be given the chance to choose which banks they are comfortable with. The project can also work with SACCOs which are well established in the markets Men should be sensitized before giving money to their wives in order to avoid GBV	
	3 A ,B	• The child care facilities do exist in some markets but they are not functional, we are happy that they project is going to help us on this. • Value addition facilities can also be set-up in the markets	The project should try to target women who have not yet benefitted from any government programme. Most of the businesses are informal, how will the project know those that have been in exitance for some good time?	Women will be sensitized on the need of having The child care facilities close to them.

Stakeholder & date consulted	Project Component and Subcomponent	Feedback/concern	Cross Cutting Feedback	Response /clarification
Chairpersons of women Entrepreneurs Entebbe on 7th November, 2022	**1 A, B, C, & D**	• What about those who do not know how to read and write as well as using the digital platforms. • The issue of paper work disturbs many women who are illiterate • The project should first pilot by supporting a few enterprises • The project should to reach on ground through LC leaders		The project is going to start with 45 districts as a pilot and later it will expand to other districts
	2. A, B & C	• The project should support women on how to write business proposals • How does someone engage in the competition for grant?		There will be trainings done for women enterprenuers.
Chairpersons of women Entrepreneurs Entebbe on 7th November, 2022	**2 A, B & C**	• What determines the interest of 6%, 7% and 8%? • Is the interest per annum or month? • Is there a cap on the credit? • What is the role of the Banks? Most Women hate banks due to the so many securities	• A group can have many ideas but had registered in only one but have another idea.	• No this will depend on annual turnover and the capital. The loan will be valued basing on available working capital
Chairpersons of women Entrepreneurs	**3 A & B**	• Most women don't want to pay any fees, they will not pay for the childcare facilities.	•	

Stakeholder & date consulted	Project Component and Subcomponent	Feedback/concern	Cross Cutting Feedback	Response /clarification
Entebbe on 7th November, 2022		• Need to sensitize the women about the advantage of the childcare facilities.		
NGOs/FBOs, PWD, PLHIV & ELDERLY on 8th November,2022	**2 A, B&C**	• Repayment period should not be that long because it makes people lazy. • Timing of giving out loans especially during Christmas should be considered for example giving out money during Christmas season is not good, people may end up eating it.		**This is noted.**
NGOs/FBOs, PWD, PLHIV & ELDERLY on 8th November,2022	**3 A, B**	• The child care facility is well come. • The women need to be sensitized. • The feasibility study should get closer to the sub county level to get to know exactly what multipurpose facility will benefit the • Childcare facilities may not work due to the backwardness of the women.	Domestic violence, is common. How will this be avoided?	There will be continuous sensitization for both Women and Men to ensure mind-set change

Stakeholder & date consulted	Project Component and Subcomponent	Feedback/concern	Cross Cutting Feedback	Response /clarification
		• Support of the childcare facilities since women suffer in business due to babies. • Childcare facilities, who will meet the expenses?		
Political Leaders on 7th November, 2022	**3A & 3B**	• Need to visit other areas and learn from each other on how to improve productivity. • The Ministry should engage the locals to advice on the best ways on how to improve the production. • Trained people within the community to handle the children. • Need to focus on the hygiene • Can the ministry support the women groups working in a particular area? Can they be supported by providing them with shelter? • 3B child care facilities are well come.		Women entrepreneur groups who want to be supported with shelter can be supported through a grant or credit/loan to grow their businesses and expand
Technical Team on 7th November, 2022	**3A &3B**	• Why not construct productivity centres at the district level to reduce work for the central level.		The common user facilities will be at the local level and will entail an element of skilling to

Stakeholder & date consulted	Project Component and Subcomponent	Feedback/concern	Cross Cutting Feedback	Response /clarification
		• Are there marketing infrastructure to be constructed under the project for selling the produce? • Some facilities require equipment. Can they be provided under the project? • How will the facilities be sustained? • In the Entebbe Market has the Childcare facilities but some women have not utilized them (mind set) • Some of the facilities are not well maintained. So, hygiene. • Maintenance issues of facilities. Who cater for the expenses?		ensure quality of the products is good. Women will be trained to change mindset. Such that they can easily bring the children and also be able to pay some fees for child care. For areas where the facilities are already in existence, they will be supported with equipment
9th NOVEMBER, 2022-KAMPALA DISTRICT ENTRY MEETING				
Makindye Division on 10th November ,2022 **Political leaders and the technical team**	**1 A, B, C & D**	• Which age brackets does the project consider for the beneficiaries? • Which categories of businesses will the project consider?	• The participants appreciated the project for the unique component on training and skilling because other government interventions don't focus on skilling	• All businesses will be supported by the project except those that have a negative impact on the environment like charcoal burning and selling. • The project will start from 16 to 35 years for the youth.

Stakeholder & date consulted	Project Component and Subcomponent	Feedback/concern	Cross Cutting Feedback	Response /clarification
	2 A, B & C	• Some women fear the protocol in the banks, which makes it hard for them to access funds, why don't we include some money in the PDM? • Will the banks follow the interest rate of 6 to 8%? • What will be the procedure of getting money from the banks?	• The project should team up with other agencies like CSOs in order to have a package that will lead to assessment of the project impact in a smart way. • There will be need to create a data base for all women enterprises for easy monitoring	• The project money can't be included into the PDM because the target beneficiaries are different • Only those banks that are willing to follow the terms and conditions of the project will be considered especially those that prioritize women like finance trust bank. • The beneficiaries will apply for financial support from the project, and those who meet the criteria will provided with the funds through their bank accounts
Chairpersons of Women Entrepreneurs, PWD, PLHIV Elderly& NGO Forums from Makindye on 11th November, 2022 and 14th November, 2022	**1 A, B, C & D**	• Men should be involved to avoid GBV • Must the enterprise be registered to qualify for GROW project benefits • What will be the use of the umbrella association? • How sustainable is the project going to be? • How many people should be in a given association?		• Men will be involved under skilling • Even those enterprises which are not registered will benefit from the project, but they will be encouraged to get registered

Stakeholder & date consulted	Project Component and Subcomponent	Feedback/concern	Cross Cutting Feedback	Response /clarification
				• The use of the umbrella association will be to ease Cordination and communication to the smaller associations, but also to share business ideas and advises.
	2 A, B & C	• What will be the criteria of getting the grant/credit? • The project should put some money into cash., because some banks tend to discriminate • Money should be dropped to the accounts of the beneficiaries • How will the business ideas be assessed? • The project should have a committee for monitoring the groups	The groups can act as security for members to benefit Project implementers should reach on ground People who ask for money individually should bring security What if a person dies after she has received the credit/loan from GROW project? Who is responsible to pay back?	• One must have been running an enterprise for some time • Money will be sent directly to the beneficiaries' accounts because the project is going to work with banks • The project will establish a committee for assessing the business proposals/ideas •
	3 A & B	• Will it be possible for the common user facilities to be managed by men?		For the case of individual day care, the person can be

Stakeholder & date consulted	Project Component and Subcomponent	Feedback/concern	Cross Cutting Feedback	Response /clarification
		• The idea of the child care facilities is okay, but who will be paying the child care takers? • What if I want to run an individual day care, can the project support me to run?		supported through the component of loan/credit