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## SCALING UP NUTRITION LEARNING AND EVALUATION (SUN LE)

### 2020 DISTRICT DISSEMINATION AND DATA USE WORKSHOPS

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# DISTRICT DISSEMINATION AND DATA USE WORKSHOPS (2020)

Submission Date: 31 December 2020

Prepared under:

Scaling Up Nutrition Learning and Evaluation (SUN LE) Project  
USAID Contract Number 72061119C00003

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Cover Photo: Group photo of workshop participants during the district dissemination and data use workshop in Lusaka, Zambia; Courtesy of SUN LE staff.

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## Acronyms

DNCC	District Nutrition Coordination Committee
FLDA	Framework for Linking Data with Action
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
GRZ	Government of the Republic of Zambia
IP	Implementing Partner
MCDP	First 1000 Most Critical Days Programme
NFNC	National Food and Nutrition Commission
SUN	Scaling Up Nutrition
SUN LE	Scaling Up Nutrition Learning and Evaluation
SUN TA	Scaling Up Nutrition Technical Assistance
USAID	United States Agency for International Development

## Acknowledgements

The 2020 SUN LE District Dissemination and Data Use workshops were made possible with the generous support of the American people through the United States Agency for International Development (USAID).

The authors are grateful to the National Food and Nutrition Commission (NFNC) for its leadership in the planning and execution of the workshops. More specifically, we would like to thank Mr Freddie Mubanga (NFNC Head of Research and Planning) for his leadership and guidance during the planning and implementation of the workshops, and his meticulous review of the workshop report. We also thank Mr Boniface Kanjere (NFNC Statistician) for coordinating the workshops in all the 30 SUN 2.0/MCDP II districts.

Furthermore, we acknowledge the dedication shown by Mr Sosten Banda (NFNC Agriculture Economist) and Mrs Erwin Miyoba (NFNC Monitoring & Evaluation Specialist), and Mr Paul Mboshya (National Water, Sanitation, and Hygiene Coordinator, Ministry of Water Development, Sanitation, and Environmental Protection) in facilitating the workshop sessions.

Special gratitude also goes to provincial government officers who participated in, and co-facilitated, sessions during the data use workshops. These included the following: Mr Siatwinda Gary Matambo (Provincial Fisheries and Livestock Officer, Western Province); Mr Xavier Tembo (Eastern Zambia Regional Coordinator for the German development agency, GIZ); Mr Andrew Banda (NFNC Provincial Coordinator, Luapula Province), and Ms Felistus Simpasa (NFNC Provincial Coordinator, Eastern Province) for arranging workshop logistics.

We also thank Mr Clement Bwalya, Deputy Chief of Party for the USAID-funded Scaling Up Nutrition Technical Assistance (SUN TA) programme, for facilitating the implementation of the workshops in SUN TA districts. We also thank Mrs Ruth Siyandi (Nutritionist/ Nutrition Programme Manager, United Nations Children’s Fund [UNICEF]), for ensuring that the action plans from the district workshops were used during work planning in UNICEF-supported districts.

## 1 BACKGROUND

In 2010, the Government of the Republic of Zambia (GRZ) was one of the first countries in the world to join the Scaling Up Nutrition (SUN) Movement—a global movement uniting governments, civil society, businesses, and citizens in a worldwide effort to end under-nutrition. SUN Zambia aims to improve child nutritional status by emphasizing a decrease in Zambia’s critically high rate of under-five stunting (35%).<sup>1</sup>

Zambia’s SUN programme is a multi-sectoral effort that is technically and financially supported by GRZ and various partners and donors, including the United States Agency for International Development (USAID), the United Nations Children’s Fund (UNICEF), Irish Aid, the Foreign, Commonwealth & Development Office (FCDO) of the UK Government (formerly the United Kingdom Department for International Development), and the German development agency Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), among others.

The National Food and Nutrition Commission (NFNC) coordinates the efforts of seven GRZ line ministries (Box 1) involved in implementing the SUN programme.

The USAID/Zambia-funded Scaling Up Nutrition Learning and Evaluation (SUN LE) project provides survey, research, evaluation, and dissemination services to the GRZ’s SUN programme in 30 priority districts. Through these services, SUN LE aims to support the improvement of SUN 2.0 implementation processes, adaptive and participatory management, and knowledge systems. SUN LE is implemented by Khulisa Management Services, Inc. (Khulisa), in collaboration with three institutional partners: Indaba Agricultural Policy Research Institute, ICF, and the University of North Carolina at Chapel Hill. SUN LE’s main objectives are presented in Box 2.

Under Objective 4, SUN LE builds a culture of learning and adaptive management to facilitate the rapid achievement of SUN 2.0’s overarching goal of reducing childhood stunting in Zambia. Each year, SUN LE undertakes primary learning events, such as annual national dissemination and learning conferences and annual provincial and district dissemination and learning workshops.

At provincial and district levels, SUN LE, together with NFNC and GRZ staff, disseminates research and survey findings to the 30 priority SUN 2.0 districts to increase the capacity of nutrition programme managers in using data for decision making and nutrition programme planning. Moreover, SUN LE’s efforts to build a learning culture at the district level are done in collaboration with the USAID-funded Scaling up Nutrition Technical Assistance (SUN TA) project, which currently implements SUN 2.0 in 13 districts; with UNICEF, which implements in 17 districts; and with GIZ, which implements in 2 districts.

### Box 1. Line Ministries under the SUN Programme

1. Ministry of Health (MoH)
2. Ministry of Community Development and Social Services (MCDSS)
3. Ministry of Agriculture (MoA)
4. Ministry of General Education (MoGE)
5. Ministry of Fisheries and Livestock (MFL)
6. Ministry of Local Government (MLG)
7. Ministry of Water Development, Sanitation, and Environmental Protection (MWDSEP)

### Box 2. SUN LE Objectives

Build a SUN 2.0 evidence base for programme and policy decisions through conducting high-quality:

1. Baseline, midline, and endline surveys
2. Focused studies
3. Biennial SUN 2.0 performance audits

Facilitate individual and organisational capacity to use data through:

4. Creating a culture of learning and adaptive management

<sup>1</sup> CSO et al.: 2018 Zambia Demographic and Health Survey

This report details the 2020 district dissemination and data use workshops conducted by SUN LE, in collaboration with NFNC.

## 2 PURPOSE AND OBJECTIVES OF THE 2020 WORKSHOPS

The purpose of SUN LE's Year 2 (i.e., 2020) district workshops was to disseminate the 2019 SUN/First 1000 Most Critical Days Programme (MCDP) II baseline survey results and facilitate the incorporation of baseline findings into district workplans.

These workshops built on the 2019 district data use orientation workshops that aimed to strengthen the use of data in decision making, and that introduced district teams to tools and skills needed to use data to plan, implement, monitor, and evaluate interventions. It is hoped that increasing district capacity to use data in planning will improve the quality of decision making and translate into a culture of data use and adaptive management, which in turn will lead to improved quality of nutrition programme management and implementation.

## 3 APPROACHES

### 3.1 SCOPE AND ORGANISATION

#### 3.1.1 DATE AND LOCATION

The dissemination and data use workshops covered all 30 SUN 2.0 priority districts and took place between 22 May and 14 October 2020. Workshops in two districts (Chipata in Eastern Province and Zambezi in North-Western Province), were conducted virtually using the Zoom Cloud Meetings Platform due to government COVID-19 restrictions in place at the time, which prohibited face-to-face meetings. Thereafter, individual face-to-face workshops were conducted in 20 districts, while the remaining eight (8) districts were grouped into 3 workshops (Annex 1).

Each 2-day workshop included representatives from the respective districts and relevant sectors (Figure 1 and Table 2).

#### 3.1.2 WORKSHOP STRUCTURE AND AGENDA

The workshop presented an overview of the MCDP II programme, the main findings from the 2019 MCDP II baseline survey, an overview of the data use process, and action plan development (see Annex 2 for the programme / agenda). Thereafter, using the baseline survey evidence for their respective district, participants developed sector-specific district action plans, or a compilation of action points listing the relevant activities needed to address identified gaps. These action plans were expected to form the basis for developing GRZ and Implementing Partner (IP) district workplans that would include broad activities (from the action plans), relevant sub-activities, and related costs (budget). In districts where the dissemination workshop was combined with the district's annual work planning workshop (i.e. in the 6 SUN TA districts), the action plans were immediately used to develop the district work plans. In the remaining districts, the action plans developed in the dissemination workshops were used at a later date during the districts' work planning workshops. By the end of the annual work planning period, all 30 SUN districts had used baseline data to develop their respective work plans for 2021.

The workshops culminated with sectors in each district presenting their respective draft action plans for feedback from fellow participants. Based on the feedback, each sector revised its plan before submitting it to NFNC and the relevant IPs, i.e. GIZ, UNICEF or SUN TA.

At the end of the workshops, participants were asked to provide feedback on the workshop by completing a post-workshop survey (Annex 3).

### 3.1.3 FACILITATION

Staff from SUN LE, NFNC, and two line ministries – Ministry of Water Development, Sanitation, and Environmental Protection and Ministry of Fisheries and Livestock – facilitated the workshops (Table 1).<sup>2</sup>

Table 1. List of Workshop Facilitators

No.	Name	Institution
1.	John Manda	SUN LE
2.	Patricia Sakala	SUN LE
3.	Sosten Banda	NFNC
4.	Boniface Kanjere	NFNC
5.	Erwin Miyoba	NFNC
6.	Freddie Mubanga	NFNC
7.	Gary Siatwinde	Ministry of Fisheries and Livestock (Western Province, provincial-level staff)
8.	Paul Mboshya	Ministry of Water Development, Sanitation, and Environmental Protection (National Level)

### 3.1.4 WORKSHOP MATERIALS

The main data/information materials used during the district dissemination and data use workshops were:

- A PowerPoint presentation with an overview of the MCDP II programme
- A PowerPoint presentation of the 2019 MCDP II baseline survey showcasing disaggregated data on SUN indicators across all 30 districts,
- A printed copy of the district-specific infographic for key SUN indicators (one per district), and
- A PowerPoint presentation of the data use tool (the Framework for Linking Data with Action [FLDA]).

District teams were also encouraged to refer to other relevant data from their routine information management system(s) and national reports (e.g., the Zambia Demographic and Health Survey).

Districts used these materials to engage with data relevant to their respective district, and to develop action plans to address gaps identified in the 2019 MCDP II baseline survey.

### 3.1.5 POST-DISSEMINATION SURVEY

After the workshop, participants were asked to complete a post-dissemination survey which sought to measure participants' perceptions on the execution of the workshop, the perceived value of the information provided, and to obtain feedback on the utility of the findings in developing action plans and district workplans. Section 4.4.7 provides a summary of the post-dissemination survey findings.

### 3.1.6 MANAGEMENT OF THE WORKSHOPS

The SUN LE project, in collaboration with NFNC, provided administrative and logistical support for the workshops. NFNC led workshop preparations, including selecting participants and issuing

<sup>2</sup> Other ministries were unavailable to participate due to competing demands. These included the Ministry of Health, Agriculture, Community Development and Social Services, Education and Fisheries and Livestock.

invitations. SUN LE provided logistics for the workshops, including provision of training materials, per diem, and transport refunds for participants.

## 4 WORKSHOP OUTPUTS AND OUTCOMES

The main outputs for the 2-day district dissemination and data use workshops were as follows:

- 2019 MCDP II baseline survey findings were disseminated to GRZ district officers
- GRZ district officers developed action plans based on the 2019 MCDP II baseline survey data, routine data, and data from other district, provincial and national reports

### 4.1 TARGETED PARTICIPANTS

Each 2-day district workshop targeted members of the District Nutrition Coordination Committees (DNCCs) in the 30 districts. DNCCs comprise of district-level GRZ staff from the following ministries: Health; Water Development, Sanitation, and Environmental Protection; Agriculture; Fisheries and Livestock; Community Development and Social Services; Chiefs and Traditional Affairs; Local Government, and General Education. They also include staff from non-governmental organisations that support the implementation of SUN 2.0 interventions in that district. The DNCCs were specifically targeted because they include staff from each sector responsible for implementing SUN 2.0 and for developing district workplans for their respective sectors (Box 3).

#### Box 3. Broad Terms of Reference for the DNCCs

- Undertake assessments and gap analyses to inform district interventions and plans
- Develop district multi-sectoral plans based on information from gap analyses and other sources of information
- Facilitate the implementation of the multi-sectoral plan at district, sub-district, and community levels
- Provide updates on progress to provincial and national levels

NFNC coordinated the selection of workshop participants through the office of the NFNC district nutrition coordinator.

### 4.2 PARTICIPATION

A total of 529 persons participated in the workshops, with 97% of these (n=515) representing the GRZ at district level (Table 2). The remaining 16 participants were from SUN TA (10 staff), GIZ (2 staff), CARITAS Zambia (1 staff), World Vision Zambia in Luwingu District (1 staff), Society for Women and AIDS in Zambia (SWAAZ) (1 staff), and Care Zambia in Mpika District (1 staff).

Participants were predominantly male (68% of all participants). A full participant list is presented in Annex 4.

GRZ participants came from different ministries and departments, demonstrating the multi-sectoral nature of the SUN programme (Figure 1). The Ministry of Agriculture had the largest (17.7%) representation, followed by the Ministry of Health (16.1%). The Ministry of Forestry (0.4%) and the Ministry of Livestock and Fisheries (0.5%) had the lowest representation.

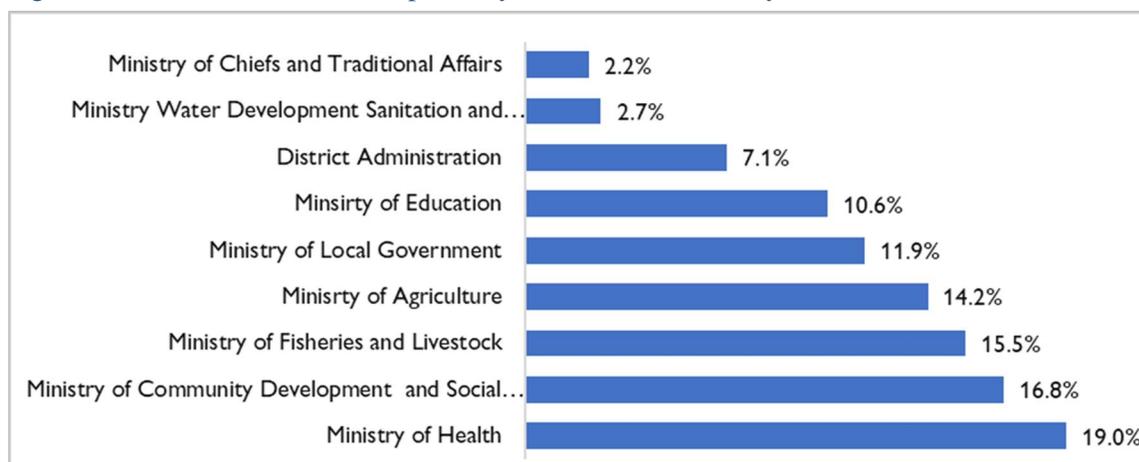
Five provincial officers (one each from Southern, Western, Luapula, Eastern, and Muchinga provinces) also participated and supported the organisation of the workshops, and one provincial officer from Western Province co-facilitated the workshops in that province.

Table 2. List of Participants for the District Dissemination and Data Use Workshops

Organisation/district	Female	Male	Total number of participants
Care Zambia	1		1
Mpika	1		1
CARITAS	1		1
Kaoma	1		1
GRZ	163	352	515 (97.35%)
Chibombo	3	8	11
Chinsali	5	14	19
Chipata	6	6	12
Choma	6	6	12
Isoka	7	14	21
Kabwe	8	3	11
Kalabo	7	21	28
Kaoma	6	13	19
Kapiri	6	7	13
Kaputa	1	12	13
Kasama	4	8	12
Katete	3	9	12
Kitwe	4	8	12
Lundazi	8	13	21
Lusaka	20	21	41
Luwingu	5	14	19
Mansa	3	9	12
Mbala	1	14	15
Mongu	7	19	26
Monze	6	9	15
Mpika	3	21	24
Mumbwa	6	12	18
Mwinilunga	3	15	18
Nchelenge	6	7	13
Ndola	8	3	11
Petauke	2	13	15
Samfya	6	9	15
Shangombo	3	23	26
Solwezi	6	9	15
Zambezi	4	12	16
SUN TA	3	7	10
Chibombo		1	1
Kabwe	1	1	2
Kapiri	1		1
Luwingu		3	3
Mumbwa	1	2	3
SWAAZ*		1	1
Isoka		1	1
World Vision		1	1
Luwingu		1	1
Total	168 (31.76%)	361 (68.24%)	529 (100%)

\* Society for Women and AIDS in Zambia

Figure 1. Distribution of Participants by Sector/Line Ministry



### 4.3 OUTCOMES AND RESULTS

#### 4.3.1 IMMEDIATE OUTCOMES

The workshops' intended immediate outcome was to support districts to develop action plans based on the baseline data. While this was successfully achieved across all 30 districts, there were varying degrees to which district teams were able to effectively and comprehensively develop action plans. Some districts developed comprehensive plans, while others struggled – in part because of the calibre of officers and/or whether those officers had participated in the 2019 data use orientation workshops where district teams had been introduced to the FLDA data use tool. SUN LE encourages districts and implementing partners to use this FLDA tool or the principles underlying the tool (linking programme activities with data, identifying relevant stakeholders to support implementation, etc.) whenever districts engage in planning activities.

Figure 2. District Officers in a Data Interpretation session in Mumbwa District



#### 4.3.2 LONG-TERM OUTCOMES

Over the long term, SUN LE intends that districts continuously use the FLDA tool and the principles behind the tool to link evidence to district actions/activities for better programme management and achievement of the SUN programme goal (reduction in stunting among children under two years).

### 4.4 HIGHLIGHTS FROM THE WORKSHOPS

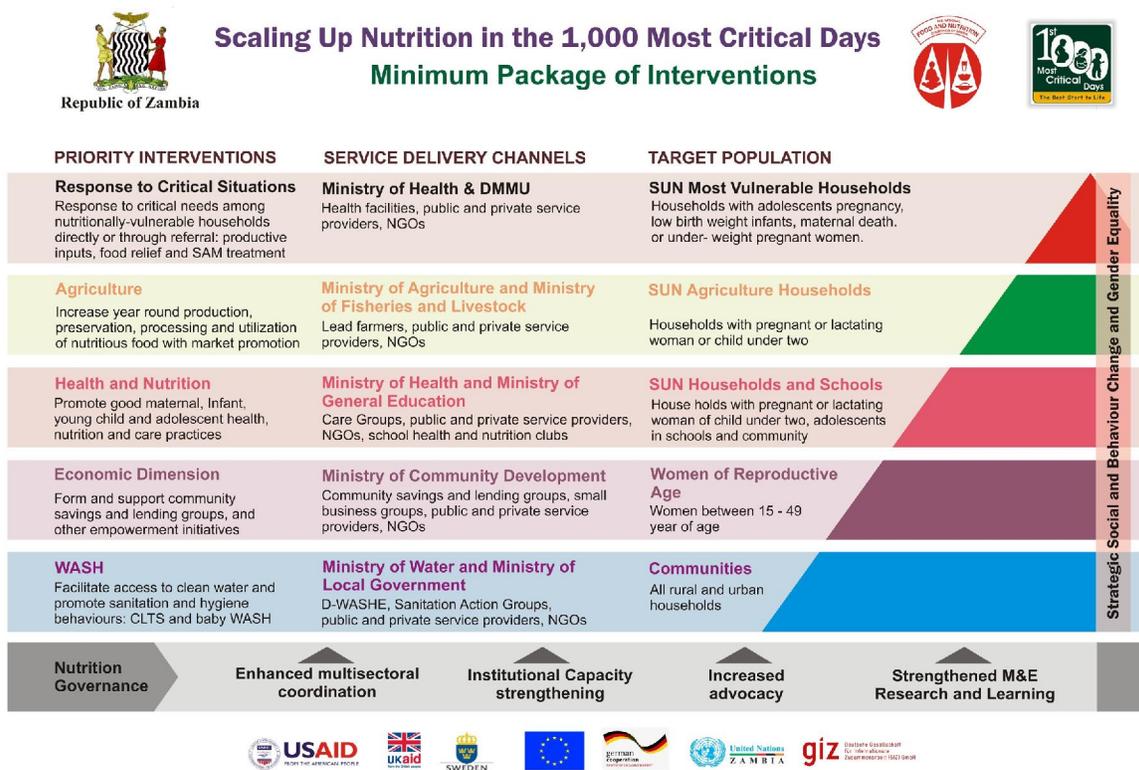
The workshops were conducted successfully in all the districts. The following sub-sections detail highlights from workshop sessions.

### 4.4.1 OVERVIEW OF THE MCDP II PROGRAMME

This presentation provided an overview of the MCDP II programme as well as other contextual information. Among the topics covered were:

- The background and guiding principles of the SUN programme
- Global and Zambia policy and the legal environment for nutrition
- Key challenges, achievements, and gaps from the MCDP I programme (Phase 1)
- The SUN 2.0/MCDP II’s conceptual framework and UNICEF’s conceptual framework for malnutrition
- Theory of change for the MCDP II programme
- MCDP II strategic objectives
- MCDP II target population and geographic coverage
- Scale-up approach
- The MCDP II package of interventions (pyramid) (Figure 3)

Figure 3. MCDP II Programme Package of Interventions



### 4.4.2 PRESENTATION OF THE 2019 BASELINE SURVEY RESULTS

In this presentation, facilitators from NFNC, SUN LE, and line ministries presented the findings of the 2019 MCDP II baseline survey. The presentation contained combined data for all 30 districts as well as district-disaggregated data for each of the 30 districts. The presentation covered all six categories of indicators highlighted in the survey (Figure 4).

The PowerPoint presentation of baseline findings was designed to supplement the district infographics (Figure 5) that contained district-specific-data condensed onto a single sheet and that was provided to each participant to use for data interpretation and development of action plans.

### 4.4.3 PRESENTATION OF THE DATA USE PROCESS AND FLDA

During the session on the data use process, participants learned how to interpret data shared with them and how to use the FLDA to identify key findings and use those findings to prioritise activities to address identified problems in the district, per sector.

This FLDA tool is used to systematically link programme actions and activities to specific data resources and evidence, and assist in prioritising programme questions, mapping them to evidence, and devising programme decisions/actions/activities based on that evidence (Figure 6).

Figure 4. MCDP II Baseline Survey Indicators and Indicator Categories

<b>Nutritional Status of Women and Children</b> ↪	<ul style="list-style-type: none"> <li>1. Prevalence of stunting in children &lt;2</li> <li>2. Prevalence of women with low BMI (by age)</li> <li>3. Prevalence of underweight in children &lt;2</li> </ul>
<b>Dietary Intake, Access to Safe Food</b>	<ul style="list-style-type: none"> <li>17. % of children exclusive breastfed to 6 months</li> <li>18. % of children meeting minimum standards for IYCF</li> <li>7. Prevalence of women of reproductive age who consume targeted nutrient rich value chain commodities</li> <li>8. Women's dietary diversity: Mean No. food groups</li> <li>11. % of HH with recommended dietary diversity</li> <li>10. % of HHs that produce safe and nutritious crops and livestock for consumption</li> <li>9. % of HHs selling or bartering nutritious crops that they grow</li> </ul>
<b>Household Food and Nutrition practices</b>	<ul style="list-style-type: none"> <li>6. % of HHs practicing safe food processing/preparation/storage practices</li> <li>16. % of HHs practicing essential nutrition actions</li> </ul>
<b>Health</b>	<ul style="list-style-type: none"> <li>19. % of children &lt;2 with diarrhoea in preceding 2 weeks</li> <li>21. % of children with diarrhoea who received treatment from a health facility or provider</li> <li>20. No. new family planning users</li> </ul>
<b>Water, Sanitation, and Hygiene</b>	<ul style="list-style-type: none"> <li>24. % of HHs (and no. people) with access to drinking water</li> <li>25. % of HHs practicing correct use of recommended water treatment technologies</li> <li>26. % of HHs practicing correct water storage of treated water</li> <li>27. % of HHs (and no. people) with access to basic sanitation services</li> <li>31. % of HHs with soap and water at a handwashing station commonly used by family members</li> <li>32. No. HHs with clean latrines, including covers</li> <li>30. % of children exposed to environmental waste in the play area</li> <li>15. % of HHs practicing essential hygiene actions</li> </ul>
<b>Coverage of SUN / MCDP Interventions</b>	<ul style="list-style-type: none"> <li>4. No. Children &lt;2 reached with community level nutrition-specific interventions</li> </ul>



#### 4.4.4 GROUP WORK TO DEVELOP ACTION PLANS/POINTS

Following the various presentations, district teams broke up into sector teams to allow each sector to more closely review the 2019 MCDP II baseline survey and other data sources, identify findings relevant to their sector, and develop action plans to address emerging issues.

Although the sector teams were encouraged to identify activities based on experience and other learning, they were also encouraged to use documented evidence to develop their action plans. The teams were also encouraged to include any data they normally use during their regular course of work, even those undocumented at the time of the workshop. Thus, the breakout sessions helped identify documentary evidence gaps.

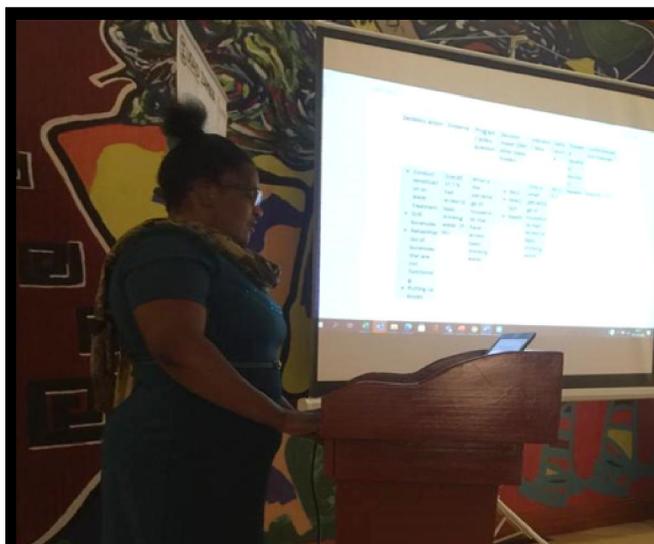
The group work helped the teams to identify:

- Relevant findings for the sector
- Stakeholders that will be needed to bring about the desired change
- Activities to address the identified problems
- Indicators
- Data sources
- Frequency of reporting
- Channel for communicating the information

#### 4.4.5 PRESENTATION AND REVIEW OF ACTION PLANS/POINTS

After the group work, each sector team presented their respective action plans to other sector teams for feedback. The presentations provided an opportunity for teams to identify and address duplication of activities and highlighted the need to collaborate with relevant sectors. Teams were also able to identify gaps in each other's action plans and make suggestions for improvement.

Figure 7. Participant from the Ministry of Local Government (Lusaka District) presenting their sector Action Plan



#### 4.4.6 DISTRICT ACTION PLANS

The final output of the group work was an action plan which included evidence-based priority actions and activities to improve nutrition. Table 3 shows an extract from an action plan for the agriculture sector in Kaoma District.

#### 4.4.7 POST-DISSEMINATION SURVEY—SUMMARY FINDINGS

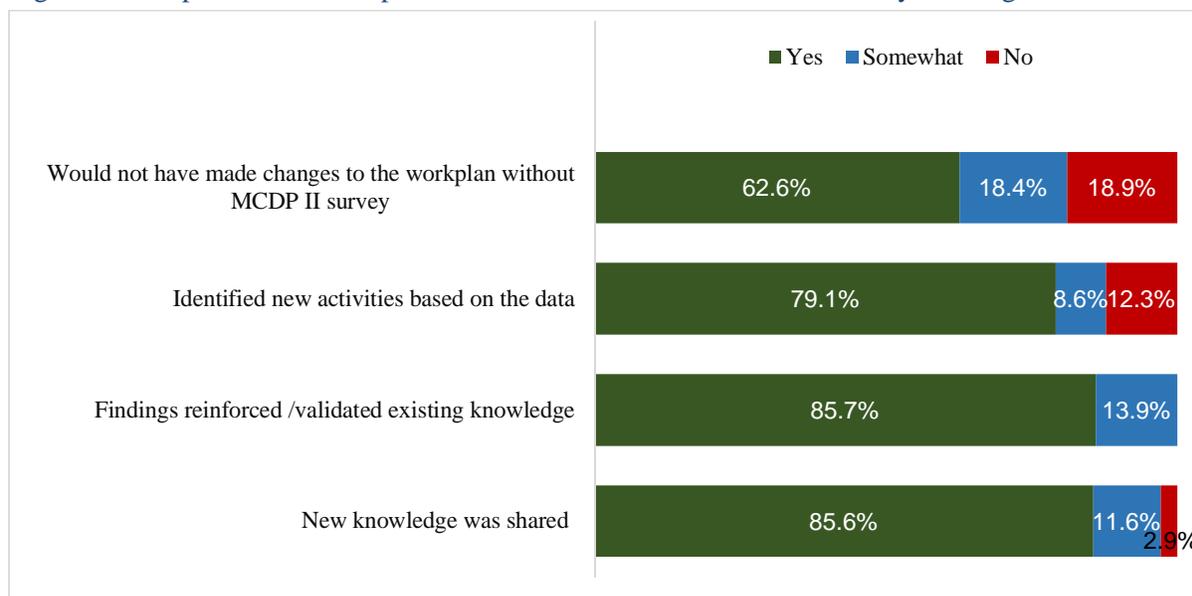
The post-dissemination survey showed that most respondents felt that the 2019 baseline survey produced new knowledge (85.6%) and reinforced/validated existing knowledge (85.7%). Further, most (79%) respondents reported that the baseline survey findings helped them identify new activities for their workplans.

Nearly two thirds of respondents (62%) reported that because of the workshop and the findings presented, they would be making changes to their workplans, which they would otherwise not have made. Figure 8 shows a graphical representation of the post-dissemination survey findings.

**Table 3. An Extract from the Action Plan for the Agriculture Sector in Kaoma District**

Decision/ action/ activities	Conduct training on bio- fortified crops in communities	Conduct training on crop diversification through integrated agriculture	Conduct training on Improved post-harvest management	Conduct trainings on small livestock production (goats and chickens)
Evidence	18.4% of HHs grow nutritious crops	Only 7.6% HHs are meeting dietary diversity target	Only 6.8% HHs are practicing safe food preparation/ improved storage practices	Less than 40% of the population keep small livestock
Programme/ policy question	What is the percentage of households that grow nutritious crops?	What is the proportion of HHs meeting dietary targets?	What is the proportion of HHs practicing safe food preparation/ improved storage practices?	What is the proportion of the population that keeps small livestock?
Decision maker/ other stakeholders	DACO/SAO/ Nutrition Officer/BEO Implementing partner - CARITAS	DACO/DFLO/SAO/ CHO/BEO	DACO/SAO/CHO/ BEO Implementing partner - CARITAS	DFLCO, DVO, LO Implementing partner – PPCR, CARITAS
Indicator/data	% HHs that grow nutrition crops	% HHs with recommended dietary diversity	Prevalence of HHs practicing safe food preparation/ improved storage practices	% of HHs rearing small livestock
Data source	2019MCDP II baseline survey report (page 88)	2019 MCDP II baseline survey report (page 94)	2019 MCDP II baseline survey report (page 81)	District report
Timeline (analysis/ decision)	Annually	Quarterly	Annually	Quarterly
Communication channel	Annual report	Quarterly reports	Annual report	Annual report

**Figure 8. Respondents’ Perceptions on the usefulness of Baseline Survey Findings**

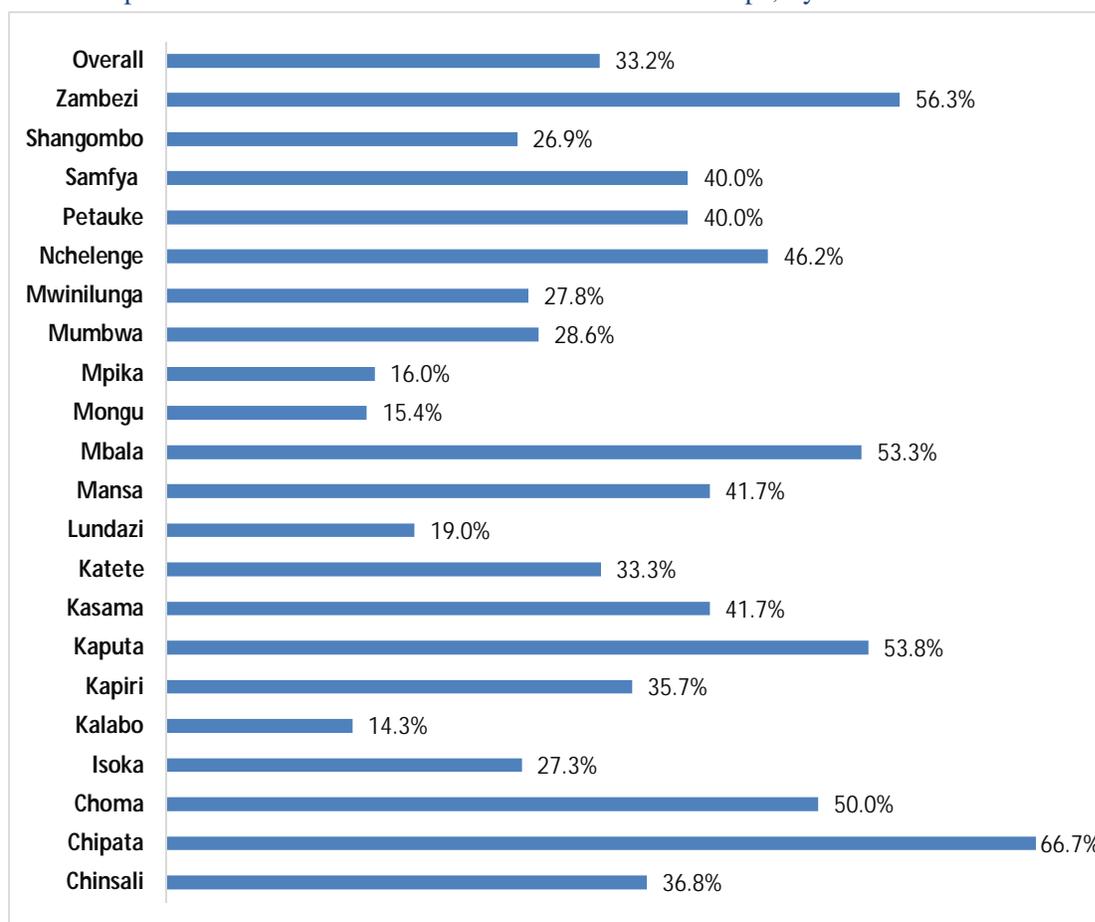


## 5 CHALLENGES

The implementation of the 2020 district dissemination and data use workshops experienced a few challenges:

New participants attended the 2020 workshops. The design of SUN LE’s annual district dissemination and data use workshops aims to have a cumulative improvement in skills and data use culture over time. In 2019, the workshops focused on strengthening the skills of district teams in using evidence to identify priority interventions for achieving stunting reduction. SUN LE envisioned that most of these district participants would participate in subsequent annual workshops over time, thus building on the skills gained in previous workshops and thereby establishing a culture of learning and adaptive management among district staff. However, only a third (33%) of district participants in the 2020 workshops had also participated in the 2019 workshops (see Figure 9). This meant that this year’s new participants had no background in the concepts and skills that were introduced in the preceding 2019 workshops. As a result, facilitators had to spend additional time reintroducing data use concepts and tools.

Figure 9. Percentage of Participants who attended both the 2019 Data Use Orientation Workshops and the 2020 Dissemination/Data Use Workshops, by District



Delays completing sector action plans. Delays in completing the sector action plans resulted from the new officers not having the foundational knowledge given to the districts during the 2019 workshops. To deal with this challenge, facilitators had to spend more time than initially planned to support the teams in developing their plans.

Poor participation from SUN LE-trained provincial officers to serve as mentors/coaches. In 2019, SUN LE trained provincial-level GRZ officers to provide ongoing data use mentorship and coaching to the district teams. The 2020 district dissemination and data use workshops were supposed to be led by these coaches/mentors, with support from national level GRZ staff and SUN LE. However, of the 26 provincial officers trained as coaches in 2019, only 2 (7%) participated in the 2020 district dissemination and data use workshops. The staff who did not participate cited competing priorities while others were on leave.

Moving forward, SUN LE plans to improve upon this approach and identify a more stable cadre of officers with whom to work. Promising candidates include the NFNC provincial nutrition coordinators and district nutrition coordinators. SUN LE plans to orient this team during the planned 2021 workshops.

Difficulties associated with virtual workshops. Due to COVID-19 meeting and travel restrictions, the dissemination and data use workshops were held virtually for the first two districts (Chipata and Zambezi) using the Zoom Cloud Meetings Platform over five days. Although the workshops were completed as planned and districts produced the required outputs, there were challenges associated with the virtual approach, among them: poor internet connectivity, limited computer skills among participants, and low levels of concentration during workshops. These challenges made it much harder for participants to engage fully with the facilitators and sector team members to collaborate remotely and develop their data-based action plans.

As a result of the above challenges, SUN LE and NFNC had to provide extra support to these two districts during their work planning meetings.

## 6 LESSONS LEARNT AND RECOMMENDATIONS

- Importance of consistent participation of relevant district officers: For data use to be established and sustained at the district level, there is a need for consistent participation of the same district officers so that the skills learnt over time will continually be strengthened. However, given that the 2020 workshops had a majority of new district participants, SUN LE will incorporate an orientation segment on data use concepts and tools in future workshops. Over the long term, this is expected to build a critical mass of district officers with the relevant skills for evidence-based planning and programming using standard data use tools such as the FLDA. Furthermore, this orientation will hopefully improve the quality and timeliness of action plans produced by district officers. The NFNC plans to establish M&E TWGs in each of the districts, and data use initiatives are envisioned to be successfully implemented through this structure.
- Importance of having district-level decision-makers to participate in workshops: NFNC and SUN LE observed that, in some cases, the new officers seconded to participate in the workshops were from lower-level ranks and not those at the decision-making level. This made the action planning process difficult because the seconded officers were not familiar with the planning process and lacked the decision-making power required for the work planning process. This resulted in most of the decisions being deferred to a later date, pending further consultations with senior officers. SUN LE and NFNC will continue to urge districts to ensure the participation of

### Box 4. Key Recommendations

- Encourage districts to send participants who are decision makers in the district and have decision-making power
- Incorporate discussions on data use concepts and tools in all dissemination and data use workshops
- Encourage IPs to synergise/synchronise district planning for IP-specific workplans and GRZ-supported activities

more senior officers involved in decision making as this impacts the quality and relevance of prioritised activities and, ultimately, the workplans.

- **Importance of harmonising work planning activities by government and Implementing partners:** The facilitators observed that district teams seem to view the support they receive from IPs as different from the government programme. The districts seem not to assume ownership of the programme activities supported by IPs. As a result, the districts appear to develop their IP-led workplans merely to fulfil what they perceive as donor requirements and not because they believe it would realistically work. Thus, district teams narrow the breadth of the planning horizon to what they perceive as the boundaries set by IPs, which tends to stifle innovation, creativity, and the development of realistic plans.

Further, SUN LE and NFNC observed that in some districts, the activities that went into the national government plans were different from those included in the workplan process supported by the IPs. All this magnifies the perception that the government’s programme and the programming supported by IPs are different. It also deviates from the goal communicated by NFNC to develop one comprehensive plan containing all nutrition activities that also shows the different funding sources (i.e., activities funded by government and by the different IPs).

Going forward, NFNC plans to establish measures to address this problem. A notable option is to synergise district planning so that there is one planning process involving both government and IPs for all the respective sectors. SUN LE will collaborate with all stakeholders to ensure that the dissemination and data use workshops are conducted in alignment with the synergised planning.

## 7 NEXT STEPS

SUN LE will compile the lessons learnt from the implementation of the 2020 workshops and share them with IPs so they can draw lessons and intervene appropriately. Furthermore, SUN LE will use the consolidated action plans developed during the workshops to assess the extent to which they informed the final approved 2021 work plans and budgets in the next performance assessment. The findings of the assessment will help the programme draw lessons on improving both evidence generation and the work planning process.

## ANNEX 1. LIST OF DISTRICT DISSEMINATION AND DATA USE WORKSHOPS CONDUCTED, DATE, TEAM COMPOSITION AND ACTIVITIES

Workshop #	District	Format	Start Date	End Date	Team composition	Activities
Workshop 1	Chipata	Virtual	22-May-20	27-May-20	SUN LE, NFNC	Dissemination and action planning
Workshop 2	Zambezi	Virtual	22-May-20	27-May-20	SUN LE, NFNC	Dissemination and action planning
Workshop 3	Mansa	In person	8-Jun-20	11-Jun-20	SUN LE, NFNC, SUN TA	Dissemination, action planning & work planning
	Samfya	In person	8-Jun-20	11-Jun-20	SUN LE, NFNC, SUN TA	Dissemination, action planning & work planning
Workshop 4	Kaputa	In person	8-Jun-20	11-Jun-20	SUN LE, NFNC, SUN TA	Dissemination, action planning & work planning
	Kasama	In person	8-Jun-20	11-Jun-20	SUN LE, NFNC, SUN TA	Dissemination, action planning & work planning
	Mbala	In person	8-Jun-20	11-Jun-20	SUN LE, NFNC, SUN TA	Dissemination, action planning & work planning
Workshop 5	Mumbwa	In person	11-Jun-20	15-Jun-20	SUN LE, NFNC, SUN TA	Dissemination, action planning & work planning
Workshop 6	Chibombo	In person	23-Jul-20	24-Jul-20	SUN LE, NFNC, SUN TA, MWDSEP	Dissemination and action planning
	Kabwe	In person	23-Jul-20	24-Jul-20	SUN LE, NFNC, SUN TA, MWDSEP	Dissemination and action planning
	Kapiri	In person	23-Jul-20	24-Jul-20	SUN LE, NFNC, SUN TA, MWDSEP	Dissemination and action planning
Workshop 7	Kitwe	In person	23-Jul-20	24-Jul-20	NFNC	Dissemination and action planning
	Ndola	In person	23-Jul-20	24-Jul-20	NFNC	Dissemination and action planning
Workshop 8	Katete	In person	27-Jul-20	28-Jul-20	NFNC & MWDSEP	Dissemination and action planning
Workshop 9	Petauke	In person	27-Jul-20	28-Jul-20	NFNC & MWDSEP	Dissemination and action planning
Workshop 10	Mongu	In person	27-Jul-20	28-Jul-20	SUN LE & MWDSEP	Dissemination and action planning
Workshop 11	Solwezi	In person	27-Jul-20	28-Jul-20	NFNC	Dissemination and action planning

Workshop #	District	Format	Start Date	End Date	Team composition	Activities
Workshop 12	Chinsali	In person	29-Jul-20	30-Jul-20	NFNC	Dissemination and action planning
Workshop 13	Kalabo	In person	29-Jul-20	30-Jul-20	SUN LE & MWDSEP	Dissemination and action planning
Workshop 14	Lundazi	In person	30-Jul-20	31-Jul-20	NFNC & MWDSEP	Dissemination and action planning
Workshop 15	Mwinilunga	In person	30-Jul-20	31-Jul-20	NFNC	Dissemination and action planning
Workshop 16	Choma	In person	4-Aug-20	5-Aug-20	NFNC & MWDSEP	Dissemination and action planning
Workshop 17	Isoka	In person	4-Aug-20	5-Aug-20	NFNC	Dissemination and action planning
Workshop 18	Shangombo	In person	4-Aug-20	5-Aug-20	SUN LE & MWDSEP	Dissemination and action planning
Workshop 19	Monze	In person	6-Aug-20	7-Aug-20	NFNC & MWDSEP	Dissemination and action planning
Workshop 20	Mpika	In person	6-Aug-20	7-Aug-20	NFNC	Dissemination and action planning
Workshop 21	Kaoma	In person	7-Aug-20	8-Aug-20	SUN LE & MWDSEP	Dissemination and action planning
Workshop 22	Luwingu	In person	16-Sep-20	18-Sep-20	SUN LE, NFNC, SUN TA	Dissemination and action planning
Workshop 23	Nchelenge	In person	21-Sep-20	23-Sep-20	SUN LE, NFNC	Dissemination and action planning
Workshop 24	Lusaka	In person	5-Oct-20	14-Oct-20	SUN LE, NFNC	Dissemination, action planning & work planning

## ANNEX 2. 2020 DISTRICT DISSEMINATION AND DATA USE WORKSHOPS - AGENDA

Time	Topic	Purpose	Method and Facilitator
Day 1	District Dissemination and Data Use Workshop—MCDP II Baseline Survey Results Continued		SUN LE and NFNC
08:30–08:40	Introductions	Introduce participants	Plenary
08:40–08:50	Workshop expectation and purpose	Review the purpose of the workshop, set ground rules for the session	Plenary
08:50–10:00	Review of the MCDP II	Provide an in-depth overview of the SUN 2.0 programme and interventions package	Plenary
10:00–10:30	Health break		
10:30–11:30	Presentation of MCDP II baseline data by thematic area and possibly supplemented by data from the HMIS, other data	Review MCDP II baseline survey data	Plenary—SUN LE
11:30–12:00	Overview of data use tools	Refresh teams on what tools they will be using in data use to help them focus	Plenary—SUN LE
12:00–13:00	Data interpretation/prioritisation and action planning	Complete the FLDA-based data (data will be from MCDP II baseline survey, HMIS, other data) Create action plans	District teams
13:00–14:00	Lunch break		
14:00–16:30	Data interpretation/prioritisation and action planning	Complete the FLDA-based data (data will be from MCDP II baseline survey, HIMIS, other data); Create action plans	District teams
16:30	Tea break and closing – Day 1		
Day 2	District Dissemination and Data Use Workshop—MCDP II Baseline Survey Results Continued		
08:30–09:30	Presentation of data use outputs, discussion, and feedback	Districts present district planning/decision outputs	Plenary
09:30–10:30	Presentation of data use outputs, discussion, and feedback	Districts present district planning/decision outputs	Plenary
10:30–11:30	Health break		
11:30–12:30	Presentation of data use outputs, discussion, and feedback	Districts present district planning/decision outputs	Plenary
12:30–13:30	Revising district outputs based on feedback	Districts revise action plans based on feedback	District teams
13:30–14:30	Lunch break		
14:30–16:15	Finalization of district outputs and submission	Districts finalise outputs and submit finalised documents to SUN LE, SUN TA, GIZ, and UNICEF teams	District teams
16:15–16:30	Post-dissemination survey	Collect workshop participants' views of the baseline survey	All participants
16:30	Tea break and closing		

## ANNEX 3. POST-WORKSHOP SURVEY

### 2020 DISTRICT DISSEMINATION AND DATA USE SURVEY POST-DISSEMINATION SURVEY

District:	
Respondent name:	
Respondent position:	
Sector:	<input type="checkbox"/> Health <input type="checkbox"/> Agriculture <input type="checkbox"/> Fisheries and Livestock <input type="checkbox"/> Water Development <input type="checkbox"/> MCDSS <input type="checkbox"/> Education <input type="checkbox"/> Local Govt Other (Specify): _____
Sex of respondent:	<input type="checkbox"/> Male <input type="checkbox"/> Female <input type="checkbox"/> Prefer not to say
Date (dd / mm / yyyy):	

Instructions: We would like to hear your views on the following statements. Please state your views by marking “X” under the response options against each of the statements below. Please also provide additional details and examples based on your responses

No.	Question	Response options				
		Yes	Somewhat	No	Do not know / Unsure	Not Applicable
1.	The dissemination was conducted professionally					
2.	The facilitators adequately addressed emerging issues and questions					
3.	The MCDP II baseline survey produced new knowledge and information					
4.	If the MCDP II baseline survey produced new knowledge (question 3 above), please give examples of the new knowledge/information you gained:					
5.	The MCDP II baseline survey reinforced or validated existing knowledge					
6.	We plan to make changes/adjustments to the SUN programme/plans/decisions in our district/sector based on the 2019 MCDP II baseline survey findings					
7.	We implemented changes/adjustments to the SUN programme/plans/decisions in our district/sector based on the 2019 MCDP II baseline survey findings					
8.	If you made changes to your programme/policy as a result of the MCDP II baseline survey (question 7 above), please give examples of the changes you made to activities/interventions					
9.	If no changes were made- why not – please explain:					

No.	Question	Response options				
		Yes	Somewhat	No	Do not know / Unsure	Not Applicable
10.	We identified new activities/interventions for the SUN programme based on the MCDP II baseline survey findings					
11.	If the MCDP II baseline survey helped you to identify new activities/interventions for your programme (question 10 above), please describe the activities/interventions					
12.	Do you think any of the changes you described above would have occurred without the 2019 MCDP II baseline survey?					
13.	Any further thoughts, observations, recommendations:					

14. In order to clarify the information provided above, we may need to contact you at a later stage. Please provide your contacts details below:

Email:	
Cell phone:	

15. Is there someone else that might be able to confirm this story/your responses?

€No      €Yes (Please provide their details below)

Person's Name & Surname:		Email:	
Person's Organisation:		Cell phone:	
Position:			

## ANNEX 4. PARTICIPANT LIST

Name	Sex	District	Sector/ Organisation
<b>Central Province</b>			
Simasiku Nawa	M	Chibombo	District Administration
Obert Gambwe	M	Chibombo	Ministry of Community Development and Social Services
Lilian Chilufya	F	Chibombo	Ministry of Community Development and Social Services
Hendrix Yona	M	Chibombo	Ministry of Health
Grace Miti	F	Chibombo	Ministry of Health
Mulenga Chilufya	M	Chibombo	Ministry of Fisheries and Livestock
Maybin Chikampa	M	Chibombo	Ministry of Fisheries and Livestock
Denny M. Sichula	M	Chibombo	Ministry of Agriculture
Sally Chikuta	F	Chibombo	Ministry of Agriculture
Simon Banda	M	Chibombo	Ministry of Local Government
Emmanuel Sikanyika	M	Chibombo	Ministry of Local Government
Wilson Siachalinga	M	Chibombo	SUN TA
Edrine Chiima	F	Kabwe	Ministry of Fisheries and Livestock
Steven Chadukwa	M	Kabwe	Ministry of Community Development and Social Services
Akatama Malikana	F	Kabwe	District Administration
Regina Ngulube	F	Kabwe	Ministry of Local Government
Annie Mwambazi	F	Kabwe	Ministry of Community Development and Social Services
Mukumpa Chulu	M	Kabwe	Ministry of Local Government
Milambe Nyangu	F	Kabwe	Ministry of Health
Bridget Handiya	F	Kabwe	Ministry of Health
Patricia Kaoma	F	Kabwe	Ministry of Agriculture
Etambuyu Anamela	F	Kabwe	Ministry of Agriculture
John Madaliso	M	Kabwe	National Food and Nutrition Commission
Rahan Tembo	M	Kabwe	SUN TA
Virginia Nyirenda	F	Kabwe	SUN TA
Mulenga Kaunda	M	Kapiri	District Administration
Kanyata Muchula	M	Kapiri	Ministry of Agriculture
Ngosa Chipinda	M	Kapiri	Ministry of Fisheries and Livestock
Elina Banda	F	Kapiri	Ministry of Fisheries and Livestock
Grace Masilokwa	F	Kapiri	Ministry of Community Development and Social Services
William Phiri	M	Kapiri	Ministry of Community Development and Social Services
Chanda Malama	F	Kapiri	Ministry of Health
Bavin Mulenga	M	Kapiri	Ministry of Health
Paxina Mwenya	F	Kapiri	Ministry of Education
Teckler Mujala	F	Kapiri	Ministry of Local Government
Charles Hambayi	M	Kapiri	Ministry of Water Development Sanitation and Environmental Protection
Chiluba Wabalika	M	Kapiri	Ministry of Agriculture
Krysterbel Nankamba	F	Kapiri	National Food and Nutrition Commission
Leah Phiri	F	Kapiri	SUN TA
Emmanuel Chiwetu	M	Mumbwa	Ministry of Fisheries and Livestock
Mubita Mweetwa	M	Mumbwa	Ministry of Agriculture
Kazamba Kamwenu	M	Mumbwa	Ministry of Agriculture
Prosper Bwalya	M	Mumbwa	Ministry of Fisheries and Livestock
Solomon Fwamba	M	Mumbwa	Ministry of Fisheries and Livestock
Charles Hambende	M	Mumbwa	District Administration
Truddy Mukosha	F	Mumbwa	Ministry of Community Development and Social Services

Name	Sex	District	Sector/ Organisation
Sikaulu Simalabbe	M	Mumbwa	Ministry of Community Development and Social Services
Pelekelo Inambao	M	Mumbwa	Ministry of Chiefs and Traditional Affairs
Dominic Silwanga	M	Mumbwa	Ministry of Local Government
Elizabeth Phiri	F	Mumbwa	Ministry of Local Government
Chipo Mbewe	F	Mumbwa	Ministry of Water Development Sanitation and Environmental Protection
Hope Kavuka	F	Mumbwa	National Food and Nutrition Commission
Clementina Phiri	F	Mumbwa	Ministry of Health
Joyce Kaunda	F	Mumbwa	Ministry of Health
Stanley Mununga	M	Mumbwa	Ministry of Health
Clarence Mutiti	M	Mumbwa	Ministry of Education
Dyson Mwape	M	Mumbwa	Ministry of Education
Abel Musonda	M	Mumbwa	SUN TA
Isikanda Sharon Lieto	F	Mumbwa	SUN TA
Collins Mwanamambo	M	Mumbwa	SUN TA
Copperbelt Province			
Nkandu Chungu	F	Kitwe	Ministry of Health
Christopher.M. Dube	M	Kitwe	Ministry of Health
Doris.M. Liswaniso	F	Kitwe	Ministry of Agriculture
Teddy Chisenga	M	Kitwe	Ministry of Community Development and Social Services
Constance.M. Fwalanga	F	Kitwe	Ministry of Local Government
Jacqueline Chinyante	F	Kitwe	Ministry of Agriculture
Liseli Lutangu	M	Kitwe	Ministry of Water Development Sanitation and Environmental Protection
Aaron Banda	M	Kitwe	Ministry of Local Government
Terry Tembo	M	Kitwe	Ministry of Fisheries and Livestock
Rhayndle.S. Chindo	M	Kitwe	Ministry of Fisheries and Livestock
Tebulu Isidore	M	Kitwe	District Administration
Francis Katongo	M	Kitwe	Ministry of Agriculture
Zeniah .N. Chitema	F	Ndola	Ministry of Agriculture
Chileshe Mwamba	F	Ndola	Ministry of Local Government
Janet Liwele	F	Ndola	Ministry of Fisheries and Livestock
Sandra Kutontokaya	F	Ndola	Ministry of Agriculture
Miyoba Hamulonga	M	Ndola	National Food and Nutrition Commission
Martha Mwale	F	Ndola	Ministry of Community Development and Social Services
Jessie Tembo	F	Ndola	Ministry of Community Development and Social Services
Henry Matola	M	Ndola	Ministry of Agriculture
Hubert Mwanza	M	Ndola	Ministry of Local Government
Jean Kasengele	F	Ndola	Ministry of Health
Jane Mbebeta	F	Ndola	Ministry of Health
Eastern Province			
Grannes Kabondo	M	Chipata	Ministry of Education
Maybin Banda	M	Chipata	Ministry of Agriculture
Khonje Jonathan	M	Chipata	Ministry of Health
Beatrice Lupupa	F	Chipata	Ministry of Community Development and Social Services
Christabel Sampa	F	Chipata	Ministry of Community Development and Social Services
Getrude Mbewe	F	Chipata	Ministry of Community Development and Social Services
Emmanuel Mwango	M	Chipata	Ministry of Fisheries and Livestock
Nancy Kaenga	F	Chipata	National Food and Nutrition Commission
Felisters Sampa	F	Chipata	National Food and Nutrition Commission

Name	Sex	District	Sector/ Organisation
John Chuba	M	Chipata	Ministry of Agriculture
Chinyanta Kambole	M	Chipata	Ministry of Agriculture
Bupe Kapambo	F	Chipata	Ministry of Health
Anslow Muchelemba	M	Katete	District Administration
Alphonsina Lungu	F	Katete	Ministry of Water Development Sanitation and Environmental Protection
Bellington Kapilipili Sinyangwe	M	Katete	Ministry of Chiefs and Traditional Affairs
Maggie Mvula	F	Katete	Ministry of Local Government
Levison Chivunga	M	Katete	Ministry of Community Development and Social Services
Naomi Ezra Zulu	F	Katete	Ministry of Education
Penias Phiri	M	Katete	Ministry of Local Government
David Kapole	M	Katete	Ministry of Health
James Ngalamila	M	Katete	Ministry of Agriculture
Ziko Kahenge	M	Katete	Ministry of Agriculture
Jordan Mpanza Samuwika	M	Katete	Ministry of Local Government
Nshimba Jefer Mwansa	M	Katete	Ministry of Health
Mukule Banda	M	Lundazi	District Administration
Conistus S. Mweemba	F	Lundazi	Ministry of Fisheries and Livestock
Golden Nkasabanya	M	Lundazi	Ministry of Agriculture
Costantin Siwakwi	M	Lundazi	Ministry of Agriculture
Noble Mukonde	M	Lundazi	Ministry of Fisheries and Livestock
Clement Kennedy Phiri	M	Lundazi	Ministry of Agriculture
Betty Mvula	F	Lundazi	Ministry of Agriculture
Miriam Banda	F	Lundazi	Ministry of Agriculture
Natasha Namonje Nakalangwe	F	Lundazi	Ministry of Chiefs and Traditional Affairs
Nelson Mvula	M	Lundazi	Ministry of Community Development and Social Services
Bbunda Kaluwa	M	Lundazi	Ministry of Local Government
Mercy Phiri	F	Lundazi	Ministry of Health
Justin Kasenge	M	Lundazi	Ministry of Local Government
Kennedy Munthali	M	Lundazi	Ministry of Community Development and Social Services
Daisy Lunda	F	Lundazi	Ministry of Agriculture
Noah Chabi	M	Lundazi	Ministry of Education
Bathsheba Banda	F	Lundazi	Ministry of Health
Angella Mtonga	F	Lundazi	Ministry of Health
Terence Kalota	M	Lundazi	Ministry of Fisheries and Livestock
Kalutwa Kabamba Changwe	M	Lundazi	Ministry of Water Development Sanitation and Environmental Protection
Daniel Simpasa	M	Lundazi	Ministry of Local Government
Michael Mwansa	M	Petauke	Ministry of Local Government
Chisoni Banda	M	Petauke	Ministry of Health
William Phiri	M	Petauke	Ministry of Water Development Sanitation and Environmental Protection
Fred Mandumbwa	M	Petauke	Ministry of Chiefs and Traditional Affairs
Moffat Tonga	M	Petauke	Ministry of Agriculture
Mwaamba Lubasi	M	Petauke	Ministry of Agriculture
James Mufalali Sikazindu	M	Petauke	Ministry of Local Government
Mazala Mazala	M	Petauke	Ministry of Health
Hilda Musonda	F	Petauke	Ministry of Information & Broadcasting
Emmanuel Ngulube	M	Petauke	Ministry of Local Government
Kaula Nyirenda	M	Petauke	Ministry of Community Development and Social Services
Sibeso Muimui	M	Petauke	Ministry of Local Government
Rosemary Mutombo	F	Petauke	Ministry of Community Development and Social Services

Name	Sex	District	Sector/ Organisation
Abraham Nkholoma Mumba	M	Petauke	Ministry of Education
George Zulu	M	Petauke	Ministry of Agriculture
Luapula Province			
Kennedy Sinkamba	M	Kaputa	Ministry of Agriculture
Wiza Mwale	M	Kaputa	Ministry of Community Development and Social Services
Aongola Anamunda	F	Kaputa	Ministry of Fisheries and Livestock
Peter Chitwa	M	Kaputa	Ministry of Local Government
Barclay Lumamba	M	Kaputa	Ministry of Fisheries and Livestock
Nelson Chembo	M	Kaputa	Ministry of Agriculture
Deodatus Munsungwe	M	Kaputa	District Administration
Geofrey Nakaanda	M	Kaputa	Ministry of Community Development and Social Services
Ernest Bwalya	M	Kaputa	Ministry of Local Government
Daniel Sikazwe	M	Kaputa	National Food and Nutrition Commission
Gerald Munthali	M	Kaputa	Ministry of Health
Bananga Lushiku	M	Kaputa	Ministry of Health
James Muwowo	M	Kaputa	Ministry of Local Government
Dr. Marlon Chunda	M	Mansa	Ministry of Health
Arnold Aibu Muimui	M	Mansa	Ministry of Agriculture
Judith Colby Nyirenda	F	Mansa	District Administration
Alexander Mwape	M	Mansa	National Food and Nutrition Commission
Elvis Chilongozi	M	Mansa	Ministry of Health
Marvin Musonda	M	Mansa	Ministry of Agriculture
Tikambenji Kasankha	M	Mansa	Ministry of Community Development and Social Services
Frank Chileshe	M	Mansa	Ministry of Fisheries and Livestock
Grace Ngalande	F	Mansa	Ministry of Community Development and Social Services
Purity Mayembe	F	Mansa	Ministry of Fisheries and Livestock
Lawrence Chandwa	M	Mansa	Ministry of Local Government
Stephen Ngoya	M	Mansa	Ministry of Health
Russell Sikazwe	M	Nchelenge	Ministry of Education
Judith Makungu	F	Nchelenge	Ministry of Education
Stanford Nkhoma	M	Nchelenge	Ministry of Agriculture
Davies C. Banda	M	Nchelenge	Ministry of Fisheries and Livestock
Dennies Kapumba	F	Nchelenge	Ministry of Fisheries and Livestock
Edward Mutale	M	Nchelenge	Ministry of Local Government
Richard Katasha	M	Nchelenge	Ministry of Local Government
Miriam Hachambila	F	Nchelenge	Ministry of Community Development and Social Services
Sara Moono Siamubotu	F	Nchelenge	Ministry of Community Development and Social Services
Gerald Mupeta Chongo	M	Nchelenge	Ministry of Health
Karen Mwewa	F	Nchelenge	Ministry of Health
Bertha Kaumba Mwansa	F	Nchelenge	Ministry of Agriculture
Bridget Banda	F	Samfya	Ministry of Community Development and Social Services
Juliet Thole	F	Samfya	Ministry of Community Development and Social Services
Violet Kawina	F	Samfya	Ministry of Health
Newton Chinyata	M	Samfya	Ministry of Community Development and Social Services
Mercy Lungu	F	Samfya	Ministry of Community Development and Social Services
Dabwiso Tembo	M	Samfya	Ministry of Health
David Kandala	M	Samfya	Ministry of Agriculture

Name	Sex	District	Sector/ Organisation
Robert Mwale	M	Samfya	National Food and Nutrition Commission
Albert Chikwale	M	Samfya	Ministry of Local Government
Beatrice C. N. Kalengo	F	Samfya	Ministry of Agriculture
Stacy Norman	F	Samfya	Ministry of Local Government
Vincent Phiri	M	Samfya	Ministry of Local Government
Mundia Mundia	M	Samfya	Ministry of Fisheries and Livestock
Jacob Silwamba	M	Samfya	Ministry of Water Development Sanitation and Environmental Protection
Evans Sikabbubba	M	Samfya	District Administration
Lusaka Province			
Presley Mushikita	M	Lusaka	Ministry of Fisheries and Livestock
Raphael Muzonga	F	Lusaka	Ministry of Agriculture
Victor Ndhlovu	M	Lusaka	Ministry of Agriculture
Mulope Mubita	M	Lusaka	Ministry of Fisheries and Livestock
Barbara Mayenda	F	Lusaka	Ministry of Agriculture
Patrick Phiri	M	Lusaka	District Administration
Namulula Mwangana	F	Lusaka	Ministry of Agriculture
Cecilia S.M. Mukanda	F	Lusaka	Ministry of Local Government
Elizabeth Zulu	F	Lusaka	Ministry of Local Government
Christopher Sinkamba	M	Lusaka	Ministry of Education
Angela Lutempo	F	Lusaka	Ministry of Education
Priscal Ngenda	F	Lusaka	Ministry of Education
Yobe Nyirenda	M	Lusaka	Ministry of Agriculture
Morgan Kaluwe	M	Lusaka	Ministry of Agriculture
Emma Sibanda	F	Lusaka	Ministry of Community Development and Social Services
Kakunda Kawila	M	Lusaka	Ministry of Community Development and Social Services
Bwalya Kaoma	M	Lusaka	Ministry of Health
Florence Chama	F	Lusaka	Ministry of Health
Prekellia Hachilobe	F	Lusaka	Ministry of Chiefs and Traditional Affairs
Wendezi Chikopela	F	Lusaka	Ministry of Health
Dr Rhoda Mkandawire	F	Lusaka	Ministry of Health
Bushimbwa Tambatamba	M	Lusaka	Ministry of Health
Pauline Miyoba	F	Lusaka	Ministry of Health
Given Kujila	M	Lusaka	Ministry of Fisheries and Livestock
Viona Mwaanga	F	Lusaka	Ministry of Community Development and Social Services
Sarah Banda	F	Lusaka	Ministry of Community Development and Social Services
Florence K. Mtwale	F	Lusaka	Ministry of Health
Pascal Chipasha	M	Lusaka	Ministry of Agriculture
Kabwe Puta	M	Lusaka	Ministry of Fisheries and Livestock
Kwibisa Malimba	M	Lusaka	Ministry of Agriculture
Joseph Manda	M	Lusaka	Ministry of Fisheries and Livestock
Andrew Zimba	M	Lusaka	Ministry of Local Government
James Mwale	M	Lusaka	Ministry of Agriculture
Japhet Muntanga	M	Lusaka	National Food and Nutrition Commission
Rodgen Loongo	M	Lusaka	National Food and Nutrition Commission
Kagoli Muyangali	M	Lusaka	Ministry of Fisheries and Livestock
Precious Walubita	F	Lusaka	Plan Zambia
Penelope Mubita	F	Lusaka	Ministry of Local Government
Sandra Ndhlovu	F	Lusaka	Ministry of Community Development and Social Services
Euridah Mahala	F	Lusaka	Ministry of Local Government
Anderson Katete	M	Lusaka	Ministry of Education
Muchinga Province			

Name	Sex	District	Sector/ Organisation
Chrispine Mwansa	M	Chinsali	Ministry of Health
Beatrice Chikashi	F	Chinsali	Ministry of Community Development and Social Services
Martin Chongo	M	Chinsali	Ministry of Fisheries and Livestock
Frank Sindazi	M	Chinsali	Ministry of Agriculture
Malambo Mwami	M	Chinsali	Ministry of Fisheries and Livestock
Shimbetu Mweemba	M	Chinsali	Ministry of Fisheries and Livestock
Jane Phiri	F	Chinsali	Ministry of Health
Josephine Ngulube	F	Chinsali	Ministry of Agriculture
Kapinga Mpenga	F	Chinsali	Ministry of Health
Jefferson Kyembe	M	Chinsali	Ministry of Local Government
Lubemba Chali	M	Chinsali	Ministry of Local Government
Baldwin Mwenda	M	Chinsali	Ministry of Education
Maiseke A. Mumba	M	Chinsali	Ministry of Agriculture
Wilfred Kamina	M	Chinsali	Ministry of Agriculture
Dawyn Chendela	M	Chinsali	Ministry of Chiefs and Traditional Affairs
Robert Gondwe	M	Chinsali	Ministry of Local Government
Peggy K Mwando	F	Chinsali	Ministry of Community Development and Social Services
Andrew Banda	M	Chinsali	National Food and Nutrition Commission
Noel Phiri	M	Chinsali	Ministry of Community Development and Social Services
Mutinta Moonga	M	Isoka	Ministry of Agriculture
Gascel P. Goma	M	Isoka	Ministry of Health
Alfred Mulenga	M	Isoka	Ministry of Education
Mwandia Chizya	M	Isoka	Ministry of Education
Shiku Kapaipi	M	Isoka	Ministry of Community Development and Social Services
Brian A. Kaluba	M	Isoka	Society for Women and AIDS in Zambia
Munthali Kalupya	M	Isoka	Ministry of Health
Eugene Chama	M	Isoka	Ministry of Education
Angela Nakazwe Chikoti	F	Isoka	Ministry of Community Development and Social Services
Simwawa Lukundo	M	Isoka	Ministry of Chiefs and Traditional Affairs
Oliver Mulumbu	M	Isoka	Ministry of Fisheries and Livestock
Alice Kabunda	F	Isoka	Ministry of Local Government
Elizabeth Muyambango	F	Isoka	Ministry of Fisheries and Livestock
Isaac Sakala	M	Isoka	Ministry of Fisheries and Livestock
Mwila Mwaba	M	Isoka	Ministry of Health
Rhoda Mfune	F	Isoka	Ministry of Health
Cylus Sichone	M	Isoka	Ministry of Local Government
Kapembwa Patience Sampa	F	Isoka	Ministry of Local Government
Francisca Kasonde	F	Isoka	Ministry of Agriculture
Bridget Musukwa	F	Isoka	Ministry of Agriculture
George Tembo	M	Isoka	Ministry of Agriculture
Yamish Mulenga	M	Isoka	District Administration
Mate Namukolo	M	Mpika	Ministry of Agriculture
Geoffrey Ngandu	M	Mpika	Ministry of Agriculture
Chatuluma Phiri	M	Mpika	Ministry of Community Development and Social Services
James Banda	M	Mpika	Ministry of Health
Ellis Kalengo	M	Mpika	Ministry of Health
Moses Bwanga	M	Mpika	Ministry of Health
Samson Chisi	M	Mpika	Ministry of Education
Carren Nachinga	M	Mpika	Ministry of Lands and Natural Resources
Pride.C. Masete	M	Mpika	Ministry of Education
Katembula.J.Chanda	M	Mpika	Ministry of Education

Name	Sex	District	Sector/ Organisation
Mary Chashi	F	Mpika	Ministry of Education
Maria Haamuzyiki	F	Mpika	Ministry of Health
Florence Lushibashi	F	Mpika	Care Zambia
Martin Kashinge	M	Mpika	Ministry of Health
Patrick A., Mpundu	M	Mpika	Ministry of Fisheries and Livestock
Mwila B .Muloshi	M	Mpika	Ministry of Fisheries and Livestock
Amides Mwango	M	Mpika	Ministry of Community Development and Social Services
Stephen Juma	M	Mpika	Ministry of Chiefs and Traditional Affairs
Augustine Chanda	M	Mpika	Ministry of Local Government
Deodatus Mwewa	M	Mpika	Ministry of Agriculture
Richard Mwape	M	Mpika	Ministry of Local Government
Kaniki Bwalya	M	Mpika	District Administration
Vincent Mulenga	M	Mpika	Ministry of Fisheries and Livestock
Eunnah Chintankwa	F	Mpika	Ministry of Health
Kamwibangwe Changa	M	Mpika	Ministry of Water Development Sanitation and Environmental Protection
<b>Northern Province</b>			
Sindam Mungoni	M	Kasama	Ministry of Fisheries and Livestock
Ackim Mwalilo	M	Kasama	Ministry of Fisheries and Livestock
Boniface Mwalongo	M	Kasama	Ministry of Agriculture
Fredrick Mwila	M	Kasama	Ministry of Health
Mwila Chanda	M	Kasama	Ministry of Community Development and Social Services
Faith Chimfwembe	F	Kasama	Ministry of Community Development and Social Services
Fannwell Kabbila	M	Kasama	National Food and Nutrition Commission
Vivian Mwansa	F	Kasama	Ministry of Agriculture
Milika Masenga	F	Kasama	Ministry of Health
Beauty Namukoko	F	Kasama	District Administration
James Kilele	M	Kasama	Ministry of Local Government
Kondwani Sakala	M	Luwingu	Ministry of Fisheries and Livestock
Victoria Saina	F	Luwingu	Ministry of Local Government
Sara Mulenga	F	Luwingu	Ministry of Agriculture
John Chimfwembe Malata	M	Luwingu	Ministry of Community Development and Social Services
Boyd Hamoonga	M	Luwingu	Ministry of Fisheries and Livestock
Alick Kampamba	M	Luwingu	District Administration
Elias Mutale	M	Luwingu	District Administration
Innocent Imboela	M	Luwingu	Ministry of Health
Edward Chipatela	M	Luwingu	Ministry of Health
Malama Chandalala	M	Luwingu	World Vision Zambia
Hendrix Kabwe	M	Luwingu	SUNTA
Zanga Simutenda	M	Luwingu	Ministry of Education
Abel Chama	M	Luwingu	SUNTA
Duncan Chipulu	M	Luwingu	Ministry of Local Government
Patson Mutandwa Besa	M	Luwingu	Ministry of Education
Sara Chivunga	F	Luwingu	Ministry of Community Development and Social Services
Richard Moonga	M	Luwingu	SUNTA
Chirstine Chimfwembe Chinunda	F	Luwingu	Ministry of Community Development and Social Services
Prisca Mwanza	F	Luwingu	Ministry of Community Development and Social Services
Patrick Chanda	M	Luwingu	District Administration
Chanda Mulenga	M	Luwingu	Ministry of Agriculture

Name	Sex	District	Sector/ Organisation
Francis Kazembe Malama	M	Luwingu	Ministry of Water Development Sanitation and Environmental Protection
Pumulo Imasiku	M	Luwingu	Ministry of Health
Kangwa Kapinda	M	Mbala	Ministry of Local Government
Elijah Mubanga	M	Mbala	Ministry of Local Government
Annie Nyirongo	F	Mbala	Ministry of Agriculture
Mary Nyirenda	M	Mbala	Ministry of Fisheries and Livestock
Edwin Mumba	M	Mbala	Ministry of Health
Thomas Kaunda	M	Mbala	Ministry of Community Development and Social Services
Evans Mambwe	M	Mbala	District Administration
Dr Stephen Tembo	M	Mbala	Ministry of Fisheries and Livestock
Davis Musenge	M	Mbala	Ministry of Local Government
Mwanji Chellah	M	Mbala	Ministry of Agriculture
Daniel Sinkala	M	Mbala	Ministry of Health
Daniel Ziba	M	Mbala	National Food and Nutrition Commission
Chizonde Costain	M	Mbala	Ministry of Community Development and Social Services
Milton Njamba	M	Mbala	Ministry of Chiefs and Traditional Affairs
Fredrick Chilambwe	M	Mbala	Ministry of Community Development and Social Services
<b>North-Western Province</b>			
Florida Muyambango	F	Mwinilunga	Ministry of Education
Rodger Lukwesa	M	Mwinilunga	Ministry of Education
Obed Lijimu	M	Mwinilunga	Ministry of Information & Broadcasting
Vincent Hanyama	M	Mwinilunga	Ministry of Local Government
Barry Chimimba	M	Mwinilunga	Ministry of Agriculture
Michael Njobvu	M	Mwinilunga	Ministry of Agriculture
Lishomwa Namukulo	M	Mwinilunga	Ministry of Local Government
Coillard Mubita	M	Mwinilunga	Ministry of Health
Stephen Mutale	M	Mwinilunga	Ministry of Health
Joe Mukali	M	Mwinilunga	Ministry of Health
Bentall Haanyanga	M	Mwinilunga	Ministry of Local Government
Memory Musemangeji	M	Mwinilunga	Ministry of Community Development and Social Services
Rita Ngulube	F	Mwinilunga	Ministry of Community Development and Social Services
Ireen Masompe	M	Mwinilunga	Ministry of Water Development Sanitation and Environmental Protection
Kelvin Ndandanda	M	Mwinilunga	District Administration
Lunza.R. Imwiko	F	Mwinilunga	Ministry of Community Development and Social Services
Mwela Katongo	M	Mwinilunga	Ministry of Lands and Natural Resources
Victor Muzaza	M	Mwinilunga	Ministry of Fisheries and Livestock
Andrew Mwape	M	Solwezi	Ministry of Agriculture
Jane.N. Matengu	F	Solwezi	Ministry of Agriculture
Namate Namate	M	Solwezi	Ministry of Water Development Sanitation and Environmental Protection
Joyce Muke	F	Solwezi	Ministry of Community Development and Social Services
Gladys Zulu	F	Solwezi	Ministry of Community Development and Social Services
Mujing'a Kasaputu	F	Solwezi	Ministry of Community Development and Social Services
Emmanuel .L. Mondo	M	Solwezi	Ministry of Fisheries and Livestock
McPherson Mulopa	M	Solwezi	Ministry of Chiefs and Traditional Affairs
Yabeza Kapita	M	Solwezi	Ministry of Health

Name	Sex	District	Sector/ Organisation
Loveness Mkandawire	F	Solwezi	Ministry of Health
Kalumba Chishipula	M	Solwezi	National Food and Nutrition Commission
Stephen Kandela	M	Solwezi	Ministry of Education
Milambo Nayame	M	Solwezi	Ministry of Fisheries and Livestock
Annie Musonda	F	Solwezi	Ministry of Fisheries and Livestock
Manley Mazila	M	Solwezi	Ministry of Fisheries and Livestock
Frank Luya	M	Zambezi	National Food and Nutrition Commission
Blessing Ngandwe	F	Zambezi	Ministry of Health
Peter Chipili	M	Zambezi	Ministry of Agriculture
Kennedy Mwamba	M	Zambezi	Ministry of Agriculture
Isabel Kangwa Banda	F	Zambezi	Ministry of Local Government
Michelo Mulenga	M	Zambezi	Ministry of Education
Suzyo Mtonga	F	Zambezi	Ministry of Community Development and Social Services
Mwanja Mwale	M	Zambezi	Ministry of Community Development and Social Services
Brian Mbale	M	Zambezi	Ministry of Water Development Sanitation and Environmental Protection
Chileshe Kafeshi	M	Zambezi	Ministry of Information & Broadcasting
Simasiku Nyambe	M	Zambezi	Ministry of Community Development and Social Services
Nchimunya Chidima	M	Zambezi	Ministry of Agriculture
Marshall Mulenga	M	Zambezi	Ministry of Health
Shimwanza Milupi	M	Zambezi	Ministry of Local Government
Caroline Nkumbula	F	Zambezi	Ministry of Fisheries and Livestock
Boston Mbilikita	M	Zambezi	Ministry of Health
Southern Province			
Elizabeth Mutale Nshimbi	F	Choma	Ministry of Community Development and Social Services
Dada Willie Kanyinji	M	Choma	Ministry of Local Government
Esther Siyumbwa Kalonga	F	Choma	Ministry of Community Development and Social Services
Vainess Phiri	F	Choma	Ministry of Education
Grace Simudombe	F	Choma	Ministry of Health
John Masuzyo Kaira	M	Choma	Ministry of Fisheries and Livestock
Rita Syafunko	F	Choma	Ministry of Agriculture
Jonas Morton Phiri	M	Choma	Ministry of Local Government
Jacob Bothma	M	Choma	Ministry of Fisheries and Livestock
Cosmas Sokasoka	M	Choma	Ministry of Information & Broadcasting
Stephen Mwale	M	Choma	Ministry of Chiefs and Traditional Affairs
Hope Mofya Chiposo	F	Choma	District Administration
Lydus Muwele	F	Monze	Ministry of Health
Peter Mushilu Sililo	M	Monze	Ministry of Education
Lackson Makosa Shiridzinodya	M	Monze	Ministry of Fisheries and Livestock
Gift Mwanga	M	Monze	Ministry of Community Development and Social Services
Euniverse Moonga	F	Monze	Ministry of Community Development and Social Services
Elijah Stebbie Masika	M	Monze	Ministry of Agriculture
Kabila Simbuwa	M	Monze	Ministry of Education
Twaambo Mainde	M	Monze	Ministry of Chiefs and Traditional Affairs
Pamela Lumbiya	F	Monze	Ministry of Agriculture
Sophia Tatila	F	Monze	Ministry of Agriculture
Mary Bbalo	F	Monze	District Administration
Clive Kabwe	M	Monze	Ministry of Water Development Sanitation and Environmental Protection
Martha Walubita	F	Monze	Ministry of Local Government

Name	Sex	District	Sector/ Organisation
Phias Mungaila	M	Monze	Ministry of Fisheries and Livestock
Alvin Sihombwa	M	Monze	Ministry of Health
Western province			
Simasiku Simasiku	M	Kalabo	Ministry of Community Development and Social Services
Samuel Simusandu	M	Kalabo	Ministry of Agriculture
Patson Mukubesa	M	Kalabo	Ministry of Health
Aongola Aongola	F	Kalabo	Ministry of Health
Hellen Habbondo	M	Kalabo	Ministry of Health
Brenda Nkombe	F	Kalabo	Ministry of Community Development and Social Services
Inonge Nosiku	F	Kalabo	National Food and Nutrition Commission
Silumesi Siyanga	F	Kalabo	District Administration
Bernard Chibwana	M	Kalabo	Ministry of Fisheries and Livestock
Nyambe Mubita	M	Kalabo	Zambia Red Cross Society
Sililo Sililo	M	Kalabo	Ministry of Community Development and Social Services
Pelekelo Shwana	M	Kalabo	Ministry of Chiefs and Traditional Affairs
Landamo Katongo	M	Kalabo	Ministry of Information & Broadcasting
Munyima Mubita	M	Kalabo	Ministry of Education
Solomon Miyanda	M	Kalabo	Ministry of Agriculture
Misheck Watae	M	Kalabo	Ministry of Fisheries and Livestock
Nancy Namushi Mukelebai	F	Kalabo	Ministry of Agriculture
John Sichinga	M	Kalabo	Ministry of Local Government
Chewe Tunono	M	Kalabo	Ministry of Agriculture
Lukonge Musiwa	M	Kalabo	Ministry of Local Government
Paul Muchese	M	Kalabo	Ministry of Local Government
Kaenga Andrew	M	Kalabo	Ministry of Fisheries and Livestock
Mamba Chiyengo	M	Kalabo	Ministry of Agriculture
Tozya Mtawali	M	Kalabo	Ministry of Local Government
Kalamba Majory	F	Kalabo	District Administration
Gloria Jean Mbambara	F	Kalabo	Ministry of Education
Siyupwa Kabisa	M	Kalabo	District Administration
Andrew Mbulo	M	Kalabo	Ministry of Community Development and Social Services
Brian Kashimoto	M	Kaoma	Ministry of Community Development and Social Services
Daniel Nampaka	M	Kaoma	Ministry of Agriculture
Davey Munkombwe	M	Kaoma	Ministry of Health
Patricia Mubiana	F	Kaoma	CARITAS Zambia
Ngandwe Mpundu	M	Kaoma	Ministry of Fisheries and Livestock
Christabel Kakumbi	F	Kaoma	Ministry of Agriculture
Bright Mweemba	M	Kaoma	Ministry of Agriculture
Hirsh Munsanje	M	Kaoma	Ministry of Agriculture
Idi Mwinyi	F	Kaoma	Ministry of Health
Inonge Mwendamweli	F	Kaoma	Ministry of Community Development and Social Services
Vincent M. Chiyabi	M	Kaoma	Ministry of Chiefs and Traditional Affairs
Akakulubelwa Wakumelo	F	Kaoma	Ministry of Education
Gladys Chileshe	F	Kaoma	Ministry of Education
Chileshe Nsofwa	F	Kaoma	Ministry of Health
Bright Mwandwe	M	Kaoma	Ministry of Health
Lawrence Shabalala	M	Kaoma	Ministry of Health
Joseph Sichilombe	M	Kaoma	Ministry of Local Government
Charles Bupe	M	Kaoma	Ministry of Local Government
Isaac Kalunga	M	Kaoma	Ministry of Local Government

Name	Sex	District	Sector/ Organisation
Sydney Mukelebai	M	Kaoma	Ministry of Community Development and Social Services
Gabriel Mwanza	M	Mongu	Ministry of Agriculture
Monde Lisulo Hatembo	M	Mongu	Ministry of Agriculture
Princess Mukomba	F	Mongu	Ministry of Health
Gary Syatwimba	M	Mongu	Ministry of Fisheries and Livestock
Keith Simbotwe	M	Mongu	Ministry of Health
Kandandu Rex	M	Mongu	Ministry of Local Government
Maureen Mwanamambo	F	Mongu	Ministry of Fisheries and Livestock
Mercy Sibeso Moola	F	Mongu	Ministry of Youth Sport and Child Development
Monde Litunga	F	Mongu	Ministry of Community Development and Social Services
Monde Saapi	M	Mongu	Ministry of Community Development and Social Services
Mundia Mwangala	M	Mongu	National Food and Nutrition Commission
Sitali Mwanamambo	M	Mongu	Ministry of Health
Rodgers Tembo	M	Mongu	Ministry of Agriculture
Alberto Makoba	M	Mongu	Ministry of Fisheries and Livestock
Mukuni Mubita	M	Mongu	Ministry of Fisheries and Livestock
Quintine Hamoonga	M	Mongu	Ministry of Agriculture
Samwaka Sambiana	M	Mongu	Ministry of Fisheries and Livestock
Dorothy Sibiho	F	Mongu	Ministry of Community Development and Social Services
Litula Imasiku	M	Mongu	Ministry of Community Development and Social Services
Chibbonta Mweemba	M	Mongu	Ministry of Community Development and Social Services
Silumesi M. Sitali	M	Mongu	Ministry of Community Development and Social Services
Richard Likando	M	Mongu	Ministry of Agriculture
Chiteta Nyambe	M	Mongu	Ministry of Education
Yvonne Chanda	F	Mongu	Ministry of Agriculture
Ernest M. Mwanangombe	M	Mongu	District Administration
Luapula Anna Chinunka	F	Mongu	District Administration
Clacious Chandwa	M	Shangombo	Ministry of Health
Emmanuel Mwatende	M	Shangombo	Ministry of Education
Lloyd Kazumbula	M	Shangombo	Ministry of Health
Sibeso Mataa	M	Shangombo	Ministry of Education
Momex.C. Habanji	M	Shangombo	Ministry of Local Government
Imboela Imboela	M	Shangombo	Ministry of Local Government
Telas Phiri	M	Shangombo	Ministry of Community Development and Social Services
Kasweka Sakaimbo	M	Shangombo	Ministry of Information & Broadcasting
Nawa Nyambe	M	Shangombo	Ministry of Fisheries and Livestock
Elina Mwale	F	Shangombo	Ministry of Health
Kakungu.D. Siyumbi	M	Shangombo	Ministry of Health
Morris.C. Mudenda	M	Shangombo	Ministry of Fisheries and Livestock
Charles Zulu	M	Shangombo	Ministry of Fisheries and Livestock
Mwendabai Muyunda	M	Shangombo	District Administration
Collenty Choonga	F	Shangombo	National Food and Nutrition Commission
Patrick Mwetwa	M	Shangombo	Ministry of Local Government
Mayungo Lukonga	M	Shangombo	Ministry of Health
Mwanahimpande Hachoofwe	M	Shangombo	Ministry of Agriculture
Oster Munsanje	M	Shangombo	Ministry of Community Development and Social Services
Watson Simfukwe	M	Shangombo	Ministry of Fisheries and Livestock

Name	Sex	District	Sector/ Organisation
Elisabeth Chembe Mabenga	F	Shangombo	Ministry of Local Government
Wilfred Simasiku Muyawa	M	Shangombo	Ministry of Education
Luka Nosiku	M	Shangombo	Ministry of Agriculture
Alan Ndopu Mukata	M	Shangombo	Ministry of Education
Evans Thawete	M	Shangombo	Ministry of Agriculture
Joseph Chipoya	M	Shangombo	Ministry of Agriculture