



# **REPORT FOR THE INTRODUCTORY TRAINING ON THE ENVIRONMENTAL AND SOCIAL FRAMEWORK (ESF) FOR PSSNYE PROJECT STAFF, IMPLEMENTING PARTNERS, FOCAL PERSONS, AND SERVICE PROVIDERS**



**BO, SIERRA LEONE  
JULY 2023**

## Table of Contents

1. Executive Summary
2. Activity Background
3. Objectives of the Training
4. Specific Objectives
5. Scope and Objectives of Training
6. Training Outcomes
7. Target participants
8. Method of Delivery
9. Detailed Session Report
  - \* Day 1
  - \* Day 2
  - \* Day 3
10. Training Evaluation Report.
11. **Annex**
  - Photos from the Training Session
  - Participant's List
  - Training Agenda

## 1. Executive Summary

In March 2022, the World Bank approved the Productive Social Safety Net and Youth Employment Project (PSSNYE) to provide much-needed technical and financial support to the Government of Sierra Leone (GoSL) to advance the agenda of social protection and jobs. The Project Development Objective (PDO) of the PSSNYE is: “to improve access to social safety nets and income generating opportunities for targeted beneficiaries”.

This training addressed one of the commitments made in the Environmental and Social Commitment Plan (ESCP) of the PSSNYE Project, which is to conduct a training on the Environmental and Social Standards of the World Bank and support the capacity building of the Social Development Specialist, the Environmental Specialist, and other project personnel in carrying out the implementation of the Environmental Social Management Plan of the project. Thus, NaCSA as the lead implementation agency of the PSSNYE organized a three-day training for 85 participants. The targeted participants were staff of the PSSNYE project, ESOs, and Gender Officers of all the 16 municipalities and local councils, the project Service Providers, and Government agencies linked to the project to align with project operations on the ESF Standards.

. The project Environment and Social Framework (ESF) train aims to deepen the understanding of project staff and E&S focal persons involved in implementing the PSSNYE project on the World Bank ESS. The three-day intensive training covered relevant ESF modules on the various instruments of the ESF as it was facilitated by the World Bank ESF team with support from the project team at Nacsa and other focal Government agencies. The workshop ended with participants' increased knowledge of ESF instruments and tools and their application in the implementation of the PSSNYE based on the feedback received from the Training Evaluation questionnaire filled out by participants at the end of the training.



*A cross section of key stakeholder at the training: NaCSA, NaYCOM, UNICEF, World Bank and FCC*

## 1. Activity Background

The introductory Training on the Environmental Social Framework (ESF) for project staff and focal persons of the Productive Social Safety Net and Youth Employment project was co-designed and organized by the National Commission for Social Action (NaCSA) and the World Bank Country Management Unit (CMU) ESF team.

Since the transition from the application of the World Bank Operational Policies (OP) and Bank Procedures (BP) on environmental and social safeguards, the capacity gaps between project staff and focal persons in understanding the application of the World Bank’s Environmental and Social Framework has demonstrated the urgent need for capacity building initiatives among agencies implementing the PSSNYE in Sierra Leone. A well-designed training program aligned with the objectives and principles of the ESF can generate benefits of reducing the project’s Environmental and Social risk and improving project outcomes, thus delivering the twin goals of reducing extreme poverty and promoting shared prosperity through social risk management.

## 2. Objectives

The overall objective of the training was to deepen the understanding of project staff and E&S focal persons involved in implementing the PSSNYE project on the World Bank ESF.

## 3. Specific Objectives

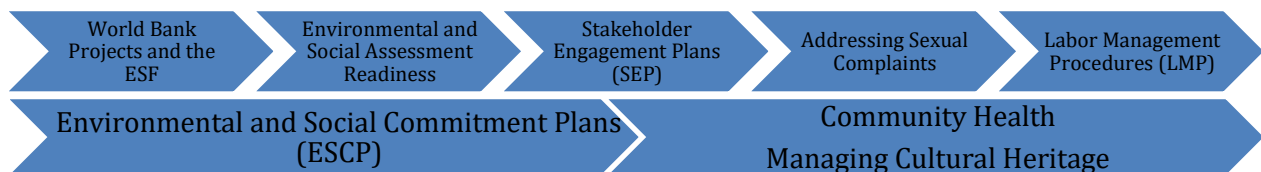
The specific objectives of the training were as follows:

1. To provide an overview and basic characteristics of the ESF.
2. To introduce the Environmental and Social Assessment (ESA) process, and the selection of appropriate ESA processes, studies, and plans
3. To provide an in-depth explanation of the preparation of required instruments and documents including the ESCP, ESMF, ESMP, SEP, LMP, GRM, SEA/SH Action plans, etc.

## 4. Scope and Duration of Training

The training was held in Bo at the Galiness Paradise for 3-days from 25<sup>th</sup> – 27th July 2023 and focused on the seven (7) thematic areas including the responsibilities of both the World Bank and Borrowers relative to the implementation of ESF within the context of the PSSNYE. Emphasis was laid on the objectives and requirements of each of the ten (10) Environmental and Social Standards.

The seven (7) thematic areas of focus for the training were as follows:



## 5. Training Outcomes

The training (1) served to set the scene and introduce key elements of the ESF, (2) introduced tools and methods available for preparing and evaluating key ESF instruments, and (3) facilitated discussions amongst PSSNYE project staff, service providers, and focal persons based on relevant case studies. By the end of the training, participants gained fundamental knowledge and a deeper understanding of the structure and content of the ESF, including the responsibilities of the World Bank and Borrowers, and the objectives and requirements of each of the ten Environmental and Social Standards.

## **6. Target Participants**

The training targeted about 85 participants including NaCSA Project staff, implementation agencies; MOYA, NaYCOM, ACC, FCC, Statistics SL, focal persons (ESOs and Gender Officers) of municipal and local councils across the 16 districts, service providers including Orange SL, Africell and Rokel Commercial Bank, SNN, Risk Compliance, and MIS consultants.

## **7. Method of Delivery**

The training was delivered in person with presentations PowerPoint for three days with two sessions per day, during the morning and afternoon hours of each scheduled day of the training. After the training, participants were given access to all resources for all the modular themes from the presentations.

## **8. Detailed Session Report**

### **Day 1: Tuesday, 25<sup>th</sup> July 2023: 9:00-4:30 pm Sierra Leone**

**Module:** *World Bank Supported Projects and the Environmental and Social Framework (ESF)*

**Module facilitators:** *Sarah Antwi Boasiako and Ralph Bona*

The opening session was preceded by participant registration and opening prayers followed by formal statements from the Task Team Lead and World Bank Team, Commissioner NaYCOM, Deputy Commissioner ACC, UNICEF, and the Commissioner NaCSA.

The morning session focused on the basic characteristics of the ESF with an overview of the World Bank's ESF Standards, Rationale, Mitigation Hierarchy and discussion of core ESF instruments followed by screening and scoping methods. A video on environmental hazards was presented and participants shared their experiences on relocations to new communities as a result of development projects. The session was interactive with participants showing increased interest and understanding in the discussions.

The afternoon session focused on stakeholder engagement information disclosure with stakeholder in-depth analysis of engagement programs and grievance mechanisms. Identifying and analyzing mitigating Project Risks and Impacts on Disadvantage & Vulnerable groups was also dealt with during the Environmental and Social Assessment (ESA) Risk identification and management modular presentation. A Question-and-Answer session followed the presentations where participants asked questions and made contributions to enhance their understanding of ESF instruments. Case Studies materials on practical ESF operations were shared and participants were divided into 6 groups in a breakout session with an exercise to identify and mitigate risks in project scenarios. At the end of the group work, individual groups made presentations in a plenary which showed greater understanding of ESF instruments.

### **Day 2: Wednesday, 26<sup>th</sup> July 2023: 9:00-5:05 pm Sierra Leone**

### Morning Session

**Modules:** *Environmental and Social Assessment (ESA)*  
*Readiness Stakeholder Engagement Plans (SEP)*  
*Addressing Sexual Complaints*

**Module facilitators:** *Sarah Antwi Boasiako and Ralph Bona*

The morning session started with a recap of the day-1 session of the Environmental Specialist to refresh participants' memories of lessons learnt on ESF. Three training modules were presented on day-2. The first presentation was on Land Acquisition and involuntary resettlement, Labor Risk and working conditions and Occupational Health and Safety for Road Construction and Rehabilitation. The training modules focused on explaining the range of issues including Selection of appropriate ESA process, studies, highlight and analysis of risks to vulnerable groups and the overall process of planning, assessment, response and control. Waste Management as an Environment Challenge and the basic concepts on Occupational Environmental Health and Safety were also covered in the morning session.

### Afternoon Session

**Modules:** *Managing Cultural Heritage*  
*Waste Management. Pollution and Prevention*  
*Stakeholder Engagement Plan and Information Disclosure*  
*Project Grievance Redress Mechanisms (GRM) and M&E*

**Module facilitators:** *Sarah Boasiako & Ralph Bona, (WB) Isata M Blake & Abraham Kailie (NaCSA) David Monrovia (ACC)*

The afternoon session kicked off with getting participants to understand the relevance and knowledge on managing Cultural Heritages; as an integral standard of the ESSs. An in-depth discussion on understanding the concept of Pollution Prevent and Control, stakeholder analysis, engagement program, project grievance mechanisms (GRM) platform, Monitoring and Evaluation was facilitated. Participants had the opportunity to ask questions and make meaningful contributions using practical scenarios and examples.



*ESF Training Facilitators from the World Bank Team: Sarah Antwi Boasiako, Osman Chris Brima & Ralph Bona*

**Day 3: Thursday, 27<sup>th</sup> July 2023: 8:00-5:30 pm Sierra Leone**  
**Morning Session**

**Modules:** *Labor Management Procedures (LMP)*  
*Environmental and Social Commitment Plans*  
*Community Health/Cultural Heritage*

**Module facilitators:** *Sarah Antwi Boasiako Osman Chris Brima & Ralph Bona Ministry of Gender & Children's Affairs*

The morning session started with a recap of the day-2 session by the Environmental Specialist to refresh participants' memories on lessons learnt on ESA, SEP and GBV, Community Health & Safety and GRM. Three training modules were presented on day-3. The first presentation was on Labour Management Procedures (LMP), Environmental and Social Commitment Plans (ESCP) and Community Health and Safety. These training modules focused on the following: (1) Requirements in Addressing Complaints on Sexual Exploitation, Abuse and Sexual Harassment in World Bank Financed projects, (2) Expectations from Project GBV in the ESF implementation and the (3) National Requirements in Addressing Complaints on Sexual Exploitation, Abuse and Sexual Harassment in World Bank Financed projects (4) E&S Requirements in a Bidding procurement including the requirement on the Government, the World Bank perspective and examples for preparing good practice contract specifications.

#### **Afternoon Session**

**Modules:** *Community Health and Safety and Managing Cultural Heritage*  
*Environmental Assessment Regulations in SL and Permitting process*  
*The ESCP and Project Implementation*

- *Review of CORE ESF Instruments; (ESCP, ESMF, LMP, SEP, ESMP)*
- *Screening for Environmental and Social Risks*

**Module facilitators:** *Lois Symche & Ralph Bona (WB) and Valentine Sualley- EPA*

The afternoon session was very interactive and kicked off with a presentation on Community Health and Safety and GBV to help participants understand how to identify and mitigate issues around Community Health and Safety and GBV. The presentation focused on deepening participants' understanding on the relevance around Community Health and Safety and GBV. A presentation on the Environmental Assessment Regulations in SL and Permitting process was done by the Environment Protection Agency to give participants a deep understanding of the policy and regulatory framework around Environmental Assessments and Permits in Sierra Leone.

A discussion on the ESCP and Project Implementation reviewed some of the core ESF Instruments; (ESCP, ESMF, LMP, SEP, ESMP) and the process for screening for Environmental and Social Risks. The focus placed on the requirements for ESCP preparation (actions, capacity building, budgets, M&E).

#### **Conclusion of Training**

The Environmental Specialist conducted a recap of the overall training objectives and stressed the relevance of the training to the implementation of the PSSNYE project. The facilitators stressed the need for vigilance in ensuring ESF principles are upheld in every phase of project implementation. An online post-training evaluation form developed by the NaCSA ESF team was shared for participants to give their feedback on the training. Stress was made on the critical roles Environmental and Social Officers and Gender Officers of the Municipal and local councils will play in the implementation and compliance of ESF in the implementation of the PSSNYE project.

## **9. Training Evaluation Report.**

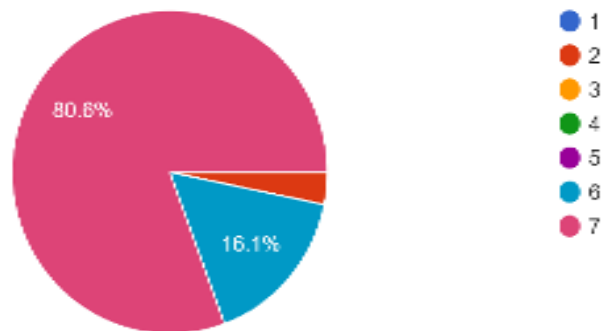
An evaluation survey was conducted for participants to give their feedback on the training and understanding of ESF and overall training objectives.

Questions are as follows:

- (a) **Did the training meet the objectives? 80.8%** responded that the training achieved the objectives of developing ESF risk management skills

Did the training achieve the objective of developing environmental and social risk management knowledge and skills? Please rate each statement below (1=poor, 4=average, 7=excellent)

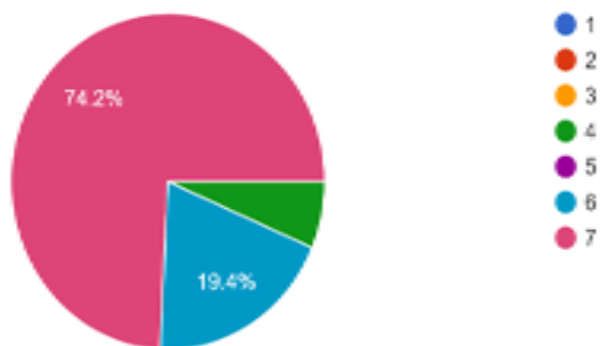
31 responses



- (b) **Did the training increase participants' knowledge on ESF? 74.2%** responded that the training helped increase their knowledge on ESF as shown in the table below:

Did the training increase your knowledge on ESF? Please rate each statement below (1=poor, 4=average, 7=excellent)

31 responses

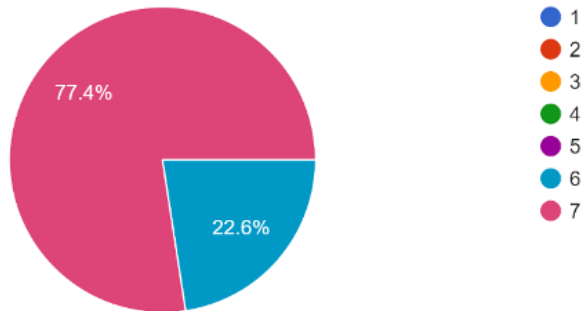


© **How useful were the training materials presented? 77.4%** responded that the materials presented were useful in increasing their knowledge on ESF as the table below shows:



Were the training materials presented useful? Please rate each statement below (1=poor, 4=average, 7=excellent)

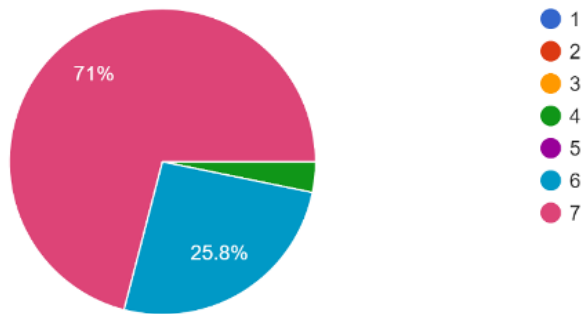
31 responses



**(d) Was the lessons learnt directly applicable to the PSSNYE project? 71% of respondents agreed that the lessons learnt from the training are directly applicable to PSSNYE project implementation as show in the table below:**

What was learnt is directly applicable to the PSSNYE Project? Please rate each statement below (1=poor, 4=average, 7=excellent)

31 responses



**10. Annex**  
**- Photos from the ESF Training Session**













- Participant's List

ATTENDANCE LIST OF PARTICIPANTS FOR TRAINING ON ENVIRONMENTAL AND SOCIAL FRAMEWORK (ESF) ON TUESDAY 25<sup>TH</sup> - THURSDAY 27<sup>TH</sup> JULY, 2023 AT 08:00AM - 5:30PM AT GALLINNESS PARADISE HALL BO-KENEMA HIGHWAY, BO DISTRICT DATE: ..... 25<sup>th</sup> - 27<sup>th</sup> July 2023

ATTENDANCE LIST

NO	NAME	ORGANISATION	DESIGNATION	TELEPHONE	SIGN DAY 1	SIGN DAY 2	SIGN DAY 3
1.	Rodrig Taylor-Smith	R.C Bank	dept IT Manager	0786205510	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
2.	Lyndon Brown-Fornia	N.A.E.S.A	E.S	078222505	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
3.	Dariuswa Gwetele	NA.C.A.P	DPO	07445114	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
4.	Adikali S. Koman	P.C.B.M.A	Head of printing	074193092	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
5.	Ticelb K. Ntsona	Kouyo Council	G.D.O	078329502	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
6.	Soko N. Kai-Saka	M.D.H.A	Director Production	076514475	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
7.	Valentine Suelley	E.P.A-S.L	Regional Director	078686737	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
8.	Albert Fernal	Bo Dist. Council	E.S.O	076-220229	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
9.	Martin Kim Vanambi	I.S.M.C	E.S.O	077210599	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
10.	Leslie I. Kamukai	Kalichuru District Council	E.S.O	078190813	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
11.	Foday M. Mlayah	Kono District Council	E.S.O	078218879	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
12.	Saidourahou Bani	Kemalanga District Council	General officer	076-738328	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
13.	Mary S. Fomah	Kacef Council	General officer	076401843	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>



NO	NAME	ORGANISATION	DESIGNATION	TELEPHONE	SIGN DAY 1	SIGN DAY 2	SIGN DAY 3
14.	Kanu Matsauo	UNICEF	UNW	75347818			
15.	Osuan Chir Bina	World Bank	ENR Consultant	079901096			
16.	Lois Samahé Akke	World Bank	Gender Consultant	078617785			
17.	Wanah Baya-kamara	World Bank	SP specialist	07			
18.	Angshuef. Nephie	ACC	Dep. Com	1822-264780			
19.	Musa JS. Jauke	ACC	Project Manager	079-455-552			
20.	Patrick Manki	ACC	Project Coordinator	076 266482			
21.	Momonu MUDIE	NAYCOM	Program Manager	076667154			
22.	Solomon H. Kassib	NAYCOM	IT/E Officer	078842579			
23.	Michael A. Lohie	NAYCOM	GRM Officer	0758195531			
24.	Demetillion Ossy	NAYCOM	Senior Project Officer	075202023			
25.	Worshim Kabum Secretary	Payson District Council	Gender Officer	078-192525			
26.	Fremus Harold U Kpoco	Koinaduna DC	Env. Officer	078 580559			
27.	Fokey J. Samir	Bootha Municipal Council	Gender Officer	0764445885			
28.	Joseph Baber Nello	BO City Council	Gender Officer	075322294			
29.	Mamala, Jald	Koinaduna City Council	ESO	076679202			

NO	NAME	ORGANISATION	DESIGNATION	TELEPHONE	SIGN DAY 1	SIGN DAY 2	SIGN DAY 3
30.	Yaya M. Mwach	Maghembe City Council	Genl. officer	076755111			
31.	Yusef A. Komano	NAYCOM	M/E Manager	076805760			
32.	Harvey E. Williams	Karumidj Council	Genl. officer	072-6979312			
33.	Saffa Gaudeli	Karumidj Dist Council	E.S.O	076442025			
34.	Silas M. Seseu	MAACSA	Procurement Officer	076622758			
35.	Agnes Steffy	MAACSA	R.C. Scribe	076780818			
36.	Sorba Barley	Orange SC	Head: TBPA	076450082			
37.	Alshah Bashi	Orange Market Trade	Head: spm	076450003			
38.	Fasimela Sathie	Falaka Dist Council	Genl. officer	076626449			
39.	Edward Kankwa	Makeni City Council	E.S.O Rep	078-868877			
40.	John Senuo-Ramau	Port Loko City Council	Genl. Officer	078721171			
41.	Therese Farba	Karumidj City Council	Genl. Officer	088888840			
42.	Martelle Kembe	Maghembe City Council	E.S.O	076648770			
43.	Bamie J. Seay	MOGCA	Asst. Director	076281166			
44.	Machina K. Baten	Kouleku District Council	Genl. Officer	079662283			
45.	John D. Kawuth	Bombale District Council	Genl. Officer	078509400			

NO	NAME	ORGANISATION	DESIGNATION	TELEPHONE	SIGN DAY 1	SIGN DAY 2	SIGN DAY 3
46.	<del>Umaru Fallah</del> <del>Umaru Fallah</del>	<del>Kenema City Council</del> <del>Kenema City Council</del>	<del>ES0</del> <del>ES0</del>	0794164682	<del>[Signature]</del>	<del>[Signature]</del>	<del>[Signature]</del>
47.	<del>Imak Bakoni</del> <del>Imak Bakoni</del>	<del>Kenema City Council</del> <del>Kenema City Council</del>	<del>ES2</del> <del>ES2</del>	0783369338	<del>[Signature]</del>	<del>[Signature]</del>	<del>[Signature]</del>
48.	<del>Yibatu Amara</del> <del>Yibatu Amara</del>	<del>Kenema, District Council</del> <del>Kenema, District Council</del>	<del>Chief of Police</del> <del>Chief of Police</del>	076114251	<del>[Signature]</del>	<del>[Signature]</del>	<del>[Signature]</del>
49.	<del>Muhamad G Nyoro</del> <del>Muhamad G Nyoro</del>	<del>Kenema City Council</del> <del>Kenema City Council</del>	<del>ES0</del> <del>ES0</del>	079-66245	<del>[Signature]</del>	<del>[Signature]</del>	<del>[Signature]</del>
50.	<del>Muhamad H. Nyoro</del> <del>Muhamad H. Nyoro</del>	<del>NaCSA</del> <del>NaCSA</del>	<del>-</del> <del>-</del>	074649393	<del>[Signature]</del>	<del>[Signature]</del>	<del>[Signature]</del>
51.	<del>Umaru Fallah</del> <del>Umaru Fallah</del>	<del>WARDC</del> <del>WARDC</del>	<del>General Officer (Rep)</del> <del>General Officer (Rep)</del>	076-226611	<del>[Signature]</del>	<del>[Signature]</del>	<del>[Signature]</del>
52.	<del>Suaidin Keith</del> <del>Suaidin Keith</del>	<del>NaCSA</del> <del>NaCSA</del>	<del>Mis. Gen. Unit</del> <del>Mis. Gen. Unit</del>	07862866	<del>[Signature]</del>	<del>[Signature]</del>	<del>[Signature]</del>
53.	<del>Sorie A Kaimon</del> <del>Sorie A Kaimon</del>	<del>FCC</del> <del>FCC</del>	<del>Deputy ES0</del> <del>Deputy ES0</del>	030004520	<del>[Signature]</del>	<del>[Signature]</del>	<del>[Signature]</del>
54.	<del>Augustine Kamara</del> <del>Augustine Kamara</del>	<del>PC</del> <del>PC</del>	<del>Project Field Officer</del> <del>Project Field Officer</del>	076722877	<del>[Signature]</del>	<del>[Signature]</del>	<del>[Signature]</del>
55.	<del>Peter A. Kama</del> <del>Peter A. Kama</del>	<del>FCC</del> <del>FCC</del>	<del>Deputy CA</del> <del>Deputy CA</del>	076718687	<del>[Signature]</del>	<del>[Signature]</del>	<del>[Signature]</del>
56.	<del>Howard E. Kamuly</del> <del>Howard E. Kamuly</del>	<del>FCC</del> <del>FCC</del>	<del>Gender Officer</del> <del>Gender Officer</del>	078-73914	<del>[Signature]</del>	<del>[Signature]</del>	<del>[Signature]</del>
57.	<del>Ibrahim Skamara</del> <del>Ibrahim Skamara</del>	<del>STATS SL</del> <del>STATS SL</del>	<del>Senior Statistician</del> <del>Senior Statistician</del>	076255026	<del>[Signature]</del>	<del>[Signature]</del>	<del>[Signature]</del>
58.	<del>Ronald Turay</del> <del>Ronald Turay</del>	<del>ADMA</del> <del>ADMA</del>	<del>SRKB</del> <del>SRKB</del>	076935026	<del>[Signature]</del>	<del>[Signature]</del>	<del>[Signature]</del>
59.	<del>Sie N. Mlayo</del> <del>Sie N. Mlayo</del>	<del>Madaya District Council</del> <del>Madaya District Council</del>	<del>Gender Officer</del> <del>Gender Officer</del>	078325905	<del>[Signature]</del>	<del>[Signature]</del>	<del>[Signature]</del>
60.	<del>Tejala-D. Musa</del> <del>Tejala-D. Musa</del>	<del>BODC</del> <del>BODC</del>	<del>Gender Officer</del> <del>Gender Officer</del>	076576563	<del>[Signature]</del>	<del>[Signature]</del>	<del>[Signature]</del>
61.	<del>Maurice J. Juaar</del> <del>Maurice J. Juaar</del>	<del>WARDC</del> <del>WARDC</del>	<del>ES0</del> <del>ES0</del>	076914369	<del>[Signature]</del>	<del>[Signature]</del>	<del>[Signature]</del>

NO	NAME	ORGANISATION	DESIGNATION	TELEPHONE	SIGN DAY 1	SIGN DAY 2	SIGN DAY 3
62.	Petina F. Sengay	Port Loko District Council	Community Social Officer	06-958249			
63.	Aileen Paketa	Dist. Council	Gender Officer	023056836			
64.	James Rogers	PLCC	ESD	078512826			
65.	Albert Corcor	TAKKILLI Dist Council	ESD	028-616177			
66.	Abdul H. Kamara	KANABE District Council	COMMUNICATOR	028-162200			
67.	Amsumana S. Benda	Banki District Council	COMMUNICATOR	076-860616			
68.	Mustapha Kawa	Banki District Council	ESD	076609227			
69.	Stacy T. Bellamy	MDCA	Focal Person	078301226			
70.	Henry King	MOYA	Focal Person	074-358280			
71.	Tu Nuan Kuo	Bo City Council	ESD	07609922			
72.	R-Ryl Bona	WBS	Env. Spec.	078966925			
73.	Hassan Sankoh	STATS SL	Principal Spokesperson	099022472			
74.	Charles Nantty	NACSA	DC	078-769783			
75.	Elizabeth M. Bang	NACSA	Volunteer	074-143912			
76.	Monassa Alhady	NACSA	Volunteer	078-379907			
77.	Hilma Kanyo	NACSA	CHS	05455544			

NO	NAME	ORGANISATION	DESIGNATION	TELEPHONE	SIGN DAY 1	SIGN DAY 2	SIGN DAY 3
78.	Abel R. Tsimp	NACSTA	Admin	076-720382			
79.	Alicia K. Kibba	NACSTA	Admin	076-720382			
80.	Gilda Ford Engo	NACSTA	Admin	088 717846			
81.	Harold Uthman	NACSTA	M&E Officer	079166160			
82.	Jonathan G. Kiti	NACSTA	Admin	07896311			
83.	Charles Kues	C	ATA	07884093			
84.	NO MODU - Koni	NACSTA	Bo Driver	079-1440255			
85.	UMKAS BAH	NACSTA	Freight driver	035-172919			
86.	Jusufi Karonu	NACSTA	Freight driver	076 887902			
87.	Thelma Jallela	NACSTA	Freight driver	078 922145			
88.	Fenny Kenneth	NACSTA	Freight driver	076 697805			
89.	Maria Bati	NACSTA	Freight driver	075-051277			
90.	Josephina Howard	NACSTA	Freight driver	078-909575			
91.	Muchereh Yallon	NACSTA	Freight driver	079 437014			
92.	William P. Bundika	NACSTA	Freight driver	079 1508745			
93.	Alicia Kibba	STOELINCS, SL	Freight driver	078 048205			

NO	NAME	ORGANISATION	DESIGNATION	TELEPHONE	SIGN DAY 1	SIGN DAY 2	SIGN DAY 3
94.	Muse's Kenyawa	World Bank	Facel Team	078485964	<i>[Signature]</i>		
95.	Alieu Sany	UNEP/UNEP/World Bank	Gender Officer	029-325739	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
96.	Waisa Iyare	Nice So	Manager	076-246717	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
97.	Theremin Kamara	Nice SA	HQ. Driver	078-84830	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
98.	Peter Kwana	MOGCA	Inspector	078570885	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
99.	MST/MED Quek	Bonmadi-Gand	ECD	099-107649	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
*100.	FRFFA	LENAD	FT Driver	077-50710	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
101.	Louise Sillay	Bonmadi DC	Driver	077-60309	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
102.	Umar Samir	H/D	PO-EEC	07902209	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
103.	Gabriel B. Foday	MDC	Mogamba	06-959102	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
104.	Sylvia M.P. Pys	PLCC	Driver	06282400	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
105.	Isaiah A. P. J.	FTCC	Driver	076-62228	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
106.	Toukan Sam	MARD C	Driver	076-656112	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
107.	Santiye Conto	DF-Kona	Driver	078-193290	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
108.	Vandy J.E. Gobel	Bonmadi DC	Driver	078-872021	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
109.	Amama et Sany	pasulamu DTR	Driver	032-201-22	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>

NO	NAME	ORGANISATION	DESIGNATION	TELEPHONE	SIGN DAY 1	SIGN DAY 2	SIGN DAY 3
110.	Sellen U Clark	TS M C	Driver	099 890308			
111.	Hamed Babbar	K O IN DC	Driver	073 822307			
112.	Dossielu Mosogbo	Kene city council	Driver	076 698916			
113.	Francis Allen	Makeni city council	Driver	073 212401			
114.	Julia Ullal	ALCOSA	CDs	072 417732			
115.	Ngbo T. Kuth	DAFCOM	Commission	076 666449			
116.	Wanda Nyanin	NACSA	DFD	079 19 1910			
117.	UMKUS. BAH	NAYCOM	Driver	075 122919			
118.	Yaqub Tolang	NAKCOM	Com/Member	076 72082			
119.	Margyaka S. S. B. S. B.	Kambaja District Council	ESD	076 559120			
120.	Burns Fiel Karen	NACOSA	CDs	082333996			
121.	Anthony Ebanie	Teno Hobil District Council	Driver	076 184522			
122.	Fodery Samuel	MORVA	Driver	079 031304			
123.	Abdulai Fawura	NACSA	CDs	079 862040			
124.	Mekesa Yusuf	NACSA	CDs	078 177049			
125.	Vicent Pions	NACSA	CDs	078 331324			

NO	NAME	ORGANISATION	DESIGNATION	TELEPHONE	SIGN DAY 1	SIGN DAY 2	SIGN DAY 3
126.	Momon Moghda	MOCSA	ODS	0784333400			
127.	Mona M. Dawud	Palaka District	DCA	078476614			
128.	Dr. Roy COKE	KCC	Driver	076-183663			
129.	Niccol Breua	Palaka Dist. Comm	Driver	076626649			
130.	Muhammad A. Saay	KARDC	Driver	076216616			
131.	Suluman Ombek	PLDC	Driver	099997550			
132.	Mbalo Fankam	MOCSA	CBF	026232233			
133.	Loring Samah	KDC	Driver	073767819			
134.	Sheku Turay	Rockl	Driver	099888383			
135.	Arul Akbar Basako	USIB	Gen Sec. Sp.				
136.	Maada Sallia	KCC	BSG	077582232			
137.	Keita Sallama	KCC	Driver	078769990			
138.	Muhammad J. Kany	KCC	Driver	076313992			
139.	SHIPUMBI B. B. B. B.	H @ D KHALF	Driver	078705033			
140.	Mohamed	KPA	Driver	074-06060			
141.	Maada Mbady	KACSA	DFD	074191917			

142 Benjamin Nyabla FCE Driver 088924252 Kamoko Kenya Kenya



