



**ACTION-RESEARCH PROJECTS DEVELOPMENT AND  
FACILITATION FOR NATIONAL AND LOCAL  
GROUPINGS FOR THE STRENGTHENING RESEARCH  
AND INNOVATION IN  
NATURAL RESOURCES MANAGEMENT AND WASTE  
MANAGEMENT IN SOUTHERN AFRICA REGION  
(RINaWa) PROJECT**

*RINaWa*



***Report on the Training Workshop on Action  
Research Projects – Lusaka, Zambia***

***November 2023***

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## 1 Introduction

From the 30<sup>th</sup> of October to the 1<sup>st</sup> of November 2023, an Action Research Training Workshop was conducted by Skyberry Botswana in Lusaka, Zambia. The workshop's objective was to introduce participants to Action Research, emphasising how it can be used to address waste and natural resources management in Zambia. Expectations were that at the end of the training workshop, participants should have acquired a better understanding, awareness and knowledge of Action Research, well enough to enable them to conduct or partake meaningfully in Action Research for Waste Management and Natural Resources Management initiatives in Zambia. A comprehensive evaluation tool would assess the levels of awareness and knowledge acquired by participants. It was also expected that insights from the Zambia training workshop evaluation would be used to improve future training in Tanzania and Mozambique, similarly to how the training in Zambia benefited from insights from the Malawi training.

## 2 Workshop Overview

The workshop was divided into two major activities. The first two days focused on lectures and discussions, and the third day was dedicated to learning exchange visits to waste treatment facilities in Lusaka. Participants were drawn from representatives of government institutions, the private sector, and academic and community-based organisations that deal with waste and natural resources management in Zambia (Annex 1). The workshop was attended by twenty-five (25) participants from different organisations, including representatives of CBOs, CSOs, and IPLCs in Zambia. Representatives from MWEKA, CWMAC and Repensar also attended the workshop.



Figure 1: Workshop participants during a learning exchange visit to learn the Natural Waste Management initiatives practiced in Kasisi Agricultural Training Centre

### 3 Workshop Content and Key Reflections

The workshop was structured into several sections, which included the following: i) Introduction to Action Research; ii) Action Research topic selection; iii) Action Research problem identification and analysis; iv) Formulation of Action Research questions and objectives; v) Action Research Design and Methodology; vi) Developing a Plan of Action and Implementation; and vii) Guidelines on proposal writing. At the beginning of the workshop, a quick survey was conducted to establish awareness and knowledge of Action Research among the participants. Only four (4) of twenty-two (22) participants were familiar with Action Research, and those were from academia. This is a critical revelation because it suggests that crucial basic concepts in such a training workshop must be introduced diligently to ensure that participants are on the same level.

Meanwhile, participants were introduced to innovative ways of identifying and analysing the core research problem and subjecting such a problem to in-depth analysis (Figure 2).

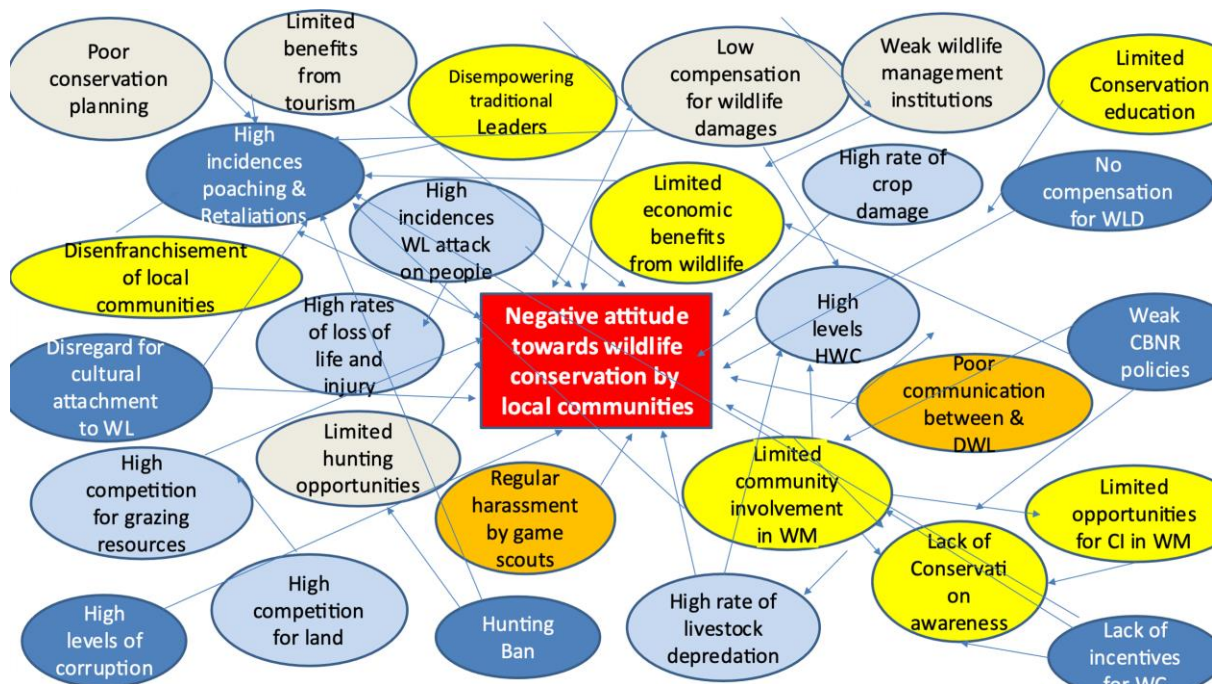


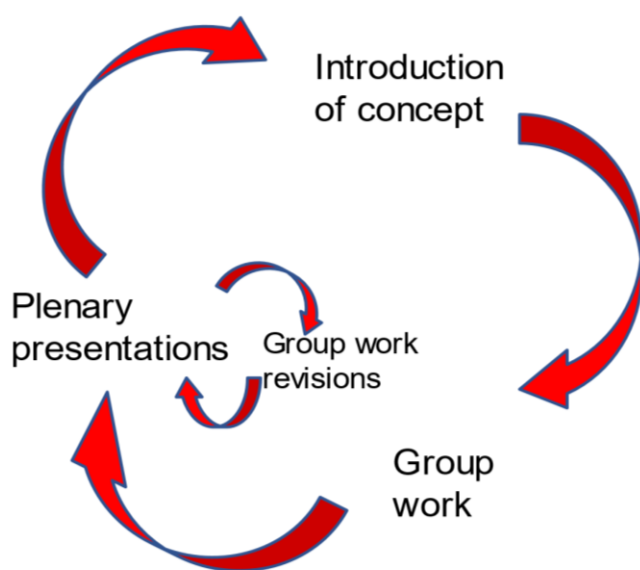
Figure 2: An example of a problem analysis diagram which was highly appreciated by the trainees.

During different sessions, participants demonstrated a good understanding of all the topics presented, evidenced by the relevant questions and contributions to the discussions during lecture sessions and group work. However, it was very critical to repeatedly express and emphasise the difference between action and traditional research. Initially, participants seemed not to get the difference between the two, but later got it, particularly during group work sessions. Group work was fascinating because participants openly and freely engaged one another and shared their understanding. The outcome of group work sessions was very good because critical aspects, such as the research questions, were jointly formulated.



## 4 Training Methodology

The training workshop was structured according to a series of lectures, followed by group work and plenary group presentations (Figure 3). Lectures were delivered through PowerPoint presentations, and interactive discussions were encouraged. Participants were allowed to ask questions for purposes of clarity and elaboration. For group work, participants were divided into two groups. Group 1 was the Natural Resources Group, and Group 2 was the Waste Management Group. At the end of each lecture, a group assignment was given to the participants, who then went on to deliberate on the assignment and presented their output to the workshop.



**Figure 3. An illustration of the training approach**

Participation and interaction were intense during group work and plenary presentations, indicating that participants understood what was taught. It was also evident that selected examples were beneficial and facilitated the understanding and internalisation of critical concepts.

## 5 Learning Outcomes

The training also sought to aid the participants in creating proposals for Action Research projects. Some key takeaways that the participants pointed to include the following:

- **Sustainable Practices and Solutions:** Participants learnt that Action Research in NRM and WM leads to identifying sustainable practices and solutions. These include more efficient resource utilisation, recycling and waste reduction strategies, and developing eco-friendly technologies.
- **Community Engagement and Social Impact:** Participants also learned that Action Research typically involves working closely with communities and stakeholders. One of the key lessons is the importance of community engagement in resource and waste management. Participants noted how to effectively involve local communities in

decision-making processes, create awareness about the impact of their actions, and develop culturally and socially acceptable strategies.

- **Adaptive Management:** Participants further learned that Action Research often highlights the need for adaptive management in the context of NRM and WM. The research process highlights the importance of ongoing monitoring, evaluation, and adjustments in resource and waste management practices.
- **Methodology and Practical Skills:** One of the primary objectives of an Action Research workshop is to impart a strong understanding of the research methodology. Participants noted improvements in knowledge related to design, planning, and the effective execution of Action Research projects. Participants also now understand the need for practical data collection, analysis, and interpretation skills.
- **Reflection and Continuous Improvement:** There is tremendous value in ongoing reflection on research processes and findings. Participants are better positioned to understand how to use feedback and self-assessment to make improvements, adjust research strategies, and refine interventions.

The participants also noted that some of the critical skills obtained from the workshop included: i) identifying the difference between traditional research and Action Research, ii) identifying the difference between project topics and titles, iii) the importance of assigning stakeholder roles in project implementation, iv) developing an Action Research problem statement and Action Research questions, v) undertaking problem analysis, vi) developing an Action Research plan and differentiating this from the implementation plan, and vii) using the scoring matrix when choosing a project.

## 6 Participants' Feedback

Participants were requested to evaluate the training, and their responses are presented in the table below. Based on the evidence below, the training was well received and very impactful because over 85% of the respondents responded positively regarding their understanding of different topics. (Annex 2).

The positive feedback from participants was also reflected in the general comments below, which were extracted from the evaluation forms:

- a) *The training was interactive, but materials should have been shared each day*
- b) *Training should be allocated more time*
- c) *Beautifully done*
- d) *The training should have extended invitations to other stakeholders*
- e) *Looking forward to another stakeholder meeting*
- f) *Need to*
- g) *Keep it up Skyberry, with innovation training*
- h) *The programme was too compacted, it needed more time*
- i) *Need for advance communication with all requirements/logistical arrangements to avoid surprises*
- j) *Training better conducted away from busy CBD, traffic*
- k) *I was expecting t-shirts/shirts from Skyberry Botswana*
- l) *The room was kind of small*
- m) *Next time the training should be out of Lusaka*
- n) *Appreciated the selection of topics*
- o) *This will help me with proposal writing skills for my academic and personal/professional work*

- p) *The AR topic should be taught in all countries*
- q) *Thank you for the opportunity and lessons*
- r) *Well-planned, interactive and integrated training*

#### **Topics that could have been included in the training**

- i) *Monitoring and Evaluation*
- ii) *The connection between WM and NRM*

## **7 Impact and Future Applications**

The participants demonstrated an affinity towards learning and, based on the feedback provided, were positively impacted by the training sessions and related discussions. It was also clear that participants understood the learning materials imparted. As seen from their evaluation form responses (see Annex 2), many participants described Action Research as an approach to project development, highlighting significant components such as consultations, planning, action, reflection and redesign.

## **8. Conclusion**

The workshop objectives were adequately fulfilled by all standards, with all the learning objectives met. Participants were well introduced to Action Research and acquired basic and requisite knowledge that will enable them to participate in the planned call for concept notes competently, as well as in any other future project and programme design opportunities. However, while participants acquired the essential knowledge and skills required to participate meaningfully in Action Research, there was evidence that they would need further guidance and mentorship since it takes time to acquire research competencies. A two-day training is not enough to develop all the necessary competencies, but it is adequate to introduce participants to key concepts. The time allocated to the training was a limiting factor because it was too short to enable more detailed engagement and elaboration of some topics. Trainees lamented the limited time and suggested that more time should be allocated to the training in the future.

## **9. Recommendations**

Based on insights and lessons learnt from the Zambia training workshops, the following recommendations are proposed to possibly enhance the effectiveness of delivery and impact of future training workshops:

- a) Formalities and presentations which do not directly contribute to the training should be minimised to release time that can be used for training, particularly group work.
- b) Two (2) additional days should be added to the training schedule to enable participants to practice proposal development and writing so that they internalise vital skills and techniques. This is critical because Action Research efforts emanating from a poorly developed proposal will not be successful and will not attract funding.
- c) At the end of the training workshop, participants should deliver a draft proposal as a product or output of the hands-on training.

- d) As demonstrated in the two (2) examples used in the training, academic research institutions, public research institutions, and private researchers always play a crucial role in the development and implementation of Action Research initiatives throughout the world. Therefore, an institutional arrangement is recommended to allow institutions with research competencies in natural resources and waste management to provide leadership in the development and implementation of Action Research projects in the RInaWa Project countries and the region at large.



## Annex 1: List of Participants: Natural Resources and Waste Management Workshop Zambia

| No  | Name                 | Organisation                           | Category | Contact /email   |
|-----|----------------------|--|----------|--|
| 1   | Dr Rodgers Lubilo    | Zambia CBNRM Forum                     | NRM      | 0975382662<br><a href="mailto:rlubilo288@gmail.com">rlubilo288@gmail.com</a>                 |
| 2.  | Francis Sakala       | Zambia CBNRM Forum                     | NRM      | 0978231252<br><a href="mailto:Sakalafrancis2@gmail.com">Sakalafrancis2@gmail.com</a>         |
| 3.  | Isaac Banda          | Zambia CRB Association                 | NRM      | 0776161150<br><a href="mailto:Isaacbanda91@yahoo.com">Isaacbanda91@yahoo.com</a>             |
| 4.  | Mutende Simwanza     | Zambia CBNRM Forum                     | NRM      | <a href="mailto:mutendemmah.simz@gmail.com">mutendemmah.simz@gmail.com</a>                   |
| 5.  | Cecilia Banda        | Zambia CBNRM Forum                     | NRM      | 0969261991<br><a href="mailto:ceciliadbandah@gmail.com">ceciliadbandah@gmail.com</a>         |
| 6.  | Lilian Chama         | ZEMA                                   | WM       | <a href="mailto:lckalenge@gmail.com">lckalenge@gmail.com</a>                                 |
| 7.  | Yotam Mkandawire     | AZAG                                   | WM       | <a href="mailto:yotammkandawire4@gmail.com">yotammkandawire4@gmail.com</a>                   |
| 8.  | Harrison Tembo       | Management Learning Centre             | WM/NRM   | <a href="mailto:managementlearningcentre@gmail.com">managementlearningcentre@gmail.com</a>   |
| 9.  | Towa Chilongo        | E-tech waste management                | WM       | <a href="mailto:towa@etech.co.zm">towa@etech.co.zm</a>                                       |
| 10. | Friday Phiri         | Environmental Specialist               | WM       | <a href="mailto:fphiri200@gmail.com">fphiri200@gmail.com</a>                                 |
| 11. | Danny Choba          | Stitching Waste Zambia                 | WM       | <a href="mailto:dannychobazm@gmail.com">dannychobazm@gmail.com</a><br>0979309684             |
| 12. | Haroon Witi          | HW- Solid Waste Management             | WM       | <a href="mailto:witiharooni@yahoo.com">witiharooni@yahoo.com</a><br>0979409636               |
| 13. | Name to be provided  | Waste Management Association of Zambia | WM       | 0979409636   |
| 14. | Name to be provided  | Klinit Limited                         | WM       | 0977786917   |
| 15. | Michael Mwandira     | Castrone West Collectors               | WM       | <a href="mailto:cantroneenterprise@yahoo.com">cantroneenterprise@yahoo.com</a><br>0978722875 |
| 16. | Sandra Njongolo      | CCZ                                    | WM       | Schibwe98@gmail.com<br>+260 978722875  |
| 17. | Dr. Garikai Membele, | University of Zambia                   | WM       | <a href="mailto:garikai.membele@unza.zm">garikai.membele@unza.zm</a>                         |
| 18. | Mr Mweene            | WWF Zambia                             | NRM      | <a href="mailto:mchaambwa@wwfzam.org">mchaambwa@wwfzam.org</a>                               |
| 19. | Avelesi Phiri        | Department of Livestock- Kalomo        | NRM      | <a href="mailto:phiriveless@gmail.com">phiriveless@gmail.com</a>                             |
| 20. | Clarence Muzyamba    | ZEHEST                                 | WM       | <a href="mailto:muzyambaclarence@gmail.com">muzyambaclarence@gmail.com</a>                   |
| 21. | Giveness Chuzu       | Mburuma CRB                            | NRM      |  |
| 22. | Elisa Daka           | Nyalugwe CRB                           | NRM      |  |
| 23. | Haggai Chansa        | Nsama CRB                              | NRM      |  |
| 24. | Dimas Mulyandambo    | Kasempa CRB                            | NRM      | <a href="mailto:Dimasmulyandambo2017@gmail.com">Dimasmulyandambo2017@gmail.com</a>           |
| 25. | Annety Kumoyo        | Mufulani CRB                           | NRM      | <a href="mailto:annetykumoyo2@gmail.com">annetykumoyo2@gmail.com</a>                         |

## Annex 2: Lusaka – Zambia Training Evaluation Form Data

| Question  | Scored more than 3 | Neutral (score 3) | Scored less than 3 |
|---|--------------------|-------------------|--------------------|
|   | #of participants   | #of participants  | #of participants   |
| To what extent did the training meet your expectations? | 27                 | 2                 | 0                  |
| How do you rate this training overall?                  | 27                 | 2                 | 0                  |
| <b>Topics</b>   |                    |                   |                    |
| What is your appreciation of the selected Topics        |                    |                   |                    |
| Introduction to Action Research (AR)                    | 23                 | 4                 |                    |
| AR Topic Section  | 23                 | 4                 | 0                  |
| AR Problem Identification and Analysis                  | 23                 | 4                 | 0                  |
| AR Research Questions                                   | 23                 | 4                 | 0                  |
| AR Objectives   | 23                 | 4                 | 0                  |
| AR Research Design                                      | 23                 | 4                 | 0                  |
| Collaboration and Engagement                            | 23                 | 4                 | 0                  |
| Development of an Action Plan                           | 23                 | 4                 | 0                  |
| Implementation of Interventions                         | 23                 | 4                 | 0                  |
| Guidelines for Proposal Writing                         | 26                 | 1                 |                    |
| Learning and Exchange site visit (WM)                   |                    |                   |                    |
| Learning and Exchange site visit (NRM)                  |                    |                   | 0                  |
| My knowledge and skills have increased                  | 24                 | 3                 | 0                  |
| What is your appreciation of the training materials?    | 27                 | 0                 | 0                  |
| <b>Facilitator</b>                                      |                    |                   |                    |
| <b>What is your appreciation of the Trainer</b>         |                    |                   |                    |
| <b>Score</b>  |                    |                   |                    |
| Demonstrated knowledge of the subject                   | 27                 | 0                 | 0                  |
| Clear and understandable                                | 27                 | 0                 | 0                  |
| Responsive to questions                                 | 27                 | 0                 | 0                  |
| Able to motivate participation                          | 27                 | 0                 | 0                  |
| Was there sufficient time for discussions?              | 24                 | 2                 | 1                  |
| How was the time allocations per topic?                 | 15                 | 4                 | 8                  |
| <b>Logistics</b>  |                    |                   |                    |
| How do you rate the training location?                  | 19                 | 4                 | 4                  |

|   |    |   |   |
|---|----|---|---|
| How do you rate the overall organisation of the training?   | 26 | 1 | 0 |
| How do you rate organisers' response to participants needs? | 24 | 0 | 3 |

### Annex 3: Programme for Action Research Training – Zambia: 30th October – 1st November 2023

| DATE                                   | TIME          | TOPIC   | SESSION            | RESPONSIBLE       |
|--|---------------|---|--------------------|-------------------|
| Day 1<br>30 <sup>th</sup> October 2023 | 08:30 – 08:40 | Registration and housekeeping                       | Host               | Skyberry Botswana |
|  | 08:40 – 08:50 | Introductions                                       | Plenary            | Skyberry Botswana |
|  | 08:50 – 09:40 | Keynote Address/ Welcome Remarks                    | Plenary            | TBC               |
|  | 09:40 – 09:50 | RINaWa Project Brief                                | Plenary            | Skyberry Botswana |
|  | 09:50 – 10:00 | Objectives of the Training                          | Plenary            | Facilitator       |
|  | 10:00 – 10:15 | Baseline Study Results (Zambia Highlights)          | Plenary            | MWEKA             |
|  | 10:15 – 10:25 | Introduction to Action Research                     | Lecture            | Facilitator       |
|  | 10:25 – 10:55 | Action Research topic selection                     | Lecture            | Facilitator       |
|  | 10:55 – 11:20 | TEA BREAK   |                    |                   |
|  | 11:20 – 11:50 | Action Research topic selection                     | Group Work         | All               |
|  | 11:50 – 12:10 | Action Research topic selection                     | Group Presentation | All               |
|  | 12:10 – 12:30 | Action Research problem identification and analysis | Lecture            | Facilitator       |
|  | 12:30 – 13:00 | Action Research problem identification and analysis | Group Work         | All               |

|  |               |  |                       |             |
|--|---------------|--|-----------------------|-------------|
|  | 13:00 – 14:00 | LUNCH  |                       |             |
|  | 14:00 – 14:15 | Action Research problem identification and analysis                              | Group Presentation    | All         |
|  | 14:15 – 14:45 | Formulation of Action Research questions and objectives                          | Lecture               | Facilitator |
|  | 14:45 – 15:30 | Formulation of Action Research questions and objectives                          | Group Work            | All         |
|  | 15:30 – 16:00 | Formulation of Action Research questions and objectives                          | Group presentation    | All         |
|  | 16:00         | End of Day 1 – Housekeeping announcement   | Plenary               | Skyberry    |
| Day 2<br>31 <sup>st</sup> October 2023 | 08:30 – 08:45 | Recap of Day 1   | Plenary               | Facilitator |
|  | 08:45 – 09:00 | Malawi Learning & Exchange Highlights  | Plenary               | Facilitator |
|  | 09:00 – 09:30 | Action Research Design and Methodology – Data Collection and Analysis Techniques | Lecture & Discussions | Facilitator |
|  | 09:30 – 10:00 | Collaboration and Engagement   | Lecture & Discussions | Facilitator |
|  | 10:00 – 10:30 | Developing an Action Plan  | Lecture               | Facilitator |
|  | 10:30 – 11:00 | TEA BREAK  |                       |             |
|  | 11:00 – 12:00 | Developing an Action Plan  | Group Work            | All         |
|  | 12:00 – 13:00 | Developing an Action Plan  | Group Presentations   | All         |
|  | 13:00 – 14:00 | LUNCH  |                       |             |

|  |               |   |                       |                   |
|--|---------------|---|-----------------------|-------------------|
|  | 14:00 – 15:00 | Implementation of Interventions                                 | Lecture & Discussions | Facilitator       |
|  | 15:00 – 15:30 | Guidelines on Action Research proposal writing                  | Lecture & Discussions | Facilitator       |
|  | 15:30 – 16:00 | Guidelines of developing Action Research projects               | Lecture & Discussions | Facilitator       |
|  | 16:00 – 16:30 | Draft Communication Strategy for RINaWA                         | Lecture & Discussions | REPENSAR          |
|  | 16:30 – 16:50 | Draft Communication Strategy Action Plan                        | Group Work            | REPENSAR          |
|  | 16:50 – 17:00 | Closing and Way Forward   | Skyberry Botswana     | Skyberry Botswana |
|  | 17:00 – 17:10 | End of Workshop – Housekeeping announcement                     | Plenary               | Skyberry Botswana |
| Day 3<br>1 <sup>st</sup> November 2023 | 09:00 – 12:00 | Learning and Exchange Visit to an NRM Site                      |                       |                   |
|  |               | Convene at meeting point with participants and drive to site    |                       |                   |
|  |               | Introductory address  |                       |                   |
|  |               | Site Orientation and presentation by site visit representatives |                       |                   |
|  |               | Learning and exchange, and discussions                          |                       |                   |
| Day 4<br>2 <sup>nd</sup> November 2023 | 09:00 – 12:00 | Learning and Exchange Visit to a WM Site                        |                       |                   |
|  |               | Convene at meeting point with participants and drive to site    |                       |                   |
|  |               | Introductory address  |                       |                   |
|  |               | Site Orientation and presentation by site visit representatives |                       |                   |
|  |               | Learning and exchange and discussions                           |                       |                   |
|  |               | Workshop Evaluation   |                       |                   |



#### **Annex 4: Google Drive Links To Photos and Training Materials**

To view photos, training materials, evaluation form summary and other take-aways from the workshops, click on the following link to the online drive

<https://drive.google.com/drive/folders/1lYMu2S-TAnUABlgs6aWX0IRG-mo65ydA?usp=sharing>

# Annex 5: Attendance Register

| ATTENDANCE REGISTRATION FOR ACTION RESEARCH PROJECTS DEVELOPMENT TRAINING- ZAMBIA |                           |   |                                     |              |                      |                      |                     |                     |
|---|---------------------------|---|-------------------------------------|--------------|----------------------|----------------------|---------------------|---------------------|
| DATE: 30 <sup>th</sup> - 2 <sup>ND</sup> NOVEMBER 2023                            |                           |   |                                     |              |                      |                      |                     |                     |
| No.   | Name                      | Organization                                      | email & Phone                       | Gender       | 30 <sup>th</sup> Oct | 31 <sup>st</sup> Oct | 1 <sup>st</sup> Nov | 2 <sup>nd</sup> Nov |
| 1.  | HARDON WII                | WASTE MANAGEMENT ASSOCIATION OF Zambia            | Withharooni@yaho.co                 | M            |                      |                      |                     |                     |
| 2.  | FRIDAY PHIRI              | AFRICAN GROUP OF NEGOTIATORS ON CLIMATE           | fphirizoo@gmail.com                 | M            |                      |                      |                     |                     |
| 3.  | CECILIA BANDA             | Zambia Community Based Natural Resource Man Forum | ceciliakandah@gmail.com             | F            |                      |                      |                     |                     |
| 4.  | TERRA J. H                | Managament Leasing Centre                         | Managament Leasing Centre@gmail.com | M            |                      |                      |                     |                     |
| 5.  | CHASA HAGAAT              | NSAMA CRB   | chansaachrispina@gmail.com          | M            |                      |                      |                     |                     |
| 6.  | Francis Sakata            | ZCBORMF   | sakatafrancis@gmail.com             | M            |                      |                      |                     |                     |
| 7.  | Dimas Munkandawire        | Kasempa CRB                                       | dimas.munkandawire@gmail.com        | M            |                      |                      |                     |                     |
| 8.  | Dimas Munkandawire        | AZAG  | Dimas.munkandawire@gmail.com        | M            |                      |                      |                     |                     |
| 9.  | THOKOZANI MUKA            | LILONGWE CITY COUNCIL MALAWI                      | thokomkoka@gmail.com                | M            |                      |                      |                     |                     |
| 10.   | <del>CLAUDE MUYIMBA</del> | <del>ZEST</del>                                   | <del>Zest@gmail.com</del>           | <del>M</del> | <del></del>          | <del></del>          | <del></del>         | <del></del>         |
| 11.   | ELISA DAWA                | NYALUGWE CRB                                      | 0776975872                          | M            |                      |                      |                     |                     |
| 12.   | Annetty Kumbaya           | Mufulani CRB                                      | 0973511697                          | F            |                      |                      |                     |                     |
| 13.   | ISAAC BANDA               | ZCRBA   | 0776161150                          | M            |                      |                      |                     |                     |

isaacbanda91@yahoo.com

# ATTENDANCE REGISTRATION FOR ACTION RESEARCH PROJECTS DEVELOPMENT TRAINING- ZAMBIA

DATE: 30<sup>th</sup> - 2<sup>nd</sup> NOVEMBER 2023

| No. | Name                            | Organization                      | email- & Phone  | Gender       | 30 <sup>th</sup> Oct  | 31 <sup>st</sup> Oct | 1 <sup>st</sup> Nov  | 2 <sup>nd</sup> Nov       |
|-----|---------------------------------|-----------------------------------|---|--------------|-----------------------|----------------------|----------------------|---------------------------|
| 14. | PROSPER F. MUNISI               | GWNAC - TZ                        | prosper.munisi@GWNAC-TZ                                     | M            | <del>Prosper</del>    | <del>Prosper</del>   | <del>Prosper</del>   | <del>Prosper</del>        |
| 15. | <del>MARGARET N. NAIPOSHI</del> | <del>MWENJA - TZ</del>            | <del>munaiposhi@gotro.com</del><br><del>+255 87029998</del> | <del>F</del> | <del>Munaiposhi</del> | <del>CANCELLED</del> | <del>CANCELLED</del> | <del>appear (twice)</del> |
| 16. | Tozwa Mwandira                  | Catone Enterprise                 | catoneenterprise@yahoo.com                                  | M            |                       | T.M                  | <del>Im</del>        |                           |
| 17. | Sandra Niongolo                 | community conservation zambia     | schibwe98@gmail   | F            | <del>SA</del>         | <del>SA</del>        | <del>SA</del>        | <del>SA</del>             |
| 18. | Aveless Phiri                   | Livestock & Fisheries Phiriwelebo | phiriwelebo@gmail.com                                       | F            | Phiri                 |                      |                      |                           |
| 19. | Mutende Simwanza                | Passion for Wildlife Simwanza     | mutendemali@gmail.com                                       | M            | Mut                   | Mut                  | Mut                  |                           |
| 20. | CHUZU GIVENESS                  | MBURUMA CRB                       |   | F            | Ch                    | Ch                   | Ch                   | Ch                        |
| 21. | DEOPHINE LUSWILI                | KHINIT LTD                        | luswili.deophine@gmail.com<br>260977786917                  | F            | <del>DL</del>         | <del>DL</del>        |                      |                           |
| 22. | JUDY MUMBA                      | "                                 | Chutyzadoke@gmail.com<br>260971010180                       | F            | SP                    | <del>B</del>         | <del>B</del>         | <del>B</del>              |
| 23. | GARIKAI MEMBELE                 | University of Zambia              | garikaimembele@yahoo.com                                    | M            | Gi                    | Gi                   | Gi                   | Gi                        |
| 24. | LUNGU JOSEPH EMMANUEL           | WASTE ZAMBIA                      | jonxta2004@yahoo.co.uk                                      | M            | <del>JP</del>         | <del>JP</del>        |                      | <del>JP</del>             |
| 25. | DR RODGER LUBILO                | ZCZM                              | rlubilo288@gmail.com  | M            | <del>RL</del>         | <del>RL</del>        | <del>RL</del>        | <del>RL</del>             |
| 26. | Koziba Chibwa                   | Skyberry Botswana                 | Koziba@skyberrybotswana.co.bw                               | F            | KC                    | KC                   | KC                   | KC                        |



# ATTENDANCE REGISTRATION FOR ACTION RESEARCH PROJECTS DEVELOPMENT TRAINING- ZAMBIA

DATE: 30<sup>TH</sup> - 2<sup>ND</sup> NOVEMBER 2023

| No. | Name                             | Organization                  | email & Phone                       | Gender       | 30 <sup>th</sup> Oct | 31 <sup>st</sup> Oct | 1 <sup>st</sup> Nov | 2 <sup>nd</sup> Nov |
|-----|----------------------------------|-------------------------------|-------------------------------------|--------------|----------------------|----------------------|---------------------|---------------------|
| 27. | OSADI KEBASTILE                  | SKIRBERRI BOTIS               | osadikebastile@gmail.com            | F            | <del>✓</del>         | <del>✓</del>         | <del>✓</del>        | <del>✓</del>        |
| 28. | Adelson mutonde                  | Rupembar                      | adelsonmutembar@gmail.com           | M            | Ay                   | Ay                   | Ay                  | Ay                  |
| 29. | Casper Banyanga                  | <del>ADPC Associates</del>    | <del>casperbanyanga@gmail.com</del> | M            | <del>✓</del>         | <del>✓</del>         | <del>✓</del>        |                     |
| 30. | James Botlhoro                   | Southern Botswana             | jammutembar@gmail.com               | F            | <del>✓</del>         | <del>✓</del>         | <del>✓</del>        | <del>✓</del>        |
| 31. | M.L. Banyanga                    | Sky Berry                     | casperbanyanga@gmail.com            | M            | ✓                    | ✓                    |                     |                     |
| 32. | Sandra Njongolo                  | community conservation zambia | Schibwe98@gmail.com                 | F            | ✓                    | ✓                    | ✓                   | ✓                   |
| 33. | <del>Anne</del> Kumoyo           | <del>Mufuta</del> CRB         | <del>annekumoyo2@gmail.com</del>    | <del>F</del> | <del>✓</del>         | CANCELLED            | CANCELLED           | CANCELLED           |
| 34. | CLARENCE MUZYAMBWA               | ZEHEST                        | Zehesta@hotmail.com                 | M            | ✓                    | ✓                    | ✓                   | ✓                   |
| 35. | Margaret Nampasha                | MWEKA                         | mnapasha@yahoo.com                  | F            | ✓                    | ✓                    | ✓                   | ✓                   |
| 36. | <del>Chutyzadox</del> JUDY MUMBA | KLINIT LTD                    | chutyzadox@gmail.com                | F            | ✓                    | ✓                    | ✓                   | ✓                   |
| 37. | FELISTUS AGANDA                  | ZCBPRMF                       | felistusaganda@gmail.com            | F            | ✓                    | ✓                    | ✓                   | ✓                   |
| 38. |                                  |                               |                                     |              |                      |                      |                     |                     |