Project title: Integrated Program for HFC Phasing Down and Sustainable Cooling for Tajikistan		
Country(is): Republic of Tajikistan	**Implementing Partner (GEF Executing Entity):** Centre for Implementation of Investment Projects (CIIP) within the Committee for Environmental Protection under the Government of the Republic of Tajikistan	**Execution Modality***:* National Implementation (Full NIM)
Contributing Outcome (UNSDCF/CPD, RPD, GPD)*:* Integrated management of climate and environmental risk		
UNDP Social and Environmental Screening Category: Moderate	**UNDP Gender Marker:** GEN2 (Gender equality as a significant objective)	
Quantum Award ID: 1382777	**Quantum Project ID:** 01004341	
UNDP PIMS ID number: 6738	**GEF Project ID number:** 11430	
LPAC meeting date: 01 December 2025		
Last possible date to submit to GEF: 29 May 2025		
Latest possible CEO endorsement date: 24 July 2025		
Project duration in months: 60 months		
Planned start date: 24 January 2026	**Planned completion date:** 24 January 2031	
Expected date of Mid-Term Review (MTR) submission to the GEF: 24 July 2028	**Expected date of Terminal evaluation (TE) submission to the GEF:** 24 July 2031	
Expected Operational Closure Date: 24 October 2031	**Expected Financial Closure Date:** 24 April 2032	
Brief project description: The project objective is to support Tajikistan in meeting its Montreal Protocol Kigali Amendment obligation to rapidly reduce consumption of HFC by 70% in 2029. This widely used cooling infrastructure refrigerant as well as an insulating foam blowing agent has high global warming potential (GWP) and is a major contributor to global warming when emitted to the atmosphere. Tajikistan has a significantly greater HFC consumption obligations relative to similar countries given its status as a developed rather than developing country under the Montreal Protocol. Meeting this challenge will involve the accelerated replacement of existing cooling equipment and adoption of available low GWP/high energy efficiency alternatives. The project is designed to direct GEF support to the country based on an integrated strategy combining i) aggressive introduction of progressive import controls on HFCs and HFC based equipment; ii) restricting emissions and conserving refrigerant through development of life cycle refrigerant management (LRM) practices and introducing monitoring techniques to optimize equipment operation; iii) leveraging investment in accelerated cooling equipment replacement through demonstration of modern cooling technology; and iv) facilitating innovative financial incentives for expanded new investment by end users. An integral part of this will be strengthening expanded institutional and refrigeration servicing capacity human resource in the form of training and equipment. In terms global environmental benefit, the project is estimated to eliminate 2,096,043 t CO_2Eq in direct HFC		

emissions and 740,700 t CO_2 Eq indirect emissions through energy efficiency improvements as well as reduce HFC chemical demand by 903 t that would otherwise be released during its implementation period alone.		
FINANCING PLAN.		
GEF Trust Fund	USD 5,185,900	
UNDP TRAC resources	USD 40,000	
Confirmed cash co-financing to be administered by UNDP	USD	
(1) Total Budget administered by UNDP	**USD 5,225,900**	
(2) Total confirmed co-financing to this project not administered by UNDP	**USD 43,693,000**	
(3) Grand-Total Project Financing (1) + (2)	**USD 48,918,900**	
SIGNATURES:		
Signature: **Mr. Bahodur Sheralizoda** **Chairman of the Committee for Environmental Protection of the Government of the Republic of Tajikistan**	**Agreed by Government Development Coordination Authority[1]**	**Date/Month/Year:**
Signature: **Mr. Muhibullo Junaidzoda** **Director of the Centre for Implementation of Investment Projects within the Committee for Environmental Protection under the Government of the Republic of Tajikistan**	**Agreed by Implementing Partner[2]**	**Date/Month/Year:**
Signature: **Mr. Sudipto Mukerjee** **UNDP Resident Representative**	**Agreed by UNDP[3]**	**Date/Month/Year:**

[1] Other evidence of government agreement may be accepted in lieu of a signature unless the programme country government requires a signature.
[2] Not required when UNDP is the IP DIM). If a UN Agency or an IGO is the IP, and has signed a SBEAA with UNDP, then the Government Development Coordination Authority, UNDP and UN Agency/IGO sign the project document. If an UN Agency/IGO is the IP, and has NOT signed a SBEAA with UNDP, then the Government Development Coordination Authority and UNDP sign the project document and attach it to the Project Cooperation Agreement to be signed by the UN Agency/IGO and UNDP. If a CSO/NGO is the IP, the Government Development Coordination Authority and UNDP sign the project document and attach it to the Project Cooperation Agreement to be signed by the CSO/NGO and UNDP. CSO/NGO does not sign the Project Document.
[3] For NIM projects, this is the CO RR. For DIM projects in a single country, this is the CO RR. For global, regional DIM projects, this is the Head of the lead Unit (as per the Department of the project. For example, regional project managed by Regional Hub, Head of Regional Hub will sign; global project managed NCE-VF, it is the NCE-VF Executive Coordinator).

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Acronyms and Abbreviations

ADB	Asian Development Bank
BAU	Business as Usual
CEIT	Countries with Economies in Transition
CFC	Chlorofluorocarbon
CIIP	Centre for Implementation of Investment Projects
CoEP	Committee For Environmental Protection under the Government of Tajikistan
CSO	Civil Society Organization
EBRD	European Bank of Reconstruction and Development
EE	Energy Efficient
EOL	End of Life
GJ	Giga Joule
GORT	Government of the Republic of Tajikistan
ESMF	Environmental Social Management Framework
EU	European Union
FSP	Full Sized Project
GAAP	Gender Assessment and Action Plan
GEB	Global Environmental Benefit
GEF	Global Environment Facility
GEFSEC	Global Environment Facility Secretariat
GWP	Global Warming Potential
HCFC	Hydrochlorofluorocarbon
HFC	Hydrofluorocarbon
HFO	Hydrofluoroolefin
IA	Implementing Agency
IFI	International Financial Institution
IP	Implementing Partner
KA	Kigali Amendment to the Montreal Protocol
LRM	Life Cycle Refrigeration Management
MEPS	Minimum Energy Performance Standards
MJ	Mega Joule
M&E	Monitoring and Evaluation

MLF	Multi-Lateral Fund of the Montreal Protocol
MP	Montreal Protocol
MSP	Medium Sized Project
NDC	Nationally Determined Contribution
NGO	Non-Government Organization
NIM	National Implementation Modality
NRM	Natural Resources Management
NOU	National Ozone Unit
ODP	Ozone Depletion Potential
ODS	Ozone Depletion Substance
OECD	Organization of Economic Cooperation and Development
OHS	Occupational Health and Safety
PB	Project Board
PCAT	Partner Capacity Assessment Tool
PIF	Project Identification Form
PIR	GEF Project Implementation Report
PMC	Project Management Component
PMU	Project Management Unit
POPP	Programme and Operations Policies and Procedures
PPG	Project Preparation Grant
PSC	Project Steering Committee
RAC	Refrigeration and Air Conditioning
RACHP	Refrigeration, Air Conditioning and Heat Pump
RT	Republic of Tajikistan
SEP	Stakeholder Engagement Plan
SESP	Social and Environmental Standards Procedure
STAP	GEF Scientific Technical Advisory Panel
t	metric tons
TBWP	Total Budget and Work Plan
TEAP	Technical and Economic Assessment Panel of the Montreal Protocol
TOC	Theory of Change
UNEP	United Nations Environmental Programme
UNDP	United Nations Development Programme
WB	World Bank

Development Challenge

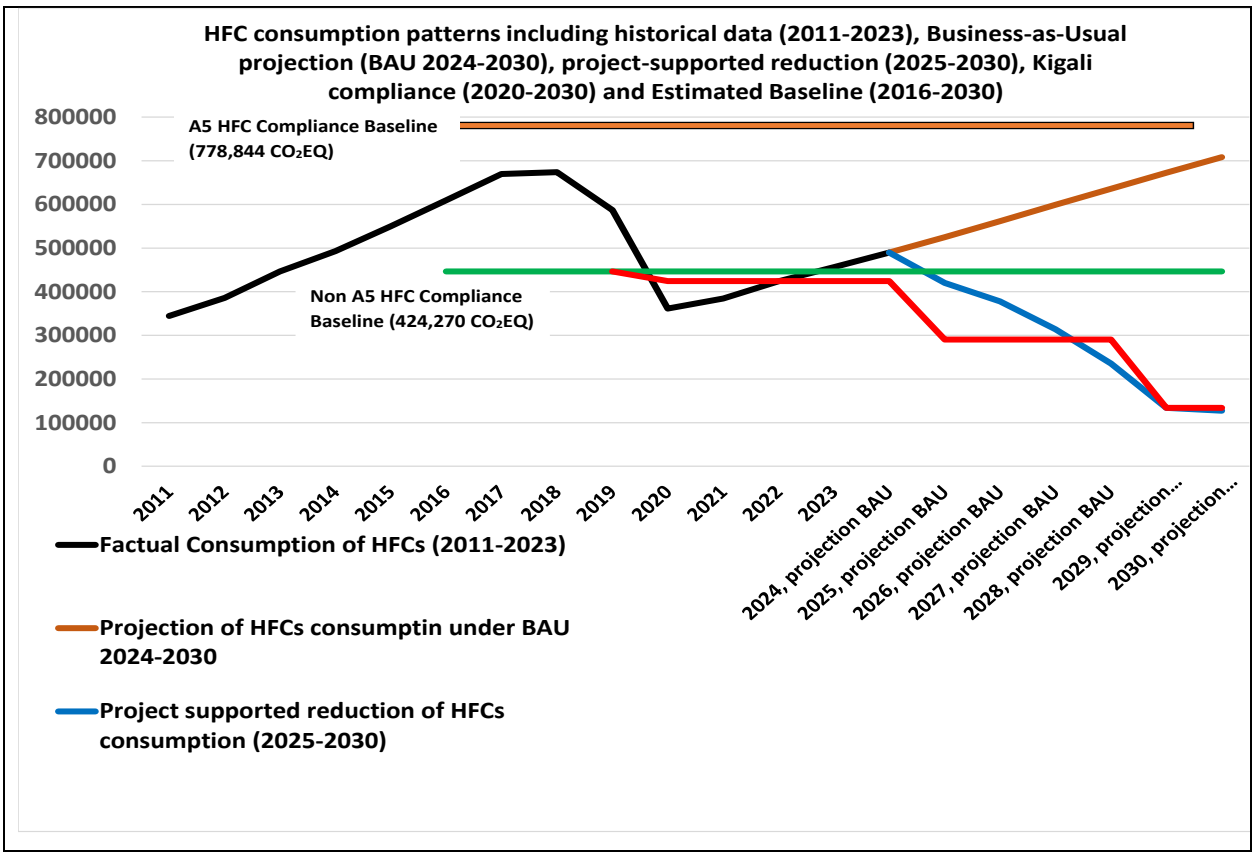
The Montreal Protocol (MP) has been successful in eliminating production and consumption of ozone depleting substances (ODS) globally since coming into effect in 1989 with the result that the rapid depletion of the earth's insulating ozone layer has been arrested. However, this has been achieved largely through the replacement of ODS in cooling and insulation applications with an alternative class of chemicals known as Hydrofluorocarbons (HFCs). These replacements in the form of specific HFCs and their blends have high global warming potential (GWP) and globally represent a major contributor to climate change upon atmospheric release. In recognition of the current existential nature of climate change, the MP added HFCs as controlled substances in 2016 under the Kigali Amendment (KA) which came into effect in 2018. The KA established separate phase down schedules for developed (non-article-5) and developing (Article 5) countries relative to baselines established using their historical HCFC and HFC consumption. Non-Article 5 countries have an accelerated phasedown schedule in comparison to the developing Article 5 countries as well lower baselines on which % phase down targets is based. Non-Article 5 Group 2 countries were required to start phase down in 2020 at a 5% reduction from a baseline established from the average of 2011 through 2013 HCFC and HFC consumption, followed by a 35% reduction in 2025, 70% reduction in 2029, 80% reduction in 2034, and 85% reduction in 2036. On the other hand, Article 5 developing countries apply a baseline based on a more recent and higher level of HFC consumption (2020-2022 average consumption) and have with reductions of 10% in 2029, 30% in 2035, 50% in 2040, and 80% in 2045.

Tajikistan is a non-article-5 Party to the Montreal Protocol (MP) and has successfully phased out CFCs, HCFCs and other ozone depleting substances (ODS) in compliance with MP schedules set for developed countries. This has been accomplished with the assistance of the Global Environmental Facility (GEF) provided to Countries with Economies in Transition (CEIT). However, upon ratification of KA in 2022m Tajikistan now faces a significantly greater development challenge in maintaining its historical compliance dictated by its status as a non-article-5 Group 2 country KA phase down schedule.

Tajikistan's profile of HFC consumption generally reflects that of smaller, low consumption volume Article 5 developing countries where controlled substance use is entirely imported and primarily used to service the inventory of refrigeration, air conditioning and heat pump (RACHP) equipment operating in the country along with secondary uses of HFCs as a blowing agent for insulating foam and filling nationally assembled RACHP equipment. Since 2011, the consumption of HFCs has grown rapidly due in part to HFC based equipment replacing HCFC equipment as part of ODS phaseout but also from rapid growth in overall market demand for RACHP equipment as an expanding developing economy modernizing and expanding its cooling infrastructure. This growth was interrupted in the 2020-21 period due to the COVID epidemic but has now resumed its previous growth trajectory. HFC consumption reached a historic peak in 2018 at 673,750 t CO_2 Eq., declined to 361,253 t CO_2 Eq. in 2020, increased to 423,863 t CO_2Eq in 2022, and 456,513 t CO_2 Eq. in 2023. Business as Usual (BAU) projections based on an assumption of continued economic growth at current rates indicate that in the absence of measures to reduce consumption under the KA, consumption could reach 672,513 t CO_2 Eq.in 2029 and 708,445 t CO_2 Eq in 2030.

The official baseline for Tajikistan established by the MP Ozone Secretariat is 446,600 t CO_2EQ. which means that the country was just out of compliance with the current 5% reduction obligation (424,270 t CO_2EQ) in 2022 and has moved further out of compliance in 2023 by 32,243 t CO_2EQ something that is anticipated to continue at an increasing level in 2024. In the absence of action increasing compliance deficits would be anticipated in subsequent years as the required reduction relative to the baseline are increased to 35% in 2025 and 70% in 2029. Figure 1 below illustrates the increasing compliance gap with the BAU estimated consumption overlayed with the baseline stepdown compliance requirements. Also included and discussed in later section is the anticipated effect of the project actions in reducing consumption such that compliance with the KA is achieved in 2029 consistent with the Project's objective.

Figure 1: Historic, Projected BAU, and Project Targeted HFC Consumption



The above defines the development challenge that the country faces and which this UNDP/GEF project is intended to address. In practical terms this involves the country taking aggressive action in the form of: i) policy and regularly action; ii) institutional and technical capacity building; iii) direct and leveraged investment in rapid transition to low GWP, high energy efficiency cooling technology and conservation of existing banks (inventory) of HFCs through Life Cycle Refrigerant Management (LRM) as elaborated in following Sections. Effectively, Tajikistan while a developing country, must rapidly adopt accelerated phase down strategies aligned with those now being implemented in developed countries because of its non-article-5 status under the MP. In the absence of such action, the country would continue to be in increasing non-compliance with its obligations under the MP and increasingly forgo the long-term economic benefits of modern and efficient cooling infrastructure that will support future growth and is increasingly critical in global response to climate change. While the availability of current technology HFC cooling equipment and associated refrigerant will continue in the near term, ultimately this will decline to the point the point of not being available in the medium and longer term as the transition away from it is completed globally. As a country that is dependent on import of critical cooling infrastructure and refrigerants, this would result in a significantly greater economic costs to the country and likely hardship to the population as effective modern cooling becomes more important to adaptation to the impacts of climate change.

The criticality of this development challenge has been increased by the fact that the country was only able to formally ratify the KA in 2022 which was required to qualify for GEF assistance. While the country has rapidly initiated the basic regulatory control measures related to licensing and establishing a quota system for HFC imports, it will require support in addressing the significant institutional, capacity and investment deficits to reverse HFC consumption growth and achieve an overall project compliance objective of 70% baseline reduction in 2029. These deficits include the need for aggressive but measured targeted legislative and regulatory action on limiting import of HFC and HFC based technology, increased national capacity both in regulatory enforcement and refrigeration servicing

to manage existing HFC in use and accommodate introduction of low GWP alternatives, and investment in accelerated introduction of low GWP replacement cooling technology.

The project and development challenge that it addresses is consistent with the national policy framework as reflected in (national strategies, programs, plans, and initiatives plans and legal framework all applicable to aspects of environmental protection and economic development relevant to cooling infrastructure. A detailed listing and description of these are is provided in the Stakeholder Engagement Plan (Annex 8). Specific examples that directly underpin the Project's relevance particularly in relation to the Montreal Protocol and climate change are:

- Strategy for Green Economy Development in the Republic of Tajikistan for the period of 2023-2037 (September 30, 2022, #482)
- Mid-Term Development Programme (MTDP) of the Republic of Tajikistan for the period of 2021-2025
- (April 30, 2021, #168)
- National Strategy for Adaptation to Climate Change of the Republic of Tajikistan for the period until 2030
- (October 2, 2019, #482)
- National Pan for the Implementation of the Nationally Determined Contribution (NDC) of the Republic of Tajikistan (April 20, 2022, #80)
- State Environmental Program of the Republic of Tajikistan for the period 2023-2028 (March 01, 2023)
- Comprehensive State Programme for the Development of Environmental Education and Awareness of the Population of the Republic of Tajikistan for the period of 2021-2025 (April 03, 2021, #116)
- Programme for Development of the Agri-Food System and Sustainable Agriculture for the period until 2030
- (March 01, 2023, #54)
- Medium-Term Programme for Development of Customs Services of the Republic of Tajikistan for the period of 2020-2024 (November 01, 2019, #537)
- Law of the RT "On the Licensing System" (December 27, 2023 (#2015))
- Law of the RT "On Environmental Protection" (July 21, 2011)
- Law of the RT "About Production and Consumption Wastes" June 28, 2011 (Amendment to May 10, 2002, #4 Law)
- Law of the RT "On Industrial Safety of Hazardous Production Facilities" (February 12, 2004)
- Decree of the Government of the RT, "On additional measures to implement the Vienna Convention for the Protection of the Ozone Layer and the Kigali Amendment to the Montreal Protocol on Substances that Deplete the Ozone Layer", August 29, 2023 (#376)
- Resolution of the Majlisi Oli (Parliament) of the RT, "On Ratification of Amendments to the Montreal Protocol on Substances that Deplete the Ozone Layer, adopted on October 15, 2016 in the city of Kigali of the Republic of Rwanda"

Strategy

The project's updated Theory of Change (TOC), strategy and resulting project design concept described herein responds to the development challenge described above, namely the need for accelerated action by the country to phase down HFC consumption in cooling and insulation applications through adoption of low GWP refrigerant and energy efficient (EE) technology in compliance with non-article-5 developed country HFC consumption reduction obligations under the Kigali Amendment. This needs to accommodate the reality that Tajikistan's situation is essentially that more comparable to that of Article 5 developing countries in terms of high dependance on and rapid recent growth in HFC technology use in its development. Additionally, it is starting this process somewhat latter than other non-article-2 countries. A consequence of this is that country is already in non-compliance with its KA obligations and practically will be so in the immediate future. If it is to meet the Project objective of KA compliance in 2029 defined by 70% reduction in HFC consumption, international support as provided by the GEF will be required along with significant investment co-financing, and a high level of policy and regulatory commitment by the government in support of this objective. On the positive side, the country has the advantage of a well- organized and informed private cooling sector with a successful record of responding to previous MP developed country

compliance obligations for ODS phaseout. It is also receptive to accelerated investment in the transition to low GWP and energy efficient technology. The government for its part has already implemented the basic required policy, and regulatory measures with an underpinning commitment that such measures would be expanded in response to the increasing reduction obligations during the Project's implementation period and beyond.

The overall strategic approach being taken in project design is based on the following: i) establishment of a path to compliance to the required 2029 reduction level (70%) that bends the projected increasing HFC consumption curve from its current non-compliance level (Figure 1); ii) annual HFC consumption levels are enforced by quotas applied only to licensed importers at projected 2024 levels (456,513 tCO_2Eq,) and then starting in 2025 are reduced annually along a curve that reaches in 2029 at 133,886 tCO_2Eq. (KA 70% baseline reduction); iii) progressively applying targeted import reductions and potentially bans on used and new high volume/GWP HFC based products (i.e. commercial/industrial refrigeration and air conditioning, automotive air conditioning) to decease future consumption demand; iv) expanding refrigeration servicing sector capacity based on a life cycle refrigerant management (LRM) model within a reverse refrigerant supply chain in this period that maximizes HFC refrigerant conservation (leak prevention, recovery, recycling, reclamation) and retention for environmentally sound destruction of end of life (EOL) HFCs to further decrease and offset consumption; v) demonstration of low GWP retrofit/replacement RACHP technology through a pipeline of demonstration sub-projects that leverage expanded investment by end users to accelerate transition to low GWP alternative technology; and vi) capacity building and investment in RACHP energy efficiency though implementation of MEPS and demonstration of EE practice integrated with low GWP technology investment. These measures will be supported by robust M&E capacity coupled with integration of UNDP social and environmental safeguards including a Gender Assessment and Action Plan (GAAP).

This strategic approach is reflected in the updated theory of change (TOC) described below and presented in Annex 21 as well as the project design framework and detailed scope description elaborated in the following Section below. As presented in the PIF, the TOC is developed around enabling activity and capacity building, knowledge management, and technological, financial, and business model innovations as defined by three pathways; i) Enabling Environment pathway; ii) Techno-economic pathway; and iii) Gender, monitoring, knowledge management and its dissemination, replication and scaling up pathway.

(1) Enabling Pathway focuses on creating a national enabling environment for phasing down HFCs supported by capacity building and issue awareness within the government, the private sector refrigeration servicing and end user communities, and the general public. This includes policy and regulatory measures that expand the regulatory and institutional framework required to achieve KA compliance and capacity building within government institutions for the effective and sustained coordination and enforcement of regulations and standards. In the private sector. In parallel, the project will support capacity building and best practices in servicing and assembly sectors, enhance technicians' knowledge and skills, build a mandatory certification system, develop new training programs and modules, and implement operational measures to reduce HFC emissions to the atmosphere through LRM.

(2) Technical and Economic Pathway aims to grow knowledge and capacity of above private sector stakeholders with an emphasis on investment in alternative low GWP and high EE technology primarily in the refrigeration and air conditioning (RAC) sector and, as applicable, in foam-based insulation applications. In the RAC sector this involves GEF investment in technology retrofit and demonstration projects, and in performance monitoring practices, particularly related to leak detection and energy efficiency. In combination with enabling pathway regulatory measures, this will leverage further private investment in accelerated transition to such technology. The transition will be supported by an inter-agency and inter-sectoral working group on promotion and knowledge sharing of the sustainable low GWP and high EE technologies, the implementation of the energy efficiency standards, refrigerant lifecycle/conservation, and the introduction of incentive schemes to promote technology market transition. The interventions will enable public and private entities, individuals to make decisions on the accelerated adoption of new technologies and pursuing new business models for operation and maintenance of cooling infrastructure.

(3) Gender, monitoring, knowledge management and its dissemination, replication and scaling up pathway aims to strengthen project implementation, information exchange, transparency, and sustainability

through communication, awareness, knowledge management, and evaluation. The necessary tools to monitor the progress, enhance adaption ability, and promote replication and scaling up of best practices will be developed and employed. This will include increased participation of women in the refrigeration sector and ensuring mitigation of any environmental and social risks associated with the project, particularly those that may be associated with technology change to low GWP refrigerants.

By implementing, replicating, and scaling the interventions, the HFC phase down will contribute to the green transition and achievement of the Sustainable Development Goals (SDGs) in Tajikistan. This encompasses SDG 3: Good Health and Well- being; SDG 5: Gender Equality; SDG 8: Decent work and Economic Growth; SDG 9: Industry, Innovation, and Infrastructure; SDG 12: Responsible Consumption and Production; and SDG 13: Climate Action.

The project Theory of Change pathways and resulting design framework is in alignment with the GEF 8 Chemicals and Waste Focal Strategy that will support the project's GEF funding, and additionally has a significant linkage to the GEF 8 Climate Change focal area through its climate change mitigation contribution through direct and indirect GHG emissions.

Specific to Chemicals and Waste, the Project addresses the reduction in use and responsible management of end of life (EOL) Montreal Protocol controlled HFCs in-line with the GEF's established role as a financial mechanism supporting CEITs in meeting their obligations under chemicals conventions included the MP. It does this consistent with the GEF-8 Waste and Chemical Focal Area Strategy[4] aim to use GEF resources to unlock private and commercial finance to amplify the impact of GEF supported work as defined by the three strategic objectives established for this focal area. The project's Enabling Pathway directly aligns with Objective 1 in terms of creating and sustaining an environment and policy coherence to transform use and sound management of HFCs, and eliminate its release as a waste and a pollutant of global impact. Likewise, the Technical and Economic Pathway operationalizes the transformation and sound chemicals management aspects of Objective 1. It does so through capacity building and leveraging private sector investment through enhanced refrigeration servicing capability, demonstration of alternative environmentally safe (low GWP) technology to reduce and eliminate HFC use, and through adoption of life cycle refrigerant management practices that prevent HFC release, conserve it for re-use, and contain and ultimately provide for environmentally sound destruction. These actions also align with GEF-8 Waste Focal Area strategic Objectives 2 and 3 which are related to prevention of future build-up of HFC as hazardous waste in the atmospheric environment and elimination of hazardous waste and chemicals respectively.

In the context of the GEF-8 Climate Change Focal area the Project's primary Global Environmental Benefit (GEB) is the direct reduction of GHG emissions through phase down of continuing HFC consumption by adoption of low GWP alternative technology and in the longer-term indirect reductions through improvement of cooling infrastructure energy efficiency and adoption of the life cycle refrigerant management practices to prevent end of life HFC atmosphere release. As such, the project is aligned with this focal area's Climate Change Mitigation Strategy Pillar I (Promoting innovation, technology development and transfer, and enabling policies for mitigation options with systemic impacts)[5]. It aligns specifically with the prioritized entry point related to accelerating the efficient use of energy and materials.

[4] https://www.thegef.org/what-we-do/topics/chemicals-and-waste
[5] https://www.thegef.org/newsroom/publications/gef-support-climate-change-mitigation

Results and Partnerships

Expected Results

The Project's expected results are described in this section based on an updated project description developed from that provided in the PIF as refined during the PPG stage as the Project Design and Cost Estimate Framework (Annex 22). This framework is aligned with the development challenge and is consistent with the resulting strategy based on the theory of change analysis as described above and illustrated in Annex 21. It provides a formal project structure defined by Components, Outcomes and Outputs within which the scope of detailed activities is defined. As described in the following, specific targeted results are provided by Output and are inputs to the Project Results Framework presented below.

The project design is structured with five components that address funded measures which directly address the project objective of reducing the country's consumption of HFCs in accordance with the KA plus a fourth component covering mandated activities, a fifth component for Monitoring and Evaluation along with a Project Management line item (Component 6 in UNDP documentation). These five components are summarized as follows:

Component 1 (Legislative and policy framework for HFC phasedown, institutional strengthening, and financial instruments) addresses the legislative and regulatory measures required to sustain progressive HFC phase down through 2029 and to strength institutional capacity in the key national authorities having relevant direct project related responsibilities (environmental protection, customs, statistical reporting, and national standards) within Outcome 1.1.

Component 2 (Refrigeration Servicing and Management) addresses capacity building in the private sector refrigeration servicing sector which has a primary role providing physical refrigerant management. This will be supported by the project with needed upgrading and expansion of human resource capacity through training and certification (Outcome 2.1) inclusive of expanded women's participation, the supply of needed servicing equipment to support management of existing ODS and HFC banks and transition to low GWP technology including supporting demonstration of low GWP refrigerant retrofits in existing equipment (Outcome 2.2), and expanding of the national refrigerant system with performance monitoring capability and expanding overall life cycle refrigerant management (LRM) capability to reduce HFC emissions (Outcome 2.3);

Component 3 (Technology Change Investment) is focused on five specific Outcomes and associated Outputs that identify and channel demonstration investment to primarily private sector opportunities that will accelerate HFC based equipment replacement investment with Low GWP and high energy efficiency technology in larger existing or expanding cooling systems and introduce low GWP alternatives in foam insulation applications. This will stimulate more rapid and sustained transition to low GWP alternatives and result in energy savings. The specific application subsectors and supporting activities covered are demonstration of low GWP technology, energy efficient refrigeration and air conditioning technology in medium and large scale applications (Outcome 3.1/Output 3.1), low GWP blowing agents in insulation applications (Outcome 3.2/Output 3.2), demonstration of performance monitoring in demonstration initiatives (Outcome 3.3/Output 3.3), establishment of minimum energy performance standards (MEPS) and operational EE improvements including integration of cooling infrastructure with renewable energy options (Outcome 3.4/Output 3.4), and development of longer term low GWP technology investment funding partnerships (Outcome 3.5/Output3.5).

Component 4 (Gender, Communication, Knowledge Management), covers specific policy areas where mandated action required to be incorporated into GEF projects under two Outcomes covering mainstreaming social and environmental standards, and gender into project activities (Outcome 4.1), and increased public awareness related to the KA (Outcome 4.2),

Component 5: (Monitoring and Evaluation) covers the standard monitoring and evaluation activities including formal mid-term review and terminal evaluation (Outcome 5.1).

The following provides a summary of scope and expected results for each of the Project Outputs within Components and Outcomes described above and defined in the elaborated Project Design Framework and Cost Estimate (Annex 22) as well as providing the basis for the Outcome indicator structure for the Project Results Framework section of this document.

Component 1. Legislative and policy framework for HFC phasedown, institutional strengthening, and financial instruments.

Outcome 1.1: Existing legislation and institutional implementing capacity assessed and strengthened with legal instruments for the control of import, use and management of HFCs consistent with country obligations under the Kigali Amendment endorsed and implemented by the government.

- Output 1.1.1 (HFC policy/regulatory control framework): This output supports the continuation and incremental tightening of the country's regulatory control program under CoEP for the phase down of HFCs which is currently based on reducing annual import quotas that achieve KA compliance by 2029 and beyond. Utilizing experience in OECD countries and particularly the EU, this output will support the progressive introduction of additional regulatory measures that may include i) mandatory licensing and reporting by HFC importers; ii) refrigerant labelling/proof of origin requirements; iii) ban on single use containers and intentional emissions; iv) restrictions on import/sale of used HFC based equipment; v) targeted progressive restrictions on import of new high HFC consumption RACHP equipment; and vi) application of import fees on HFCs and targeted HFC equipment to promote adoption of low GWP alternatives and recycling/reclaim of HFCs. Guidance on such measures will be solicited from UNEP Ozone Action[6]. GEF resources for this Output will cover national experts familiar with international regulatory practices and an international expert. Changes in the policy framework will include integrated gender-sensitive provisions (in Labor Code, Environmental Code, sector specific laws, etc.), and will specifically include sex-disaggregated indicators for subsequent plan of actions supplement to the main national strategic policies for the protection of the ozone layer (e.g. National Strategy to Reduce the ODS consumption in Tajikistan).

- Output 1.1.2 (HFC policy, regulatory, customs, statistical and standards development/enforcement capacity strengthening): This Output is focused on strengthening institutional capacity to control HFC imports, consumption data collection, and enact required new technical standards. Its overall purpose is to provide institutional capacity to oversee and support the orderly transition to low GWP alternatives necessary to achieve national KA phase down compliance with a minimum of economic impact. It focuses on training customs and environmental inspection officers, upgrading and coordinating collection of HFC import and consumption transaction data across responsible authorities (CoEP, Statistics Agency, Customs Authority, RAC Association). It will also support review and upgrading of national technical and Occupational Health and Safety (OHS) standards applicable to HFCs and low GWP alternatives. Specific outputs will be: i) training of 250 customs officers and 50 environmental inspectors in 4 regions including women; ii) familiarization of customs officers with international practices; ii) supply of analytical and refrigerant identifiers; iii) updating standards/technical regulations covering HFCs and natural refrigerants including upgraded OHS provisions applicable to low GWP alternatives including gender sensitive provisions as required; and iv) establish standard system for HFC data collection, verification and reporting supported with on-line digital tools. These outputs will be supported by GEF resources including provision for national experts and incremental administrative infrastructure. The decision-making process associated with implementation of this output will include involvement of women's organizations, and gender experts.

- Output 1.1.3 (Institutional interagency coordination and sustainable Montreal Protocol involvement): This Output addresses the historical institutional gap in having a coordinated and consistent approach to the Montreal Protocol and its integration with the country's efforts to address climate change priorities. Historically, a dedicated capacity to administer its Montreal Protocol obligations was uneven. The county's

[6] https://www.unep.org/ozonaction/resources/publication/legislative-and-policy-options-control-hydrofluorocarbons

success in addressing these for ODS phase out was largely the result of private sector efforts coordinated by the RAC Association. This Outcome provides GEF resources to upgrade the required institutional capacity within CoEP and the government generally such that beyond 2029 the country would be able to sustain the ongoing work to comply with the KA and to maximize the climate benefits associated with HFC phase down and energy efficiency initiated by this project. The two core output elements will be the establishment of: i) a permanent high level interagency body that will both oversee this Project and its linkages to broader policy initiatives including those related to climate; and ii) a staffed, full time National Ozone Unit (NOU) in CoEP with responsibility for the country's obligations under the Montreal Protocol. GEF support will supplement sustained CoEP budget support through funding national experts, training and targeted administrative costs to initiate the operation of these functions and responsibilities in a manner consistent with that assumed by other comparable Parties to the Montreal Protocol. The RACHP Association and the State Committee for Women and Family Affairs will be active members of coordination platforms, and will be supported to develop and employe gender-sensitive approaches in RACHP sector development. Both entities will act as focal entities for women groups engaged in the project.

Component 2: Capacity-building and best practices in refrigeration service delivery

Outcome 2.1: Refrigeration servicing technician training and mandatory certification system on HFCs and its alternatives upgraded and expanded

- Output 2.1.1 (Refrigeration servicing technician competency and certification): This output involves support for a comprehensive programme to upgrade and maintain refrigeration technician competency required for the transition to low GWP refrigerants inclusive of formalization in establishment of a mandatory certification system. GEF funding will support three specific activities within this Output as follows: i) a "train the trainers" programme involving practical training abroad for 5-6 highly qualified RACHP engineers/technicians (1-2 from each region) in relation to HFCs and low GWP alternatives and certification programme implementation; ii) refresher training and mandatory certification covering both HFC and low GWP refrigerants delivered to the national pool of refrigeration technicians and new entries into the profession by the specialists trained above and provided to 740 RACHP specialists undertaking a 5-day course. This will be delivered across all regions under the supervision of the RAC Association in partnership with private sector servicing company members and vocational institutions; iii) annual participation of 2-3 technical experts in regional UNEP Ozone Action network and technical meetings as well as relevant regional and global technology-related conferences. Occupational Health and Safety (OHS) provisions will be incorporated into the training and certification programmes, consistent with international standards and practice inclusive of those covering issues related to pressure containment, flammability and toxicity that may be associated with low GWP alternatives. Existing curricula will be reviewed and updated to train and certify a larger cohort of women with the goal of seeing growth in female participation in the sector. Higher-degree institutions will be equipped and strengthened (through training and knowledge extension) to integrate gender-sensitive RACHP training programs.

- Output 2.1.2 (Expansion of refrigeration servicing vocational and industry-based training capacity). This output is complementary to Output 2.1.1 and supports the expansion of entry training for refrigeration servicing technicians to address the expected turn-over of technicians and anticipated growth in demand for such expertise with the transition to low GWP refrigerant technology. This would include a priority attached to expanding women's participation in the profession. GEF funding will support the upgrading and incremental addition of physical training capacity in the form of technical equipment (training demonstration stands, equipment, instruments, tools, etc.) in training centers for entry level specialists and undertaking ongoing certification activities. This will include at least the Engineering and Pedagogical College, training facilities operated by the RAC Association, and at least one large refrigeration servicing company (Vostok LLC), all of whom will provide investment and/or in-kind cofinancing support. A scholarship program funding a scholarship program in national vocational refrigeration technology programs for up to 10 women will be supported. The targeted expansion of training capacity with be 40 places annually. Occupational Health and Safety (OHS) provisions will be incorporated into the training and

certification programmes, consistent with international standards and practice inclusive of those covering issues related to pressure containment, flammability and toxicity that may be associated with low GWP alternatives. The decision-making process associated with implementation of this output will include involvement of women's organizations, and gender experts. Target Technical Service and Training Centres will be equipped with adapted gender-sensitive tools and approaches that will accommodate women's occupational demands in the sector. Internship and scholarship programs, as well as targeted business development support would be offered to women without charge to help interested women enter the servicing market.

Outcome 2.2 Measures to reduce emissions of HFCs into the atmosphere and to improve the life cycle management of refrigerants (containment strategy) in servicing sector

- Output 2.2.1 (Expanded capacity for recycling, reclamation to capture and reuse HFCs) - This output provides expanded investment in the capture and management of recovered HFCs during equipment servicing and reversing the refrigerant supply chain such that refrigerant is retained, as opposed to being released at source and after which can then either be directly recycled at source, processed for re-use or otherwise securely stored for environmentally sound disposal. Likewise, the small quantities of treatment residuals will be captured, securely stored and disposed of in accordance with national waste management regulations. This builds on initial investment made in this area during the previous GEF project and will include supplying updated and additional equipment for 4 HFC recycling/processing centers including tools, recovery units, additional basic reclaim capacity, analytical capability, and dedicated multi-use transfer and storage containers. These will be operated by the RAC Association and its corporate members who will provide co-financing in the form of infrastructure improvements and in-kind contributions.

- Output 2.2.2 (Expanded source-based recycling/ recovery capability for HFCs and low GWP alternatives) – This output is complementary to Output 2.2.1 and provides investment in equipment required at the refrigeration technician level to maximize the recovery, direct recycling and retention of refrigerant during equipment servicing both to upgrade what is available now, expand its availability to equip the increased number of technicians, and ensure equipment suitable for low GWP alternatives being introduced is available. It would involve the supply of 100-120 sets of equipment and tools for enterprises and field specialists. Respective equipment will meet international standards with respect to pressure containment, flammability and toxicity considerations.

- Output 2.2.3 (Retrofitting existing HFC based refrigeration equipment with low GWP Alternatives) – This outcome involves the demonstration of replacement of HFC refrigeration circuits with ones utilizing lower GWP alternatives (less than 150 GWP) in existing equipment. This will generally apply to small to medium size standalone equipment in commercial refrigeration applications in private sector enterprises related to food processing, storage and retail sale involving dairy, vegetable, fruit, and meat products. 10-11 such demonstrations in four regions will be targeted. GEF support will contribute to the costs of revised design technical assistance and supply of equipment and tools compatible with selected low GWP refrigerants in partnership with enterprise investment and in-kind cofinancing. Technology options covered will include propane and HFC/HFO blends. GEF support will include required upgrading of design and OHS measures as required by national regulations and international practice where alternatives involve flammability, toxicity and/or higher operating pressures, consistent with measures committed to in the SESP (Annex 5) and ESF (Annex 9).

- Output 2.2.4 (Capacity of RACHP equipment assembly/installation enterprises to low GWP refrigerants) – This output covers support for national enterprises assembling and installing RACHP equipment to undertake such work utilizing low GWP refrigerants in place of currently used HFCs. 4 such enterprises operate in the country typically assembling and installing larger size commercial and industrial refrigeration systems such as those used in supermarkets, cold storage facilities, food processing utilizing imported components with an estimated annual HFC consumption of 27,589 kg (65,881 tCO_2 Eq.) of imported refrigerant for charging such installations. GEF support will contribute to the costs of revised design

technical assistance and supply of equipment and tools compatible with selected low GWP refrigerants in partnership with enterprise investment and in-kind cofinancing. GEF support will include the required upgrading of design and OHS measures as required by national regulations and international practice if alternatives involve flammability, toxicity and/or higher operating pressures.

All of the Outcome 2.2 Outputs will ensure that work tools, policies, and standards are gender-sensitive, with appropriate guidance and safety measures created. In particular, gender related barriers related to heavy work regulatory limitations will be addressed in the provision of equipment, and working standards and procedures as practical. Gender specific health and safety risks identified with materials and chemicals utilized will be addressed, noting that those associated with low GWP alternatives (high pressure, flammability and toxicity) are understood to generally apply equally between men and women and are addressed by adoption of well-established safety procedures as covered in Project ESMF contained in Annex 9 of the UNDP Project Document.

Outcome 2.3 Development of a fully sustainable refrigerant management system based on "smart" monitoring, life cycle refrigerant management (LCM); and an upgraded business model

- Output 2.3.1 (Cooling equipment inventory system): This output is intended to initiate the development of a digital online inventory system applicable to medium and large-scale RAC installations in commercial and industrial applications (> 3 kg refrigerant charge) that account for a large portion of overall consumption. This would initially involve voluntary registration of such equipment including technical characteristics including refrigerant charge and regular (every 2 years) reporting on equipment use, major maintenance, and servicing consumption of refrigerant. Identification of target RAC installations will be based on the data base already in place with the RAC Association and used for "bottom up" refrigerant consumption estimates. The resulting data will be assembled in a database for use in analyzing trends associated with consumption and performance of individual systems as well provided input into real time aggregation of equipment quantities, refrigerant banks and support annual MP reporting. The inventory will be developed and maintained by RAC Association reporting to CoEP and Statistics Authorities.

- Output 2.3.2 (Demonstration of remote monitoring of leakage and energy efficiency). This Output would demonstrate commercially available leakage and energy efficiency monitoring systems on 4-5 medium to large RAC installations having HFC charges >100 kg. Candidate facilities covering food processing and storage as well as building cooling and air conditioning have been identified in six centres around the country with interest in partnering with the project. Additionally, results will serve as an input into the overall inventory registry being developed in Output 2.3.1. This demonstration programme will be administered by the RAC association in partnership with private sector RAC service companies and end users with results widely demonstrated to RACHP sector stakeholders to promote wider adoption.

- Output 2.3.3 (Operational mainstreaming of life cycle refrigerant management): This output targets the integration of various refrigerant management activities in the country such as supported in other Outputs above (Outputs 2.2.1, 2.2.2, 2,3.1, 2.3.2). It involves adopting a long-term strategy for incrementally developing a formal overall LRM system consistent with maximizing the capture rather than source emission of ODS and HFC refrigerants during operation (servicing), when equipment is retired, where confiscated for regulatory reasons, and at end of life. This recognizes the potential for significant global reduction in GHG release that could occur with the adoption of comprehensive LRM strategies as elaborated in a 2024 TEAP Task force Report endorsed by the MP[7]. This involves undertaking refrigeration management actions starting at source and moving back through a reverse refrigerant supply chain. It encompasses leak reduction, recovery and retention of ODS/HFCs removed from equipment in service or upon retirement, return (recycling) at source, retention of unreturned material for evaluation, reclaim processing and recertification for reuse, and, where not suitable, its secure storage and ultimately

[7] https://ozone.unep.org/system/files/documents/TEAP-May2024-DecXXXV-11-TF-Report.pdf

environmentally sound destruction. GEF support will provide resources to define, implement, and invest in development of such capability. This will build on initial efforts undertaken to date by the RAC Association in establishing return and reclamation capability as well as secure storage for "end of life" or EOL refrigerant at a dedicated national site. The project will fund study work to plan the expansion of this capability, promote LRM implementation within end users and the RACHP servicing sector, and develop a business model to sustain this capability going forward. Additionally, it will evaluate options for environmentally sound destruction of accumulated EOL material including potentially qualifying a national cement kiln for this.

Component 3. Demonstration of low-GWP energy efficient alternative technologies and improving energy efficiency for sustainable development of cooling sector.

Outcome 3.1: Demonstration of energy efficient alternative technologies with low GWP refrigerant

- Output 3.1.1 (Demonstration of low-GWP, energy efficient alternative cooling technologies) - This output involves piloting a demonstration financial mechanism to provide an investment incentive for end users either operating HFC based cooling systems to accelerate their replacement with low GWP/high energy efficiency technology or, if new facilities, to select this option over HFCs. It would apply to end-users of a wide range of cold chain and air conditioning infrastructure involving food processing, hospitals, commercial, public and residential buildings, data centers, and industrial plants including where economically attractive inclusion of renewable energy power supply. Two specific categories of demonstration sub-project opportunities have been identified with preliminary agreement on partnerships and co-financing have been identified as follows: i) Low GWP cooling in the agricultural/ processing and commercial food storage sector (supermarket/logistics centers) in 4 regions of the country, each with medium and large cooling systems (8-9 sub-projects in total); and ii) Low GWP/energy efficient air conditioning technology in large server rooms at 2-3 facilities. The financial incentives provided by the project would be negotiated on sub-project specific basis including the HFC reduction achieved and cofinancing leveraged. They would preferentially involve a performance-based compensation modality with payments scaled to the incremental cost of adopting low GWP/energy efficient technology over using conventional HFC based technology. This would include preparation of design documentation in accordance with national regulations and international standards and practices related to safety considerations associated with HFC alternatives utilized. Facility locations qualifying for GEF funding will be screened as suitable in relation to vulnerability of a facility site and building to natural hazards and accepted locational setbacks applicable to associated operations and habitation of the general population were applicable. This Output will ensure that work tools, policies, and standards are gender-sensitive, with appropriate guidance and safety measures created. In particular, gender related barriers will be addressed in the provision of equipment, and working (operational) standards. Gender specific health and safety risks identified with materials and chemicals utilized will be addressed, noting that those associated with low GWP alternatives (high pressure, flammability and toxicity) are understood to generally apply equally between men and women and are addressed by adoption of well-established safety procedures as covered in Project ESMF contained in Annex 9 of the UNDP Project Document and provided as an attachment under Annex F of this document.

Outcome 3.2: Conversion projects in thermal insulation materials manufacturing companies to use low GWP alternatives substances and enhance performance of products for energy saving

- Output 3.2.1 – (Foam thermal insulation applications converted to low GWP blowing agents) - This Outcome involves support for 3-4 enterprises and individual entrepreneurs applying foam thermal insulation building materials converting from imported HFC based blowing agents to low GWP blowing agents for manufacturing of sandwich panels, as well as in the direct application of thermal insulation for cold rooms and other premises through spraying on the spot. GEF support will be directed to provision of technical assistance in the selection of low GWP blowing agents that meet national standards in terms of insulation properties and fire protection, and the supply of 4-5 sets of foam application tools and equipment designed

for the application of such low GWP blowing agents (water, CO_2, and HFOs). Larger private sector partners are expected to provide both investment and in-kind cofinancing. This Output will ensure that work tools, policies, and standards are gender-sensitive, with appropriate guidance and safety measures created. In particular, gender related barriers will be addressed in the provision of equipment, and working (operational) standards. Gender specific health and safety risks identified with materials and chemicals utilized would not apply associated with low GWP alternatives in this application.

Outcome 3.3: Effective performance of cooling system in the demonstration projects

- Output 3.3.1 (Low GWP/Energy Efficiency cooling demonstration investments monitored and evaluated) – This Output involves GEF support that will evaluate cooling and energy efficiency performance of demonstration projects undertaken under Outputs 2.2.3 and 3.1.1 addressing the retrofit and introduction of low GWP cooling systems and be coordinated with the introduction of remote cooling system monitoring technology in Output 2.3.2 and undertaking formal cooling system energy efficiency audits in Output 3.4.1. GEF support will be directed toward the supply of monitoring equipment for performance measurement and national consultant resources to undertake this work.

Outcome 3.4 Operational and effectively functioning inter-agency and inter-sectoral working groups on energy efficiency and sustainable cooling, a government endorsed National Strategy and Cooling Action Plan, and operational Minimum Energy Performance Standard/ Regulation (MEPS) in place the country

- Output 3.4.1 (National Cooling Action Plan, and operational Minimum Energy Performance Standard/ Regulation (MEPS) implemented) – This output addresses two interrelated aspects of ensuring the linkage of the project's specific objective related to achieving near term compliance with the KA, and the longer term need to sustain this effort over the next 20 years as an integral part of addressing climate change. It is intended to materially advance the progressive reduction of both HFC emissions and energy consumption in the cooling sector under a coordinated long-term strategy. The current project as defined in Outcomes and Outputs above initiates measures both in the direct reduction through the demonstration of low GWP cooling technology and refrigerant management approaches providing direct GHG emission reductions and in enhancing energy efficiency with indirect GHG reduction. This Output is intended to capture and institutionalize the knowledge and national expertise developed in this process through formulation of a long-term strategy to sustain this going forward. The results of this will be the development and endorsement of a National Cooling Plan and adoption of Minimum Energy Performance Standards (MEPS) and associated import regulations. It is envisioned that this will be undertaken by an inter-agency and inter-sectoral working groups on energy efficiency and sustainable cooling involving key institutional and private sector stakeholders with the RAC Association acting in a project management capacity. This inter-agency process will directly involve the participation of women's organizations, and gender experts. GEF funding would be directed to supporting the technical aspects of developing the national Cooling Plan and MEPS. Supporting technical data and experience acquisition would also be supported by undertaking energy efficiency assessments and audits on operating systems and funding an initiative to demonstrate the integration of renewable energy power supply with low GWP cooling systems. The latter would target demonstration application of solar and potentially geothermal technology on 3-4 small and medium installations in association with demonstration retrofit and projects undertaken in Outcome 2.2.3 and Outcome 3.1.1 above.

Outcome 3.5: Funds mobilized from the national financial institutions, MDBs or IFIs to fund the replacement of old and inefficient cooling system, new installations of sustainable cooling systems, and upscaling low GWP, highly efficient and smart cooling solutions

- Output 3.5.1 (Access to investment financing for sustained transition to low GWP/energy efficient cooling) - This output is directed to GEF support for sustained investment in conversion to and adoption of low GWP/energy efficient technology in recognition that significant financing will be required to keep the country in line with its KA commitments and to sustain economic growth into the future. It provides modest

technical and institutional assistance where the government, as represented by CoEP, and the private sector supported by the RAC association has resources to maintain an active relationship with national and international financial institutions in promoting investment opportunities in the cooling sector. This would include national banks, government agencies supporting national economic development policy, international financial institutions or global development banks, and multi-lateral and bilateral international financial mechanisms and programs. The GEF funding would support national and potentially international experts to advise investment and financial program opportunities and support proposals that have potential. This would include expertise from women's organizations, and gender experts to identify and promote women-led cooperatives and businesses in the pilot partnerships that could be established within the scope of this output. Likewise an aspect of this advice would relate to advocacy for adoption of green procurement policies and guidelines by the financial institutions and governments. For example, national banks or government agencies could provide incentives or financing for companies or organizations that choose environmentally friendly refrigeration options, as part of a green procurement initiative. This would be based on experience within internation financial and development institutions, and, on a practical level, the direct experience gained in this project utilizing GEF funding as an incentive for procurement of low GWP technology undertaken in Outcome 3.1.

Component 4. Gender, Communication, and Knowledge Management

Outcome 4.1: Social and Environmental Standards and gender dimension effectively mainstreamed in all project activities

- Output 4.1.1 (Gender mainstreaming the RAC and other relevant sectors effectively implemented) – This Output supports the integration and implementation of the Project Gender Assessment and Action Plan (GAAP) across the three Components described above. More specifically, it includes funding for a national consultant responsible for overseeing the implementation of this plan and a scholarship program funding a scholarship program in national vocational refrigeration technology programs for up to 10 women. Gender mainstreaming will also be an integral part of the public and stakeholders' awareness program (Output 4.2.1, HFC phase down communications, visibility and awareness program (Output 4.2.2) and awareness events (Output 4.2.3)

- Output 4.1.2 (Social and Environmental Standards integrated in all project activities). – This Output covers the monitoring and reporting required under UNDPs Social and Environmental Standards Procedure (SESP), Environmental Social Management Framework (ESMF) respectively in Annex 5 and Annex 9. The principal project environmental and social impacts identified are associated with the high GWP HFC refrigerant emission mitigation effectiveness from the cooling and foam sectors that the project achieves, and addressing potential public safety and OHS risks associated with low GWP refrigerants adopted to achieve the project's objective. In both cases, the required measures are integrated into the project design and scope for specific outputs described above including compliance with national regulations and adoption of international standards and practice. To strengthen implementation of this Output, the Project implementation team (CIIP) will be trained on the UNDP SES and procurement guidelines, such as screening, assessment, monitoring, grievance mechanism, stakeholder engagement at the beginning of project implementation, and repeated, as needed.

Outcome 4.2: Increased public awareness on the Kigali Amendment requirements and sustainable cooling

- Output 4.2.1. (Detailed public and stakeholders' awareness program developed) - This Output covers development of a detailed public and stakeholders' awareness plan early in the project's implementation phase (Inception Phase) that will build on the PPG Stakeholder Engagement Plan (SEP) contained in Annex 8 and serve as the basis for the HFC phase down communications visibility and awareness program undertaken during project implementation as covered in Output 4.2.2 below. GEF funding will support this work in the project PMU inclusive of national consultant experts.

- Output 4.2.2. (HFC phase down communications, visibility and awareness program implemented) – This Outcome covers GEF support for implementation of the communications, visibility and awareness program developed in Output 4.2.1. It will focus on communication and awareness specific to the project's objective and its rationale in relation to compliance with the KA and climate impact implications associated with it as well as how this is integrated with relevant economic sectors. This work would be administered by the project PMU responsibility with technical support from the RAC Association.

- Output 4.2.3. (Public and Stakeholder Awareness Events and materials prepared and disseminated) – This Output covers GEF funding for the organization of various public events, conventional and digital communication tools and associated support materials required for the implementation of Output 4.2.2 above, this includes seminars and forums conducted to disseminate policy and legal frameworks, program information, gender equity awareness, knowledge and the results of projects, including documented lessons learned and best practices documented and replicated at the national and regional levels

Component 5. Monitoring and Evaluation

Outcome 5.1: Monitoring and Evaluation

- Output 5.1.1 (Monitoring and Evaluation) – This Output supports the formal M&E processes mandated for GEF projects Monitoring and evaluation reporting of project actions and results, including those related measures associated with social and environmental impact mitigation, stakeholder engagement and gender. Specific to gender indicators related to training and qualification of women for employment in the refrigeration sector are included in the Project Results Framework in Section and M&E Plan in the UNDP Project Document. More specifically it covers the M&E reporting, mid-term and terminal evaluation, field visits, etc., including lessons learned and best practices documented and replicated at the national and regional levels.
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The project contributes to the following Sustainable Development Goals (SDGs):

- Goal 5: Gender Equality – Target: Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women through integration of a gender action plan into project outcomes and outputs with particular emphasis on expanding employment and supervisory participation of women in the RAC sector.
- Goal 8: Good Jobs and Economic Growth – Target: Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labor-intensive sectors by modernization of the country's cooling infrastructure.
- Goal 9: Innovation and Infrastructure – Target: By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities by modernization of the country's cooling infrastructure.
- Goal 12: Environmentally sound management of chemicals and wastes - Target: By 2030, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment through ensuring environmentally sound of treatment wastes and end of life HFCs.
- Goal 13: Climate Action – Target: Integrate climate change measures into national policies, strategies and planning through achieving consumption phase down of high GWB HFC refrigerants in accordance with the country's MP obligations and improving energy efficiency of cooling infrastructure.

This project also aligns with multiple applicable outputs of the UNDP Strategic Plan, particularly in the areas of climate action, capacity building, multi-stakeholder engagement, gender equality, financial innovation, transparency, and global partnerships. Below are the key outputs of the UNDP Strategic Plan that directly relate to the project, highlighting the synergies between the two:

- Output 1: Support to countries in meeting their climate change commitments under the Paris Agreement:
  Project contribution: the project directly contributes to the broader goal of climate change mitigation by phasing out HFCs, which are potent greenhouse gases. By implementation of this project, Tajikistan works towards its commitments under the Paris Agreement. This ties into UNDP's strategic support for countries' climate actions under the Paris Agreement.

- Output 2: Strengthened national capacity for climate action and environmental governance
  Project contribution: The project involves providing technical assistance, strengthening policy frameworks, and building institutional capacity in Tajikistan. This includes developing or enhancing mechanisms for the phase down of HFCs and transitioning to low GWP alternatives. This is in line with UNDP's objective to strengthen national capacity for climate action and environmental governance. By helping build effective institutions and systems, the project strengthens Tajikistan's ability to manage its climate obligations and implement sustainable practices.

- Output 3: Enhanced multi-stakeholder engagement for climate action
  Project contribution: The project would engage multiple stakeholders, including government authorities, private sector actors (refrigerant producers, importers, etc.), and civil society organizations. It would ensure broad involvement in the transition to HFC alternatives, fostering a multi-stakeholder approach to environmental policy and climate action. UNDP's Strategic Plan emphasizes inclusive stakeholder engagement to achieve climate action.

- Output 4: Gender equality integrated into climate and environmental policies and practices
  Project contribution: The project includes gender-responsive strategies in its implementation, ensuring that women and marginalized groups are included in decision-making and benefit from the Kigali Amendment's implementation. This involves creating opportunities for women in the refrigerant industry or ensuring gender-sensitive policy development. Gender equality is a cross-cutting issue in the UNDP Strategic Plan, and the project's integration of gender-sensitive approaches aligns with UNDP's focus on ensuring that climate action is inclusive and benefits all sectors of society. The project would aim to reduce the gender gap by empowering women in sectors related to the Kigali Amendment.

- Output 5: Development and scaling up of innovative financing mechanisms for climate solutions
  Project contribution: The project promotes climate finance mechanisms for Tajikistan, facilitating the transition to low GWP refrigerants and supports market-based incentives for HFC alternatives. This directly aligns with UNDP's objective to help countries develop innovative financing mechanisms for climate solutions. By focusing on financial sustainability and leveraging external resources to facilitate the Kigali Amendment's goals, the project contributes to scaling up financing for climate change mitigation.

- Output 6: Enhanced transparency and accountability in environmental management
  Project contribution: The project establishes monitoring and reporting frameworks for HFC use and phase down. UNDP's Strategic Plan highlights the importance of transparency and accountability in environmental governance. The project's focus on setting up robust monitoring systems aligns with this output, ensuring that Tajikistan meets its reporting obligations and has a transparent process in place to track its progress in reducing HFC emissions.

- Output 7: Strengthened partnerships for climate action at the regional and global levels
  Project contribution: The project involves regional and global cooperation by aligning Tajikistan's efforts with the broader Montreal Protocol and Kigali Amendment frameworks. UNDP's Strategic Plan emphasizes the importance of building regional and global partnerships for climate action. This is particularly relevant

in a regional context given that this is the first GEF project being undertaken in an Non-Article 2 Group 2 country and can serve as a replication model for several other such countries in central Asia and more generally in the Former Soviet Union.

Agreement on intellectual property rights and use of the logo on the project's deliverables and disclosure of information:

To accord proper acknowledgement to the GEF for providing grant funding, the GEF logo will appear together with the UNDP logo on all promotional materials, other written materials like publications developed by the project, and project hardware. Any citation on publications regarding projects funded by the GEF will also accord proper acknowledgement to the GEF. Information will be disclosed per relevant policies, notably the UNDP Disclosure Policy and the GEF policy on public involvement.

Resources required to achieve the expected result:

The resources required for the Project are framed by the TOC pathways described above and presented in Annex 21, namely the i) Enabling Environment pathway which focuses on the regulatory and institutional capacity building the project provides; ii) Techno-economic pathway which mobilizes the investment resources to upgrade national technical capacity in to manage the required transition of low GWP, high energy efficiency technology, both in terms of human resources and the incremental capital investment required; and iii) Gender, monitoring, knowledge management and its dissemination, replication and scaling up pathway that integrates the key policy mandates into the project's implementation as well as facilitates the dissemination of knowledge and replication potential required for sustainability of its results.

This requires a range of resources in the form of i) human resources commitment by both the public and private sector supported by directly funded services of national and international experts; ii) the supply of equipment both by procured by Project implementing entity under the NIM modality and by the beneficiaries incentivized through performance based compensation arrangements; and iii) co-financing partnership arrangements with the public and private sector elaborated in the following sub-section including e committed co-financing by specific partners who, along with national and international financial institutions and intermediaries will provide the substantive leveraged financial resources which are required to achieve the KA 2029 compliance objective.

Partnerships:

As suggested above the Project's design, resource base and implementation approach are based on growing a wide network of national partnerships with stakeholders and beneficiaries in the public and private sectors as well as civil society organizations, and international development agencies and financial institutions. In particular, the private sector covering service providers and end users supporting cooling infrastructure and construction in Tajikistan provides the key partnerships that ultimately deliver the project's foundational results both though the expertise they provide and substantive direct investment co-financing. This overall approach and the partnerships involved is described below.

The project's scope encompasses a wide range of thematic areas across several sectors, both at national and grass-roots level, i.e. – environmental protection, sustainable national resource management (NRM), economic development and livelihoods, education, industry development and new technologies, energy efficiency and renewable energy, employment, agriculture, public health, customs service development, technical standardization, gender mainstreaming and women's empowerment. Given such thematic scope of the project, a series of stakeholders and partners present opportunities for synergies, partnership, coordination, knowledge building and expertise sharing. The project will invest in extensive cooperation and partnership, which will be important for successful implementation and sustaining the project targets and outcomes it has sought to achieve.

The proposed project's stakeholders and partners comprise the following five groups: i) National Authorities, i.e. government line ministries, agencies, committees, services, or bodies, including their branches at the local level

(regional provincial, district and sub-district level authorities), ii) Civil Society Organizations (CSOs), i.e. international and national non-governmental organizations, ii) Educational, scientific institutions, and academia, iii) Private sector entities (including importers, providers of O&M services, foam sector entities, and end users or consumers – large, medium and small), and iv) donor agencies and development partner entities (IFIs, development agencies, inter-governmental organizations, UN agencies, etc.).

The Sections 6.1 (Partnerships Overview) and 6.2 (Private Sector Engagement) of the Stakeholder Engagement Plan (Annex 8) provides a detailed summary about the extent of partnerships (engagement mechanisms) with each particular stakeholder/partner. The proposed project will also develop partnerships with a number of parallel initiatives in Tajikistan that have relevance to the project's objectives and contribute to their achievement. Those projects are currently being implemented or to be implemented in parallel to the life-span of this project. Partnerships and coordination will be maintained with the following development agencies and institutions:

- International Financing Institutions (IFIs) and Development Partners: The World Bank (WB), European Bank for Reconstruction (EBRD), Asian Development Bank (ADB), GAVI, the Vaccine Alliance, DAI Global LLC;
- Funds and Facilities: Green Climate Fund (GCF), Green Economy Financing Facility (GEFF), Global Financing Facility (GFF);
- UN Agencies: United Nations Children's Fund (UNICEF), World Health Organization (WHO), Food and Agriculture Organization of the United Nations (FAO), United Nations Conference on Trade and Development (UNCTAD).

The following parallel initiatives had been identified and thereby consulted on synergies and coordination with respective implementing entities:

- "*Strengthening Resilience of the Agriculture Sector*" Project funded by the **World Bank** and implemented by the State Institution "Agriculture Entrepreneurship Development" (PMU)
- "*The Green Economy Financing Facility (GEFF) Tajikistan*" (Phase II), jointly designed and funded by the **EBRD** and **Green Climate Fund (GCF)**, and is supported by donor funding (*Republic of Korea, Republic of Austria, etc.*)
- "*PEF Targeted Country Assistance Programme*" funded and implemented by **Gavi, the Vaccine Alliance (GAVI)**, and the **United Nations Children's Fund (UNICEF)** programs to support cold-chain system for vaccines
- "*Fourth Phase of the Central Asia Regional Links Program*" and the "*Automated System for Customs Data*" (ASYCUDA) Technical Assistance Programme, funded by the **World Bank (IDA)** and implemented by the **United Nations Conference on Trade and Development (UNCTAD)** in collaboration with the Customs Service (Agency) in Tajikistan
- *Food and Agriculture Organization of the United Nations (UN FAO)-implemented Technical Cooperation Programme (TCP) and Trust Funds projects, with financial support by several donor organizations and funds, such as USA, UTF, GCF and GFF.*

The above partnerships are anticipated offer current and future opportunities for leveraged financial support during the project implementation period and, through the relationships developed, into the future.
The following Table 1 provides a summary of the Project's key implementation partners with the confirmed co-financing commitments of USD 43,733,000. Other potential future co-financing partners are identified in the Stakeholder Engagement Plan (Annex 8) and additional co-financing commitments from beneficiary state organizations and private sector end users are anticipated to be obtained early in project implementation.

Table 1: Summary of Committed Co-Financing (in USD)

Co-financing source	Name of Co-financier	Co-financing type	Co-financing amount	Included in project results?	If yes, list the relevant outputs
Recipient Country Government	Committee for Environmental Protection	Investment mobilized Cash/Grant	$7,245,000	Yes	Outputs 1.1.1, 1.1.2, 1.1.3, 2.3.1, 2.3.3, 3.4.1, 3.5.1, Project Mgt.
Recipient Country Government	Committee for Environmental Protection	Recurrent Expenditure In kind	$2,158,000	Yes	Outputs 1.1.1, 1.1.2, 1.1.3, 2.3.1, 2.3.3, 3.4.1, 3.5.1, 4.2.3, 5.1.1 Project Mgt.
Recipient Country Government/ (World Bank Loan)	Ministry of Agriculture, State Institute "Agricultural Entrepreneurship Development"	Investment mobilized Cash/Grant	$25,000,000	Yes	Output 3.1.1
Civil Society Organization (Private Sector)	Republican Association "Centre for Artificial Cooling" (RAC Association)	Investment mobilized Cash/Grant	$200,000	Yes	Outputs 1.1.3, 2.1.1, 2.1.2, 2.2.1. 2.2.2, 2.2.3, 2.2.4., 2.3.1, 2.3.2, 2.3.3, 3.1.1, 3.2.1, 3.3.1, 3.4.1, 3.5.1, 4.2.1, 4.2.2, 4.2.3
Civil Society Organization (Private Sector)	Republican Association "Centre for Artificial Cooling" (RAC Association)	Recurrent Expenditure In kind	$1,800,000	Yes	Outputs 1.1.3, 2.1.1, 2.1.2, 2.2.1. 2.2.2, 2.2.3, 2.2.4., 2.3.1, 2.3.2, 2.3.3, 3.1.1, 3.2.1, 3.3.1, 3.4.1, 3.5.1, 4.2.1, 4.2.2, 4.2.3
Private Sector	RAC Service Company LLC "Vostok"	Investment mobilized Cash/Grant	$350,000	Yes	Outputs 2.1.1, 2.1.2, 2.2.1,2.2.2, 2.2.4, 3.4.1
Private Sector	RAC Service Company LLC "Vostok"	Recurrent Expenditure In kind	$750,000	Yes	Outputs 2.1.1, 2.1.2, 2.2.1,2.2.2, 2.2.4, 3.4.1
Private Sector	RAC Service Company LLC Tamiri Yakhdon	Investment mobilized Cash/Grant	$50,000	Yes	Outputs 2.1.1, 2.1.2, 2.2.1,2.2.2, 2.2.4, 3.4.1
Private Sector	RAC Service Company, LLC Tamiri Yakhdon	Recurrent Expenditure In kind	$600,000	Yes	Outputs 2.1.1, 2.1.2, 2.2.1,2.2.2, 2.2.4, 3.4.1
Private Sector	RAC Service Company, LLC Ekaud	Investment mobilized Cash/Grant	$90,000	Yes	Outputs 2.1.1, 2.1.2, 2.2.1,2.2.2, 2.2.4, 3.4.1
Private Sector	RAC Service Company, LLC Ekaud	Recurrent Expenditure In kind	$900,000	Yes	Outputs 2.1.1, 2.1.2, 2.2.1,2.2.2, 2.2.4, 3.4.1
Private Sector	RAC Service Company, LCC TOBON	Investment mobilized Cash/Grant	$50,000	Yes	Outputs 2.1.1, 2.1.2, 2.2.1, 2.2.2, 2.2.4, 3.4.1
Private Sector	RAC Service Company, LCC TOBON	Recurrent Expenditure In kind	$200,000	Yes	Outputs 2.1.1, 2.1.2, 2.2.1,2.2.2, 2.2.4, 3.4.1
Private Sector	RAC Service Company Dehqan Household «Gairat-2020»	Recurrent Expenditure In kind	$1,800,000	Yes	Outputs 2.1.1, 2.1.2, 2.2.1, 2.2.2, 2.2.4, 3.4.1
Private Sector – End User	Closed Joint-Stock Company «Babilon-Mobile»	Investment mobilized Cash/Grant	$1,500,000	Yes	Outputs 2.2.1, 2.2.2, 3.1.1
Private Sector – End User	Closed Joint-Stock Company «Babilon-Mobile»	Recurrent Expenditure In kind	$1,000,000	yes	Outputs 2.2.1, 2.2.2, 3.1.1
GEF Implementing Agency	UNDP	Investment mobilized Cash/Grant	$40,000	Yes	Outputs 4.1.1, 4.1.2, 4.2.1, 4.2.2, 4.2.3, 5.1.1
OVERALL:			**$43,733,000**		

Risks and Assumptions.

Project risks are listed and described in the Risk Register in Annex 6 noting this builds on the initial generic Risk identification including in the PIF and now reflects the development of the project strategy and detail project scope description above, Project Results Framework below, SESP, and a more in-depth analysis of specific risks and their treatment.

The principal risks identified and presented in the Risk Registry (Annex 6) within the standardized risk categories and sub-categories are summarized in Table 2 below:

Table 2: Project Risk Summary

Risk Category	Risk Sub-category	Risk	Risk Level
1. SOCIAL AND ENVIRONMENTAL	1.2. Gender equality and women's empowerment	RACHP sector will not be able to attract female employees.	Moderate
	1.5. Climate change and disaster risks	HFC consumption reduction target will not be met. Project interventions to capture, contain, conserve and dispose of HFCs will result in incidental GHG emissions.	Low
	1.6 Community health, safety and security	Some low GWP technologies introduce public safety risks	Low
	1.10. Labour and working conditions	Adoption of low GWP cooling technologies will adversely impact working conditions	Moderate
	1.11. Pollution prevention and resource efficiency	Generation of industrial (replaced equipment) and low volumes of hazardous waste from LRM	Low
2. FINANCIAL	2.6. Budget availability and cash flow	Budget availability and cash flow from GEF and cofinancing will not be sufficient to support the project design and interventions required to support the project objective	Moderate
3. OPERATIONAL	3.7. Occupational safety, health and well-being	Introduced low GWP refrigeration technologies having higher operating pressures and may be flammable or toxic properties may increase workplace risk to labour servicing equipment, handling these materials and working around equipment using them	Moderate
4. ORGANIZATIONAL	4.2. Execution capacity	NIM implementation modality and fragmentation of interests and priorities impacts the efficiency of the project in achieving its objective	Moderate
	4.3. Implementation arrangements	NIM implementation modality will be slow in adapting to a such a complex GEF project which will impact on the timing, effectiveness, and stakeholder creditability	Moderate
	4.9. Procurement	Procurement capacity and methods available for implementation acquisition of complex technical equipment that forms part of larger investment projects, thus impacting the efficiency of overall investment implementation and potentially discouraging private sector participation in leveraging the required investment co-financing.	Moderate
5. REPUTATIONAL	5.2. Engagement with private sector partnership	Private sector and other capital investment sources will be discouraged from participation in the project as a result of execution, implementation and procurement efficiency issues	Low
6. REGULATORY	6.1. Changes in the regulatory framework within the country of operation	Delay in or absence of the progressive introduction of targeted controls on HFCs and HFC based RAC equipment and mandatory HFC emission mitigation measures resulting in failure to meet HFC consumption reduction obligations	Low
7. STRATEGIC	7.5. Government commitment	The government's current commitment to the KA compliance will not be sustained as a result of political events and/or public pressure	Low

In general, the risks identified are low largely based on low impact due to limited scale and/or likelihood based on the inclusion of specific measures into the project design that have proven high effectiveness in mitigating them, particularly in relation to community or OHS risks associated with low GWP alternatives introduced. Those risks that are generally considered to be at a higher moderate level are associated with: i) cultural barriers to female participation to the primary employment opportunities in the RAC sector: and ii) h impacts associated with financial, operational, organizational and operational risk categories related to being able to mobilize the required co-financing which to some extent is potentially impacted by operational risks associated with the adoption of the new NIM implementation modality and limited familiarity with this type of technical project and learning curve that would be required. Propose measures to address these risks cover: i) the need consultation and acceptance by the assigned NIM implementing party (CIIP) of the content of this UNDP project document at this stage and the measures it takes in the implementation inception phase as supported by UNDP: ii) ensuring trust and confidence in the project implementation arrangements by project partners and particularly private sector co-financing partners; iii) capitalizing on the institutional memory, experience and expertise provided by the RAC Association; and iv) adopting flexible procurement arrangements that minimize the number of transactions required and delegate direct procurement of capital equipment acquisition where this is an integral part of larger infrastructure investment though adoption of compensation based performance disbursement arrangements.

Specific to SES risk, these have been examined in greater detail using UNDP Social and Environmental Screening Procedure (SESP) in the form of the SES Roadmap and associated completed quantum template (Annex 5) and in Environmental Social Management Framework (ESMF) in Annex 9. This work builds on the PIF stage SES screening and is generally consistent with that screening, having no major changes in results except to take a somewhat more conservative approach to risk assignment in the context of introduction of low GWP refrigerant technologies, notwithstanding their wide acceptance and established applicable international and national standards and practice.

Stakeholder engagement

The project's design incorporates several features to ensure ongoing and effective stakeholders' participation in the project's implementation. UNDP and CIIP as the NIM Implementing Partner are committed to ensuring meaningful, effective, and informed participation of stakeholders in the formulation and implementation of UNDP Programmes and Projects. This foundation for sustainable development assures that local peoples and other stakeholders play a key role in advancing achievement of the sustainable development goals (SDGs). UNDP's and CIIP's commitment to stakeholder engagement arises from internal policies, procedures, and strategy documents as well as key international human rights instruments, principles and numerous decisions of international bodies, particularly as they relate to the protection of citizens' rights related to freedom of expression and participation. Beyond regular consultations, the project's Stakeholder Engagement Plan (Annex 8) and Gender Action Plan (Annex 10) provide the basis for the establishment of effective communication channels and the building of working relationships necessary for successful project implementation, seeking to define a technically and culturally appropriate approach to consultation and disclosure. These plans ensure that all key stakeholders are fully familiar with the components of this project and that they remain committed to and supportive of the related activities in the project.

Given the context of the HFC phase down in this project, i.e. the more substantive nature of policy and practical measures required while the country would remain in non-compliance for several years during implementation, the stakeholder participation and contribution would be critical for the success of the project. Given the fact that greater participation from the private and commercial sectors would be an important prerequisite for compliance progress, the project ensures that the related networks of commercial companies, individual entrepreneurs and association of technicians are all on board and well communicated about project concepts and details. All major private sector participants engaged in RAC servicing, refrigerant imports, sales/trades of RAC equipment, replacement parts, service tools and devices have been consulted by the project.

Hence, the **Table 6** of the **Stakeholder Engagement Plan** (**Annex 8**) summarizes the range of participating project stakeholders, with principal roles and proposed engagement mechanisms in the project. The given stakeholders have designated mandates and initiatives in areas of relevance to the intended project.

The project proposes multiple strategies and mechanisms to support stakeholder engagement. First and foremost, the **Project Board** or **Project Steering Committee** (as discussed further in the project document, the section on Management Arrangements) as a multi-stakeholder board will be established to review performance based on monitoring and evaluation, and implementation issues to ensure quality of results. The Project Board (PB) will be the most senior, dedicated oversight body for the project. The PB will engage primarily the related national ministries and agencies, i.e. the duty-bearing government entities with important roles in project implementation, alongside beneficiary representatives (associations, private companies, responsible state institutions.) and development partners and international financial institutions.

Secondly, the project will strengthen collaborations with the related **networks and associations** (civil society) that link up with the **target private sector groups** and service technicians engaged in the RAC sector. Those target networks are brought as follows:

- The Republican **Association "Centre for Artificial Cooling"**, including Technical Centre for Recycling ('RAC Association'): service, operation & maintenance, recycling, network of RAC technicians, network of large and medium end-users (RAC technologies), importers of RAC equipment and products, awareness raising on policies and regulations, etc. The Association holds the largest recirculation site.
- The National **Association of Medium and Small Businesses** of the Republic of Tajikistan ('NAMSB'): private business support, awareness raising on policies, regulations, technical standards, compliance requirements and imports controls.
- The National **Association of Business Women** of Tajikistan ('NABWT'): target support to women entrepreneurs in the RAC sector, initiatives to engage young women in the sector, awareness raising on policy and regulations, gender mainstreaming.
- **The Youth Ecological Centre**: target support to young men and women I the RAC sector, education and training programs on RAC subject areas, gender mainstreaming, alternative technologies, demonstration projects.

Thirdly, **education, training and awareness raising programs** will have strong emphasis in the project interventions strategies. The following focal points of entry will be strengthened and exploited throughout the implementation period:

- **Technical Centre for Recycling** of the RAC Association: The Centre have employed a certified education and training program at site for its member technicians. The given programs will be upgraded with the new compliance requirements and recycling technology needs. New alternative technology servicing needs will also be addressed by the given Centre, which will be equipped and trained with project support. The Technical Centre will collaborate with large companies (end users, importers, service centres) to synchronize new approaches and upgrades all-across the regions. The Centre represented by the RAC Association will also collaborate closely with the largest Training and Service Centres in Tajikistan (e.g. LLC Vostok that is equipped with largest service centre, and is planning to establish a training centre for its employees-technicians).
- The **Institute for Advanced Training of Customs Officers** (includes Training Centre) at the **Customs Service** under the GoRT and **Agency for Standardization**, Metrology, Certification and Trade Inspection under the GoRT: Project will support upgrade of trainings on new import requirements and regulations, labeling instructions, standards and norms, guidelines, and instructions.
- The **Aarhus Centre in Dushanbe**: Centre supports and promotes the implementation of Aarhus Convention in Hosted by the CoEP and represents training programme implementation. The Centre is hosted by the Committee for Environmental Protection under the GoRT. The project will support the Centre in facilitating partnership among government and civil society in addressing priority environmental and security challenges in the country, through utilization of the mechanisms offered by the Aarhus Centre.
- The **Engineering and Pedagogical College** in Dushanbe: Currently the only formal educational institution in the RAC sector. The college is governed by the **Committee for Primary and Secondary Vocational Education** under the GoRT (previously by the Ministry of Education and Science of the RT). The college is equipped

with up-to-date training equipment, training-course facilities, and related knowledge materials through previous GEF-HCFC project support. The college provides short- and medium-term certified courses for RAC students and addresses the current demand for RAC technicians in the market. It collaborates, based on MoUs, with the large companies engaged in the RAC sector, as well as maintains professional collaboration with the RAC association.

The Project determined a multiple of stakeholder types both at the national and local levels: (a) the national ministries and agencies (including committees, state institutions, hosted centres, etc.), (b) civil society organizations (I/NGOs, associations, centres, etc.), (c) private sector agents (companies, corporations, entrepreneurs), (d) development partners (UN agencies, development agencies), and (e) international financial institutions (EBRD, ADB, WB, etc.). The ministries and agencies are also present at the local level in the regions and districts linked and synced with the district and sub-district-level authorities (District Administrations and Jamoats). Private sector agencies are also targeted at the regional and district level (importers, service centres, technicians, etc.).
The project highlights at various points the mechanisms and channels of communication that stakeholders may employ if they have any grievances related to the social and environmental impacts of the project. This aspect will also be discussed during the project inception workshop, and through the project education and awareness activities.

South-South and Triangular Cooperation (SSC/TrC):

In addition, to bringing the voice of Tajikistan to global and regional fora, the project will explore opportunities for meaningful participation in specific events where UNDP could support engagement with the global development discourse on implementation of the MP Kigali Amendment and its linkage to climate change The project will provide regional cooperation opportunities with countries implementing initiatives on these global issues in geopolitical, social and environmental contexts relevant to the proposed project in Tajikistan. Specific actions will involve the project's support for national institutional and private sector stake holders to participate and contribute to international networks related to the MP and particularly its Kigali Amendment globally and internationally that are the are facilitated by UNDP, UNEP (Ozone Action), the MP Secretariat and the MP Multi-lateral Fund.

It should be noted that the project has particular regional importance in that it is the first GEF HFC phasedown project being undertaken among Kigali Amendment Non-Article 5 Group 2 countries and will provide valuable lessons and knowledge transfer opportunities to those other like countries in the region who are in the process of ratifying the KA. This would include the neighbouring countries of Uzbekistan and Kazakhstan and could extend to others such as Belarus and Ukraine. UBDP will actively foster linkages with these countries to exploit these opportunities.

Knowledge:

The project strategy and design are effectively based on the development and promulgation of the knowledge base that it develops to underpin achieving its overall objective of reaching compliance with its Kigali Amendment obligation of 70% reduction in HFC consumption relative to the MP prescribed compliance baseline. It places a priority in integrating these significant knowledge advancement opportunities into its implementation through effective incorporation of a knowledge management programme. The project objective will be achieved by demonstration and replication of low GWP high energy efficiency cooling technology and improving the conservation of refrigerants in existing HFC based infrastructure, both of which will provide national reduction in GHG emissions while mitigating transitional economic and social impacts. The project strategy and design are built around effective knowledge transfer, both through prioritizing human resource capacity building (training) for national institutional and technical expertise in the RACHP sector, the demonstration of advanced cooling technology and associated performance monitoring, and supporting expanded HFC refrigerant recovery and reuse (conservation) to maintain the existing banks of HFC based equipment prior to retirement. The outputs of these knowledge-based activities are fundamental to supporting replication, widespread adoption and sustainability of the HFC phase down process. Specific examples of where and how this mainstreaming of knowledge management is applied include:

- Introduction to international experience and approach for HFC and HFC equipment regulatory control action utilizing international experts and UNEP Ozone Action guidance (Output 1.1.1.)
- Updating standards/technical regulations covering HFCs and natural refrigerants including upgraded OHS and community safety provisions applicable to low GWP alternatives consistent with international standards and practice. (Output 1.1.2)
- Training and supply of refrigerant identification equipment for environmental protection (50) and customs inspection (250) staff. (Output 1.1.2) using international training guidelines.
- Establishing a sustainable mechanism to maintain institutional and operational knowledge in the form of a permanent high level interagency/stakeholder body that will both oversee the Project and its linkages to broader policy initiatives including those related to climate as well as staffed, full time National Ozone Unit (NOU) in CoEP with responsibility for the country's obligations under the Montreal Protocol supported by UNEP training resources, and maintain the critical private sector role of the RAC association (Output 1.1.3).
- Supporting participation of both institutional and private stakeholders in participating in relevant international and regional network meetings (Output 1.1.3).
- Enhanced national refrigeration servicing technician training and certification capacity utilizing an internationally based "train the trainer" programme that is then delivered nation-wide to 740 individuals. (Output 2.1.1,2.1.2).
- Promotion of expanded life cycle refrigeration management (conservation) for HFC based equipment in the refrigeration servicing sector (Output 2.3.3).
- Dissemination of results of demonstration Outputs and provision of technical support for replication associated with i) Retrofitting refrigerants in existing refrigeration systems to replace high-GWP HFCs (Outcome 2.2.3), ii) Monitoring HFC leakage and the energy efficiency parameters in medium and large facilities Outcome 2.3.2), iii Energy-efficient, low-GWP alternative technologies in cold chain infrastructure inclusive of performance monitoring , and application of additional design and OHS measures required for application of these technologies (Output 3.1.2, Output 3.3.1), and iv) national cooling strategy and introduction of MEPS (Output 3.4.1.)

The specific knowledge products utilized and generated as illustrated above will include i) direct institutional training initiatives using both national and international programs that will be sustained through updating and re-certification; ii) utilization of well documented results and access to the menu of demonstration investments, associated performance monitoring techniques and outputs, and expansion of refrigerant conservation practice to promote replication; iii) facilitating exposure of institutional and operational technical experts to national, regional and international networks related to implementation of the KA projects. The tools used will include programs of workshops, seminars, publications, and on-line digital tools and communication platforms to widely disseminate project results both for targeted and general stakeholders coordinated with the Project Stakeholder Engagement Plan (Annex 8). Targeted stakeholders will include the RACHP servicing sector, importers of refrigerant and RACHP equipment, end users of such equipment, vocational institutions, and responsible government authorities. It will also extend the general public and civil society organizations.

Innovativeness, Sustainability and Potential for Scaling Up:

The Project challenge of achieving accelerated HFC phase down in a developing country that has assumed Non-A5 Group 2 KA HFC phase down obligations demands an element of innovation to achieve its 2029 compliance requirement. To that end. the project strategy and design has adopted an innovative approach that integrates accelerated technology transition within a robust private-public partnership model. This involves coordination of: i) aggressive implementation of a policy and regulatory framework modeled on developed countries; ii) rapid expanded use of available low GWP, high energy efficient cooling technology in the country through a demonstration-replication approach intended to accelerated HFC equipment replacement; iii) facilitation of financing mechanisms models that support this approach by matching a pipeline of HFC equipment replacement sub-projects to national and international sources of capital investment, leveraged by the GEF grant funding; and iv) supporting incremental development of a circular economy type based lifecycle refrigerant management system that maximizes the reuse of HFCs and minimizes its atmospheric release. This is supported by implementation

arrangements built on an inclusive stakeholder engagement and communication strategy and which incorporates the proven experience and expertise of the private sector RAC Association as the central implementation partner.

In terms of technical innovation, a particular priority with direct results to both HFC emission reduction and general refrigerant conservation is the introduction of digital monitoring tools applied to leak reduction, cooling and energy efficiency performance in both existing HFC based and replacement low GWP large-scale RAC equipment. This complements the early adoption and expansion of a Lifecycle Refrigerant Management capability. This builds on global growing recognition that LRM can have a major climate impact through maximizing refrigerant reuse by recovering, recycling and treatment/reclamation during servicing, and ultimately providing for its secure storage and environmental sound destruction at end of life. Accomplishing this in Tajikistan will provide a model or replication elsewhere, particularly in smaller servicing only consumption countries. Additionally, while it is recognized that the basic low GWP technologies required are available and already have market penetration in the country, opportunities will be pursued where feasible to apply innovative technological solutions that are gaining traction in developed countries. These include: i) the introduction of low GWP cooling technology and heat recovery in data centres; ii) demonstration of low-temperature commercial and industrial refrigerators incorporating a hot vapor defrost process; and iii) the introduction of cascade refrigeration units tailored for the agricultural produce storage and processing facilities.

Sustainability of project results will be based on the continued adoption of aggressive import control and fiscal policies and regulatory policies beyond 2029 as further consumption reduction obligation milestones appear, noting that the basic measures required during this project provide the basis for that. Likewise. the anticipated widespread adoption of low GWP, high energy efficiency technology supported by price equalization fiscal policies should provide sustainable momentum for the required acceleration of HFC based equipment replacement that the demonstration-replication model initiates and provides the required scaling up.

Finally, this project represents the first GEF HFC phased down project undertaken in a Non A5 CEIT country and as such can serve as a model for a number of other countries in the region and former Soviet Union that have yet to initiate HFC phase down in a systematic way either due to not having ratified the KA or other circumstances.

Digital Solutions

The project provides variety of opportunities to use specialized digital tools that will improve the collection and maintenance of key on-line data that can will optimize information capture, evaluation and dissemination of results and knowledge for purposes of maximizing capacity for HFC phase down during and after the project. The following provides a summary of these correlated with specific Outcomes.

- *Outcome 1.1.2 (HFC Consumption data collection/reporting)* – Development a of online digital collection tool for HFC and other refrigerant consumption data will be included in this outcome. It will support and increase the efficiency of official reporting to the Ozone Secretariat, tracking KA compliance progress, and identifying phase down priorities. Users would be CoEP/NOU (acting as coordinator), Custom's Authority and Statistical Agency as well as the RAC Association who would support the "bottom up" survey-based data collection, reporting used in parallel with the official "top-down" import data and associated statistical estimates.
- *Outcome 2.1.1/2.1.2 (On-line data technician qualification registry)* – This would involve establishment and maintenance of an on-line digital registry of refrigeration servicing personnel and include such things as their training and certification status. This tool would be operated by the RAC Association.
- *Outcome 2.2.1/2.2.2 (On-line data base of national inventory of RAC servicing equipment)* - In association with the technician registry, an on-line national inventory of RAC servicing equipment will be developed and maintained by the RAC Association as part of implementing these two Outcomes and serve to monitor capacity availability and needs.
- *Output 2.3.1 (Inventory of major cooling equipment)* –A digital tool will be developed to support and capture data collected during this outcome from larger, high charge volume RAC equipment described above under this Output. The resulting data will be assembled in a database for use in analyzing trends associated with

consumption and performance of individual systems as well provided input into real time aggregation of equipment quantities, refrigerant banks and support "bottom-up" refrigerant consumption reporting. The inventory will be developed and maintained by RAC Association reporting to CoEP and Statistics Authorities.

- *Output 2.3.2 (Remote monitoring HFC leakage and the energy efficiency parameters)*: Digital data collection and transmission capability would be incorporated into the demonstration of this monitoring capability and used in the dissemination of results and associated replication promotion. This would be coordinated by the RAC Association.
- *Output 2.3.3 (Operational mainstreaming of servicing sector LRM capacity)*: A key part of an effective LRM system is the ability to track the refrigerant management steps back through the reverse supply chain and to collect data related to emission reduction achieved at each step. A digital platform to do this will be developed by the RAC association with intention of having a sustainable capability to collect both emission reduction as a creditable basis for estimating the contribution of LRM to HFC consumption reduction from leak prevention, HFC reuse as well the climate impact of its environmentally sound capture, retention and ultimately destruction at end of life, all of which can be utilized for MP KA compliance reporting and potentially used in emerging carbon finance mechanisms.
- *Output 3.3.1 (Cooling equipment performance monitoring for demonstration projects)*. This demonstration output will incorporate a digital data collection capability administer through the RAC Association that will contribute to the project's replication planning for low GWP, high energy efficiency.

In addition to the direct technical applications of digital solutions and tools noted above, digital tools will be more generally applied in Outcome 4.2 which is focussed on public and stakeholders' awareness. This will include a strong social media presence and digital dissemination of project information including documented lessons learned and best practices documented.

In all type of digital solutions that promote data collection and outreach, the project will promote working in line with the UNDP good practices, the Digital Standards and the Personal Data Protection and Privacy Policy / Data Principles.

Project Management

Cost Efficiency and Effectiveness

The project's cost efficiency and effectiveness are essentially defined by its ability to deliver the global environmental benefits (GEBs) embodied in its objective, namely to reduce the consumption of HFCs from the 2022 baseline established for the country (424,279 t CO_2Eq) by 70% in 2029 to a level of 133,886 t CO_2Eq, in compliance with its MP KA obligations and reduce environment and climate footprint of cooling sector by improving energy efficiency and life cycle management of refrigerants and products containing them. Associated with this objective, project aims to accomplish it with the minimum near term economic cost and social impact due to technological transition of critical national cooling infrastructure while recognizing that such a transition will be inevitable be forced on a small country due to global market forces.

Based on the direct GHG reductions the project is projected to achieve in the life of the project in the 2025-2030 period by meeting the 70% reduction level (2,096,043 CO_2Eq.), the basic cost effectiveness of the GEF grant is calculated as USD 2.47/t CO_2 Eq. Using total project cost including committed co-financing (USD 48,918,900) this would be USD 23.34/ t CO_2 Eq. These numbers are generally within the range of current prices in both developing and established carbon markets[8]. While not readily quantified the project's integration of improved energy efficiency and longer-term development of a full LRM capability will contribute to sustaining the level of climate mitigation GEB beyond the project.

The project strategy as elaborated above builds Tajikistan's the notable success in meeting non-article-5 Country MP obligations in the phase out of ODS to address the current more substantial challenge of phasing down HFCs. The key lesson learned from this experience was to capitalize on a committed, technically strong private sector refrigeration servicing sector to implement the required technology transition, supported by matching policy, regulatory, technical standard and customs controls implemented by responsible authorities, and integrating robust knowledge and awareness programs into project implementation. This forms the basis for the project's theory of change and the identification of the key interventions that expand this strategy to meet the new and larger scale technology change requirements that now present themselves with the expectation that they will prove equally efficient and effective as in the case of previous GEF MP projects in the country.

Project Management

The project will be operationalized nationally with activities in all four regions as illustrated in Annex 3. This will include investment in refrigeration servicing in training, technical hubs, and technical capacity as well as in demonstration projects in commercial and industrial RAC technology conversions to low GWP, high energy efficiency technology. This will include investment in cold chain infrastructure related to agriculture production, food processing, storage and retail distribution as well as special investment in AC infrastructure in the expanding data center infrastructure associated with telecommunication.

Project office operations and project management functions will be centered on the CIIP offices and the NOU, both located in CoEP headquarters in Dushanbe with technical support services provided by the RAC Association technical center also located in Dushanbe.

The project will be nationally implemented (Full NIM) in accordance with GEF NIM guidelines by the Center for Implementation of Investment Projects (CIIP) within the Committee for Environmental Protection under the Government of the Republic of Tajikistan as the Implementing Partner (IP).

UNDP and the CIIP within the CoEP will establish effective, efficient and transparent project administration procedures and operating systems. A project financial management system will be established to ensure

[8] https://www.visualcapitalist.com/sp/visualized-the-price-of-carbon-around-the-world-in-2024/

transparency and accountability. Financial transactions, reporting, and auditing will be carried out in compliance with established rule and procedures for NIM modality.

The CIIP, the CoEP's senior management and the respective line ministries and agencies will appoint National Project Focal Points that will serve as a major contact person with the project on behalf of the Government. The Project Support/Management Unit (PMU) will be established under the CIIP to ensure day-to-day oversight of implementation of the principal project. Separate arrangements will be agreed upon to ensure close collaboration and coordination between UNDP and PMU's activities towards achieving common targets set by the overall project.

The following key personnel will be involved in the implementation of the project:

- Project Manager based in Dushanbe, who will be responsible for day-to-day project management and coordination. The incumbent will report to the Director of the CIIP within the CoEP, and will have expertise on environmental protection, policy development, and institutional strengthening.
- Finance Officer/Accountant based in Dushanbe, who will assume financial management of the project activities, assist in planning, and budget preparation and administration; contracts administration for national/local consultants and all project staff, all in accordance with UNDP procedures and observing national legislation requirements including quarterly and yearly project progress reports concerning financial issues.
- Project Assistant/Administrator based in Dushanbe, who will assume administrative management of the project activities, and assist in the preparation of quarterly and annual work plans, and progress reports for review and monitoring by UNDP as well as provide oversight and monitoring of implementation of contacts of national / local consultants and all project staff.
- Procurement Specialist based in Dushanbe, who will support the development of TORs and conduct all the procurement and contracting under the project, including: advertising and invitation for tendering; organizing bidding meetings; tender openings; selection panels; writing minutes; participate in selection panels and facilitate evaluation of bids/offers/applications; ensure that all supportive documents related to the project procurement/contracting that are submitted for the Project Manager's approval, are prepared according to the annual workplans (AWPs) and full NIM rules and regulations and aligned with the government procurement rules and regulations.

For the implementation of specific outputs of the Project, the CIIP of the CoEP will recruit the following specialists:

- International Consultants (experts, specialists) will be contracted for specific project activities, and those include the following:
  - International Consultant on F-gases-linked legislation, customs control and standards (Output 1.1.1.);
  - International ODS and HFC Waste Management Specialist (Output 2.3.3.)
  - International Specialist (s) in zero ODS and low GWP, energy efficient and low carbon technologies - including supervision of the design documentation (Outputs 3.1.1., 3.4.1.)
  - International Specialist in the development of business models in the context of investment proposals to local banks, IFIs, Development Banks or other investors on the transition to energy efficient technologies with low GWP (Output 3.5.1.)
  - International Consultant to conduct Project's Mid-Term Review (Output 5.1.1)
  - International Consultant to conduct Project's Terminal Evaluation (Output 5.1.1)

- Local Consultants (experts, specialists) will be contracted for specific project activities, and those include, but not limited to the following:
  - Lead Expert on improvement of legislative and policy framework for HFC phasedown, institutional strengthening and financial instruments (Component 1, across all outputs);
  - Lead Expert on capacity building and best practices in refrigeration service delivery (Component 2, across all outputs);

- Lead Expert on demonstration of low-GWP energy efficient alternative technologies and improving energy efficiency for sustainable development of cooling sector (Component 3, across all outputs);
- Lead Communications and Knowledge Management Specialist (Component 4, across all outputs);
- Lead Monitoring, Evaluation and Reporting Specialist (All components, all outputs);
- Policy and Legal Expert (Outputs 1.1.1., 1.1.2., 1.1.3.)
- Customs Expert (Outputs 1.1.1., 1.1.2., 1.1.3.)
- Technical Standards Experts (Outputs 1.1.1., 1.1.2., 1.1.3.)
- Training and Capacity Building Expert (Outputs 1.1.1., 1.1.2., 1.1.3.)
- Expert on development, adaptation and implementation of new standards for HFCs and natural refrigerants (Outputs 1.1.2.)
- Expert on development, adaptation and implementation of technical regulations for HFCs and natural refrigerants (Output 1.1.2.)
- Expert on national statistics system (Output 1.1.2.)
- Expert on customs related information systems (Output 1.1.2.)
- Expert on refrigerant safety (Output 1.1.2.)
- RAC Engineer (Output 1.1.2.)
- Trainer of Trainers (4) in RAC servicing (foam sector, servicing, assembly, waste management, recirculation, recovery) (Outputs 2.1.1., 2.1.2., 2.2.1., 2.2.2., 2.2.3., 2.2.4., 2.3.1., 2.3.2., 2.3.3.)
- Expert on energy efficient technologies with Zero ODS, low GWP (Outputs 3.1.1., 3.4.1.)
- Expert on safety standards (Outputs 3.1.1., 3.4.1.)
- M&E Technical Expert for monitoring cooling performance in demonstration projects, documentation of experiences and lessons learned, and disseminate knowledge to stakeholders (Output 3.3.1.)
- Gender Specialist (Outputs 4.1.1., 4.1.2., 4.2.1., 4.2.2.,)
- Local Consultants to support MTR (2 consultants, Output 5.1.1);
- Local Consultants to support TE (2 consultants, Output 5.1.1);
- National Consultant on Reporting (PIR, APR, Exit Strategy, Final Report) (All components, all outputs).

Local contractors will be contracted on the competitive basis for providing professional services, technical assistance, and facilitating implementation of designated project initiatives. The contractors will also carry out support functions such as logistical arrangement, catering services, printing and publications.

Project Results Framework

Contribution to the Sustainable Development Goal (s):

SDG 12 – By 2030, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.

SDG 13 – Climate Action – Target: Integrate climate change measures into national policies, strategies and planning

SDG 5 – Gender Equality – Target: Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women

SDG 8 – Good Jobs and Economic Growth – Target: Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labor-intensive sectors

SDG 9 – Innovation and Infrastructure – Target: By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.

Intended Outcome as stated in the UNSDCF/Country Programme Results and Resource Framework:

Outcome 3. Integrated management of climate and environmental risk.

Applicable Output(s) from the UNDP Strategic Plan:

A.4.1 National commitments of global environmental agreements embedded within policies, institutions, and budgetary frameworks (primary)

A.4.2 Financing for climate and nature-based solutions expanded to promote prosperity while protecting the planet.

Project title and Quantum Project Number: Integrated Program for HFC Phasing Down and Sustainable Cooling for Tajikistan

UNDP PIMS ID number: 6738**, GEF Project ID number:** 11430**, Quantum Project Number:** 01004341

Objective and Outcome Indicators[9] (no more than a total of 20 indicators)		**Data Source**	**Baseline**[10]	**Mid-term Target**[11]	**End of Project Target**	**Data Collection Methods**[12]	**Risks/Assumptions**
Project Objective:	*To support the government of Tajikistan and stakeholders to phase down 70% of Hydrofluorocarbon (HFCs) consumption by 2029 in cooling and foam sectors from its baseline level in line with the control measures of the Kigali Amendment of the Montreal Protocol on HFCs and reduce environment and climate footprint of cooling sector by improving energy efficiency and life cycle management of refrigerants and products containing them*						
	Mandatory Indicator 1: Number of direct project beneficiaries disaggregated by gender (individual people)[13]	*Beneficiary Assessments of individual outputs*	*N/A*	*Total direct beneficiaries – 2,000* *Women direct beneficiaries - 700* *Total indirect beneficiaries – 670,000*	*Total direct beneficiaries – 5,653* *Women direct beneficiaries - 1,833*	*Output surveys and assessments*	*Expert estimates* *Progress reports*

[9] *UNDP publishes its project information (indicators, baselines, targets and results) to meet the International Aid Transparency Initiative (IATI) standards. Make sure that indicators are S.M.A.R.T. (Specific, Measurable, Attainable, Relevant and Time-bound), provide accurate baselines and targets underpinned by reliable evidence and data, and avoid acronyms so that external audience clearly understand the results of the project.*

[10] *Baseline, mid-term and end of project target levels must be expressed in the same neutral unit of analysis as the corresponding indicator. Baseline is the current/original status or condition and needs to be quantified. The baseline can be zero when appropriate given the project has not started. The baseline must be established before the project document is submitted to the GEF for final approval. The baseline values will be used to measure the success of the project through implementation monitoring and evaluation.*

[11] *Target is the change in the baseline value that will be achieved by the mid-term review and then again by the terminal evaluation.*

[12] *Data collection methods should outline specific tools used to collect data and additional information as necessary to support monitoring. The PIR cannot be used as a source of verification.*

[13] *This indicator captures the number of individual people who receive targeted support or assistance from a given GEF-financed project or program and/or who use the specific resources that the project maintains or enhances. Direct beneficiaries are all individuals receiving either: (a) Targeted support. This includes individuals whom can be identified as receiving direct support or assistance, can be counted individually and are aware they are receiving support in some sort and/or use the specific resources. This implies a high degree of attribution to the project; or (b) High intensity of support. This means receiving a high level of support/effort provided per person, assessed on a continuum with broad levels from Low to Medium and High, where only high intensity of support qualifies as direct beneficiary as per Table 1 (page 26) of the GEF's Guidelines on the Implementation of the GEF-8 Results Measurement Framework*

				Women indirect beneficiaries - 335,000	*Total indirect beneficiaries – 1,894,000* *Women indirect beneficiaries - 947,000*		
	Mandatory GEF Core Indicators: ***Indicator 2:*** *Total metric tons of CO_2e emissions reduced annually toward achieving 70% reduction from the Kigali Amendment baseline and implementation of LRM.*	*Based on the cumulative reduction in HFC consumption calculated as the difference between the BAU consumption and estimated actual consumption for each year in the project 5 year implementation period (2026 thru 2030) assuming project reductions targets are met (Figure 1)*	*2025 BAU = 525,883 t CO_2Eq.* *2025 consumption = 419,992 t CO_2Eq.*	*2028 consumption = 235,300 t CO_2Eq.* *2025-2028 cumulative GHG reduction = 975,678 t CO_2Eq*	*2030 consumption = 127,192 t CO2Eq.* *2025-2030 cumulative GHG reduction = 2,096,043 t CO_2Eq*	*National consumption reporting to MP Ozone Secretariat*	*Application of HFC import quotas and supporting additional progressive controls on HFC based equipment import achieve reduction targets.*
	Indicator 3*: Total energy saved (in MJ and/or CO2 equivalent) annually through replacement of HFC-based cooling equipment with high EE and low GWP equipment*	*Based on national expert estimates of energy saving from implementation of EE improvement measures in demonstration, application of MEPS for RAC equipment and integration with demonstration renewable energy investment.*	*No incremental EE measures in place for RAC sector*	*Indirect annual GWG reduction from energy saving 220,000 t CO_2 EQ. (989,986,453 MJ) in RAC sector*	*Indirect annual GWG reduction from energy saving 740,700 t CO_2 EQ. (3,333,104,390 MJ) in RAC sector*	*Reporting from monitoring results from implementation of demonstration sub-projects and application of MEPS*	*Implementation of low GWP/high EE demonstration sub-projects and MEP as planned during the project period*
	Indicator 4: *Total metric tons of HFCs reduced or phased out annually* *through replacement with alternative low GWP technology*.	*Based on the cumulative reduction in HFC consumption calculated as the difference between the BAU consumption and estimated actual*	*2025 BAU = 269 t* *2025 consumption = 230 t.*	*2028 HFC consumption = 135 t* *2025-2028 cumulative HFC chemical reduction = 396 t*	*2030 HFC consumption = 73 t.* *2025-2028 cumulative HFC chemical reduction = 903 t*	*National consumption reporting to MP Ozone Secretariat*	*Application of HFC import quotas and supporting additional progressive controls on HFC based equipment import achieve reduction targets.*

		consumption for each year in the project 5-year implementation period (2026 thru 2030) assuming that project reductions targets are met (Figure 1)					
Project Component 1	*Legislative and policy framework for HFC phasedown, institutional strengthening, and financial instruments*						
Project Outcome 1 Legislation and Institutional implementing capacity assessed and strengthened	***Indicator 5:*** *a) Percentage reduction in HFC consumption compared to MP baseline.b) Extent to which regulatory measures for KA compliance are introduced and enforced.* *(Rating scale: 1 = Not initiated* *2 = Partially initiated* *3 = Substantially implemented* *4 = Fully implemented) f (regulatory measures that may include i) mandatory licensing/ reporting by HFC importers; ii) refrigerant labelling/proof of origin requirements; iii) ban on single use containers and intentional emissions; iv) restrictions on import/sale of used HFC based equipment; v) targeted progressive restrictions on import of new high HFC consumption RACHP equipment; and vi) application of import fees*	*CoEP and RAC Association*	• *2024 HFC consumption 489,600 CO_2 Eq (Exceeding compliance level by 65,300 CO_2 Eq).* • *Basic system of importers of HFCs.* • *System of HFC import quotas in place for 2025 controlling imports through to 2029 in accordance with phase down profile based on achieving 70% KA compliance in 2029.*	• *2027 HFC Consumption <314,000 CO_2 Eq.* • *HFC importer licensing system fully in place and enforced, with system of import quota allocation fully operational.* • *Regulatory measures on: i) labelling/proof of origin requirements; ii) ban on single use containers and intentional emissions; iii) restrictions on import/sale of used HFC based equipment in place.*	• *2029 HFC consumption <134,000 CO2 Eq.* • *Additional regulatory measures on: i) targeted progressive restrictions on import of new high HFC consumption RACHP equipment; and ii) application of import fees on HFCs and targeted HFC equipment in place*	•*Annual HFC consumption data collected/ reported by Customs and Statistics authorities (top-down data) and RAC Association surveys (bottom up).* •*CoEP reporting on regulatory measures and official reports to Ozone Secretariate.*	*The underpinning assumption is that continued policy and government C/F funding commitment to the KA compliance objective is sustained and coordination of efforts between key government authorities (CoEP, Customs and statistics authorities) and collectively with the RAC Association are effectively managed within the government.* *Principle risks are associated with absence of such coordination, sufficient sustaining C/F funding, public/political resistance to implementation and enforcement of regulatory measures will develop, and that uncontrolled illegal trade in HFCs and HFC based equipment will expand.*

	on HFCs and targeted HFC equipment)						
	***Indicator 6**: a) Percentage of trained customs officers and environmental inspectors who demonstrate improved knowledge on HFC control measures and low-GWP refrigerant standards.* *b) Updated national technical standards and regulations covering HFCs and low-GWP refrigerants introduced. (Y/N)* *c) Standardized national system for HFC data collection, verification, and reporting established. (Y/N)*	*CoEP, Customs Authorities, Statistical Agency, Standards Authorities and RAC Association*	• *167 customs officers and 32 environmental inspectors trained in relation to HCFCs from previous projects but limited exposure to control measures applied to HFCs and low GWP refrigerant alternatives exists.* • *Limited updating of technical standards/ regulations to cover low GWP alternatives including design and WHS provisions has occurred.* • *Limitations in capacity collection of HFC consumption data exists.*	• *125 customs officers and 25 environmental inspectors in 4 regions trained.* • *Updating of national technical standards/ regulations initiated inclusive of design and OHS provisions specific to use of low GWP refrigerants that may exhibit high pressure, flammability and/or toxic properties* • *Standard system for HFC data collection, verification and reporting established.*	• *250 customs officers and 50 environmental inspectors in 4 regions trained with at least 70% of those trained demonstrate improved knowledge.* • *Updating of national technical standards /regulation completed inclusive of design and WHS provisions specific to low GWP refrigerants that may exhibit high pressure, flammability and/or toxic properties*	• *Project implementation reporting from the IP (CIIP/CoEP).* • *Training program and completion reports from customs authorities and CoEP on training.* • *Progress reporting on preparation of technical standards/regulations and development of standard HFC data collection system*	*The underpinning assumption is that sufficient numbers of customs and regulatory staff are available for training, the process of updating technical standards/ regulation and HFC data collection system development occurs in a timely fashion.* *In the absence of this a risk of capacity and regulatory enforcement limitations exists with consequences such as increased risk of illegal HFC imports and safety and OHS performance not meeting UNDP/GEF requirements.*
Outputs to achieve Outcome 1	*Output 1.1.1 - HFC policy/regulatory control framework upgraded, Output 1.1.2- HFC policy, regulatory, customs, statistical and standards development/enforcement capacity strengthened; Output 1.1.3 - Institutional interagency coordination and sustainable Montreal Protocol involvement*						
Project component 2	*Component 2: Capacity-building and best practices in refrigeration service delivery*						
Outcome 2.1 Refrigeration servicing technician training and mandatory certification system on HFCs and its alternatives upgraded and expanded.	***Indicator 7:** a) Total number of qualified RACHP engineers/technicians completing "train-the-trainers" program on HFCs and low-GWP alternatives and delivering the certification program implementation.* *b) Total number of RACHP specialists certified on HFC*	*RAC Associations and cooling sector end users*	• *No mandatory or universal certification system for refrigeration technicians presently is in place* • *740 working refrigeration technicians and engineers are*	• *Completion of "train the trainers" programme for 5-6 qualified RACHP engineers/ technicians on HFCs and low GWP alternatives and certification programme implementation delivery*	• *Delivery of refresher training and mandatory certification on HFC and low GWP refrigerants delivered to 740 RACHP specialists*	• *Regular reporting from the RAC association respecting to design and implementation of certification and training programme*	*Based on past experience, it is assumed that sufficient numbers of existing refrigeration servicing specialists will be retained and new entries into the profession will be attracted to support the required training and certification programs.*

	and low-GWP refrigerants through mandatory certification program.		*employed but this number requires growth to address normal turnover, an aging demographic in the profession and need for expansion with the challenge of cooling sector growth in parallel with HFC phase down.*	• *Delivery of refresher training and mandatory certification on HFC and low GWP refrigerants delivered to 240 RACHP specialists*			*Risks to achieving this is related to this assumption is that the profession can maintain compensation competitiveness in an expanding regional economy.*
	Indicator 8: *a) Number of vocational training institutions, RAC Association facilities and large upgraded and refrigeration servicing company equipped* *b) Number of annual training capacity (places) expanded for refrigeration technicians (including women's participation).*	*RAC Association, larger servicing firms, vocational institutes and cooling sector end users*	*Refrigeration training capacity developed through previous projects exists within the RAC Association, larger servicing firms and state vocational institutes but needs expansion to serve expanded requirements of HFC phase down and introduction of low GWP alternatives.*	• *Upgrading and expansion of training capacity (technical equipment) at 1 vocational institution, 1 training RAC Association facilities Association and 1 large refrigeration servicing company.* • *Expansion of training capacity with be 25 places annually.* • *5 women trained and qualified*	• *Upgrading and expansion of training capacity (technical equipment) 1 vocational institutions, 2 training RAC Association facilities Association and 1 large refrigeration servicing companies.* • *Expansion of training capacity with be 40 places annually.* • *10 women trained and qualified*	• *Regular reporting from the RAC association, vocational institutions and service companies*	*Underlying assumption is that the training program attracts sufficient students and training delivery parties have financial and technical capacity to deliver the required training and certification services.* *Some risk is associated with these assumptions but it is considered low give the strong baseline capacity base and track record.*
Outputs to achieve Outcome 2.1	*Output 2.1.1 - Refrigeration servicing technician competency and certification, Output 2.1.2 - Expansion of refrigeration servicing vocational and industry-based training capacity*						
Outcome 2.2 Measures to reduce emissions of HFCs into the atmosphere and to improve the life cycle management of refrigerants (containment	***Indicator 9:*** *a) Number of HFC recycling/processing centers upgraded with additional equipment* *b) Number of service technician tool sets supplied to enterprises and field specialists to expand recovery, reuse, and reclaim capacity.*	*RAC Association, refrigeration servicing firms and commercial/industrial cooling equipment end users*	*A basic national capability operated by the RAC Association and at least one larger service companies is in place that can accommodate the current low level of refrigerant recovery*	• *Updated and additional equipment for 2 HFC recycling/ processing centers including tools, recovery units, additional basic reclaim capacity, analytical*	• *Updated and additional equipment for 4 HFC recycling/ processing centers including tools, recovery units, additional basic reclaim capacity,*	• *Regular reporting from the RAC Association, end users, and service companies*	*Basic Assumption is that sufficient market and regulatory incentives develop to sustain incremental increase in reverse refrigerant supply chain management of refrigerant banks.*

strategy) in servicing sector			*and reverse supply chain management.*	*capability, and dedicated multi-use transfer and storage containers.* • *Supply of 50-60 sets of service equipment and tools for enterprises and field specialists.*	*analytical capability, and dedicated multi-use transfer and storage containers* • *Supply of 100-120 sets of service technician equipment and tools for enterprises and field specialists.*		*Main risk is the absence of coordinated regulatory and fiscal measures with physical development of the life cycle refrigerant management capability*
	***Indicator 10**: a) Number of commercial refrigeration systems retrofitted to low-GWP refrigerants in compliance with national/international design and OHS standards.* *b) Number of assembly/installation firms equipped to produce equipment using low-GWP refrigerants in compliance with national/international design and OHS standards.*	*RAC Association, refrigeration servicing firms, equipment and installation firms, and commercial cooling end users*	*The rapid adoption of HFCs to replace HCFCs in smaller commercial cooling applications represents a significant bank of HFCs that are capable of retrofitting to lower GWP refrigerant systems.* *Significant filling of nationally assembled/installed refrigeration equipment using HFCs occurs.*	• *Up to 5 lower GWP refrigeration retrofitting conversions completed, documented and results disseminated inclusive of application of national/ international design and WHS standards* • *1 Assembly/ installation firm (s) equipped with capacity to produce equipment using low GWP refrigerants consistent with national/ international design and WHS standards.* • *Replaced HFC systems, including refrigerant, managed by recycling and/or environmentally sound management.*	• *Up to 10 lower GWP refrigeration retrofitting conversions completed, documented and results disseminated inclusive of application of national/ international design and OHS standards* • *3 Assembly/ installation firm (s) equipped with capacity to produce equipment using low GWP refrigerants consistent with national/ international design and WHS standards.* • *Replaced HFC systems, including refrigerant, managed by recycling and/or environmentally sound disposal.*	• *Regular reporting from RAC Association, servicing firms/ technicians and end users*	*Basic assumption is that enough qualified end users participate in the demonstration program noting the target commercial sector has a large number of candidates and has previously participated in such programs to retrofit CFC/HCFC equipment.* *Low risk that sufficient candidates cannot be engaged to undertake the programme.*
Outputs to achieve Outcome 2.2	*Output 2.2.1 - Expanded capacity for recycling, reclamation to capture and reuse HFCs, Output 2.2.2 - Expanded source-based recycling/ recovery capability for HFCs and low GWP alternatives, Output 2.2.3 - Retrofitting existing HFC based refrigeration equipment with low GWP Alternatives, Output 2.2.4 - Capacity of RACHP equipment assembly/installation enterprises to low GWP refrigerants*						

Outcome 2.3 Development of a fully sustainable refrigerant management system based on "smart" monitoring, life cycle refrigerant management (LCM); and an upgraded business model	***Indicator 11:*** *Percentage of medium and large RAC commercial and industrial installations registered in the operational digital online inventory system and reporting technical characteristics.*	*RAC Association, refrigeration, CoEP/NOU, and commercial/ industrial cooling end users*	*Current cooling sector inventories limited to periodic surveys undertaken by the RAC association and distributed data held by the servicing firms and end users. No formal or system of major equipment registration or systematic data collection of relevant technical data is in operation.*	• *Inventory system development has progressed through design/ stakeholder consultation, and initial data collection stages and a beta level version is operational.* • *Major cooling equipment registration and data collection covers 30,250 installations (40% of target installations).*	• *Inventory system development has completed and operational.* • *Installation registration and data collection covers 75,626 installations (100% of target installations)*	• *Regular reporting from the RAC association, and CoEP/NOU*	*Basic assumption based on success of historical bottom-up survey work by the RAC Association is that the commercial/industrial cooling sector will be fully engaged on a voluntary basis.* *Main risk is that the required level of cooperation would be diminished by adopting a more "command and control" regulatory approach applied to refrigeration.*
	Indicator 12: *a) Completion and adoption of the strategic planning study recommendations (Y/N)* *b) Mobilization of LRM investments across the refrigerant supply chain (Y/N)* *3) Number of sites piloting remotely controlled systems for HFC leakage and energy efficiency monitoring.* *4) National HFC destruction qualification trial completed at a combustion facility (cement kiln) (Y/N)*	*RAC Association, refrigeration servicing firms and commercial cooling end users*	*The basic elements of an LRM system are in place on a small scale has been developed by the RAC association. However, level of emission reduction achieved is modest and has significant potential for growth and contribute to HFC consumption reduction and phase down targets.*	• *Strategic planning study results to integrate the investments into an overall LRM approach with the refrigerant supply chain in both directions being introduced across the RACHP sector.* • *Demonstration of remote monitoring of leakage and energy efficiency occurring at 3 sites.* • *Study of environmentally sound options for end-of-life refrigerant destruction*	• *. Strategic planning study results to integrate the investments into an overall LRM approach with the refrigerant supply chain in both directions established across the RACHP sector.* • *Demonstration of remote monitoring of leakage and energy efficiency operating at 7 sites.* • *A HFC destruction trial on a national combustion facility (cement kiln) undertaken for qualification to MP TEAP guidance performance requirements for.*	• *Regular reporting from RAC Association.*	*The basic assumption is that the relatively advanced development of LCM on a modest scale provides a foundation to expand this concept consistent with global trends.* *The principal risk is that regulatory, market and fiscal incentives will be a barrier for sustainable exploitation of LRM.*

					refrigerant destruction.		
Outputs to achieve Outcome 2.3	*Output 2.3.1 -Cooling equipment inventory system, Output 2.3.2 - Demonstration of remote monitoring of leakage and energy efficiency, Output 2.3.3 - Operational mainstreaming of life cycle refrigerant management*						
Project Component 3	Demonstration of low-GWP energy efficient alternative technologies and improving energy efficiency for sustainable development of cooling sector.						
Outcome 3.1 Demonstration of energy efficient alternative technologies with low GWP refrigerant	***Indicator 13:*** *Number of low-GWP/high energy efficiency cooling installations completed in agricultural/processing and commercial food storage sectors through financial incentive schemes.*	*RAC Association, current and new end users.*	*Cooling technology selection and is currently HFC based largely because of limited import controls and it enjoying a cost advantage in the market over low GWP/higher energy efficient alternatives also available on the market.*	• *Low GWP cooling installations undertaken in the agricultural/ processing and commercial food storage sector (supermarket/ logistics centers) at 4 installations in at least 2 regions of the country*	• *Low GWP cooling installations undertaken in the agricultural/ processing and commercial food storage sector (supermarket/ logistics centers) at 8 or more installations in 4 regions of the country*	• *Regular reporting from the RAC Association and beneficiary enterprises*	*Base assumption based on feedback from end users is there is a demand to adoption of low GWP technology if it can be justified economically in relation to HFC technology.* *Risk may exist that this interest may not materialize in practice.*
Outputs to achieve Outcome 3.1	*Output 3.1.1 - Demonstration of low-GWP, energy efficient alternative cooling technologies*						
Outcome 3.2 Conversion in thermal insulation materials manufacturing companies to use of low GWP alternatives substances	***Indicator 14:*** *a) Number of enterprises or individual entrepreneurs applying foam thermal insulation materials equipped with tools and equipment for low-GWP blowing agents.* *b) Number of national manufacturers of insulation sandwich panels equipped to use low-GWP blowing agents.*	*RAC Association, Ministry of Industry, and private sector manufacturers and insulation applicators*	*Currently, insulation materials for sandwich panel components for cold rooms and in spray application to structures and piping uses HFC based blowing agents.*	• *2Enterprises/ individual entrepreneurs applying foam thermal insulation building materials provided with sets of foam application tools and equipment designed for application of low GWP blowing agents.* • *Design support provided to a national manufacturer of insulation sandwich panels for use of low GWP blowing agents.*	• *4 Enterprises/ individual entrepreneurs applying foam thermal insulation building materials provided with sets of foam application tools and equipment designed for application of low GWP blowing agents.* • *National manufacturer of insulation sandwich panels equipped to use low GWP blowing agents*	• *Regular reporting from the RAC Association and beneficiaries*	*Assumption is that enterprises and individuals will use processes that apply blowing agents in the country rather than importing pre-blended or finished insulation materials (HFC consumption in country of origin).* *Potential exists that the market conditions and supply chain decisions may dictate that the use of HFC containing insulation material may be best addressed by import and standards regulation.*

Outputs to achieve Outcome 3.2	*Output 3.2.1 - Foam thermal insulation applications converted to low GWP blowing agents*						
Outcome 3.3 Effective performance of cooling system in the demonstration projects	***Indicator 15:*** *a) Number of demonstration projects where diagnostic performance monitoring of cooling and energy efficiency is undertaken.* *b) Number of end users and refrigeration servicing providers investing in diagnostic performance monitoring capability.* *c) Results of diagnostic performance monitoring disseminated to cooling equipment end users and RAC technicians and integrated into the inventory/registration system. (Y/N)*	*RAC Association and end use operators of larger cooling equipment*	*Modern techniques to monitor cooling equipment performance has not been introduced in the country.*	• *Diagnostic performance monitoring of cooling and energy efficiency undertaken on 14 demonstration projects being implemented under Outcomes 2.2 and 3.1* • *Results disseminated across cooling equipment end users, RAC technicians, and integrated into the inventory/ registration system being implemented under Outcome 2.3*	• *Diagnostic performance monitoring of cooling and energy efficiency undertaken on 26 demonstration projects being implemented Outcomes 2.2 and 3.1 introduction of low GWP cooling* • *Investment made in Diagnostic performance monitoring capability by 17 end users and refrigeration servicing providers.*	• *RAC Association and cooling equipment end user reporting*	*Basic assumption is that economic value of refrigerant and energy conservation will sustain end user interest and commitment and expand application of diagnostic performance monitoring.* *Potential risks exist that lower cooling perform and less energy efficient equipment is kept operating and remains on the market at lower prices.*
Outputs to achieve Outcome 3.3	*Output 3.3.1 - Low GWP/Energy Efficiency cooling demonstration investments monitored and evaluated*						
Outcome 3.4 National Cooling Action Plan, and operational Minimum Energy Performance Standard/ Regulation (MEPS)	***Indicator 16*** *a) Extent to which National Cooling Action Plan developed and adopted* *(Rating scale: 1 = Not initiated, 2 = Draft prepared, 3 = Approved, 4 = Adopted and Operational)* *b) Internationally accepted MEPS introduced for Imported cooling equipment (Y/N)* *c) Number of Energy assessment audits undertaken.*	*RAC Association, CoEP, Standards authorities and end use operators of cooling equipment*	*Coordination of national action on cooling and related energy efficiency issues has been limited to date but is now identified as a priority.*	• *Interagency and external stakeholder coordination working group structure in place and tasked with development of a National Cooling Action Plan* • *Initial adoption of internationally MEPS accepted and applied to imported cooling equipment* • *5 energy assessment audits and 2 cooling*	• *National Cooling Action Plan adopted inclusive of sustaining future KA compliance beyond 2030* • *Internationally accepted MEPS and generally applied applicable to Imported cooling equipment* • *10 energy assessment audits and 3 cooling*	• *Interagency/ stakeholder working group regular reporting*	*Based on assumption of institutional and end user stakeholder commitment to coordination of cooling sector planning and associated energy efficiency as a priority.* *Risk exists that this commitment could not be sustained if not supported by appreciate policy, regulatory, and access to investment and fiscal incentives.*

	d) Number of Cooling installation renewable energy demonstrated.			*installation renewable energy demonstrations initiated.*	*installation renewable energy demonstrations completed.*		
Outputs to achieve Outcome 3.4	*Output 3.4.1 - National Cooling Action Plan, and operational Minimum Energy Performance Standard/ Regulation (MEPS) implemented*						
Outcome 3.5 *Sustainable financing for low GWP, energy efficient investment*	***Indicator 17*** *– Number of financing arrangements realized for investment in low-GWP/high energy efficiency cooling infrastructure (new or replacement) to achieve and maintain KA compliance.*	*RAC Association, CIIP/CoEP, Ministry of Industry, national financial institutions, international financial institutions.*	*Interest in investment in replacement and new cooling infrastructure is developing but requires dedicated efforts to coordinate and sustain access to the range of national and international financing sources potentially available*	• *Realization of 10 financing arrangements for replacement or new cooling infrastructure*	• *Realization of 20 financing arrangements for replacement or new cooling infrastructure*	• *CIIP reporting*	*Basic assumption is that public policy and private sector commitment to transformation of cooling infrastructure to low GWP/high energy efficiency technology and that its value in both addressing climate change and national energy supply constraints will provide attractive green financing opportunities is sustained.* *Risk exists that these commitments are not realized and/or capitalized on.*
Outputs to achieve Outcome 3.5	*Output 3.5.1 - Access to investment financing for sustained transition to low GWP/energy efficient cooling*						
Project Component 4	Gender, Social and Environmental Standards, Communication, Knowledge Management,						
Outcome 4.1 Social and Environmental Standards and gender dimension effectively mainstreamed in all project activities	***Indicator 18:*** *a) Extent to which provisions of the project Gender Action Plan are implemented, including expanded women's participation in technical training and networking events. (Rating scale: 1 = Not initiated* *2 = Partially implemented* *3 = Substantially implemented*	*RAC Association survey data on women's participation in the RACHP sector.* *International experience/ technical literature on possible social/ environmental impacts associated with adoption of*	*Traditionally, there has been only limited women's direct employment in RACHP sector.* *The environmental and social impacts of implementing technology change involving refrigerants having flammable and toxic properties as well as higher pressures*	• *National gender and /environmental specialists employed hired to support and monitor Gender Action Plan, and SESP/ESMF implementation across Component's 1, 2, 3.* • *Promotion of expanded women's participation through inclusion in*	• *National gender and /environmental specialists employed hired to support and monitor Gender Action Plan, and SESP/ESMF implementation across Component's 1, 2, 3.*	•*CIIP reporting*	*The principal risk to improved gender equity in employment in the RACHP are historical low participation levels and cultural barriers to women in such technical service sectors.* *The technical and 0WHS risks nominally associated with expanded introduction of Low GWP refrigerant technology ate generally*

	4 = Fully implemented) *b) Number of women provided financial support for vocational training in refrigeration and cooling technologies.* *c) Extent to which SESP/ESMF provisions are adopted, particularly technical and OHS considerations for low-GWP refrigerants.* *(Rating scale: 1 = Not initiated* *2 = Partially Adopted* *3 = Substantially Adopted* *4 = Fully adopted and operational)*	*low GWP alternatives.*	*while well proven globally and already in use in the country pose a small incremental OHS and community risk that require mitigation through training and adoption of national and international standards and practice.*	*technical training and networking events as well as providing financial support for 6-10 women in vocational training.* • *Adoption of SESP/ESMF provisions generally and particularly related to technical and OHS considerations associated with low GWP refrigerants being introduced.*	• *Promotion of expanded women's participation through inclusion in technical training and networking events as well as providing financial support for 6-10 women in vocational training.* • *Adoption of SESP/ESMF provisions generally and particularly related to technical and OHS considerations associated with low GWP refrigerants being introduced.*		*low recognizing the widespread adoption of such technology globally and nationally.*
Outputs to achieve Outcome 4.1	*Output 4.1.1 - Gender mainstreaming the RAC and other relevant sectors effectively implemented, Output 4.1.2 -Social and Environmental Standards integrated in all project activities*						
Outcome 4.2 Increased public awareness on the Kigali Amendment requirements and sustainable cooling	***Indicator 19:*** *a) Number of public events and presentations conducted annually to raise awareness on KA amendment and sustainable cooling.* *b) Number of public information materials (online and hard copy) published and actively disseminated through web and social media platforms.* *c) Number of seminars, forums, and knowledge transfer events organized to share project activities, results, and lessons learned.*	*CIIP, RAC Association*	*Historically, the country has developed a strong understanding and acceptance of implementation of the Montreal Protocol as a priority. However, the increased complexity and limited time frame for implementation of the KA suggests that a full understanding of what this entails in limited across all stakeholder groups.*	• *Detailed public and stakeholders' awareness program developed and being implemented.* • *Implementation metrics delivered would be 12 public events and presentations, dissemination of 20 public information documents (on-line/hard copy), active web and social media information presence operational, and 6 seminars and forums on project activities, results*	•*Detailed public and stakeholders' awareness program developed and being implemented.* •*Implementation metrics delivered would be 25 public events and presentations, dissemination of 42 public information documents (on-line/hard copy), active web and social media information presence utilized, and 12 seminars/ forums/knowledge transfer events on*	• *CIIP reporting*	*Basic assumption is that the historical track record related to general public awareness and acceptance of the need to rapidly transition cooling infrastructure to low GWP/high energy technology is feasible.* *Thee risk in doing so relates primarily to balancing the urgency of this transition against the near-term cost impacts to society that this could entail.*

				and lessons learned conducted.	*project activities, results and lessons learned conducted.*		
Outputs to achieve Outcome 4.2	*Output 4.2.1. (Detailed public and stakeholders' awareness program developed), Output 4.2.2. - HFC phase down communications, visibility and awareness program implemented, Output 4.2.3. - Public and Stakeholder Awareness Events and materials prepared and disseminated*						
Component 5 Monitoring and Evaluation	Monitoring and Evaluation						
Outcome 5.1 Monitoring and Evaluation	***Indicator 20**:* *a) Number of annual progress reports submitted throughout the project lifecycle, including progress on GAP, SESP, ESMF and SEP* *b) Number of independent evaluations undertaken*	*PIF, UNDP Project Document, GEF CEO Endorsement Proposal, STAP reviews, GEF Council Comments and GEF CEO approval*	*As defined in source documents*	*Mid-term review and report completed*	*Terminal Evaluation and report completed*	• *Document review, site visits, interviews conducted by independent reviewers selected by UNDP.*	*Basic assumption is M&E activity undertaken under CIIP/UNDP supervision using established procedures.*
Outputs to achieve Outcome 5.1	*Output 5.1.1 - Monitoring and Evaluation*						

Monitoring and Evaluation (M&E) Plan

Project-level monitoring and evaluation will be undertaken in compliance with UNDP requirements as outlined in the UNDP POPP (including guidance on GEF project revisions) and UNDP Evaluation Policy **The UNDP Country Office is responsible for ensuring full compliance with all UNDP project M&E requirements including project monitoring, UNDP quality assurance requirements, quarterly risk management, and evaluation requirements.**

Additional mandatory GEF-specific M&E requirements will be undertaken in accordance with the GEF Monitoring Policy and the GEF Evaluation Policy and other relevant GEF policies[14]. The M&E plan and budget included below will guide the GEF-specific M&E activities to be undertaken by this project.

In addition to these mandatory UNDP and GEF M&E requirements, other M&E activities deemed necessary to support project-level adaptive management will be agreed – including during the Project Inception Workshop - and will be detailed in the Inception Report.

Minimum project monitoring and reporting requirements as required by the GEF:

Inception Workshop and Report: A project inception workshop will be held within 2 months from the First disbursement date, with the aim to:

a. Familiarize key stakeholders with the detailed project strategy and discuss any changes that may have taken place in the overall context since the project idea was initially conceptualized that may influence its strategy and implementation.
b. Discuss the roles and responsibilities of the project team, including reporting lines, stakeholder engagement strategies and conflict resolution mechanisms.
c. Review the results framework and monitoring plan.
d. Discuss reporting, monitoring and evaluation roles and responsibilities and finalize the M&E budget; identify national/regional institutes to be involved in project-level M&E; discuss the role of the GEF OFP and other stakeholders in project-level M&E.
e. Update and review responsibilities for monitoring project strategies, including the risk log; SESP report, Social and Environmental Management Framework (where relevant) and other safeguard requirements; project grievance mechanisms; gender strategy; knowledge management strategy, and other relevant management strategies.
f. Review financial reporting procedures and budget monitoring and other mandatory requirements and agree on the arrangements for the annual audit.
g. Plan and schedule Project Board meetings and finalize the first-year annual work plan. Finalize the TOR of the Project Board.
h. Formally launch the Project.

GEF Project Implementation Report (PIR): The annual GEF PIR covering the reporting period July (previous year) to June (current year) will be completed for each year of project implementation. UNDP will undertake quality assurance of the PIR before submission to the GEF. The PIR submitted to the GEF will be shared with the Project Board. UNDP will conduct a quality review of the PIR, and this quality review and feedback will be used to inform the preparation of the subsequent annual PIR.

GEF and/or LDCF/SCCF Core Indicators: The GEF and/or LDCF/SCCF Core indicators included as Annex 15 will be used to monitor global environmental benefits and will be updated for reporting to the GEF prior to MTR and TE. Note that the project team is responsible for updating the core indicators status. The updated monitoring data must be shared with MTR/TE consultants prior to required evaluation missions, so these can be used for subsequent ground

[14] See https://www.thegef.org/projects-operations/policies-guidelines

truthing. The methodologies to be used in data collection have been defined by the GEF and are available on the GEF.

Independent Mid-term Review (MTR): An independent mid-term review (MTR) will be completed by the mid-point of the project. The terms of reference, the MTR process and the final MTR report will follow the standard templates and MTR guidance for UNDP-supported GEF-financed projects available on the UNDP Evaluation Resource Center. The MTR must be submitted to the GEF by the mid-point of the project but no later than 48 months after CEO Endorsement.

Provisions must be taken to complete and submit the MTR within the submission deadline. Therefore, the MTR process must start no later than 8 months before the expected date of submission of the MTR.

The MTR will be 'independent, impartial and rigorous'. The evaluator(s) that UNDP will hire to undertake the assignment will be independent from organizations that were involved in designing, executing or advising on the project to be reviewed. Equally, the evaluators should not be in a position where there may be the possibility of future contracts regarding the project under review.

The GEF Operational Focal Point and other stakeholders will be actively involved and consulted during the MTR process. Additional quality assurance support is available from BPPS/NCE.

The final MTR report will be publicly available in English and will be posted on the UNDP ERC by the MTR submission date included on cover page of this project document. A management response to MTR recommendations will be posted in the ERC within six weeks of the MTR report's submission to the GEF.

Terminal Evaluation (TE): An independent terminal evaluation (TE) will take place upon completion of all major project outputs and activities. The terms of reference, the evaluation process and the final TE report will follow the standard templates and TE guidance for UNDP-supported GEF-financed projects available on the UNDP Evaluation Resource Center. TE must be submitted to the GEF no later than 6 months after the Completion Date. This is a hard deadline that, if not met, can only be extended through a formal extension request.

Provisions must be taken to complete and submit the TE within the submission deadline. Therefore, TE must start no later than 8 months before the expected date of submission of the TE (or 11 months prior to the estimated operational closure date).

The evaluation will be 'independent, impartial and rigorous'. The evaluator(s) that UNDP will hire to undertake the assignment will be independent from organizations that were involved in designing, executing or advising on the project to be evaluated. Equally, the evaluators should not be in a position where there may be the possibility of future contracts regarding the project being evaluated.

The GEF Operational Focal Point and other stakeholders will be actively involved and consulted during the terminal evaluation process. Additional quality assurance support is available from BPPS NCE.

The final TE report will be publicly available in English and posted on the UNDPHY ERC by the TE submission date included on cover page of this project document. A management response to the TE recommendations will be posted to the ERC within six weeks of the TE report submission to the GEF.

Per the GEF Terminal Evaluation requirements, for cancelled full-sized projects, Terminal Evaluations are required if the GEF grant expenditure exceeds more than US$ 2 million.

Final Report: The project's final GEF PIR along with the terminal evaluation (TE) report and corresponding management response will serve as the final project report package. The final project report package shall be discussed with the Project Board during an end-of-project review meeting to discuss lesson learned and opportunities for scaling up.

In accordance with UNDP's programming policies and procedures, the project will be monitored through the following monitoring and evaluation plans**.**

Monitoring Plan: The project results, corresponding indicators and mid-term and end-of-project targets in the project results framework will be monitored by the Project Management Unit annually, and will be reported in the GEF PIR every year, and will be evaluated periodically during project implementation. If baseline data for some of the results indicators is not yet available, it will be collected during the first year of project implementation. Project risks, as outlined in the risk register, will be monitored quarterly.

Table 3: Monitoring Plan

Monitoring Activity							
	Results Monitoring	**Indicators**	**Targets**	**Description of indicators and targets**	**Frequency**	**Responsible for data collection**	**Means of verification**
Track results progress	**Project objective from the results framework:** To support the government of Tajikistan and stakeholders to phase down 70% of HFCs consumption by 2029 in cooling and foam sectors from its baseline level in line with the control measures of the Kigali Amendment of the Montreal Protocol on HFCs and reduce environment and climate footprint of cooling sector by improving energy efficiency and life cycle management	***Indicator 1****: Number of direct project beneficiaries disaggregated by gender (individual people)*	*Total direct beneficiaries – 5,653* *Women direct beneficiaries - 1,833* *Total indirect beneficiaries – 1,894,000* *Women indirect beneficiaries - 947,000*	*Estimation of direct and indirect beneficiaries from project interventions disaggregated by gender*	Annually	*CIIP/NOU*	*Expert estimates* *Progress reports* *National statistics*
		Indicator 2*: Total metric tons of CO_2e emissions reduced annually toward achieving 70% reduction from the Kigali Amendment baseline and implementation of LRM.*	*2028 consumption = 235,300 t CO2Eq.* *2025-2028 cumulative GHG reduction = 975,678 t CO2Eq* *2030 consumption = 127,192 t CO2Eq.* *2025-2030 cumulative GHG reduction = 2,096,043 t CO2Eq*	*Annual national MP Article 7 reporting to the MP secretariat based on "top down" import data (Customs and Statistics Authorities) and "Bottom up" survey data from RAC association.*	Annually	*CoEP/CIIP/NOU and RAC Association*	*National statistics reporting* *RAC Association survey reporting*

Monitoring Activity							
	Results Monitoring	**Indicators**	**Targets**	**Description of indicators and targets**	**Frequency**	**Responsible for data collection**	**Means of verification**
	of refrigerants and products containing them	***Indicator 3**: Total energy saved (in MJ and/or CO2 equivalent) annually through replacement of HFC-based cooling equipment with high EE and low GWP equipment*	*Indirect annual GWG reduction from energy saving in RAC: 2028-220,000 t CO_2 EQ. (989,986,453 MJ) and 2030 - 740,700 t CO_2 EQ. (3,333,104,390 MJ)*	*Measurable reductions in energy obtained retrofitted and introduced low GWP/high energy efficiency equipment*	Annually	*CoEP/CIIP/ NOU supported by RAC Association*	*Monitoring and survey/energy audit data from retrofitted and introduced low GWP/high energy efficiency equipment*
		***Indicator 4:** Total metric tons of HFCs reduced or phased out annually through replacement with alternative low GWP technology.*	*2028 HFC consumption = 135 t* *2025-2028 cumulative HFC chemical reduction = 396 t* *2030 HFC consumption = 73 t.* *2025-2028 cumulative HFC chemical reduction = 903 t*	*Annual national MP Article 7 reporting to the MP secretariat based on "top down" import data (Customs and Statistics Authorities) and "Bottom up" survey data from RAC association.*	Annually	*CoEP/CIIP/NOU and RAC Association*	*National statistics reporting* *RAC survey reporting*
	Project Outcome 1: Legislation and Institutional implementing capacity assessed and strengthened	***Indicator 5*** *a) Percentage reduction in HFC consumption compared to*	*2029 HFC consumption < 70% of MP base line (<134,000 t CO_2 Eq.)* *Regulatory measures in place and enforced on:* *i)HFC importer licensing*	*Compliance progress with MP KA reduction obligations based targeted consumption reductions to meet 2029 70%*	*Annually*	*CoEP/CIIP/NOU*	*Annual national MP Article 7 reporting to the MP secretariat* *Regulatory documents*

Monitoring Activity							
	Results Monitoring	**Indicators**	**Targets**	**Description of indicators and targets**	**Frequency**	**Responsible for data collection**	**Means of verification**
		MP baseline.b) Extent to which regulatory measures for KA compliance are introduced and enforced. *(Rating scale: 1 = Not initiated* *2 = Partially initiated* *3 = Substantially implemented* *4 = Fully implemented)*	*ii) labelling/ proof of origin; iii) ban on single use containers and intentional emissions; iv) restrictions on import/sale of used HFC based equipment; v) targeted progressive restrictions on import of new high HFC consumption RACHP equipment; vi) application of import fees on HFCs and targeted HFC equipment.*	*consumption reduction compliance obligations.* *Progressive application of regulatory controls on HFC and HFC equipment imports, and refrigerant management practices.*			
		Indicator 6 *–* *a) Percentage of trained customs officers and environmental inspectors who demonstrate improved knowledge on HFC control measures and low-GWP refrigerant standards.*	*125 customs officers and 25 environmental inspectors by 2028,* *And 250 customs officers and 50 environmental inspectors by trained in 4 regions with at least 70% of those trained demonstrate improved knowledge.* *Updating of national technical standards /regulations.*	*Individuals trained, technical standards updated and HFC consumption reporting systems upgraded*	Annually	CoEP/CIIP/NOU	*Training records and reports Pre/post-training tests.* *Standards and reporting systems development progress reporting* *Official output documents on technical standards and*

Monitoring Activity							
	Results Monitoring	**Indicators**	**Targets**	**Description of indicators and targets**	**Frequency**	**Responsible for data collection**	**Means of verification**
		b) Updated national technical standards and regulations covering HFCs and low-GWP refrigerants introduced. (Y/N) *c) Standardized national system for HFC data collection, verification, and reporting established. (Y/N)*	*Standard system for HFC data collection, verification and reporting established.*				*HFC consumption reporting*
	Project Outcome 2.1 Refrigeration servicing technician training and mandatory certification system on HFCs and its alternatives	***Indicator 7:*** *a) Total number of qualified RACHP engineers/technicians completing "train-the-trainers" program on HFCs and low-GWP alternatives and delivering*	*Completion of "train the trainers" programme for at least 5 qualified RACHP engineers/ technicians on HFCs and low GWP alternatives and certification programme implementation delivery by 2028* *Delivery of refresher training and mandatory certification on HFC and*	*Individuals trained in two steps involving a" train the trainers" program with international experts and them country wide upgrade training of work technicians.*	Annually	RAC Association	Training rosters Curriculum documentation Certifications completed

Monitoring Activity							
	Results Monitoring	**Indicators**	**Targets**	**Description of indicators and targets**	**Frequency**	**Responsible for data collection**	**Means of verification**
		the certification program implementation . *b) Total number of RACHP specialists certified on HFC and low-GWP refrigerants through mandatory certification program.*	*low GWP refrigerants delivered to 240 and 740 RACHP specialists by 2028 and 2030 respectively.*				
		***Indicator 8**:* *a) Number of vocational training institutions, RAC Association facilities and large upgraded and refrigeration servicing company equipped* *b) Number of annual training capacity (places) expanded for*	*Upgrading and expansion of training capacity (technical equipment) 1 vocational institutions, 1 (2028), 2 (2030) training RAC Association facilities Association and 1(2028) large refrigeration servicing company.* *Annual expansion of training capacity with be 25 places (2028) and 40 places (2030)*	*Upgrading and expansion of refrigeration servicing entry level training capacity*	*Annually*	*RAC Association, vocational institutions and individual servicing companies*	*Training rosters* *Curriculum documentation* *Certifications completed*

Monitoring Activity							
	Results Monitoring	**Indicators**	**Targets**	**Description of indicators and targets**	**Frequency**	**Responsible for data collection**	**Means of verification**
		refrigeration technicians (including women's participation).					
	Project Outcome 2.2 Measures to reduce emissions of HFCs into the atmosphere and to improve the life cycle management of refrigerants (containment strategy) in servicing sector	***Indicator 9:*** *a) Number of HFC recycling/processing centers upgraded with additional equipment* *b) Number of service technician tool sets supplied to enterprises and field specialists to expand recovery, reuse, and reclaim capacity.*	*Updated and additional equipment for HFC recycling/processing centers (2 by 2028, 4 by 2030) including tools, recovery units, additional basic reclaim capacity, analytical capability, and dedicated multi-use transfer and storage containers.* *Supply of sets of service technician equipment and tools for enterprises and field specialists (50 by 2028, 100-120 by 2030)*	*Upgrading and servicing equipment supply for refrigeration servicing firms to expand recovery, reuse and reclaim capacity*	*Annually*	*RAC Association and servicing companies*	*Procurement record* *Operational inspections* *Recovery, reuse and reclaim efficiency*
		Indicator 10 *a) Number of commercial refrigeration systems retrofitted to low-GWP refrigerants in compliance*	*Lower GWP refrigeration retrofitting conversions completed, documented and results disseminated inclusive of application of national/ international design*	*Indicators cover the number of retrofit and assembly facility conversions undertaken*	*Annually*	*CIIP/RAC Association*	*Procurement records* *Inspection reports.* *Progress and completion reports.*

Monitoring Activity							
	Results Monitoring	**Indicators**	**Targets**	**Description of indicators and targets**	**Frequency**	**Responsible for data collection**	**Means of verification**
		with national/international design and OHS standards. *b) Number of assembly/installation firms equipped to produce equipment using low-GWP refrigerants in compliance with national/international design and OHS standards.*	*and OHS standards (5 by 2028, 10 by 2030)* *Assembly/ installation firms equipped with capacity to produce equipment using low GWP refrigerants consistent with national/ international design and OHS standards 1 by 2028, 3 by 2030).* *Replaced HFC systems, including refrigerant, managed by recycling and/or environmentally sound disposal*				
	Project Outcome 2.3: Operational mainstreaming LRM capacity in the service sector inclusive of leak reduction, recovery, recycling, reclaim and end of life management, including demonstration of a remotely controlled	***Indicator 11*** *Percentage of medium and large RAC commercial and industrial installations registered in the operational digital online inventory system and reporting*	*Inventory system development has complete and operational.* *Installation registration and data collection covers: By 2028 – 40% (30,250)* *By 2030 – 100% (75,626)*	*Indicator is participation rate over the project period and proportion of medium and large cooling infrastructure register and reporting technical performance.*	*Annually*	*RAC Association*	*Progress reporting, records on registration and performance reports*

Monitoring Activity							
	Results Monitoring	**Indicators**	**Targets**	**Description of indicators and targets**	**Frequency**	**Responsible for data collection**	**Means of verification**
	system to monitor HFC leakage and the energy efficiency parameters in medium and large facilities piloted	*technical characteristics.*					
		***Indicator 12**:* *a) Completion and adoption of the strategic planning study recommendations (Y/N)* *b) Mobilization of LRM investments across the refrigerant supply chain (Y/N)* *c) Number of sites piloting remotely controlled systems for HFC leakage and energy efficiency monitoring.* *d) National HFC destruction qualification trial completed at a combustion*	*Strategic planning study recommendations and LRM investments mobilized across the refrigerant supply chain in both directions adopted by the RACHP sector.* *Demonstration of remote monitoring of leakage and energy efficiency operating at 3 sites (2028) and 7 sites (2030).* *HFC destruction qualification trial on a national combustion facility (cement kiln) undertaken destruction (2030).*	*Sector study work in identify LRM investments by 2028 and initiate these including remote leakage and EE monitoring capacity (by 2028) and national destruction capability for EOL HFCs qualified (by 2030).*	*Annually*	*RAC Association and CoEP*	*Progress reporting* *Strategic study documentation.* *Dissemination documentation of monitoring results*

Monitoring Activity							
	Results Monitoring	**Indicators**	**Targets**	**Description of indicators and targets**	**Frequency**	**Responsible for data collection**	**Means of verification**
		facility (cement kiln) (Y/N)					
	Project Outcome 3.1: Demonstration of energy efficient alternative technologies with low GWP refrigerant.	***Indicator 13:*** *Number of low-GWP/high energy efficiency cooling installations completed in agricultural/processing and commercial food storage sectors through financial incentive schemes.*	*Low GWP cooling installations undertaken in the agricultural/ processing and commercial food storage sector (supermarket/ logistics centers) at 4 or more in 2 regions (2028) and 8 or more installations in 4 regions (2030).*	*Indicator is based on a providing performance-based compensation payments for replacement or addition of new low GWP/high energy efficiency cooling infrastructure in high consumption RAC sectors*	*Annually*	*RAC Association/CoEP*	*Project progress report* *Performance based compensation sub-grant agreements* *Verification reports.*
	Outcome 3.2 Conversion in thermal insulation materials manufacturing companies to use of low GWP alternatives substances	***Indicator 14:*** *a) Number of enterprises or individual entrepreneurs applying foam thermal insulation materials equipped with tools and equipment for low-GWP blowing agents.*	*Enterprises/ individual entrepreneurs applying foam thermal insulation building materials provided with sets of foam application tools and equipment designed for application of low GWP blowing agents(2 by 2028, 4 by 2030)* *1 National manufacturer of insulation sandwich*	*Indicators reflect number of insulating foam application enterprises converted to low GWP blowing agents*	*Annually*	*RAC Association/CIIP*	*Progress and completion reports* *Procurement records* *Beneficiary feedback.*

Monitoring Activity							
	Results Monitoring	**Indicators**	**Targets**	**Description of indicators and targets**	**Frequency**	**Responsible for data collection**	**Means of verification**
		b) Number of national manufacturers of insulation sandwich panels equipped to use low-GWP blowing agents.	*panels equipped to use low GWP blowing agents (2030)*				
	Project Outcome 3.3: Effective performance of cooling system in the demonstration projects	***Indicator 15**:* *a) Number of demonstration projects where diagnostic performance monitoring of cooling and energy efficiency is undertaken.* *b) Number of end users and refrigeration servicing providers investing in diagnostic performance monitoring capability.* *c) Results of diagnostic*	*Diagnostic performance monitoring of cooling and energy efficiency undertaken on 26 demonstration projects (14 by 2028, 26 by 2030)* *Investment made in Diagnostic performance monitoring capability by 17 end users and refrigeration servicing providers by 2030.* *Results disseminated across cooling equipment end users, RAC technicians, and integrated into the inventory/ registration system*	*Indicators reflect introduction of current technology cooling performance modeling and promotion of replication*	*Annually*	*RAC Association*	*Monitoring reporting.* *Feedback from beneficiaries*

Monitoring Activity							
	Results Monitoring	**Indicators**	**Targets**	**Description of indicators and targets**	**Frequency**	**Responsible for data collection**	**Means of verification**
		performance monitoring disseminated to cooling equipment end users and RAC technicians and integrated into the inventory/registration system. (Y/N)					
	Project Outcome 3.4: National Cooling Action Plan, and operational Minimum Energy Performance Standard/ Regulation (MEPS)	***Indicator 16:*** *a) Extent to which National Cooling Action Plan developed and adopted (Rating scale: 1 = Not initiated, 2 = Draft prepared, 3 = Approved, 4 = Adopted and Operational)* *b) Internationally accepted MEPS introduced for Imported cooling*	*National Cooling Action Plan adopted inclusive of sustaining future KA compliance beyond 2030 By 2028* *Internationally accepted MEPS and generally applied applicable to Imported cooling equipment* *Energy assessment audits (5 by 2028 and 10 by 2030) and cooling installation renewable energy demonstrations (2 by 2028 and 3 by 2030) completed.*	*National policy initiative promoting energy efficient cooling.* *MEPS adopted nationally* *Integration of cooling infrastructure and renewable energy demonstrated for replication*	*Annually*	*RAC Association/CoEP*	*Progress reporting* *Completion reports* *Beneficiary feedback*

Monitoring Activity							
	Results Monitoring	**Indicators**	**Targets**	**Description of indicators and targets**	**Frequency**	**Responsible for data collection**	**Means of verification**
		equipment (Y/N) *c) Number of Energy assessment audits undertaken.* *d) Number of Cooling installation renewable energy demonstrated.*					
	Project Outcome 3.5: Sustainable financing for low GWP, energy efficient investment	***Indicator 17:*** *Number of financing arrangements realized for investment in low-GWP/high energy efficiency cooling infrastructure (new or replacement) to achieve and maintain KA compliance.*	*Realization of financing arrangements for replacement or new cooling infrastructure (10 by 2028, 20 by 2030)*	*Indicator reflects the project's impact on leveraging new cooling investment in low GWP, high energy efficiency technology*	*Annually*	*RAC Association, CIIP/CoEP, Ministry of Industry, national financial institutions, international financial institutions.*	*Progress reporting* *Completion reports* *RAC infrastructure registration records* *Beneficiary feedback*
	Project Outcome 4.1: Social and Environmental	***Indicator 18:*** *a) Extent to which provisions of*	*National gender and /environmental specialists employed*	*Indicators intended as metrics on SES and gender equity*	*Annually*	*CIIP*	*Progress reporting*

Monitoring Activity							
	Results Monitoring	**Indicators**	**Targets**	**Description of indicators and targets**	**Frequency**	**Responsible for data collection**	**Means of verification**
	Standards and gender dimension effectively mainstreamed in all project activities	*the project Gender Action Plan are implemented, including expanded women's participation in technical training and networking events. (Rating scale: 1 = Not initiated* *2 = Partially implemented* *3 = Substantially implemented* *4 = Fully implemented)* *b) Number of women provided financial support for vocational training in refrigeration and cooling technologies.*	*hired to support and monitor Gender Action Plan, and SESP/ESMF* *Expanded women's participation in technical training and networking events as well as providing financial support for 6-10 women in vocational training by 2028.* *Adoption of SESP/ESMF provisions generally and particularly related to technical and OHS considerations associated with low GWP refrigerants being introduced. .*	*measures committed to by the project*			*Completion reports* *Beneficiary feedback*

Monitoring Activity							
	Results Monitoring	**Indicators**	**Targets**	**Description of indicators and targets**	**Frequency**	**Responsible for data collection**	**Means of verification**
		c) Extent to which SESP/ESMF provisions are adopted, particularly technical and OHS considerations for low-GWP refrigerants. *(Rating scale: 1 = Not initiated* *2 = Partially Adopted* *3 = Substantially Adopted* *4 = Fully adopted and operational)*					
	Project Outcome 4.2: Increased public awareness on the Kigali Amendment requirements and sustainable cooling	***Indicator 19:*** *a) Number of public events and presentations conducted annually to raise awareness on KA amendment*	*Detailed public and stakeholders' awareness program developed and being implemented.* *Public events and presentations (12 by 2028, 25 by 2030)* *Public information documents (on-*	*Indicators are delivery metrics related to awareness loaning documents, public events, and information documents (hard copy and digital media based).*	*Annually*	*CIIP, RAC Association*	*Awareness products* *Stakeholder feedback*

Monitoring Activity							
	Results Monitoring	**Indicators**	**Targets**	**Description of indicators and targets**	**Frequency**	**Responsible for data collection**	**Means of verification**
		and sustainable cooling. *b) Number of public information materials (online and hard copy) published and actively disseminated through web and social media platforms.* *c) Number of seminars, forums, and knowledge transfer events organized to share project activities, results, and lessons learned.*	*line/hard copy), active web and social media information presence utilized (20 by 2028, 48 by 2030).* *Seminars/ forums/knowledge transfer events on project activities, results and lessons learned conducted (6 by 2028, 12 by 2030).*				
	Outcome 5.1 Monitoring and Evaluation	***Indicator 20**:* *a) Number of annual progress reports submitted throughout the project lifecycle,*	*Annual progress reports, including progress on GAP, SESP, ESMF and SEP MTR completed in 2028* *TE completed in 2030*	*Annual Progress Reports (or upon request by CEP, GEF or UNDP) Mid-term review and report completed*	*Annually* *MTR – 2028* *TR -2030*	*UNDP/CIIP*	*Progress reporting* *Completion reports* *Project cycle baseline document (PIF,*

Monitoring Activity							
	Results Monitoring	**Indicators**	**Targets**	**Description of indicators and targets**	**Frequency**	**Responsible for data collection**	**Means of verification**
		including progress on GAP, SESP, ESMF and SEP *b) Number of independent evaluations undertaken*		*Terminal review and report completed*			*GEF UNDP PD, GEF CEO Endorsement/Approval, STAP and GEF Council reviews etc.)*

Monitoring Activity			
	Frequency/Timeframe	**Expected Action**	**Partners (if joint)**
Inception Workshop and Report	Inception Workshop within 2 months of the First Disbursement	As per above description	CIIP
Track results progress (see above table for details)	Annually and at mid-point and closure	Slower than expected progress will be addressed by project management.	UNDP
Monitor and Manage Risk	Quarterly	Risks are identified by project management and actions are taken to manage risk. The risk log is actively maintained to keep track of identified risks and actions taken.	
Monitor	ongoing	SESP (Annex 5), Stakeholder Engagement Plan (Annex 8), ESMF (Annex 9), Gender Action Plan (Annex 10)	
Supervision Missions	Annually	Supervision missions over project's activities implementation	UNDP
Learning and Learning Missions	As needed	Relevant lessons are captured by the project team and used to inform management decisions.	
Annual Project Quality Assurance	Annually	Areas of strength and weakness will be reviewed by project management and used to inform decisions to improve project performance.	UNDP
Review and Make Course Corrections	At least annually	Performance data, risks, lessons and quality will be discussed by the project board and used to make course corrections.	CIIP
Annual GEF Project Implementation Report (PIR)	Annually typically between June-September	Mandatory contribution by Project Team (PMU), CO and RTA. Strengths and weaknesses will be reviewed by project management and used to inform decisions to improve project performance	CIIP/UNDP

Monitoring Activity			
	Frequency/Timeframe	**Expected Action**	**Partners (if joint)**
Project Review (Project Board)	*At least annually*	Any quality concerns or slower than expected progress should be discussed by the project board and management actions agreed to address the issues identified.	CIIP

Evaluation Plan

Evaluation Title	Partners (if joint)	Related Strategic Plan Output	UNSDCF/CPD Outcome	Planned Completion Date	Key Evaluation Stakeholders
Independent Mid-Term Review (MTR)	*UNDP*	**Output 1.1.:** Policies, Laws and Budgets accelerate people-centered and risk informed economic transformation aligned with Agenda 2030; **Output 1.3.:** People, especially women, youth and other vulnerable populations, have access to knowledge, skills and assets to enhance their employment opportunities; **Output 2.1.:** Sustainable management of ecosystems enhanced through conservation management policies and action on environmentally sound waste management and **Output 2.3.:** Institutions have strengthened capacities to develop, manage and deliver policies, strategies, and actions for climate resilient, disaster responsive and green/low carbon development	**Outcome 3.** Integrated management of climate and environmental risk.	By the MTR submission date included on cover page of Project Document	*UNDP, CIIP, RAC Association, State institution beneficiaries, End user beneficiaries*
Independent Terminal Evaluation (TE)	*UNDP*			By the TE submission date included on cover page of Project Document	*UNDP, CIIP, RAC Association, State institution beneficiaries, End user beneficiaries*

Monitoring and Evaluation Budget for project execution:	
GEF M&E requirements to be undertaken by Project Management Unit (PMU)	**Indicative costs (US$)**
Inception Workshop and Report	$5,000 (TBWP BL75, BL76)
M&E required to report on progress made in reaching GEF core indicators and project results included in the project results framework	$10,330 (TBWP BL71, BL72, BL73, BL75, BL76)
Preparation of the annual GEF Project Implementation Report (PIR)	$3,250 (TBWP BL71)

Monitoring and Evaluation Budget for project execution:	
GEF M&E requirements to be undertaken by Project Management Unit (PMU)	**Indicative costs (US$)**
Monitoring of the safeguards (SESP), Gender Action Plan (GAP) and Stakeholder Engagement Plan (SEP) implementation	$15,500 (TBWP BL71, BL72, BL73)
Supervision missions	$5,000 (TBWP BL74)
Learning missions	$10,720 (TBWP BL74)
Independent Mid-term Review (MTR	$37,500 (TBWP BL 68, BL69, BL70) *(international consultant, local consultants, travel, interpretation and translation of documents)*
Independent Terminal Evaluation (TE):	$37,500 (TBWP BL 68, BL69, BL70) *(international consultant, local consultants, travel, interpretation and translation of documents)*
TOTAL indicative COST Do not exceed 3% when GEF project grant between 5–10 million.	**$124,800**

Governance and Management Arrangements

Section 1: General roles and responsibilities in the projects' governance mechanism

Implementing Partner: The Implementing Partner for this project is the **Centre for Implementation of Investment Projects (CIIP) within the Committee for Environmental Protection under the Government of the Republic of Tajikistan (CoEP)**.

The Implementing Partner is the entity to which UNDP, acting as a GEF Implementing Agency (IA) has entrusted the implementation of UNDP assistance specified in this project document along with the assumption of full responsibility and accountability for the effective use of UNDP resources and the delivery of outputs, as set forth in this document.

The Government of Tajikistan established the **Centre for Implementation of Investment Projects (CIIP)** within the Committee for the Environmental Protection under the Government of the Republic of Tajikistan (CoEP) in 2021 by the Decree of the Government of the Republic of Tajikistan No. 357 (dated 02 September 2021). The CIIP is part of the CoEP's structure, and it is mandated to enable the execution of state-funded and donor-funded projects on behalf of the CoEP. The CIIP is functioning under the CoEP mandate, responsible for contributing to the policy implementation through specific projects. The management and supervision of the CIIP is carried out by the founder (Government of Tajikistan) and the authorized body (Committee or Environmental Protection). The CIIP is mandated to implement various multilateral donor-supported projects (e.g., ADB, WB, UN Agencies) and bilateral donor funded initiatives. The CIIP has the mandate to conduct financial transactions and manage distinct treasury accounts with the purpose of supporting the Committee for Environmental Protection to efficiently implement the external and internal financial, investment, and technical assistance projects, in accordance with the provision of the national normative legal acts regarding the implementation of the requirements of the international conventions and associated protocols thereunder, and the alignment with the international standards in the field of environmental protection.

The UNDP Partner Capacity Assessment Tool (PCAT) confirmed that the Centre for Implementation of Investment Projects (CIIP) within the Committee for Environmental Protection under the Government of the Republic of Tajikistan (CoEP) has the institutional mandate in the field that is relevant for the project and responds to the key programmatic criteria, having the capacities to ensure quality programme management, provide synergies, replicate and upscale project results, mobilize international development partners and ensure national-level co-financing for the project. The CIIP has experience and technical capacity to supervise, monitor, and ensure adaptive management and risk response towards delivery of project outcomes and outputs. The CIIP will be supported by the CoEP in the implementation of this project. From this perspective and under this arrangement, the CoEP will have substantive supervisory, leadership and strategic planning functions and roles, while the project administration responsibilities and functions (contracting, recruitment of personnel and experts, finance administration and administrative support to project processes) will be conducted by the CIIP under the leadership of the CoEP.

The Implementing Partner (CIIP within the CoEP) is responsible for executing this project. Specific tasks include:

- Project planning, coordination, management, monitoring, evaluation and reporting. This includes providing all required information and data necessary for timely, comprehensive and evidence-based project reporting, including results and financial data, as necessary. The Implementing Partner will strive to ensure project-level M&E is undertaken by national institutes and is aligned with national systems so that the data used and generated by the project supports national systems.
- Chairing the Project Board / Project Steering Committee meetings.
- Monitoring the progress of the project at strategic level, towards the achievement of the development outcomes.

- Ensuring effective management of the Risks and Safeguards as outlined in this Project Document and management of new risks that may emerge during project implementation.
- Procurement of goods and services, including human resources. Ensuring that the project partners will deliver the pledged co-financing.
- Ensuring that there is a coherent project organization structure and logical set of work plans. Set tolerances in the AWP and other plans as required for the Project Manager.
- Financial management, including overseeing financial expenditures against project budgets.
- Approving and signing the multiyear workplan.
- Approving and signing the combined delivery report at the end of the year; and,
- Signing the financial report or the funding authorization and certificate of expenditures.

The overall HACT Micro-assessment risk rating of the CIIP within the CoEP (Annex 19) is "Low". The four qualified findings of the auditors under the HACT micro-assessment refer to (a) International Control Framework (Priority rating: Low), (b) Internal control (Priority rating: Moderate), (c) Procurement policy and procedures (Priority rating: Moderate), and (d) Accounting system backup and Internal Controls (Priority rating: Moderate). Considering that the noted limitations could potentially hamper or delay project implementation, during the project Inception Phase and in consultation with the CoEP and CIIP, a set of UNDP NIM/Project Management and targeted procurement and contract management related capacity building activities will be delivered in order to remove the identified capacity gaps highlighted by the HACT Micro Assessments. Further capacity building activities will be identified during the planned spot-checks and other monitoring activities as part of the UNDP oversight function. Adequate UNDP TRACT resources have been budgeted (reflected in the TBWP) for targeted NIM and Project Management focused trainings of the CIIP within the CoEP.

The CIIP is integrated within the CoEP's structure and will be accountable to the CoEP in accordance with the responsibilities and obligations outlined in the CIIP statute and Government Decision No. 357. The execution functions of the CIIP will include:

- Day-to-day project management.
- Contracting and contract management for procurement of goods, services, and works for the project.
- Certification for contract performance and acceptance of goods and services as per Project Procurement Plan.
- Financial management, including payments for goods and services involving national consultants and made in national currency.
- Logistical support, including duty travel for project personnel and consultants, project event management within the country.
- Equipment and Asset Management services, including IT equipment maintenance, licenses, and ICT support for the project team and project activities.
- Administrative support to the project.

The CIIP have been implementing to date the following projects:

- "Climate Change Adaptation and Mitigation in the Aral Sea Basin" (CAMP4ASB) Project.
  Duration: 2022-2024. Total Project Funds (in USD): 9,000,000. Funding Source: WBG, GCF, GoRT.
- "RESILAND CA+ Program: Tajikistan Resilient Landscape Restoration Project".
  Duration: 2022-2027. Total Project Funds (in USD): 45,000,000. Funding Source: WBG, GoRT.
- "An integrated landscape approach to enhancing the climate resilience of small-scale farmers and pastoralists in Tajikistan" Project.
  Duration: 2021-2026. Total Project Funds (in USD): 9,200,00. Funding Source: Adaptation Fund, GoRT.
- "Water Resources Management in the Pyanj River Basin" Project (additional financing).
  Duration: 2019-2024. Total Project Funds (in USD): 11,500,000. Funding Source: ADB, GoRT.
- "Facilitating agrobiodiversity conservation and sustainable use to promote food and nutritional resilience in Tajikistan" Project. Duration: 2022-2024. Total Project Funds (in USD): 1,776,484. Funding Source: GEF Trust Fund.
- "National Adaptation Plan of climate change in Republic of Tajikistan" (NAP) Project.

Duration: 2021-2024. Total Project Funds (in USD): 3,000,000. Funding Source: GCF, GoRT.

- "Green, Resilient Recovery in Energy and Agriculture sectors in Tajikistan" Project.
  Duration: 2022-2027. Total Project Funds (in USD): 45,000,000. Funding Source: WBG, GoRT.
- "Building climate resilience of vulnerable and food insecure communities through capacity strengthening and livelihoods diversification in mountainous regions of Tajikistan" Project.
  Duration: 2020-2025. Total Project Funds (in USD): 9,200,000. Funding Source: GCF, GoRT.

The CIIP is overseen by the CoEP's Board that ensures all activities align with governmental policies and strategic environmental goals. The organizational structure of the CIIP is divided into core staff and project-based staff/PMU. The core staff includes the Director of the CIIP and the Deputy Director, who are responsible for overarching management and strategic direction. Supporting departments such as HR and Financial Management provide foundational support for both core operations and project activities. Other staffs of the CIIP include chief procurement specialist, chief accountant, administrator, ESS expert, lawyer, M&E specialist, gender expert, and chief construction engineer.

The CIIP will receive cash advances, as the HACT Micro Assessment has indicated that to date, the CIIP had received cash advances on behalf of the CoEP from a number of donors and no difficulties have been encountered/reported with the management of those resources. The CIIP will support the implementation of project activities as per the Annual Work Plan, Procurement Plan and Budget, agreed with the CoEP and UNDP. The CIIP will be represented in the Project Board by the CIIP Director.

The IP shall submit a completed FACE Form, which can be accessed under the following link: UNSDG | Funding Authorization and Certificate of Expenditures Form (the "FACE form"), including an Itemized Cost Estimate showing the detailed activity budget and actual expenditures to the UNDP Resident Representative no later than fifteen (15) days after the end of each quarter. All FACE Forms submitted by the IP shall be approved by the designated authorised official. Before approving the disbursement of funds, UNDP shall ensure that cash transfers requested by the IP are in accordance with the provisions of approved project AWP.

Project stakeholders and target groups:

The participation and contribution of stakeholders and key target groups are critical for the success of the project, at both the national and local levels. The project applies participatory approaches to ensure government ownership and full stakeholder engagement under each project component. The Project Board / Steering Committee will be constituted to ensure representation of all key interest throughout the project's implementation It will including) the CIIP, Committee for Environmental Protection (CoEP), Customs Service Agency, Agency for Standardization, Metrology, Certification and Trade Inspection, Ministry of Education, and other partners as listed in the organization structure below. The CoEP and UNDP have a long history of collaboration ad successful project completion in Tajikistan, including a multiple of previous and on-going GEF-funded projects. The project team will further establish and maintain the project partnerships. Full membership (PSC/Board) will be identified during the Inception phase, and each entity will nominate a full member and an alternate.

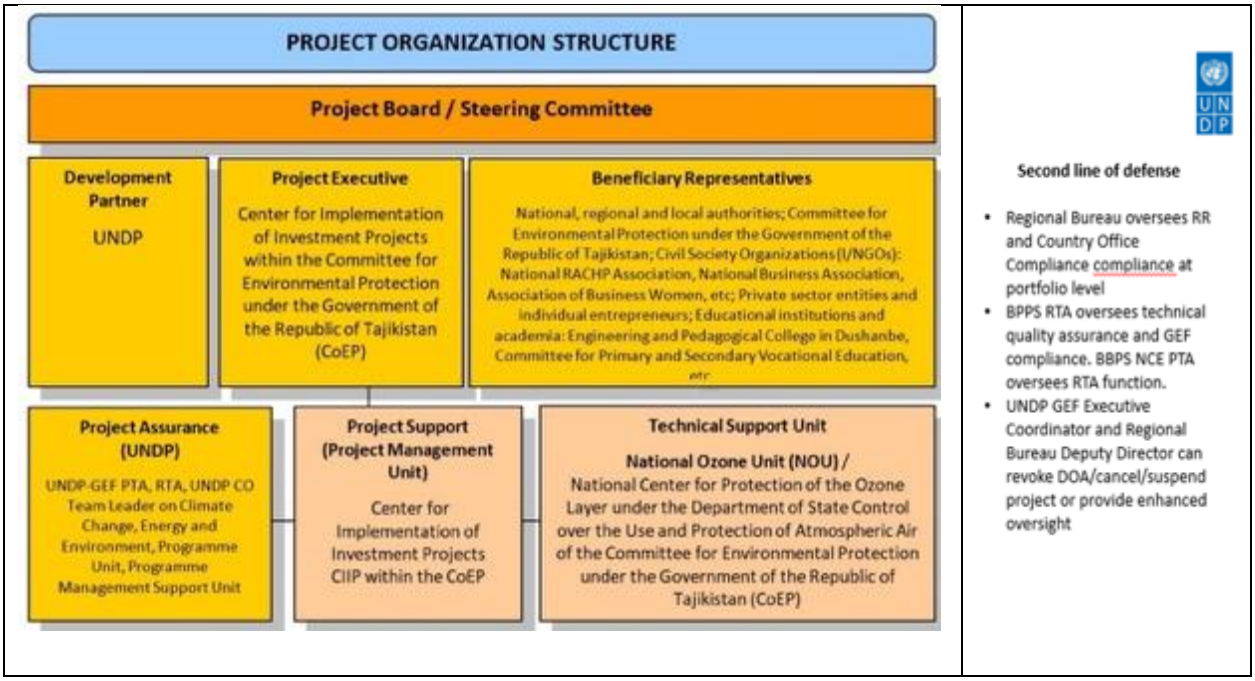
There are a multiple of stakeholder groups identified and consulted at the national, regional and local levels in the planned project interventions sites across Tajikistan. These include representatives of – (a) national, regional and local authorities, (b) civil society organizations (I/NGOs), (c) development partner agencies and IFIs, (d) private companies and individual entrepreneurs, and (e) academia and educational institutions. The project will facilitate participatory planning processes alongside support in strengthening their capacities. The project will organize technical task force groups represented by noted stakeholder groups (as relevant). Engagement with development partner agencies and IFIs with parallel initiatives will be ensured to leverage from implemented demonstration actions towards a wider replication and scaling up. Formal and informal partnerships will be developed and established, while also ensuring gender balance and gender sensitivity are mainstreamed throughout all aspects of the project's stakeholder engagement approach. The project will highlight at various points the mechanisms and channels of communication that stakeholders may employ if they have any grievances related to the social and environmental impacts of the project (elaborated in more detailed in Annex 8 – Stakeholder Engagement Plan).

UNDP: UNDP is accountable to the GEF for the implementation of this project. This includes overseeing project execution undertaken by the Implementing Partner to ensure that the project is being carried out in accordance with UNDP and GEF policies and procedures and the standards and provisions outlined in the Delegation of Authority (DOA) letter for this project. **The UNDP GEF Executive Coordinator, in consultation with UNDP Bureaus and the Implementing Partner, retains the right to revoke the project DOA, suspend or cancel this GEF project.** UNDP is responsible for the Project Assurance function in the project governance structure and presents to the Project Board and attends Project Board / Steering Committee meetings as a non-voting member.

A firewall will be maintained between the delivery of project oversight and quality assurance performed by UNDP and charged to the GEF Fee and any support to project execution performed by UNDP (as requested by and agreed to by both the Implementing Partner and GEF) and may be charged to the GEF project management costs (only if approved by GEF). The segregation of functions and firewall provisions for UNDP in this case is described in the next section.

Section 2: Project governance structure

The proposed project governance structure is presented below:



The UNDP Resident Representative assumes full responsibility and accountability for oversight and quality assurance of this Project and ensures its timely implementation in compliance with the GEF-specific requirements and UNDP's Programme and Operations Policies and Procedures (POPP), its Financial Regulations and Rules and Internal Control Framework. A representative of the UNDP Country Office will assume the assurance role and will present assurance findings to the Project Board, and therefore attends Project Board meetings as a non-voting member.

Section 3: Segregation of duties and firewalls vis-à-vis UNDP representation on the project board:

As noted in the Minimum Fiduciary Standards for GEF Partner Agencies, in cases where a GEF Partner Agency (i.e. UNDP) carries out both implementation oversight and execution of a project, the GEF Partner Agency (i.e. UNDP) must separate its project implementation oversight and execution duties, and describe in the relevant project document a: 1) Satisfactory institutional arrangement for the separation of implementation oversight and executing

functions in different departments of the GEF Partner Agency; and 2) Clear lines of responsibility, reporting and accountability within the GEF Partner Agency between the project implementation oversight and execution functions. In this case, UNDP is only performing an implementation oversight role in the project vis-à-vis our role in the project board and in the project assurance function and therefore a full separation of project implementation oversight and execution duties has been assured.

Section 4: Roles and Responsibilities of the Project Organization Structure:

Project Board: All UNDP projects must be governed by a multi-stakeholder board or committee established to review performance based on monitoring and evaluation, and implementation issues to ensure quality delivery of results. The Project Board (also called the Project Steering Committee) is the most senior, dedicated oversight body for a project. The two main (mandatory) roles of the project board are as follows:

1) **High-level oversight of the execution of the project by the Implementing Partner** (as explained in the "Provide Oversight" section of the POPP). This is the primary function of the project board and includes annual (and as-needed) assessments of any major risks to the project, and decisions/agreements on any management actions or remedial measures to address them effectively. The Project Board reviews evidence of project performance based on monitoring, evaluation and reporting, including progress reports, evaluations, risk logs and the combined delivery report. The Project Board is responsible for taking corrective action as needed to ensure the project achieves the desired results.

2) **Approval of strategic project execution decisions of the Implementing Partner** with a view to assess and manage risks, monitor and ensure the overall achievement of projected results and impacts and ensure long term sustainability of project execution decisions of the Implementing Partner (as explained in the "Manage Change" section of the POPP).

Requirements to serve on the Project Board: (*to be included in the TOR of the Project Board)*

- ✓ Agree to the Terms of Reference of the Board and the rules on protocols, quorum and minuting.
- ✓ Meet annually; at least once.
- ✓ Disclose any conflict of interest in performing the functions of a Project Board member and take all measures to avoid any real or perceived conflicts of interest. This disclosure must be documented and kept on record by UNDP.
- ✓ Discharge the functions of the Project Board in accordance with UNDP policies and procedures.
- ✓ Ensure highest levels of transparency and ensure Project Board meeting minutes are recorded and shared with project stakeholders.

Responsibilities of the Project Board: (*to be included in the TOR of the Project Board)*

- ✓ Consensus decision making:
  - The project board provides overall guidance and direction to the project, ensuring it remains within any specified constraints, and providing overall oversight of the project implementation.
  - Review project performance based on monitoring, evaluation and reporting, including progress reports, risk logs and the combined delivery report;
  - The project board is responsible for making management decisions by consensus.
  - In order to ensure UNDP's ultimate accountability, Project Board decisions should be made in accordance with standards that shall ensure management for development results, best value money, fairness, integrity, transparency and effective international competition.
  - In case consensus cannot be reached within the Board, the UNDP representative on the board will mediate to find consensus and, if this cannot be found, will take the final decision to ensure project implementation is not unduly delayed.
- ✓ Oversee project execution:
  - Agree on project manager's tolerances as required, within the parameters outlined in the project document, and provide direction and advice for exceptional situations when the project manager's tolerances are exceeded.

- Appraise annual work plans prepared by the Implementing Partner for the Project; review combined delivery reports prior to certification by the implementing partner.
- Address any high-level project issues as raised by the project manager and project assurance;
- Advise on major and minor amendments to the project within the parameters set by UNDP and the donor and refer such proposed major and minor amendments to the UNDP BPPS Nature, Climate and Energy Executive Coordinator (and the GEF, as required by GEF policies);
- Provide high-level direction and recommendations to the project management unit to ensure that the agreed deliverables are produced satisfactorily and according to plans.
- Track and monitor co-financed activities and realisation of co-financing amounts of this project.
- Approve the Inception Report, GEF annual project implementation reports, mid-term review and terminal evaluation reports.
- Ensure commitment of human resources to support project implementation, arbitrating any issues within the project.

✓ Risk Management:
- Provide guidance on evolving or materialized project risks and agree on possible mitigation and management actions to address specific risks.
- Review and update the project risk register and associated management plans based on the information prepared by the Implementing Partner. This includes risks related that can be directly managed by this project, as well as contextual risks that may affect project delivery or continued UNDP compliance and reputation but are outside of the control of the project. For example, social and environmental risks associated with co-financed activities or activities taking place in the project's area of influence that have implications for the project.
- Address project-level grievances.

✓ Coordination:
- Ensure coordination between various donor and government-funded projects and programmes.
- Ensure coordination with various government agencies and their participation in project activities.

Composition of the Project Board: The composition of the Project Board must include individuals assigned to the following three roles:

1. **Project Executive:** This is an individual who represents ownership of the project and chairs (or co-chairs) the Project Board. The Executive usually is the senior national counterpart for nationally implemented projects (typically from the same entity as the Implementing Partner), and it must be UNDP for projects that are direct implementation (DIM). In exceptional cases, two individuals from different entities can co-share this role and/or co-chair the Project Board. If the project executive co-chairs the project board with representatives of another category, it typically does so with a development partner representative. The Project Executive is the Committee for Environmental Protection under the Government of the Republic of Tajikistan.
2. **Beneficiary Representative(s):** Individuals or groups representing the interests of those groups of stakeholders who will ultimately benefit from the project. Their primary function within the board is to ensure the realization of project results from the perspective of project beneficiaries. Often representatives from civil society, industry associations, or other government entities benefiting from the project can fulfil this role. There can be multiple beneficiary representatives in a Project Board. The Beneficiary representative (s) is/are: the national government agencies, Republican Association "Centre for Artificial Cooling" (RACHP Association), civil society organizations (I/NGOs), private sector entities (servicing, equipment assembly, lifecycle management).
3. **Development Partner(s):** Individuals or groups representing the interests of the parties concerned that provide funding, strategic guidance and/or technical expertise to the project. The Development Partner(s) is/are UNDP Resident Representative or Deputy Resident Representative; Customs Service, Agency for Standardization, Ministry of Education and Science, Ministry of Industry and New Technologies, Agency for Statistics, Committee for Primary and Secondary Vocational Education; Educational Institutions. As noted, responsible party representative cannot serve in the Board, in order to avoid conflict of interest.

Project Assurance: Project assurance is the responsibility of each project board member; however, UNDP has a distinct assurance role for all UNDP projects in carrying out objective and independent project oversight and monitoring functions. UNDP performs quality assurance and supports the Project Board (and Project Management Unit) by carrying out objective and independent project oversight and monitoring functions, including compliance with the risk management and social and environmental standards of UNDP. The Project Board cannot delegate any of its quality assurance responsibilities to the Project Manager. Project assurance is totally independent of project execution. A designated representative of UNDP playing the project assurance role is expected to attend all board meetings and support board processes as a non-voting representative. It should be noted that while in certain cases UNDP's project assurance role across the project may encompass activities happening at several levels (e.g. global, regional), at least one UNDP representative playing that function must, as part of their duties, specifically attend board meeting and provide board members with the required documentation required to perform their duties. The UNDP representative playing the main project assurance function is UNDP CO Team Leader on Climate Change, Energy and Environment.

Project Management – Execution of the Project: The Project Manager (PM) (also called project coordinator) is the senior most representative of the Project Management Unit (PMU) and is responsible for the overall day-to-day management of the project on behalf of the Implementing Partner, including the mobilization of all project inputs, supervision over project staff, responsible parties, consultants and sub-contractors. The project manager typically presents key deliverables and documents to the board for their review and approval, including progress reports, annual work plans, adjustments to tolerance levels and risk registers. Roles and responsibilities of the PMU members are detailed in Annex 7 ("Overview of project' Staff and Technical Consultancies"), noting that the PMU cannot be located in the UNDP Country Office. A designated representative of the PMU is expected to attend all board meetings and support board processes as a non-voting representative. The primary PMU representative attending board meetings is: *Director, Centre of Implementation of Investment Projects, Committee for Environmental Protection under the Government of the Republic of Tajikistan.*

Project Management Unit: Project management services including safeguards monitoring will be delivered by the Project Management Unit (PMU), hosted by CIIP under the CoEP's mandate, and staffed as follows:

- The Project Manager (PM) will be part of the PMU hosted by CIIP and has the authority to run the project on behalf of the Implementing Partner and will attend the Project Board meetings to report on project progress and strategic directions. The Project Manager is responsible for day-to-day management and decision-making for the project, including the mobilization of all project inputs, supervision over project staff, consultants and sub-contractors. The Project Manager's prime responsibility is to ensure that the project produces the results specified in the project document, to the required standard of quality and within the specified constraints of time and cost. The Project Manager will oversee implementation of environmental and social safeguards and SESP updates, raising awareness about project-level Grievance and Redress Mechanism (GRM).
- The Project Manager will be supported by a Project Administrative Assistant, Procurement Specialist, and a Finance Officer who will assist in project planning, revisions and budget execution documents, contracting of national / local, international consultants and all project staff, contract monitoring in accordance with national legislation requirements and consistent with UNDP procedures (UNDP POPP). In addition, there will be three Task Leaders supporting the technical components (Components 1, 2 and 3), Senior Communication and KM consultant, Gender Specialist, SESP Expert and an M&E expert (Component 4) who will provide technical support services on the project and monitoring of safeguards. The project's gender and SESP experts will implement the Gender Action Plan and will monitor the safeguards and risk management measures respectively. The Project manager will be further supported by short term technical national experts, research institutes and NGOs. (Project Document Annex 7: O*verview of Project Staff and Technical consultancies).*

Financial Planning and Management

The total cost of the project is *USD **48,918,900**.* This is financed through a GEF grant of *USD 5,185,900* administered by UNDP, *USD 40,000* in cash co-financing to be administered by UNDP and additional support of *USD 43,693,000* as co-financing. UNDP, as the GEF Implementing Agency, is responsible for the oversight of the GEF resources and the cash co-financing transferred to UNDP bank account only.

Co-financing: The actual realization of project co-financing amounts will be monitored by the UNDP Country Office and the PMU on an annual basis in the GEF PIF and will be reported to the GEF during the *mid-term review* and terminal evaluation process as follows:

Co-financing source	Co-financing type	Name of Co-financier	Investment Mobilized	Co-financing amount
Recipient Country Government	Cash/ Grant	Committee for Environmental Protection under the Government of the RT (CoEP)	Investment mobilized	$7,245,000
Recipient Country Government	In kind	Committee for Environmental Protection under the Government of the RT (CoEP)	Recurrent Expenditure	$2,158,000
Recipient Country Government/ (World Bank Loan)	Cash/ Grant	Ministry of Agriculture of the RT, State Institute "Agricultural Entrepreneurship Development"	Investment mobilized	$25,000,000
Civil Society Organization (Private Sector)	Cash/ Grant	Republican Association "Centre for Artificial Cooling" (RAC Association)	Investment mobilized	$200,000
Civil Society Organization (Private Sector)	In kind	Republican Association "Centre for Artificial Cooling" (RAC Association)	Recurrent Expenditure	$1,800,000
Private Sector	Cash/ Grant	RAC Service Company LLC "Vostok"	Investment mobilized	$350,000
Private Sector	In kind	RAC Service Company LLC "Vostok"	Recurrent Expenditure	$750,000
Private Sector	Cash/ Grant	RAC Service Company LLC "Tamiri Yakhdon"	Investment mobilized	$50,000
Private Sector	In kind	RAC Service Company LLC "Tamiri Yakhdon"	Recurrent Expenditure	$600,000
Private Sector	Cash/ Grant	RAC Service Company, LLC "Ekaud"	Investment mobilized	$90,000
Private Sector	In kind	RAC Service Company, LLC "Ekaud"	Recurrent Expenditure	$900,000
Private Sector	Cash/ Grant	RAC Service Company, LCC "TOBON"	Investment mobilized	$50,000
Private Sector	In kind	RAC Service Company, LCC TOBON	Recurrent Expenditure	$200,000
Private Sector	In kind	RAC Service Company /Dehkan Farm "Gairat-2020"	Recurrent Expenditure	$1,800,000
Private Sector – End User	Cash/ Grant	Closed Joint-Stock Company "Babilon-Mobile"	Investment mobilized	$1,500,000
Private Sector – End User	In kind	Closed Joint-Stock Company "Babilon-Mobile"	Recurrent Expenditure	$1,000,000
GEF Implementing Agency	Cash/ Grant	UNDP	Investment mobilized	$40,000
Total Co-financing				**$43,733,000**

Budget Revision and Tolerance: As per UNDP POPP, the project board may agree with the project manager on a tolerance level for each detailed plan under the overall multi-year workplan. The agreed tolerance should be written in the project document or approved project board meeting minutes. It should normally not exceed 10 percent of the agreed annual budget at the activity level, but within the overall approved multi-year workplan at the activity

level. Within the agreed tolerances, the project manager can operate without intervention from the project board. Restrictions apply as follows:

Should the following deviations occur, the Project Manager/IP through UNDP Country Office will seek the approval of the BPPS/NCE-VF team to ensure accurate reporting to the GEF. It is **strongly encouraged** to maintain the expenditures within the approved budget at the budgetary account and at the component level:

a) Budget reallocations must prove that the suggested changes in the budget will not lead to material changes in the results to be achieved by the project. A strong justification is required and will be approved on an exceptional basis. Budget re-allocations among the components (including PMC) of the approved Total Budget and Work Plans (TBWP) that represent a value greater than 10% of the total GEF grant.
b) Introduction of new outputs/activities (i.e. budget items) that were not part of the agreed project document and TBWP that represent a value greater than 5% of the total GEF grant. The new budget items must be eligible as per the GEF and UNDP policies.
c) Project management cost (PMC): budget under PMC component is capped and cannot be increased.

UNDP is not in a position to increase the total budget above the amount approved by the donor; therefore, any over-expenditure would have to be absorbed from non-GEF resources by the Implementing Partner (GEF Executing Entity)

Project extensions: The UNDP-BPPS-NCE team Executive Coordinator must approve all requests for extension of the Project Completion Date and for other milestone extensions with hard deadlines. All extensions impose additional time and cost burdens at all levels and the GEF project budget cannot be increased beyond its originally approved amount. A single extension may be granted on an exceptional basis and subject to the conditions and maximum durations set out in the UNDP POPP. The project management costs during the extension period must remain within the originally approved amount, and any increase in PMC costs shall be covered by non-GEF resources; the additional UNDP oversight costs during the extension period must be covered by non-GEF resources, in accordance with UNDP's policy as set out in UNDP POPP.

For any extension request, UNDP CO and IP will consult and jointly present a clear plan indicating how and from which specific sources the additional oversight costs that will be incurred by UNDP will be covered during the extended period. The BPPS-NCE Executive Coordinator will consult the Regional Bureaux (RBX) and may reject the extension request if no (external co-financing by the IP or internal UNDP CO resources) can be identified.

All extension requests, along with all supporting documentation, shall be submitted by the IP to the UNDP CO in line with the requirements and within the deadlines set out in the UNDP SOPs and policies in UNDP POPP.

Audit: The project will be audited as per UNDP Financial Regulations and Rules and applicable audit policies. Audit cycle and process must be discussed during the Inception workshop. If the Implementing Partner is an UN Agency, the project will be audited according to that Agencies applicable audit policies.

Transfer or disposal of assets: In consultation with the Implementing Partner and other parties of the project, UNDP is responsible for deciding on the transfer or other disposal of assets. Transfer or disposal of assets is recommended to be reviewed and endorsed by the project board following UNDP rules and regulations. Assets may be transferred to the government for project activities managed by a national institution at any time during the life of a project, however **must be done before the operational closure date**. In all cases of transfer, a transfer document must be prepared and kept on file[15]. The transfer should be done before Project Management Unit complete their assignments.

Completion Date: The project completion date is the date of Project Document Signature plus project duration. This date can only be extended through a formal extension request. Prior to completion date, all UNDP-financed inputs

[15] See https://popp.undp.org/ https://popp-prod.acquia.undp.org/policy-page/close-and-transition.

must be provided and related activities for the Project completed. No activities, except for the final clearance of the Terminal Evaluation Report and the corresponding management response and the end-of-project review Project Board Meeting should take place after the Completion Date.

Project Closure: Project closure will be conducted as per UNDP requirements outlined in the UNDP POPP. All costs incurred to close the project must be included in the project closure budget and reported as final project commitments presented to the Project Board during the final project review. The only costs a project may incur following the final project review are those included in the project closure budget.

- **Operational Closure**: **Operational closure must happen within 9 months from project completion date.** Prior to operational closure, the Terminal Evaluation must have been submitted and the corresponding TE management response and the end-of-project review Project Board meeting must have been completed. The Implementing Partner through a Project Board decision will notify the UNDP Country Office when operational closure has been completed. Before Operational Closure, the project must have completed the transfer or disposal of any equipment that is still the property of UNDP.
- **Financial Closure: Financial closure must happen within 6 months of operational closure or after the date of cancellation.** The project will be financially closed when the following conditions have been met: a) the project is operationally completed or has been cancelled; b) the Implementing Partner has reported all financial transactions to UNDP; c) UNDP has closed the accounts for the project; d) UNDP and the Implementing Partner have certified a final Combined Delivery Report (which serves as final budget revision). Between operational and financial closure, the implementing partner will identify and settle all financial obligations and prepare a final expenditure report. The UNDP Country Office will send the final signed closure documents including confirmation of final cumulative expenditure and unspent balance to BPPS/NCE for confirmation before the project will be financially closed in Quantum by the UNDP Country Office.

Cancellation and Suspension: All projects considering going through cancellation or suspension must follow UNDP and GEF requirements. Guidance can be found in the UNDP POPP (SOPs for management actions of Vertical Fund projects escalated to the Executive Coordinator and Guidance for GEF project revisions).

Refund to GEF: Should a refund of unspent funds to the GEF be necessary, this will be managed directly by the BPPS/NCE team Directorate in New York. No action is required by the UNDP Country Office on the actual refund from UNDP project to the GEF. Unspent project balance is not permitted to be transferred to any other projects.

Total Budget and Work Plan

Total Budget and Work Plan			
Quantum Business Unit	UNDP-TJK		
Quantum Project ID:	01004341	Quantum Project Title:	*PIMS_6738_Integrated Program for HFC Phasing Down and Sustainable Cooling for Tajikistan*
Quantum Award ID:	1382777	Quantum Award Title:	*TJK_PIMS_6738_HFC*
UNDP-GEF PIMS No.	6738		
Implementing Partner	*Center for Implementation of Investment Projects (CIIP) within the Committee for Environmental Protection under the Government of the Republic of Tajikistan*		

Quantum Outcome (GEF Component)	Quantum Output (GEF Outcome)	Quantum Responsible Party (UNDP, IP, or Responsible Party)	Quantum Fund ID	Quantum Donor ID	Quantum Budgetary Account Code	Quantum Budget Account Description	Amount 2025 (3 months) *(USD)*	Amount 2026 *(USD)*	Amount 2027 *(USD)*	Amount 2028 *(USD)*	Amount 2029 *(USD)*	Amount 2030 (9 months) *(USD)*	Total (60 months) *(USD)*	See Budget Note:
Component 1. Legislative and policy framework for HFC phasedown, institutional strengthening, and financial instruments	**Outcome 1.1.** Existing legislation and institutional implementing capacity assessed and strengthened with legal instruments for the control of import, use and management of HFCs consistent with country obligations under the Kigali Amendment endorsed and implemented by the government.	NIM/IP (CIIP/CoEP)	62000	010003 GEF	71200	International Consultants	$28,000.00	$0.00	$0.00	$0.00	$0.00	$0.00	$28,000.00	1
					71300	Local Consultants	$23,500.00	$80,000.00	$30,000.00	$15,000.00	$26,250.00	$7,500.00	$182,250.00	2
					72100	Contractual Services - Companies	$0.00	$0.00	$180,000.00	$180,000.00	$0.00	$0.00	$360,000.00	3
					74200	Audio Visual&Print Prod Costs	$6,000.00	$21,000.00	$21,000.00	$18,000.00	$15,000.00	$9,000.00	$90,000.00	4
					72400	Communic & Audio Visual Equip	$0.00	$0.00	$36,000.00	$0.00	$0.00	$0.00	$36,000.00	5
					72200	Equipment and Furniture	$0.00	$0.00	$6,000.00	$0.00	$0.00	$0.00	$6,000.00	6
					75700	Training, Workshops, and Confer	$16,000.00	$30,000.00	$30,000.00	$2,000.00	$2,000.00	$2,000.00	$82,000.00	7
					71600	Travel	$8,000.00	$16,000.00	$8,000.00	$8,000.00	$8,000.00	$0.00	$48,000.00	8
					72500	Supplies	$600.00	$1,200.00	$1,200.00	$1,200.00	$900.00	$900.00	$6,000.00	9
					74500	Miscellaneous Expenses	$600.00	$1,650.00	$1,650.00	$1,570.00	$1,500.00	$1,500.00	$8,470.00	10
	Total Outcome 1.1.						**$82,700.00**	**$149,850.00**	**$313,850.00**	**$225,770.00**	**$53,650.00**	**$20,900.00**	**$846,720.00**	
						Total Component 1	**$82,700.00**	**$149,850.00**	**$313,850.00**	**$225,770.00**	**$53,650.00**	**$20,900.00**	**$846,720.00**	
Component 2. Capacity-building and best practices in refrigeration service delivery	**Outcome 2.1.** Refrigeration servicing technician training and mandatory certification system on HFCs and its alternatives upgraded and expanded.	NIM/IP (CoEP/CIIP)	62000	010003 GEF	71300	Local Consultants	$2,250.00	$11,000.00	$10,000.00	$8,000.00	$7,750.00	$2,250.00	$41,250.00	11
					72100	Contractual Services - Companies	$0.00	$38,000.00	$0.00	$0.00	$0.00	$0.00	$38,000.00	12
					75700	Training, Workshops, and Confer	$0.00	$65,250.00	$65,250.00	$0.00	$30,450.00	$0.00	$160,950.00	13
					72200	Equipment and Furniture	$0.00	$50,000.00	$100,000.00	$0.00	$0.00	$0.00	$150,000.00	14
					71600	Travel	$200.00	$51,600.00	$710.00	$2,600.00	$1,934.00	$400.00	$57,444.00	15
					72500	Supplies	$200.00	$360.00	$560.00	$560.00	$560.00	$560.00	$2,800.00	16
					74500	Miscellaneous Expenses	$344.00	$400.00	$700.00	$700.00	$700.00	$700.00	$3,544.00	17
	Total Outcome 2.1.						**$2,994.00**	**$216,610.00**	**$177,220.00**	**$11,860.00**	**$41,394.00**	**$3,910.00**	**$453,988.00**	
	Outcome 2.2. Measures to reduce emissions of HFCs into the atmosphere and to improve the life cycle management of refrigerants (containment strategy) in servicing sector	NIM/IP (CIIP/CoEP)	62000	010003 GEF	71300	Local Consultants	$4,500.00	$22,000.00	$20,000.00	$17,000.00	$15,500.00	$3,000.00	$82,000.00	18
					72100	Contractual Services - Companies	$0.00	$0.00	$0.00	$308,000.00	$0.00	$0.00	$308,000.00	19
					72200	Equipment and Furniture	$0.00	$0.00	$250,000.00	$90,000.00	$80,000.00	$0.00	$420,000.00	20
					71600	Travel	$400.00	$5,200.00	$1,422.00	$5,200.00	$3,868.00	$800.00	$16,890.00	21
					72500	Supplies	$400.00	$720.00	$1,120.00	$1,120.00	$1,120.00	$1,120.00	$5,600.00	22
					74500	Miscellaneous Expenses	$690.00	$800.00	$1,400.00	$1,400.00	$1,400.00	$1,400.00	$7,090.00	23

	Total Outcome 2.2.						**$5,990.00**	**$28,720.00**	**$273,942.00**	**$422,720.00**	**$101,888.00**	**$6,320.00**	**$839,580.00**	
	Outcome 2.3. Development of a fully sustainable refrigerant management system based on "smart" monitoring, life cycle refrigerant management (LCM); and an upgraded business model.	NIM/IP (CIIP/CoEP)	62000	010003 GEF	71200	International Consultants	$0.00	$0.00	$0.00	$0.00	$32,000.00	$0.00	$32,000.00	24
					71300	Local Consultants	$3,375.00	$17,250.00	$15,750.00	$12,750.00	$11,625.00	$2,250.00	$63,000.00	25
					72100	Contractual Services - Companies	$0.00	$72,000.00	$0.00	$84,000.00	$40,000.00	$0.00	$196,000.00	26
					71600	Travel	$300.00	$3,900.00	$1,065.00	$3,900.00	$2,901.00	$600.00	$12,666.00	27
					72500	Supplies	$300.00	$540.00	$840.00	$840.00	$840.00	$840.00	$4,200.00	28
					74500	Miscellaneous Expenses	$516.00	$600.00	$1,050.00	$1,050.00	$1,050.00	$1,050.00	$5,316.00	29
	Total Outcome 2.3.						**$4,491.00**	**$94,290.00**	**$18,705.00**	**$102,540.00**	**$88,416.00**	**$4,740.00**	**$313,182.00**	
						Total Component 2	**$13,475.00**	**$339,620.00**	**$469,867.00**	**$537,120.00**	**$231,698.00**	**$14,970.00**	**$1,606,750.00**	
Component 3. Demonstration of low-GWP energy efficient alternative technologies and improving energy efficiency for sustainable development of cooling sector.	**Outcome 3.1.** Demonstration of energy efficient alternative technologies with low GWP refrigerant	NIM/IP (CIIP/CoEP)	62000	010003 GEF	71200	International Consultants	$0.00	$20,000.00	$0.00	$0.00	$0.00	$0.00	$20,000.00	30
					71300	Local Consultants	$2,625.00	$12,375.00	$12,375.00	$12,375.00	$8,625.00	$4,500.00	$52,875.00	31
					72100	Contractual Services - Companies	$0.00	$0.00	$1,306,000.00	$0.00	$0.00	$0.00	$1,306,000.00	32
					71600	Travel	$180.00	$720.00	$720.00	$720.00	$720.00	$540.00	$3,600.00	33
					72500	Supplies	$50.00	$50.00	$50.00	$50.00	$50.00	$50.00	$300.00	34
					74500	Miscellaneous Expenses	$800.00	$800.00	$800.00	$800.00	$800.00	$120.00	$4,120.00	35
							$3,655.00	**$33,945.00**	**$1,319,945.00**	**$13,945.00**	**$10,195.00**	**$5,210.00**	**$1,386,895.00**	
	Total Outocome 3.1.						**$3,655.00**	**$33,945.00**	**$1,319,945.00**	**$13,945.00**	**$10,195.00**	**$5,210.00**	**$1,386,895.00**	
	Outcome 3.2. Conversion projects in thermal insulation materials manufacturing companies to use low GWP alternatives substances and enhance performance of products for energy saving	NIM/IP (CIIP/CoEP)	62000	010003 GEF	71300	Local Consultants	$2,625.00	$4,875.00	$4,875.00	$4,875.00	$4,875.00	$2,625.00	$24,750.00	36
					72200	Equipment and Furniture	$0.00	$160,000.00	$0.00	$0.00	$0.00	$0.00	$160,000.00	37
					71600	Travel	$180.00	$720.00	$720.00	$720.00	$720.00	$540.00	$3,600.00	38
					72500	Supplies	$40.00	$50.00	$50.00	$50.00	$50.00	$50.00	$290.00	39
					74500	Miscellaneous Expenses	$800.00	$800.00	$800.00	$800.00	$800.00	$120.00	$4,120.00	40
							$3,645.00	**$166,445.00**	**$6,445.00**	**$6,445.00**	**$6,445.00**	**$3,335.00**	**$192,760.00**	
	Total Outcome 3.2.						**$3,645.00**	**$166,445.00**	**$6,445.00**	**$6,445.00**	**$6,445.00**	**$3,335.00**	**$192,760.00**	
	Outcome 3.3. Effective performance of cooling system in the demonstration projects	NIM/IP(CIIP/CoEP)	62000	010003GEF	71300	Local Consultants	$2,625.00	$4,875.00	$4,875.00	$4,875.00	$4,875.00	$41,625.00	$63,750.00	41
					71600	Travel	$180.00	$720.00	$720.00	$720.00	$720.00	$540.00	$3,600.00	42
					72500	Supplies	$40.00	$50.00	$50.00	$50.00	$50.00	$50.00	$290.00	43
					74500	Miscellaneous Expenses	$800.00	$800.00	$800.00	$800.00	$800.00	$120.00	$4,120.00	44
							$3,645.00	**$6,445.00**	**$6,445.00**	**$6,445.00**	**$6,445.00**	**$42,335.00**	**$71,760.00**	
	Total Outcome 3.3.						**$3,645.00**	**$6,445.00**	**$6,445.00**	**$6,445.00**	**$6,445.00**	**$42,335.00**	**$71,760.00**	
	Outcome 3.4. Operational and effectively functioning inter-agency and inter-sectoral working groups on energy efficiency and sustainable cooling, a government endorsed National Strategy and Cooling Action Plan, and operational Minimum Energy Performance Standard/ Regulation (MEPS) in place the country	NIM/IP (CIIP/CoEP)	62000	010003 GEF	71200	International Consultants	$0.00	$20,000.00	$0.00	$0.00	$0.00	$0.00	$20,000.00	45
					71300	Local Consultants	$2,625.00	$12,375.00	$12,375.00	$12,375.00	$8,625.00	$4,500.00	$52,875.00	46
					72100	Contractual Services - Companies	$0.00	$100,350.00	$100,350.00	$90,000.00	$0.00	$0.00	$290,700.00	47
					71600	Travel	$180.00	$720.00	$720.00	$720.00	$720.00	$540.00	$3,600.00	48
					72500	Supplies	$50.00	$50.00	$50.00	$50.00	$50.00	$50.00	$300.00	49
					74500	Miscellaneous Expenses	$800.00	$800.00	$800.00	$800.00	$800.00	$120.00	$4,120.00	50
							$3,655.00	**$134,295.00**	**$114,295.00**	**$103,945.00**	**$10,195.00**	**$5,210.00**	**$371,595.00**	
	Total Outcome 3.4.						**$3,655.00**	**$134,295.00**	**$114,295.00**	**$103,945.00**	**$10,195.00**	**$5,210.00**	**$371,595.00**	
	Outcome 3.5. Funds mobilized from the national financial institutions, MDBs or IFIs to fund the replacement of old and inefficient cooling system, new installations of sustainable cooling systems, and upscaling low GWP, highly efficient and smart cooling solutions.	NIM/IP (CIIP/CoEP)	62000	010003 GEF	71200	International Consultants	$0.00	$24,000.00	$0.00	$0.00	$0.00	$0.00	$24,000.00	51
					71300	Local Consultants	$2,625.00	$4,875.00	$4,875.00	$4,875.00	$4,875.00	$2,625.00	$24,750.00	52
					71600	Travel	$180.00	$720.00	$720.00	$720.00	$720.00	$540.00	$3,600.00	53
					72500	Supplies	$40.00	$50.00	$40.00	$40.00	$40.00	$40.00	$250.00	54
					74500	Miscellaneous Expenses	$800.00	$800.00	$800.00	$800.00	$800.00	$120.00	$4,120.00	55
							$3,645.00	**$30,445.00**	**$6,435.00**	**$6,435.00**	**$6,435.00**	**$3,325.00**	**$56,720.00**	

	Total Outcome 3.5.						**$3,645.00**	**$30,445.00**	**$6,435.00**	**$6,435.00**	**$6,435.00**	**$3,325.00**	**$56,720.00**	
						Total Component 3	**$18,245.00**	**$371,575.00**	**$1,453,565.00**	**$137,215.00**	**$39,715.00**	**$59,415.00**	**$2,079,730.00**	
Component 4. Gender, Communication, Knowledge Management	**Outcome 4.1.** Social and Environmental Standards and gender dimension effectively mainstreamed in all project activities	NIM/IP(CIIP/CoEP)	62000	010003GEF	71300	Local Consultants	$500.00	$1,500.00	$1,500.00	$1,500.00	$1,500.00	$1,000.00	$7,500.00	56
					72100	Contractual Services - Companies	$0.00	$6,000.00	$6,000.00	$6,000.00	$6,000.00	$6,000.00	$30,000.00	57
					71600	Travel	$480.00	$13,960.00	$13,960.00	$13,960.00	$13,960.00	$13,480.00	$69,800.00	58
					72500	Supplies	$60.00	$160.00	$160.00	$160.00	$160.00	$100.00	$800.00	59
					74500	Miscellaneous Expenses	$100.00	$260.00	$260.00	$260.00	$260.00	$160.00	$1,300.00	60
	Total Outcome 4.1.						**$1,140.00**	**$21,880.00**	**$21,880.00**	**$21,880.00**	**$21,880.00**	**$20,740.00**	**$109,400.00**	
	Outcome 4.2. Increased public awareness on the Kigali Amendment requirements and sustainable cooling	NIM/IP (CIIP/CoEP)	62000	010003 GEF	71300	Local Consultants	$1,000.00	$2,250.00	$2,250.00	$2,250.00	$2,250.00	$1,250.00	$11,250.00	61
					72100	Contractual Services - Companies	$0.00	$27,000.00	$12,000.00	$12,000.00	$12,000.00	$12,000.00	$75,000.00	62
					75700	Training, Workshops, and Confer	$0.00	$2,000.00	$2,000.00	$2,000.00	$2,000.00	$2,000.00	$10,000.00	63
					74200	Audio Visual&Print Prod Costs	$0.00	$5,000.00	$10,000.00	$10,000.00	$10,000.00	$10,000.00	$45,000.00	64
					71600	Travel	$0.00	$5,440.00	$5,440.00	$5,440.00	$5,440.00	$5,440.00	$27,200.00	65
					72500	Supplies	$90.00	$240.00	$240.00	$240.00	$240.00	$150.00	$1,200.00	66
					74500	Miscellaneous Expenses	$150.00	$390.00	$390.00	$390.00	$390.00	$240.00	$1,950.00	67
	Total Outcome 4.2.						**$1,240.00**	**$42,320.00**	**$32,320.00**	**$32,320.00**	**$32,320.00**	**$31,080.00**	**$171,600.00**	
						Total Component 4	**$2,380.00**	**$64,200.00**	**$54,200.00**	**$54,200.00**	**$54,200.00**	**$51,820.00**	**$281,000.00**	
Component 5. Monitoring and Evaluation (M&E)	**Outcome 5.1.** Monitoring and Evaluation	UNDP	62000	010003 GEF	71200	International Consultants	$0.00	$0.00	$0.00	$25,000.00	$0.00	$25,000.00	$50,000.00	68
					71300	Local Consultants	$0.00	$0.00	$0.00	$10,000.00	$0.00	$10,000.00	$20,000.00	69
					74200	Audio Visual&Print Prod Costs	$0.00	$0.00	$0.00	$2,000.00	$0.00	$3,000.00	$5,000.00	70
		NIM/IP (CIIP/CoEP)	62000	010003 GEF	71300	Local Consultants	$500.00	$2,000.00	$2,500.00	$2,500.00	$2,250.00	$1,500.00	$11,250.00	71
					72200	Equipment and Furniture	$0.00	$3,000.00	$0.00	$0.00	$0.00	$0.00	$3,000.00	72
					72400	Communic & Audio Visual Equip	$600.00	$2,400.00	$2,400.00	$2,400.00	$2,400.00	$1,800.00	$12,000.00	73
					71600	Travel	$300.00	$3,720.00	$3,000.00	$3,000.00	$3,000.00	$2,700.00	$15,720.00	74
					72500	Supplies	$750.00	$1,000.00	$1,000.00	$1,000.00	$1,000.00	$80.00	$4,830.00	75
					74500	Miscellaneous Expenses	$400.00	$600.00	$600.00	$600.00	$600.00	$200.00	$3,000.00	76
	Total Outcome 5.1.						**$2,550.00**	**$12,720.00**	**$9,500.00**	**$46,500.00**	**$9,250.00**	**$44,280.00**	**$124,800.00**	
						Total Component 5	**$2,550.00**	**$12,720.00**	**$9,500.00**	**$46,500.00**	**$9,250.00**	**$44,280.00**	**$124,800.00**	
Component 6. Project Management	**Outcome 6.1.** PMC	NIM/IP (CIIP/CoEP)	62000	010003 GEF	71300	Local Consultants	$11,250.00	$40,725.00	$40,725.00	$40,725.00	$40,725.00	$26,325.00	$200,475.00	77
					72200	Equipment and Furniture	$7,500.00	$0.00	$0.00	$0.00	$0.00	$0.00	$7,500.00	78
					72400	Communic & Audio Visual Equip	$200.00	$2,000.00	$2,000.00	$2,000.00	$2,000.00	$1,300.00	$9,500.00	79
					72500	Supplies	$250.00	$50.00	$500.00	$500.00	$500.00	$250.00	$2,050.00	80
					74500	Miscellaneous Expenses	$300.00	$500.00	$500.00	$500.00	$300.00	$275.00	$2,375.00	81
		UNDP	62000	01003 GEF	74100	Professional Services	$0.00	$5,000.00	$5,000.00	$5,000.00	$5,000.00	$5,000.00	$25,000.00	82
							$19,500.00	**$48,275.00**	**$48,725.00**	**$48,725.00**	**$48,525.00**	**$33,150.00**	**$246,900.00**	
		UNDP (non-GEF funds) *(TRAC)*	*04000*	*00012*	*71300*	*Local Consultants*	*$1,400.00*	*$4,400.00*	*$4,400.00*	*$4,400.00*	*$4,400.00*	*$3,000.00*	*$22,000.00*	*83*
					71600	*Travel*	*$0.00*	*$3,000.00*	*$3,000.00*	*$3,000.00*	*$3,000.00*	*$3,000.00*	*$15,000.00*	*84*
					74500	*Miscellaneous Expenses*	*$150.00*	*$600.00*	*$600.00*	*$600.00*	*$600.00*	*$450.00*	*$3,000.00*	*85*
							$1,550.00	**$8,000.00**	**$8,000.00**	**$8,000.00**	**$8,000.00**	**$6,450.00**	**$40,000.00**	

	Total Outcome 6.1. (GEF+UNDP)	$21,050.00	$56,275.00	$56,725.00	$56,725.00	$56,525.00	$39,600.00	$286,900.00	
	Total Component 5 (GEF + UNDP)	$21,050.00	$56,275.00	$56,725.00	$56,725.00	$56,525.00	$39,600.00	$286,900.00	
	TOTAL GEF	$138,850.00	$986,240.00	$2,349,707.00	$1,049,530.00	$437,038.00	$224,535.00	$5,185,900.00	
	TOTAL UNDP (TRAC)	$1,550.00	$8,000.00	$8,000.00	$8,000.00	$8,000.00	$6,450.00	$40,000.00	
	PROJECT TOTAL (OVERALL)	$140,400.00	$994,240.00	$2,357,707.00	$1,057,530.00	$445,038.00	$230,985.00	$5,225,900.00	

Budget Notes (GEF-HFC Project) – by Outcomes

BN #	DESCRIPTION
Component 1. Legislative and policy framework for HFC phasedown, institutional strengthening, and financial instruments	
1	Pro-rata cost of International Consultant on F-gases-linked legislation, customs control and standards (Output 1.1.1.), **Total cost: $28,000** ($800/day x 35 days)
2	Contractual appointment of a team of local experts to provide professional, technical and implementation support activities under Component 1, as follows: (a) Lead Expert on improvement of legislative and policy framework for HFC phasedown, institutional strengthening and financial instruments (Outputs 1.1.1., 1.1.2., 1.1.3), **Total cost: $33,750** ($375/day x 90 days); (b) Policy and Legal Expert (Outputs 1.1.1., 1.1.2., 1.1.3), **Total cost: $25,000** ($250/day x 100 days); (c) Customs Expert (Outputs 1.1.1., 1.1.2., 1.1.3), **Total cost: $25,000** ($250/day x 100 days); (d) Technical Standards Expert (Outputs 1.1.1., 1.1.2., 1.1.3), **Total cost: $25,000** ($250/day x 100 days); (e) Training and Capacity Building Expert (Outputs 1.1.1., 1.1.2., 1.1.3), **Total cost: $25,000** ($250/day x 100 days); (f) Expert on development, adaptation and implementation of new standards for HFCs and natural refrigerants (Output 1.1.2.), **Total cost: $12,000** ($250/day x 48 days); (g) Expert on development, adaptation and implementation of technical regulations for HFCs and natural refrigerants (Output 1.1.2.), **Total cost: $12,000** ($250/day x 48 days); Contractual appointment of a team of local Experts to establish a mechanism for HFC data collection, verification and reporting (involving Statistics Agency, CoEP and Customs Service Agency (Component 1), as follows: (a) Expert on national statistics system (Output 1.1.2.), **Total cost: $7,000** ($250/day x 28 days); (b) Expert on customs related information systems (Output 1.1.2.), **Total cost: $7,000** ($250/day x 28 days); (c) Expert on refrigerant safety (Output 1.1.2.), **Total cost: $5,000** ($250/day x 20 days); (d) RAC Engineer (Output 1.1.2.), **Total cost: $5,500** ($250/day x 22 days)
3	Costs of strengthening institutional capacity of Customs Service Agency to control HFC imports through analytical and refrigerant identifiers. Includes supply of 2 sets of equipment and devices and the respective set-up and trainings on their use: (a) 30 units PRO identifiers for stationary posts, **Total cost: $180,000** (30 units, $6,000 each); and (b) chromium mass spectrometer (Output 1.1.2.), **Total cost: $180,000** (1 set)
4	Costs related to translation, printing, and publication of information materials, **Total cost: $90,000** (6000 pages, 15$/page)
5	Cost of ICT equipment for key national agencies to strengthen their capacities (Customs Service Agency, Tajikstandart, NOU under CoEP, RAC Association, etc.) to accommodate training activities and information systems maintenance (Output 1.1.2.). **Total cost: $36,000** (6 agencies x $6,000 each)
6	Cost of office equipment and furniture for key national agencies to strengthen their capacities (Customs Service Agency, Tajikstandart, NOU under CoEP, RAC Association, etc.) to accommodate training activities and information systems maintenance (Output 1.1.2.). **Total cost: $6,000** (6 agencies x $1,000 each)
7	Costs of trainings for 250 customs officers and 50 environmental inspectors, in 4 regions - 20 groups (all costs associated with 3-days training) (Output 1.1.2.), **Total cost: $70,000** (20 groups comprising 15 individuals, $3,500/group); Costs of the organization of workshops and roundtables to support institutional interagency coordination and sustainable Montreal Protocol involvement (Outputs 1.1.1., 1.1.2., 1.1.3). **Total costs: $12,000** (6 round-tables, $2,000 each/year)
8	Costs related to study/training tours for national authorities on legislation and standards improvement to support the continuation and incremental tightening of the country's regulatory control programme under CoEP for phase down of HFCs (Outputs 1.1.1., 1.1.2., 1.1.3), **Total cost: $24,000** (3 persons, 3 training tours); Costs related to study/training tours for familiarization of customs officers with international practices (Output 1.1.2.), **Total cost: $24,000** (3 persons, 3 training tours)
9	Costs related to procurement of stationaries for trainings, roundtable, seminars and other project activity related events. **Total cost: $6,000**
10	Miscellaneous expenses, including bank charges, **Total cost: $8,470**
Component 2. Capacity-building and best practices in refrigeration service delivery	
11	Contractual appointment of a team of local experts to provide professional, technical and implementation support activities under Component 2, as follows: (a) Lead Expert on capacity building and best practices in refrigeration service delivery, **Total cost: $27,750** ($375/day x 74 days); and (b) 4 Trainer of Trainers in RAC servicing (foam sector, servicing, assembly, waste management, recirculation, recovery, etc. **Total cost: $13,500** ($250/day x 54 days). (Outputs 2.1.1., 2.1.2., 2.2.1., 2.2.2., 2.2.3., 2.2.4., 2.3.1., 2.3.3.)
12	Costs related to training and preparation of trainers (ToT) on energy efficient technologies for natural refrigerants and renewable energy sources in an EU country, **Total cost: $38,000** (for 7 participants x 30 days x $180.95 training costs – fees, materials, learning products) (Outputs 2.1.1., 2.1.2., 2.2.1., 2.2.2., 2.2.3., 2.2.4., 2.3.1., 2.3.3.)

13	Costs related to trainings by ToT trainers for RAC technicians in energy-efficient technologies for natural refrigerants and renewable energy sources (5-day trainings for 740 technicians and engineers, 37 groups), **Total cost: $160,950** (37 groups x $4,350 each) (Outputs 2.1.1., 2.1.2., 2.2.1., 2.2.2., 2.2.3., 2.2.4., 2.3.1., 2.3.3.)
14	Costs related to creation, technical equipment, modernization and upgrade of training centers for the training of young RAC technicians. **Total cost: $150,000** (3 Training Centers x $50,000 each) (Output 2.1.2.)
15	Travel related expenses of (a) ToT trainers on energy efficient technologies for natural refrigerants and renewable energy sources in an EU country, **Total cost: $49,000** (includes – DSA for 7 participants x $200/day x 30 days = $42,000; and round-trip air-fare for 7 participants x $1000=$7,000); (b) 3 technical staff (RAC technicians and Engineers) from key partner institutions to participate in networking events and conferences on new technologies (international travel), **Total cost: $5,334**; and (c) project personnel's supervision missions, **Total Cost: $3,110** (per each output of Component 2, Outputs 2.1.1., 2.1.2., 2.2.1., 2.2.2., 2.2.3., 2.2.4., 2.3.1., 2.3.3.)
16	Costs related to procurement of stationaries for trainings, roundtable, seminars and other project activity related events. **Total cost: $2,800**
17	Miscellaneous expenses, including bank charges, **Total cost: $3,544**
18	Contractual appointment of a team of local experts to provide professional, technical and implementation support activities under Component 2, as follows: (a) Lead Expert on capacity building and best practices in refrigeration service delivery, **Total cost: $54,000** ($375/day x 144 days); and (b) 4 Trainer of Trainers in RAC servicing (foam sector, servicing, assembly, waste management, recirculation, recovery, etc. **Total cost: $28,000** ($250/day x 112 days). (Outputs 2.1.1., 2.1.2., 2.2.1., 2.2.2., 2.2.3., 2.2.4., 2.3.1., 2.3.3.)
19	Costs related to demonstration of refrigerant upgrades in existing refrigeration systems with replacement of high GWP HFCs with possible lower GWP refrigerants while maintaining system productivity (11 units/enterprises/demonstration installations), **Total cost: $308,000** (11 demo projects x $28,000 each) (Output 2.2.3.)
20	Costs related to procurement of updates and equipment for recirculation centers (Instruments, equipment, rigging, special collection vessels, components for recirculation, etc.). **Total cost: $90,000** (3 centres x $30,000 each) (Output 2.2.1.); Costs related to procurement of sets of equipment and tools for enterprises and field technicians (maintenance of refrigeration equipment and air conditioning). **Total cost: $250,000** (100 sets x $2,500) (Output 2.2.2.); Costs related to provision of special equipment and tools for technical support of enterprises of the RAC industry for assembly, installation and adjustment of equipment (chiller, large cooling aggregates) as this may affect the introduction of new refrigeration technologies. **Total cost: $80,000** (4 enterprises x $20,000 each) (Output 2.2.4.)
21	Travel related expenses of (a) 3 technical staff (RAC technicians and Engineers) from key partner institutions to participate in networking events and conferences on new technologies (international travel), **Total cost: $10,668**; and (b) project personnel's supervision missions, **Total Cost: $6,222** (per each output of Component 2, Outputs 2.1.1., 2.1.2., 2.2.1., 2.2.2., 2.2.3., 2.2.4., 2.3.1., 2.3.3.)
22	Costs related to procurement of stationaries for trainings, roundtable, seminars and other project activity related events. **Total cost: $5,600**
23	Miscellaneous expenses, including bank charges, **Total cost: $7,090**
24	Pro-rata cost of International ODS and HFC Waste Management Specialist – (a) to develop and approve a Waste Management Strategy for ODS and HFCs in the country, as well as (b) conduct a feasibility study of the center for the disposal of refrigerants and methods for the safe disposal of unwanted ODS and HFCs ($800/day x 40 days), **Total cost: $32,000** (Output 2.3.3.)
25	Contractual appointment of a team of local experts to provide professional, technical and implementation support activities under Component 2, as follows: (a) Lead Expert on capacity building and best practices in refrigeration service delivery, **Total cost: $42,000** ($375/day x 112 days); and (b) 4 Trainer of Trainers in RAC servicing (foam sector, servicing, assembly, waste management, recirculation, recovery, etc. **Total cost: $21,000** ($250/day x 84 days). (Outputs 2.1.1., 2.1.2., 2.2.1., 2.2.2., 2.2.3., 2.2.4., 2.3.1., 2.3.3.
26	Procurement of pilot remote control system to reduce HFC leaks and monitor (control) energy efficiency parameters of major refrigeration or air conditioning components at medium to large facilities. **Total cost: $84,000** (7 facilities/enterprises x $12,000 each) (Output 2.3.2.); Costs related to demonstration of a pilot (test) project for the destruction of ODS and HFC waste (in cement production plants of the country) (Output 2.3.3.). **Total cost: $72,000** (8MTs x $9,000 each); Costs related to market research on current HFC consumption and alternatives, inventory refrigeration equipment, create online reporting system for large refrigeration system to monitor (control) refrigerant consumption and emissions. **Total cost: $40,000** (Output 2.3.1.)
27	Travel related expenses of (a) 3 technical staff (RAC technicians and Engineers) from key partner institutions to participate in networking events and conferences on new technologies (international travel), **Total cost: $7,998**; and (b) project personnel's supervision missions, **Total Cost: $4,668** (per each output of Component 2, Outputs 2.1.1., 2.1.2., 2.2.1., 2.2.2., 2.2.3., 2.2.4., 2.3.1., 2.3.3.
28	Costs related to procurement of stationaries for trainings, roundtable, seminars and other project activity related events. **Total cost: $4,200**
29	Miscellaneous expenses, including bank charges, **Total cost: $5,316**
Component 3. Demonstration of low-GWP energy efficient alternative technologies and improving energy efficiency for sustainable development of cooling sector.	

30	Pro-rata cost of International Specialist in zero ODS and low GWP, energy efficient and low carbon technologies - including supervision of the design documentation (Outputs 3.1.1., 3.4.1.), **Total cost: $20,000** ($800/day x 25 days) (Output 3.1.1.)
31	Contractual appointment of a team of local experts to provide professional, technical and implementation support activities under Component 3, as follows: (a) Lead Expert on demonstration of low-GWP energy efficient alternative technologies and improving energy efficiency for sustainable development of cooling sector (Outputs 3.1.1., 3.2.1., 3.3.1., 3.4.1., 3.5.1.), **Total cost: $24,750** ($375/day x 66 days); (b) Expert on energy efficient technologies with Zero ODS, low GWP (Output 3.1.1., 3.4.1.), **Total cost: $13,125** ($375/day x 35 days), and (c) Expert on safety standards (Output 3.1.1., 3.4.1.), **Total cost: $15,000** ($375/day x 40 days)
32	Costs related to implementation of – (a) demonstration projects on zero ODS technologies with low GWP, in the agricultural/ processing and commercial food storage sector (supermarket/logistics centers) in 4 regions of the country (including preparation of project documentation), **Total cost: $855,000** (9 facilities/enterprises x $95,000); and (b) demonstration of energy efficient project for implementation of zero ODS and low GWP (on natural refrigerants) air conditioning technology in large server rooms, 2 facilities (including preparation of design documentation), **Total cost: $451,000** (2 facilities/enterprises x $225,500) (Output 3.1.1.)
33	Travel related expenses of project personnel's supervision missions, **Total Cost: $3,600** (per each output of Component 3, Outputs 3.1.1., 3.2.1., 3.3.1., 3.4.1., 3.5.1.)
34	Costs related to procurement of stationaries for trainings, roundtable, seminars and other project activity related events. **Total cost: $300**
35	Miscellaneous expenses, including bank charges, **Total cost: $4,120**
36	Contractual appointment of a Lead Expert on demonstration of low-GWP energy efficient alternative technologies and improving energy efficiency for sustainable development of cooling sector (Outputs 3.1.1., 3.2.1., 3.3.1., 3.4.1., 3.5.1.), **Total cost: $24,750** ($375/day x 66 days)
37	Costs related to equipping with modern equipment for the production of heat-insulating building materials, sandwich panels, as well as direct heat insulation of refrigeration chambers and other premises by spraying on the ground (Output 3.2.1.), **Total cost: $160,000** (4 facilities/enterprises x $40,000 each)
38	Travel related expenses of project personnel's supervision missions, **Total Cost: $3,600** (per each output of Component 3, (Outputs 3.1.1., 3.2.1., 3.3.1., 3.4.1., 3.5.1.)
39	Costs related to procurement of stationaries for trainings, roundtable, seminars and other project activity related events. **Total cost: $290**
40	Miscellaneous expenses, including bank charges, **Total cost: $4,120**
41	Contractual appointment of a team of local experts to provide professional, technical and implementation support activities under Component 3, as follows: (a) Lead Expert on demonstration of low-GWP energy efficient alternative technologies and improving energy efficiency for sustainable development of cooling sector (Outputs 3.1.1., 3.2.1., 3.3.1., 3.4.1., 3.5.1.), **Total cost: $24,750** ($375/day x 66 days); and (b) M&E Technical Expert for monitoring cooling performance in demonstration projects, documentation of experiences and lessons learned, and disseminate knowledge to stakeholders (Output 3.3.1.), **Total cost: $39,000** (30 facilities x $1,300 each).
42	Travel related expenses of project personnel's supervision missions, **Total Cost: $3,600** (per each output of Component 3, Outputs 3.1.1., 3.2.1., 3.3.1., 3.4.1., 3.5.1.)
43	Costs related to procurement of stationaries for trainings, roundtable, seminars and other project activity related events. **Total cost: $290**
44	Miscellaneous expenses, including bank charges, **Total cost: $4,120**
45	Pro-rata cost of International Specialist in zero ODS and low GWP, energy efficient and low carbon technologies - including supervision of the design documentation (Outputs 3.1.1., 3.4.1.), **Total cost: $20,000** ($800/day x 25 days)
46	Contractual appointment of a team of local experts to provide professional, technical and implementation support activities under Component 3, as follows: (a) Lead Expert on demonstration of low-GWP energy efficient alternative technologies and improving energy efficiency for sustainable development of cooling sector (Outputs 3.1.1., 3.2.1., 3.3.1., 3.4.1., 3.5.1.), **Total cost: $24,750** ($375/day x 66 days); and (b) Expert on energy efficient technologies with Zero ODS, low GWP (Output 3.1.1., 3.4.1.), **Total cost: $13,125** ($375/day x 35 days), and (c) Expert on safety standards (Output 3.1.1., 3.4.1.), **Total cost: $15,000** ($375/day x 40 days)
47	Costs related to (a) carrying out a market study of cooling product energy efficiency and develop a plan to revise and implement the Minimum Energy Performance Standard (MEPS) and labeling system. Piloting Digital Solutions for monitoring energy consumption, **Total cost: $200,700** (2 companies x $100,350 each), and (b) Demonstration of the application of advanced energy-efficient technology of new renewable energy sources in cooling and/or air conditioning systems (solar energy + additional energy source for cooling), 3 facilities - small and medium installations (including preparation of design documentation), **Total cost: $90,000** (3 facilities/enterprises x $30,000 each) (Output 3.4.1.)
48	Travel related expenses of project personnel's supervision missions, **Total Cost: $3,600** (per each output of Component 3, Outputs 3.1.1., 3.2.1., 3.3.1., 3.4.1., 3.5.1.)
49	Costs related to procurement of stationaries for trainings, roundtable, seminars and other project activity related events. **Total cost: $300**
50	Miscellaneous expenses, including bank charges, **Total cost: $4,120**
51	Pro-rata cost of International Specialist in the development of business models in the context of investment proposals to local banks, IFIs, Development Banks or other investors on the transition to energy efficient technologies with low GWP (Output 3.5.1.), **Total cost: $24,000** ($800/day x 30 days)

52	Contractual appointment of a Lead Expert on demonstration of low-GWP energy efficient alternative technologies and improving energy efficiency for sustainable development of cooling sector (Outputs 3.1.1., 3.2.1., 3.3.1., 3.4.1., 3.5.1.), **Total cost: $24,750** ($375/day x 66 days)
53	Travel related expenses of project personnel's supervision missions, **Total Cost: $3,600** (per each output of Component 3, Outputs 3.1.1., 3.2.1., 3.3.1., 3.4.1., 3.5.1.)
54	Costs related to procurement of stationaries for trainings, roundtable, seminars and other project activity related events. **Total cost: $250**
55	Miscellaneous expenses, including bank charges, **Total cost: $4,120**
Component 4. Gender, Communication, Knowledge Management, Monitoring and Evaluation	
56	Contractual appointment of a team of local experts to provide professional, technical and implementation support activities under Component 4, as follows: (a) Lead communication, knowledge management, and learning specialist**, Total cost: $5,000** ($250/day x 20 days); and (b) Gender specialist, **Total cost: $2,500** ($250/day x 10 days) (Outputs 4.1.1., 4.1.2., 4.2.1., 4.2.2., 4.2.3., 4.3.1.)
57	Costs related to implementation of a scholarship scheme for at least 10 female students to study RAC in technical and vocational education institutions abroad, **Total cost: $30,000** ($3,000 x 10 female students)
58	Costs of travel related to – (a) implementation of a scholarship scheme for at least 10 female students to study RAC in technical and vocational education institutions abroad, **Total cost: $45,000** (International Travel, DSA and air-fare: $4,500 x 10 female students); (b) technical staffs from partner institutions and project personnel's participation in networking events, forums and conferences (International Travel), **Total cost: $20,000**; and (c) project personnel's supervision missions (in-country travel), **Total Cost: $4,800** (Outputs 4.1.1., 4.1.2., 4.2.1., 4.2.2., 4.2.3., 4.3.1.)
59	Costs related to procurement of stationaries for trainings, roundtable, seminars and other project activity related events. **Total cost: $800**
60	Miscellaneous expenses, including bank charges, **Total cost: $1,300**
61	Contractual appointment of a team of local experts to provide professional, technical and implementation support activities under Component 4, as follows: (a) Lead communication, knowledge management, and learning specialist, **Total cost: $7,500** ($250/day x 30 days); and (b) Gender specialist, **Total cost: $3,750** ($250/day x 15 days) (Outputs 4.1.1., 4.1.2., 4.2.1., 4.2.2., 4.2.3., 4.3.1.)
62	Cost related to carrying out market research to identify the most effective tools to inform the public and stakeholders (Output 4.2.1.), **Total cost: $15,000;** Costs related to public awareness activities (environment and ozone and climate conservation (Output 4.2.2.), **Total cost: $60,000** ($12,000 x 5 years)
63	Costs related to organization of RAC-specific forums, workshops, and Steering Committee Meetings (Output 4.2.3.), **Total cost: $10,000**
64	Costs related to development, translation, printing, and publication of information materials, **Total cost: $45,000** (3000 pages, 15$/page)
65	Costs of travel related to – (a) technical staffs from partner institutions and project personnel's participation in networking events, forums and conferences (International Travel), **Total cost: $20,000**; and (c) project personnel's supervision missions (in-country travel), **Total Cost: $7,200** (Outputs 4.1.1., 4.1.2., 4.2.1., 4.2.2., 4.2.3., 4.3.1.)
66	Costs related to procurement of stationaries for trainings, roundtable, seminars and other project activity related events. **Total cost: $1,200**
67	Miscellaneous expenses, including bank charges, **Total cost: $1,950**
Component 5. Monitoring and Evaluation (M&E)	
68	International Consultants to conduct MTR and TE (Output 4.3.1.), **Total cost: $50,000** (2 consultants x $25,000 each)
69	Contractual appointment of a team of local experts to provide professional, technical and implementation support activities under Component 5, as follows: (a) Local Consultants to support Mid-Term Review (2 consultants x 20 days each x $250/day) (Output 5.1.1.), **Total cost: $10,000**; and (d) Local Consultants to support Terminal Evaluation, **Total cost: $10,000** (2 consultants x 20 days each x $250/day) (Output 5.1.1.)
70	Costs related to translation and publications of knowledge products, and MTR and TE reports (Output 4.3.1.), **Total cost: $5,000**
71	Contractual appointment of a team of local experts to provide professional, technical and implementation support activities under Component 5, as follows: (a) Lead monitoring, evaluation, and reporting specialist, **Total cost: $7,500 ($250/day x 30 days)**; (b) Gender specialist, **Total cost: $3,750 ($250/day x 15 days)**
72	Costs of procuring desktops, laptops, printers, mobile phones for monitoring and evaluation of lead Consultants, i.e. Task Leaders to Components 1 and 4, **Total cost: $3,000** ($1,500 x 2 individuals)
73	Includes costs related to communication support for monitoring and evaluation related activities – (a) Communication, i.e. landline and mobile phones for project's technical staff and Task Leaders (Component 1, 2, 3, and 4), (b) Internet connection and conferencing accessories for M&E consultations, meetings, conferences, learning and reporting, **Total cost: $12,000** ($200/month x 60 months) (Output 5.1.1.)

74	Costs of travel related to monitoring and evaluation, i.e. site monitoring visits, inspection missions, M&E and reporting guidance trainings, and data collection for reporting – (a) technical staffs from partner institutions, project technical consultants and Task Leaders' (Components 1, 2, 3, and 4) participation in networking events, forums and conferences (International Travel), **Total cost: $10,720**; and (c) project Task Leaders' (Component 1, 2, 3, and 4) supervision missions (in-country travel), **Total Cost: $5,000**
75	Costs related to procurement of stationaries for M&E-linked trainings, roundtables, seminars and other related events. **Total cost: $4,830**
76	Miscellaneous expenses, including bank charges, **Total cost: $3,000**
Component 6. Project Management	
77	Includes – (a) Partial cost (~92%) of the Project Manager salary, **Total cost: $61,875** ($1,125/month x 55 months); (b) Full cost of the Finance Officer / Accountant, **Total cost: $63,000** ($1,050/month x 60 months); (c) Partial cost (80%) of Project Assistant/Administrator, **Total cost: $25,200** ($525/month x 48 months); (d) Partial cost (80%) of Procurement Specialist, **Total cost: $50,400** ($1,050/month x 48 months) (Output 5.1.1.) / **Note:** The remaining costs of Project Manager, Project Assistant/Administrator, and Procurement Specialist will be covered from CoEP's co-financing.
78	Costs of procuring desktops, laptops, printers, mobile phones for PMU and associated staff (Task leaders, and local CIIP project support staff, **Total cost: $7,500** ($1,500 x 5 individuals)
79	Includes costs related to – (a) Communication, i.e. landline and mobile phones for key project personnel, (b) Internet connection and conferencing accessories, **Total cost: $9,500** (Output 5.1.1.)
80	Costs of supplies to support the project management unit. **Total cost: $2,050**
81	Miscellaneous expenses, including bank charges, **Total cost: $2,375**
82	Costs related to professional services for NIM audits (Output 5.1.1.), **Total cost: $25,000**
83	National Consultant for Reporting support (Inception Report, PIRs, APRs, Exit Strategy, Final Report and other required inputs from the PMU), **Total cost: $22,000** ($200/day x 110 days) (Output 5.1.2.)
84	Annual supervision missions, **Total cost: $15,000** ($3,000/year x 5 years) (Output 5.1.2.)
85	Miscellaneous expenses, including bank charges, **Total cost: $3,000**

Legal Context

This project document shall be the instrument referred to as such in Article 1 of the Standard Basic Assistance Agreement between the Government of the Republic of Tajikistan and UNDP, signed on October 1, 1993. All references in the SBAA to "Executing Agency" shall be deemed to refer to "Implementing Partner."

This project will be implemented by the Centre for Implementation of Investment Project within the Committee for Environmental Protection under the Government of the Republic of Tajikistan ("Implementing Partner") in accordance with its financial regulations, rules, practices and procedures only to the extent that they do not contravene the principles of the Financial Regulations and Rules of UNDP. Where the financial governance of an Implementing Partner does not provide the required guidance to ensure best value for money, fairness, integrity, transparency, and effective international competition, the financial governance of UNDP shall apply.

Risk Management

Implementing Partner is a Government Entity (NIM)

1. Consistent with the Article III of the SBAA *[or the Supplemental Provisions to the Project Document]*, the responsibility for the safety and security of the Implementing Partner and its personnel and property, and of UNDP's property in the Implementing Partner's custody, rests with the Implementing Partner. To this end, the Implementing Partner shall:

    a) put in place an appropriate security plan and maintain the security plan, taking into account the security situation in the country where the project is being carried;
    b) assume all risks and liabilities related to the Implementing Partner's security, and the full implementation of the security plan.

2. UNDP reserves the right to verify whether such a plan is in place, and to suggest modifications to the plan when necessary. Failure to maintain and implement an appropriate security plan as required hereunder shall be deemed a breach of the Implementing Partner's obligations under this Project Document.

3. The Implementing Partner agrees to undertake all reasonable efforts to ensure that no UNDP funds received pursuant to the Project Document are used to provide support to individuals or entities associated with terrorism and that the recipients of any amounts provided by UNDP hereunder do not appear on the United Nations Security Council Consolidated Sanctions List, and that no UNDP funds received pursuant to the Project Document are used for money laundering activities. The United Nations Security Council Consolidated Sanctions List can be accessed via https://www.un.org/securitycouncil/content/un-sc-consolidated-list.

4. The Implementing Partner acknowledges and agrees that UNDP will not tolerate sexual harassment and sexual exploitation and abuse of anyone by the Implementing Partner, and each of its responsible parties, their respective sub-recipients and other entities involved in Project implementation, either as contractors or subcontractors and their personnel, and any individuals performing services for them under the Project Document.

    (a) In the implementation of the activities under this Project Document, the Implementing Partner, and each of its sub-parties referred to above, shall comply with the standards of conduct set forth in the Secretary General's Bulletin ST/SGB/2003/13 of 9 October 2003, concerning "Special measures for protection from sexual exploitation and sexual abuse" ("SEA").
    (b) Moreover, and without limitation to the application of other regulations, rules, policies and procedures bearing upon the performance of the activities under this Project Document, in the implementation of activities, the Implementing Partner, and each of its sub-parties referred to above, shall not engage in any form of sexual

harassment ("SH"). SH is defined as any unwelcome conduct of a sexual nature that might reasonably be expected or be perceived to cause offense or humiliation, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment. SH may occur in the workplace or in connection with work. While typically involving a pattern of conduct, SH may take the form of a single incident. In assessing the reasonableness of expectations or perceptions, the perspective of the person who is the target of the conduct shall be considered.

5. a) In the performance of the activities under this Project Document, the Implementing Partner shall (with respect to its own activities), and shall require from its sub-parties referred to in paragraph 4 (with respect to their activities) that they, have minimum standards and procedures in place, or a plan to develop and/or improve such standards and procedures in order to be able to take effective preventive and investigative action. These should include: policies on sexual harassment and sexual exploitation and abuse; policies on whistleblowing/protection against retaliation; and complaints, disciplinary and investigative mechanisms. In line with this, the Implementing Partner will and will require that such sub-parties will take all appropriate measures to:

    i. Prevent its employees, agents or any other persons engaged to perform any services under this Project Document, from engaging in SH or SEA;
    ii. Offer employees and associated personnel training on prevention and response to SH and SEA, where the Implementing Partner and its sub-parties referred to in paragraph 4 have not put in place its own training regarding the prevention of SH and SEA, the Implementing Partner and its sub-parties may use the training material available at UNDP;
    iii. Report and monitor allegations of SH and SEA of which the Implementing Partner and its sub-parties referred to in paragraph 4 have been informed or have otherwise become aware, and status thereof;
    iv. Refer victims/survivors of SH and SEA to safe and confidential victim assistance; and
    v. Promptly and confidentially, record and investigate any allegations credible enough to warrant an investigation of SH or SEA. The Implementing Partner shall advise UNDP of any such allegations received and investigations being conducted by itself or any of its sub-parties referred to in paragraph 4 with respect to their activities under the Project Document, and shall keep UNDP informed during the investigation by it or any of such sub-parties, to the extent that such notification (i) does not jeopardize the conduct of the investigation, including but not limited to the safety or security of persons, and/or (ii) is not in contravention of any laws applicable to it. Following the investigation, the Implementing Partner shall advise UNDP of any actions taken by it or any of the other entities further to the investigation.

    b) The Implementing Partner shall establish that it has complied with the foregoing, to the satisfaction of UNDP, when requested by UNDP or any party acting on its behalf to provide such confirmation. Failure of the Implementing Partner, and each of its sub-parties referred to in paragraph 4, to comply of the foregoing, as determined by UNDP, shall be considered grounds for suspension or termination of the Project.

6. Social and environmental sustainability will be enhanced through application of the UNDP Social and Environmental Standards (http://www.undp.org/ses) and related Accountability Mechanism (http://www.undp.org/secu-srm).

7. The Implementing Partner shall: (a) conduct project and programme-related activities in a manner consistent with the UNDP Social and Environmental Standards, (b) implement any management or mitigation plan prepared for the project or programme to comply with such standards, and (c) engage in a constructive and timely manner to address any concerns and complaints raised through the Accountability Mechanism. UNDP will seek to ensure that communities and other project stakeholders are informed of and have access to the Accountability Mechanism.

8. All signatories to the Project Document shall cooperate in good faith with any exercise to evaluate any programme or project-related commitments or compliance with the UNDP Social and Environmental Standards. This includes providing access to project sites, relevant personnel, information, and documentation.

9. The Implementing Partner will take appropriate steps to prevent misuse of funds, fraud or corruption, by its officials, consultants, responsible parties, subcontractors and sub-recipients in implementing the project or using UNDP funds.

10. In the implementation of the activities under this Project Document, UNDP places reasonable reliance upon the Implementing Partner for it to apply its laws, regulations and processes, and applicable international laws regarding anti money laundering and countering the financing of terrorism, to ensure consistency with the principles of then in force the UNDP Anti-Money Laundering and Countering the Financing of Terrorism Policy.

11. The Implementing Partner will ensure that its financial management, anti-corruption, anti-fraud and anti-money laundering and countering the financing of terrorism policies are in place and enforced for all funding received from or through UNDP.

12. The requirements of the following documents, then in force at the time of signature of the Project Document, apply to the Implementing Partner: (a) UNDP Policy on Fraud and other Corrupt Practices and (b) UNDP Office of Audit and Investigations Investigation Guidelines. The Implementing Partner agrees to the requirements of the above documents, which are an integral part of this Project Document and are available online at www.undp.org.

13. In the event that an investigation is required, UNDP has the obligation to conduct investigations relating to any aspect of UNDP projects and programmes in accordance with UNDP's regulations, rules, policies and procedures. The Implementing Partner shall provide its full cooperation, including making available personnel, relevant documentation, and granting access to the Implementing Partner's (and its consultants', responsible parties', subcontractors' and sub-recipients') premises, for such purposes at reasonable times and on reasonable conditions as may be required for the purpose of an investigation. Should there be a limitation in meeting this obligation, UNDP shall consult with the Implementing Partner to find a solution.

14. The signatories to this Project Document will promptly inform one another in case of any incidence of inappropriate use of funds, or credible allegation of fraud or corruption with due confidentiality.

    Where the Implementing Partner becomes aware that a UNDP project or activity, in whole or in part, is the focus of investigation for alleged fraud/corruption, the Implementing Partner will inform the UNDP Resident Representative/Head of Office, who will promptly inform UNDP's Office of Audit and Investigations (OAI). The Implementing Partner shall provide regular updates to the head of UNDP in the country and OAI of the status of, and actions relating to, such investigation.

15. UNDP shall be entitled to a refund from the Implementing Partner of any funds provided that have been used inappropriately, including through fraud, corruption or other financial irregularity, or otherwise paid other than in accordance with the terms and conditions of the Project Document. Such amount may be deducted by UNDP from any payment due to the Implementing Partner under this or any other agreement. Recovery of such amount by UNDP shall not diminish or curtail the Implementing Partner's obligations under this Project Document.

    Where such funds have not been refunded to UNDP, the Implementing Partner agrees that donors to UNDP (including the Government) whose funding is the source, in whole or in part, of the funds for the activities under this Project Document, may seek recourse to the Implementing Partner for the recovery of any funds determined by UNDP to have been used inappropriately, including through fraud, corruption or other financial irregularity, or otherwise paid other than in accordance with the terms and conditions of the Project Document.

    Note: The term "Project Document" as used in this clause shall be deemed to include any relevant subsidiary agreement further to the Project Document, including those with responsible parties, subcontractors and sub-recipients.

16. Each contract issued by the Implementing Partner in connection with this Project Document shall include a provision representing that no fees, gratuities, rebates, gifts, commissions or other payments, other than those shown in the proposal, have been given, received, or promised in connection with the selection process or in contract execution, and that the recipient of funds from the Implementing Partner shall cooperate with any and all investigations and post-payment audits.

17. Should UNDP refer to the relevant national authorities for appropriate legal action any alleged wrongdoing relating to the project, the Government will ensure that the relevant national authorities shall actively investigate the same and take appropriate legal action against all individuals found to have participated in the wrongdoing, recover and return any recovered funds to UNDP.

18. The Implementing Partner shall ensure that all of its obligations set forth under this section entitled “Risk Management” are passed on to each responsible party, subcontractor and sub-recipient and that all the clauses under this section entitled “Risk Management Standard Clauses” are included, mutatis mutandis, in all sub-contracts or sub-agreements entered into further to this Project Document.

Annex 1: GEF Budget Template

Expenditure Category	Detailed Description	Component (USDeq.)														Total (USDeq.)	Responsible Entity
		Component 1	*Component 2*			*Component 3*					*Component 4*		*Sub-Total*	*M&E*	*PMC*		(Executing Entity receiving funds from the GEF Agency)
		Outcome 1	Outcome 2.1	Outcome 2.2	Outcome 2.3	Outcome 3.1	Outcome 3.2	Outcome 3.3	Outcome 3.4	Outcome 3.5	Outcome 4.1	Outcome 4.2	*Sub-Total*	*M&E*	*PMC*		
Equipment	Cost of ICT equipment for key national agencies to strengthen their capacities (Customs Service Agency, Tajikstandart, NOU under CoEP, RAC Association, etc.) to accommodate training activities and information systems maintenance (Output 1.1.2.). Total cost: $36,000 (6 agencies x $6,000 each)	36,000											36,000			36,000	NIM/IP(CIP /CoEP)
Equipment	Includes costs related to – (a) Communication, i.e. landline and mobile phones for key project personnel, (b) Internet connection and conferencing accessories, Total cost: $9,500 (Output 5.1.1.)												-		9,500	9,500	NIM/IP(CIP /CoEP)
Equipment	Cost of office equipment and furniture for key national agencies to strengthen their capacities (Customs Service Agency, Tajikstandart, NOU under CoEP, RAC Association, etc.) to accommodate training activities and information systems maintenance (Output 1.1.2.). Total cost: $6,000 (6 agencies x $1,000 each)	6,000											6,000			6,000	NIM/IP(CIP /CoEP)
Equipment	Costs related to creation, technical equipment, modernization and upgrade of training centers for the training of young RAC technicians. Total cost: $150,000 (3 Training Centers x $50,000 each) (Output 2.1.2.)		150,000										150,000			150,000	NIM/IP(CIP /CoEP)

Equipment	Costs related to procurement of updates and equipment for recirculation centers (Instruments, equipment, rigging, special collection vessels, components for recirculation, etc.). Total cost: $90,000 (3 centres x $30,000 each) (Output 2.2.1.); Costs related to procurement of sets of equipment and tools for enterprises and field technicians (maintenance of refrigeration equipment and air conditioning). Total cost: $250,000 (100 sets x $2,500) (Output 2.2.2.); Costs related to provision of special equipment and tools for technical support of enterprises of the RAC industry for assembly, installation and adjustment of equipment (chiller, large cooling aggregates) as this may affect the introduction of new refrigeration technologies. Total cost: $80,000 (4 enterprises x $20,000 each) (Output 2.2.4.)			420,000									420,000			420,000	NIM/IP(CIP /CoEP)
Equipment	Costs related to equipping with modern equipment for the production of heat-insulating building materials, sandwich panels, as well as direct heat insulation of refrigeration chambers and other premises by spraying on the ground (Output 3.2.1.), Total cost: $160,000 (4 facilities/enterprises x $40,000 each)						160,000						160,000			160,000	NIM/IP(CIP /CoEP)
Equipment	Costs of procuring desktops, laptops, printers, mobile phones for PMU and associated staff (Task leaders, and local CIIP project support staff, Total cost: $3,000 ($1,500 x 2 individuals)												-	3,000		3,000	NIM/IP(CIP /CoEP)
Equipment	Costs of procuring desktops, laptops, printers, mobile phones for PMU and associated staff (Task leaders, and local CIIP project support staff, Total cost: $7,500 ($1,500 x 5 individuals)												-		7,500	7,500	NIM/IP(CIP /CoEP)
Contractual services-Company	Costs of strengthening institutional capacity of Customs Service Agency to control HFC imports through analytical and refrigerant identifiers. Includes supply of 2 sets of equipment and devices and the respective set-up and trainings on their use: (a) 30 units PRO identifiers for stationary posts, Total cost: $180,000 (30 units, $6,000 each); and (b) chromium mass spectrometer (Output 1.1.2.), Total cost: $180,000 (1 set)	360,000											360,000			360,000	NIM/IP(CIP /CoEP)
Contractual services-Company	Costs related to training and preparation of trainers (ToT) on energy efficient technologies for natural refrigerants and renewable energy sources in an EU country, Total cost: $38,000 (for 7 participants x 30 days) (Outputs 2.1.1., 2.1.2., 2.2.1., 2.2.2., 2.2.3., 2.2.4., 2.3.1., 2.3.3.)		38,000										38,000			38,000	NIM/IP(CIP /CoEP)

Contractual services-Company	Costs related to demonstration of refrigerant upgrades in existing refrigeration systems with replacement of high GWP HFCs with possible lower GWP refrigerants while maintaining system productivity (11 units/enterprises/demonstration installations), Total cost: $308,000 (11 demo projects x $28,000 each) (Output 2.2.3.)			308,000									308,000			308,000	NIM/IP(CIP /CoEP)
Contractual services-Company	Procurement of pilot remote control system to reduce HFC leaks and monitor (control) energy efficiency parameters of major refrigeration or air conditioning components at medium to large facilities. Total cost: $84,000 (7 facilities/enterprises x $12,000 each) (Output 2.3.2.); Costs related to demonstration of a pilot (test) project for the destruction of ODS and HFC waste (in cement production plants of the country) (Output 2.3.3.). Total cost: $72,000 (8MTs x $9,000 each); Costs related to market research on current HFC consumption and alternatives, inventory refrigeration equipment, create online reporting system for large refrigeration system to monitor (control) refrigerant consumption and emissions. Total cost: $40,000 (Output 2.3.1.)				196,000								196,000			196,000	NIM/IP(CIP /CoEP)
Contractual services-Company	Costs related to implementation of – (a) demonstration projects on zero ODS technologies with low GWP, in the agricultural/ processing and commercial food storage sector (supermarket/logistics centers) in 4 regions of the country (including preparation of project documentation), Total cost: $855,000 (9 facilities/enterprises x $95,000); and (b) demonstration of energy efficient project for implementation of zero ODS and low GWP (on natural refrigerants) air conditioning technology in large server rooms, 2 facilities (including preparation of design documentation), Total cost: $451,000 (2 facilities/enterprises x $225,500) (Output 3.1.1.)					1,306,000							1,306,000			1,306,000	NIM/IP(CIP /CoEP)

Contractual services-Company	Costs related to (a) carrying out a market study of cooling product energy efficiency and develop a plan to revise and implement the Minimum Energy Performance Standard (MEPS) and labeling system. Piloting Digital Solutions for monitoring energy consumption, Total cost: $200,700 (2 companies x $100,350 each), and (b) Demonstration of the application of advanced energy-efficient technology of new renewable energy sources in cooling and/or air conditioning systems (solar energy + additional energy source for cooling), 3 facilities - small and medium installations (including preparation of design documentation), Total cost: $90,000 (3 facilities/enterprises x $30,000 each) (Output 3.4.1.)								290,700				290,700			290,700	NIM/IP(CIP /CoEP)
Contractual services-Company	Costs related to implementation of a scholarship scheme for at least 10 female students to study RAC in technical and vocational education institutions abroad, Total cost: $30,000 ($3,000 x 10 female students)										30,000		30,000			30,000	NIM/IP(CIP /CoEP)
Contractual services-Company	Cost related to carrying out market research to identify the most effective tools to inform the public and stakeholders (Output 4.2.1.), Total cost: $15,000; Costs related to public awareness activities (environment and ozone and climate conservation (Output 4.2.2.), Total cost: $60,000 ($12,000 x 5 years)											75,000	75,000			75,000	NIM/IP(CIP /CoEP)
International Consultants	Pro-rata cost of International Consultant on F-gases-linked legislation, customs control and standards (Output 1.1.1.), Total cost: $28,000 ($800/day x 35 days)	28,000											28,000			28,000	NIM/IP(CIP /CoEP)
International Consultants	Pro-rata cost of International ODS and HFC Waste Management Specialist – (a) to develop and approve a Waste Management Strategy for ODS and HFCs in the country, as well as (b) conduct a feasibility study of the center for the disposal of refrigerants and methods for the safe disposal of unwanted ODS and HFCs ($800/day x 40 days), Total cost: $32,000 (Output 2.3.3.)				32,000								32,000			32,000	NIM/IP(CIP /CoEP)
International Consultants	Pro-rata cost of International Specialist in zero ODS and low GWP, energy efficient and low carbon technologies - including supervision of the design documentation (Outputs 3.1.1., 3.4.1.), Total cost: $20,000 ($800/day x 25 days) (Output 3.1.1.)					20,000							20,000			20,000	NIM/IP(CIP /CoEP)

International Consultants	Pro-rata cost of International Specialist in zero ODS and low GWP, energy efficient and low carbon technologies - including supervision of the design documentation (Outputs 3.1.1., 3.4.1.), Total cost: $20,000 ($800/day x 25 days)								20,000				20,000			20,000	NIM/IP(CIP /CoEP)
International Consultants	Pro-rata cost of International Specialist in the development of business models in the context of investment proposals to local banks, IFIs, Development Banks or other investors on the transition to energy efficient technologies with low GWP (Output 3.5.1.), Total cost: $24,000 ($800/day x 30 days)									24,000			24,000			24,000	NIM/IP(CIP /CoEP)
International Consultants	International Consultants to conduct MTR and TE (Output 4.3.1.), Total cost: $50,000 (2 consultants x $25,000 each)												-	50,000		50,000	UNDP
Local Consultant	Contractual appointment of a team of local experts to provide professional, technical and implementation support activities under Component 1, as follows: (a) Lead Expert on improvement of legislative and policy framework for HFC phasedown, institutional strengthening and financial instruments (Outputs 1.1.1., 1.1.2., 1.1.3), Total cost: $33,750 ($375/day x 90 days); (b) Policy and Legal Expert (Outputs 1.1.1., 1.1.2., 1.1.3), Total cost: $25,000 ($250/day x 100 days); (c) Customs Expert (Outputs 1.1.1., 1.1.2., 1.1.3), Total cost: $25,000 ($250/day x 100 days); (d) Technical Standards Expert (Outputs 1.1.1., 1.1.2., 1.1.3), Total cost: $25,000 ($250/day x 100 days); (e) Training and Capacity Building Expert (Outputs 1.1.1., 1.1.2., 1.1.3), Total cost: $25,000 ($250/day x 100 days); (f) Expert on development, adaptation and implementation of new standards for HFCs and natural refrigerants (Output 1.1.2.), Total cost: $12,000 ($250/day x 48 days); (g) Expert on development, adaptation and implementation of technical regulations for HFCs and natural refrigerants (Output 1.1.2.), Total cost: $12,000 ($250/day x 48 days); Contractual appointment of a team of local Experts to establish a mechanism for HFC data collection, verification and reporting (involving Statistics Agency, CoEP and Customs Service Agency (Component 1), as follows: (a) Expert on national statistics system (Output 1.1.2.), Total cost: $7,000 ($250/day x 28 days); (b) Expert on customs related information systems (Output 1.1.2.), Total cost: $7,000 ($250/day x 28 days); (c) Expert on refrigerant safety (Output 1.1.2.), Total cost: $5,000 ($250/day	182,250											182,250			182,250	NIM/IP(CIP /CoEP)

	x 20 days); (d) RAC Engineer (Output 1.1.2.), Total cost: $5,500 ($250/day x 22 days)																
Local Consultant	Contractual appointment of a team of local experts to provide professional, technical and implementation support activities under Component 2, as follows: (a) Lead Expert on capacity building and best practices in refrigeration service delivery, Total cost: $27,750 ($375/day x 74 days); and (b) 4 Trainer of Trainers in RAC servicing (foam sector, servicing, assembly, waste management, recirculation, recovery, etc. Total cost: $13,500 ($250/day x 54 days). (Outputs 2.1.1., 2.1.2., 2.2.1., 2.2.2., 2.2.3., 2.2.4., 2.3.1., 2.3.3.)		41,250										41,250			41,250	NIM/IP(CIP /CoEP)
Local Consultant	Contractual appointment of a team of local experts to provide professional, technical and implementation support activities under Component 2, as follows: (a) Lead Expert on capacity building and best practices in refrigeration service delivery, Total cost: $54,000 ($375/day x 144 days); and (b) 4 Trainer of Trainers in RAC servicing (foam sector, servicing, assembly, waste management, recirculation, recovery, etc. Total cost: $28,000 ($250/day x 112 days). (Outputs 2.1.1., 2.1.2., 2.2.1., 2.2.2., 2.2.3., 2.2.4., 2.3.1., 2.3.3.)			82,000									82,000			82,000	NIM/IP(CIP /CoEP)
Local Consultant	Contractual appointment of a team of local experts to provide professional, technical and implementation support activities under Component 2, as follows: (a) Lead Expert on capacity building and best practices in refrigeration service delivery, Total cost: $42,000 ($375/day x 112 days); and (b) 4 Trainer of Trainers in RAC servicing (foam sector, servicing, assembly, waste management, recirculation, recovery, etc. Total cost: $21,000 ($250/day x 84 days). (Outputs 2.1.1., 2.1.2., 2.2.1., 2.2.2., 2.2.3., 2.2.4., 2.3.1., 2.3.3.				63,000								63,000			63,000	NIM/IP(CIP /CoEP)

Local Consultant	Contractual appointment of a team of local experts to provide professional, technical and implementation support activities under Component 3, as follows: (a) Lead Expert on demonstration of low-GWP energy efficient alternative technologies and improving energy efficiency for sustainable development of cooling sector (Outputs 3.1.1., 3.2.1., 3.3.1., 3.4.1., 3.5.1.), Total cost: $24,750 ($375/day x 66 days); (b) Expert on energy efficient technologies with Zero ODS, low GWP (Output 3.1.1., 3.4.1.), Total cost: $13,125 ($375/day x 35 days), and (c) Expert on safety standards (Output 3.1.1., 3.4.1.), Total cost: $15,000 ($375/day x 40 days)					52,875							52,875			52,875	NIM/IP(CIP /CoEP)
Local Consultant	Contractual appointment of a Lead Expert on demonstration of low-GWP energy efficient alternative technologies and improving energy efficiency for sustainable development of cooling sector (Outputs 3.1.1., 3.2.1., 3.3.1., 3.4.1., 3.5.1.), Total cost: $24,750 ($375/day x 66 days)						24,750						24,750			24,750	NIM/IP(CIP /CoEP)
Local Consultant	Contractual appointment of a team of local experts to provide professional, technical and implementation support activities under Component 3, as follows: (a) Lead Expert on demonstration of low-GWP energy efficient alternative technologies and improving energy efficiency for sustainable development of cooling sector (Outputs 3.1.1., 3.2.1., 3.3.1., 3.4.1., 3.5.1.), Total cost: $24,750 ($375/day x 66 days); and (b) M&E Technical Expert for monitoring cooling performance in demonstration projects, documentation of experiences and lessons learned, and disseminate knowledge to stakeholders (Output 3.3.1.), Total cost: $39,000 (30 facilities x $1,300 each).							63,750					63,750			63,750	NIM/IP(CIP /CoEP)
Local Consultant	Contractual appointment of a team of local experts to provide professional, technical and implementation support activities under Component 3, as follows: (a) Lead Expert on demonstration of low-GWP energy efficient alternative technologies and improving energy efficiency for sustainable development of cooling sector (Outputs 3.1.1., 3.2.1., 3.3.1., 3.4.1., 3.5.1.), Total cost: $24,750 ($375/day x 66 days); and (b) Expert on energy efficient technologies with Zero ODS, low GWP (Output 3.1.1., 3.4.1.), Total cost: $13,125 ($375/day x 35 days), and (c) Expert on safety standards (Output 3.1.1., 3.4.1.), Total cost: $15,000 ($375/day x 40 days)								52,875				52,875			52,875	NIM/IP(CIP /CoEP)

Local Consultant	Contractual appointment of a Lead Expert on demonstration of low-GWP energy efficient alternative technologies and improving energy efficiency for sustainable development of cooling sector (Outputs 3.1.1., 3.2.1., 3.3.1., 3.4.1., 3.5.1.), Total cost: $24,750 ($375/day x 66 days)									24,750			24,750			24,750	NIM/IP(CIP/CoEP)
Local Consultant	Contractual appointment of a team of local experts to provide professional, technical and implementation support activities under Component 4, as follows: (a) Lead communication, knowledge management, and learning specialist, Total cost: $5,000 ($250/day x 20 days); and (b) Gender specialist, Total cost: $2,500 ($250/day x 10 days) (Outputs 4.1.1., 4.1.2., 4.2.1., 4.2.2., 4.2.3., 4.3.1.)										7,500		7,500			7,500	NIM/IP(CIP/CoEP)
Local Consultant	Contractual appointment of a team of local experts to provide professional, technical and implementation support activities under Component 4, as follows: (a) Lead communication, knowledge management, and learning specialist, Total cost: $7,500 ($250/day x 30 days); and (b) Gender specialist, Total cost: $3,750 ($250/day x 15 days) (Outputs 4.1.1., 4.1.2., 4.2.1., 4.2.2., 4.2.3., 4.3.1.)											11,250	11,250			11,250	NIM/IP(CIP/CoEP)
Local Consultant	Contractual appointment of a team of local experts to provide professional, technical and implementation support activities under Component 5, as follows: (a) Local Consultants to support Mid-Term Review (2 consultants x 20 days each x $250/day) (Output 5.1.1.), Total cost: $10,000; and (d) Local Consultants to support Terminal Evaluation, Total cost: $10,000 (2 consultants x 20 days each x $250/day) (Output 5.1.1.)												-	20,000		20,000	UNDP
Local Consultant	Contractual appointment of a team of local experts to provide professional, technical and implementation support activities under Component 5, as follows: (a) Lead monitoring, evaluation, and reporting specialist, Total cost: $7,500 ($250/day x 30 days); (b) Gender specialist, Total cost: $3,750 ($250/day x 15 days)												-	11,250		11,250	NIM/IP(CIP/CoEP)

Local Consultant	Includes – (a) Partial cost (~92%) of the Project Manager salary, Total cost: $61,875 ($1,125/month x 55 months); (b) Full cost of the Finance Officer / Accountant, Total cost: $63,000 ($1,050/month x 60 months); (c) Partial cost (80%) of Project Assistant/Administrator, Total cost: $25,200 ($525/month x 48 months); (d) Partial cost (80%) of Procurement Specialist, Total cost: $50,400 ($1,050/month x 48 months) (Output 5.1.1.) / Note: The remaining costs of Project Manager, Project Assistant/Administrator, and Procurement Specialist will be covered from CoEP's co-financing.												-		200,475	200,475	NIM/IP(CIP /CoEP)
Training, Workshops, Meetings	Costs of trainings for 250 customs officers and 50 environmental inspectors, in 4 regions - 20 groups (all costs associated with 3-days training) (Output 1.1.2.), Total cost: $70,000 (20 groups comprising 15 individuals, $3,500/group); Costs of the organization of workshops and roundtables to support institutional interagency coordination and sustainable Montreal Protocol involvement (Outputs 1.1.1., 1.1.2., 1.1.3). Total costs: $12,000 (6 round-tables, $2,000 each/year)	82,000											82,000			82,000	NIM/IP(CIP /CoEP)
Training, Workshops, Meetings	Costs related to trainings by ToT trainers for RAC technicians in energy-efficient technologies for natural refrigerants and renewable energy sources (5-day trainings for 740 technicians and engineers, 37 groups), Total cost: $160,950 (37 groups x $4,350 each) (Outputs 2.1.1., 2.1.2., 2.2.1., 2.2.2., 2.2.3., 2.2.4., 2.3.1., 2.3.3.)		160,950										160,950			160,950	NIM/IP(CIP /CoEP)
Training, Workshops, Meetings	Costs related to organization of RAC-specific forums, workshops, and Steering Committee Meetings (Output 4.2.3.), Total cost: $10,000											10,000	10,000			10,000	NIM/IP(CIP /CoEP)
Travel	Costs related to study/training tours for national authorities on legislation and standards improvement to support the continuation and incremental tightening of the country's regulatory control programme under CoEP for phase down of HFCs (Outputs 1.1.1., 1.1.2., 1.1.3), Total cost: $24,000 (3 persons, 3 training tours); Costs related to study/training tours for familiarization of customs officers with international practices (Output 1.1.2.), Total cost: $24,000 (3 persons, 3 training tours)	48,000											48,000			48,000	NIM/IP(CIP /CoEP)

Travel	Travel related expenses of (a) ToT trainers on energy efficient technologies for natural refrigerants and renewable energy sources in an EU country, Total cost: $49,000 (includes – DSA for 7 participants x $200/day x 30 days = $42,000; and round-trip air-fare for 7 participants x $1000=$7,000); (b) 3 technical staff (RAC technicians and Engineers) from key partner institutions to participate in networking events and conferences on new technologies (international travel), Total cost: $5,334; and (c) project personnel's supervision missions, Total Cost: $3,110 (per each output of Component 2, Outputs 2.1.1., 2.1.2., 2.2.1., 2.2.2., 2.2.3., 2.2.4., 2.3.1., 2.3.3.)		57,444										57,444			57,444	NIM/IP(CIP /CoEP)
Travel	Travel related expenses of (a) 3 technical staff (RAC technicians and Engineers) from key partner institutions to participate in networking events and conferences on new technologies (international travel), Total cost: $10,668; and (b) project personnel's supervision missions, Total Cost: $6,222 (per each output of Component 2, Outputs 2.1.1., 2.1.2., 2.2.1., 2.2.2., 2.2.3., 2.2.4., 2.3.1., 2.3.3.)			16,890									16,890			16,890	NIM/IP(CIP /CoEP)
Travel	Travel related expenses of (a) 3 technical staff (RAC technicians and Engineers) from key partner institutions to participate in networking events and conferences on new technologies (international travel), Total cost: $7,998; and (b) project personnel's supervision missions, Total Cost: $4,668 (per each output of Component 2, Outputs 2.1.1., 2.1.2., 2.2.1., 2.2.2., 2.2.3., 2.2.4., 2.3.1., 2.3.3.				12,666								12,666			12,666	NIM/IP(CIP /CoEP)
Travel	Travel related expenses of project personnel's supervision missions, Total Cost: $3,600 (per each output of Component 3, Outputs 3.1.1., 3.2.1., 3.3.1., 3.4.1., 3.5.1.)					3,600							3,600			3,600	NIM/IP(CIP /CoEP)
Travel	Travel related expenses of project personnel's supervision missions, Total Cost: $3,600 (per each output of Component 3, (Outputs 3.1.1., 3.2.1., 3.3.1., 3.4.1., 3.5.1.)						3,600						3,600			3,600	NIM/IP(CIP /CoEP)
Travel	Travel related expenses of project personnel's supervision missions, Total Cost: $3,600 (per each output of Component 3, Outputs 3.1.1., 3.2.1., 3.3.1., 3.4.1., 3.5.1.)							3,600					3,600			3,600	NIM/IP(CIP /CoEP)

Travel	Travel related expenses of project personnel's supervision missions, Total Cost: $3,600 (per each output of Component 3, Outputs 3.1.1., 3.2.1., 3.3.1., 3.4.1., 3.5.1.)								3,600				3,600			3,600	NIM/IP(CIP /CoEP)
Travel	Travel related expenses of project personnel's supervision missions, Total Cost: $3,600 (per each output of Component 3, Outputs 3.1.1., 3.2.1., 3.3.1., 3.4.1., 3.5.1.)									3,600			3,600			3,600	NIM/IP(CIP /CoEP)
Travel	Costs of travel related to – (a) implementation of a scholarship scheme for at least 10 female students to study RAC in technical and vocational education institutions abroad, Total cost: $45,000 (International Travel, DSA and air-fare: $4,500 x 10 female students); (b) technical staffs from partner institutions and project personnel's participation in networking events, forums and conferences (International Travel), Total cost: $20,000; and (c) project personnel's supervision missions (in-country travel), Total Cost: $4,800 (Outputs 4.1.1., 4.1.2., 4.2.1., 4.2.2., 4.2.3., 4.3.1.)										69,800		69,800			69,800	NIM/IP(CIP /CoEP)
Travel	Costs of travel related to – (a) technical staffs from partner institutions and project personnel's participation in networking events, forums and conferences (International Travel), Total cost: $20,000; and (c) project personnel's supervision missions (in-country travel), Total Cost: $7,200 (Outputs 4.1.1., 4.1.2., 4.2.1., 4.2.2., 4.2.3., 4.3.1.)											27,200	27,200			27,200	NIM/IP(CIP /CoEP)
Travel	Costs of travel related to – (a) technical staffs from partner institutions and project personnel's participation in networking events, forums and conferences (International Travel), Total cost: $10,720; and (c) project personnel's supervision missions (in-country travel), Total Cost: $5,000													15,720		15,720	NIM/IP(CIP /CoEP)
Office Supplies	Costs related to procurement of stationaries for trainings, roundtable, seminars and other project activity related events. Total cost: $6,000	6,000											6,000			6,000	NIM/IP(CIP /CoEP)
Office Supplies	Costs related to procurement of stationaries for trainings, roundtable, seminars and other project activity related events. Total cost: $2,800		2,800										2,800			2,800	NIM/IP(CIP /CoEP)
Office Supplies	Costs related to procurement of stationaries for trainings, roundtable, seminars and other project activity related events. Total cost: $5,600			5,600									5,600			5,600	NIM/IP(CIP /CoEP)

Office Supplies	Costs related to procurement of stationaries for trainings, roundtable, seminars and other project activity related events. Total cost: $4,200				4,200								4,200			4,200	NIM/IP(CIP /CoEP)
Office Supplies	Costs related to procurement of stationaries for trainings, roundtable, seminars and other project activity related events. Total cost: $300					300							300			300	NIM/IP(CIP /CoEP)
Office Supplies	Costs related to procurement of stationaries for trainings, roundtable, seminars and other project activity related events. Total cost: $290						290						290			290	NIM/IP(CIP /CoEP)
Office Supplies	Costs related to procurement of stationaries for trainings, roundtable, seminars and other project activity related events. Total cost: $290							290					290			290	NIM/IP(CIP /CoEP)
Office Supplies	Costs related to procurement of stationaries for trainings, roundtable, seminars and other project activity related events. Total cost: $300								300				300			300	NIM/IP(CIP /CoEP)
Office Supplies	Costs related to procurement of stationaries for trainings, roundtable, seminars and other project activity related events. Total cost: $250									250			250			250	NIM/IP(CIP /CoEP)
Office Supplies	Costs related to procurement of stationaries for trainings, roundtable, seminars and other project activity related events. Total cost: $800										800		800			800	NIM/IP(CIP /CoEP)
Office Supplies	Costs related to procurement of stationaries for trainings, roundtable, seminars and other project activity related events. Total cost: $1,200											1,200	1,200			1,200	NIM/IP(CIP /CoEP)
Office Supplies	Costs related to procurement of stationaries for trainings, roundtable, seminars and other project activity related events. Total cost: $4,830												-	4,830		4,830	NIM/IP(CIP /CoEP)
Office Supplies	Costs of supplies to support the project management unit. Total cost: $2,050												-		2,050	2,050	NIM/IP(CIP /CoEP)
Other Operating Costs	Costs related to translation, printing, and publication of information materials, Total cost: $90,000 (6000 pages, 15$/page)	90,000											90,000			90,000	NIM/IP(CIP /CoEP)
Other Operating Costs	Miscellaneous expenses, including bank charges, Total cost: $8,470	8,470											8,470			8,470	NIM/IP(CIP /CoEP)
Other Operating Costs	Miscellaneous expenses, including bank charges, Total cost: $3,544		3,544										3,544			3,544	NIM/IP(CIP /CoEP)

Other Operating Costs	Miscellaneous expenses, including bank charges, Total cost: $7,090			7,090									7,090			7,090	NIM/IP(CIP /CoEP)
Other Operating Costs	Miscellaneous expenses, including bank charges, Total cost: $5,316				5,316								5,316			5,316	NIM/IP(CIP /CoEP)
Other Operating Costs	Miscellaneous expenses, including bank charges, **Total cost: $4,120**					4,120							4,120			4,120	NIM/IP(CIP /CoEP)
Other Operating Costs	Miscellaneous expenses, including bank charges, **Total cost: $4,120**						4,120						4,120			4,120	NIM/IP(CIP /CoEP)
Other Operating Costs	Miscellaneous expenses, including bank charges, Total cost: $4,120							4,120					4,120			4,120	NIM/IP(CIP /CoEP)
Other Operating Costs	Miscellaneous expenses, including bank charges, Total cost: $4,120								4,120				4,120			4,120	NIM/IP(CIP /CoEP)
Other Operating Costs	Miscellaneous expenses, including bank charges, Total cost: $4,120									4,120			4,120			4,120	NIM/IP(CIP /CoEP)
Other Operating Costs	Miscellaneous expenses, including bank charges, **Total cost: $1,300**										1,300		1,300			1,300	NIM/IP(CIP /CoEP)
Other Operating Costs	Costs related to development, translation, printing, and publication of information materials, Total cost: $45,000 (3000 pages, 15$/page)											45,000	45,000			45,000	NIM/IP(CIP /CoEP)
Other Operating Costs	Miscellaneous expenses, including bank charges, Total cost: $1,950											1,950	1,950			1,950	NIM/IP(CIP /CoEP)
Other Operating Costs	Costs related to translation and publications of knowledge products, and MTR and TE reports (Output 4.3.1.), Total cost: $5,000												-	5,000		5,000	UNDP
Other Operating Costs	Includes costs related to – (a) Communication, i.e. landline and mobile phones for key project personnel, (b) Internet connection and conferencing accessories, Total cost: $12,000 ($200/month x 60 months) (Output 5.1.1.)												-	12,000		12,000	NIM/IP(CIP /CoEP)
Other Operating Costs	Miscellaneous expenses, including bank charges, Total cost: $3,000												-	3,000		3,000	NIM/IP(CIP /CoEP)

Other Operating Costs	Miscellaneous expenses, including bank charges, Total cost: $2,375												-		2,375	2,375	NIM/IP(CIP /CoEP)
Other Operating Costs	Costs related to professional services for NIM audits (Output 5.1.1.), Total cost: $25,000												-		25,000	25,000	UNDP
Grand Total		**846,720**	**453,988**	**839,580**	**313,182**	**1,386,895**	**192,760**	**71,760**	**371,595**	**56,720**	**109,400**	**171,600**	**4,814,200**	**124,800**	**246,900**	**5,185,900**	

Annex 2: GEF execution support letter

КУМИТАИ
ҲИФЗИ МУҲИТИ ЗИСТИ
НАЗДИ ҲУКУМАТИ
ҶУМҲУРИИ ТОҶИКИСТОН
734003, шаҳри Душанбе, кӯчаи Шамсӣ 5/1
Тел./факс: (992 37) 236-40-59, 236-13-53
Веб-сайт: www.tajnature.tj
Почтаи электронӣ: info@tajnature.tj

КОМИТЕТ ПО
ОХРАНЕ ОКРУЖАЮЩЕЙ СРЕДЫ
ПРИ ПРАВИТЕЛЬСТВЕ
РЕСПУБЛИКИ ТАДЖИКИСТАН
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COMMITTEE FOR ENVIRONMENTAL PROTECTION
UNDER THE GOVERNMENT OF THE REPUBLIC OF TAJIKISTAN
5/1 Shamsi str., 734003, Dushanbe city, tel./fax: (992 37)236-40-59, 236-13-53 web-site: www.tajnature.tj, e-mail: info@tajnature.tj

№ 1/17-03-2469 from «29»09 2023

To _____ from «___» ____ 2023

To: Pradeep Kurukulasuriya
Executive Coordinator and Director - Environmental Finance
Vertical Funds Programming Support, Oversight, and Compliance Hub
Bureau for Policy and Programme Support (BPPS)
United Nations Development
304 East 45th Street, NY 10017, USA

Subject: Endorsement for Project "Integrated Program for HFC Phasing Down and Sustainable Cooling for Tajikistan"

In my capacity as GEF Operational Focal Point for Tajikistan, I confirm that the above project proposal (a) is in accordance with my government's national priorities and our commitment to the relevant global environmental conventions; and (b) was discussed with relevant stakeholders, including the global environmental convention focal points.

I am pleased to endorse the preparation of the above project proposal with the support of the GEF Agency listed below. If approved, the preparation of the proposal will be supported by and the project executed by the United Nations Development Programme in Tajikistan as the GEF Implementing Agency and the Committee of Environmental Protection of the Republic of Tajikistan in a capacity of National Executing Agency. I request the GEF Agency to provide a copy of the project document before it is submitted to the GEF Secretariat for CEO endorsement / Approval.

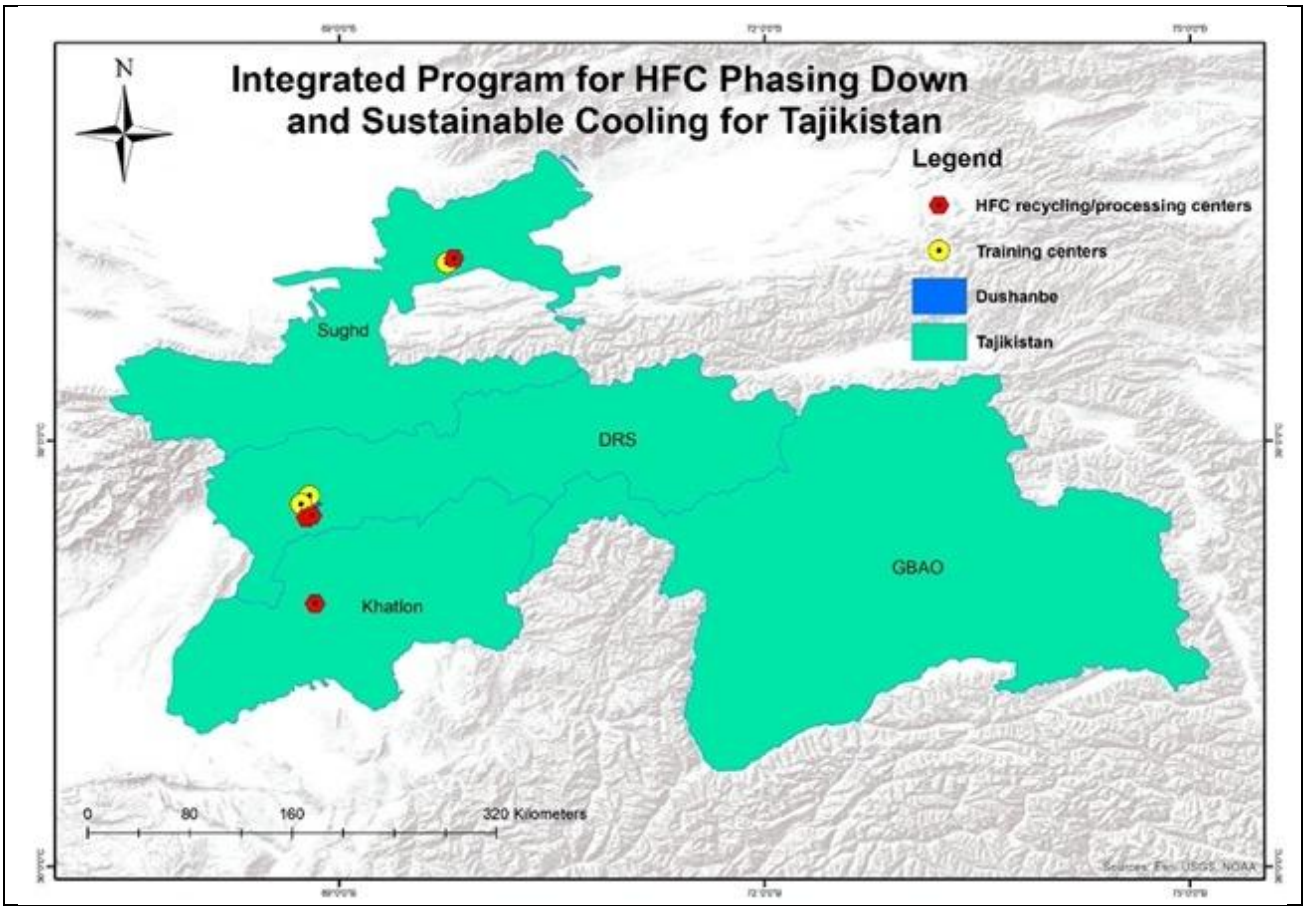
The total financing (from GEFTF) being requested for this project is US$ 5,788,060, inclusive of project preparation grant (PPG), if any, and Agency fees for project cycle management services associated with the total GEF Project Financing. The financing requested for Tajikistan is detailed in the table below.

Trust Fund	GEF Agency	Focal Area Source	Amount (in US$)				
			GEF Project Financing	GEF Project Financing Agency Fee	Project Preparation Grant (PPG)	Project Preparation Grant (PPG) Agency Fee	Total
GEFTF	UNDP	Chemicals	5,185,900	492,660	100,000	9,500	5,788,060
Total GEF Resources			5,185,900	492,660	100,000	9,500	5,788,060

Sincerely,

Sheralizoda Bahodur
Chairman of the Committee for Environmental Protection
under the Government of the Republic of Tajikistan
GEF Operational and Political Focal Point

Annex 3: Project map and Geospatial Coordinates of project sites



Project Sites	Geospatial Coordinates	
	Latitude	*Longitude*
HFC Recycling / Processing Centres		
Dushanbe city: Technical Centre #1 (RAC Association)	38.561388	68.781581
Dushanbe and Bokhtar cities: Technical Centre #2 (LLC ECAUD, LLC "Vostok")	38.561388	68.781581
Dushanbe city: Technical Centre #3 (LLC "Vostok" / Volna)	38.564949	68.759659
Dushanbe city: Technical Centre #4 (LLC "Tamiri Yakhdon)	40.286651	69.636927
Training Centres		
Dushanbe city: Training Centre #1 (RAC Association)	38.561388	68.781581
Dushanbe city: Training Centre #2 (Engineering and Pedagogical College)	38.532648	68.751726
Dushanbe city: Training Centre #3 (Institute for Professional Development of the Customs Service Agency)	38.570913	68.787442

Annex 4: Multi Year Work Plan

Components	Outcomes	Outputs	Year 1	Year 2				Year 3				Year 4				Year 5				Year 6		
			Q4	*Q1*	*Q2*	*Q3*	*Q4*	*Q1*	*Q2*	*Q3*	*Q4*	*Q1*	*Q2*	*Q3*	*Q4*	*Q1*	*Q2*	*Q3*	*Q4*	*Q1*	*Q2*	*Q3*
Component 1. Legislative and policy framework for HFC phasedown, institutional strengthening, and financial instruments	**Outcome 1.1.** Existing legislation and institutional implementing capacity assessed and strengthened with legal instruments for the control of import, use and management of HFCs consistent with country obligations under the Kigali Amendment endorsed and implemented by the government.	**Output 1.1.1.** Policy gap assessed and policy/ regulatory updates in HFC control framework, including promotion of low GWP refrigerants and high energy efficiency in RACHP and implemented.																				
		Output 1.1.2. Capacity of policy makers, regulators and enforcement officers on HFC phase down upgraded, specifically in relation to Authorities responsible for environmental protection, customs control, statistical data reporting and setting technical standards.																				
		Output 1.1.3. The inter-agency coordination mechanism among concerned institutions strengthened, a dedicated team (NOU) for effective implementation of the Kigali Amendment in																				

Components	Outcomes	Outputs	Year 1	Year 2				Year 3				Year 4				Year 5				Year 6		
			Q4	*Q1*	*Q2*	*Q3*	*Q4*	*Q1*	*Q2*	*Q3*	*Q4*	*Q1*	*Q2*	*Q3*	*Q4*	*Q1*	*Q2*	*Q3*	*Q4*	*Q1*	*Q2*	*Q3*
		Tajikistan assigned by the Government and sustained during and beyond the project, and information exchange on policy measures between domestic stakeholders and other countries strengthened through participating in relevant international and regional network meetings																				
Component 2. Capacity-building and best practices in refrigeration service delivery	**Outcome 2.1.** Refrigeration servicing technician training and mandatory certification system on HFCs and its alternatives upgraded and expanded.	**Output 2.1.1.** Mandatory technician certification programme developed and implemented within national training centres (vocational institutions and private sector) and the RAC Association utilizing a "Training the Trainers" approach to promote international and regional best practices.																				
		Output 2.1.2. Vocational training systems and certification bodies strengthened and expanded through																				

Components	Outcomes	Outputs	Year 1	Year 2				Year 3				Year 4				Year 5				Year 6		
			Q4	*Q1*	*Q2*	*Q3*	*Q4*	*Q1*	*Q2*	*Q3*	*Q4*	*Q1*	*Q2*	*Q3*	*Q4*	*Q1*	*Q2*	*Q3*	*Q4*	*Q1*	*Q2*	*Q3*
		revision/improving the refrigeration technicians training programs (including expanded women's participation)																				
	Outcome 2.2. Measures to reduce emissions of HFCs into the atmosphere and to improve the life cycle management of refrigerants (containment strategy) in servicing sector	**Output 2.2.1.** The HFC recycling system supported with advanced equipment and instruments, as well as specialized refrigerant storage and transportation tanks.																				
		Output 2.2.2. Service companies and field technicians in RACHP sector equipped with special tools, advanced equipment, and portable mobile devices to recover and recycle HFCs and alternatives																				
		Output 2.2.3. Retrofitting refrigerants demonstrated in existing refrigeration systems to replace high-GWP HFCs.																				
		Output 2.2.4. Supply of RAC equipment to																				

Components	Outcomes	Outputs	Year 1	Year 2				Year 3				Year 4				Year 5				Year 6		
			Q4	*Q1*	*Q2*	*Q3*	*Q4*	*Q1*	*Q2*	*Q3*	*Q4*	*Q1*	*Q2*	*Q3*	*Q4*	*Q1*	*Q2*	*Q3*	*Q4*	*Q1*	*Q2*	*Q3*
		assembly and installation sector entities equipped with special equipment and tools																				
	Outcome 2.3. Development of a fully sustainable refrigerant management system based on "smart" monitoring, life cycle refrigerant management (LCM); and an upgraded business model.	**Output 2.3.1.** Inventory of cooling equipment maintained and an online data reporting system for large cooling system to monitor the consumption and emission of refrigerants established.																				
		Output 2.3.2. A remotely-control system to monitor HFC leakage and the energy efficiency parameters of the main components of RAC equipment in medium and large facilities piloted.																				
		Output 2.3.3. Operational mainstreaming LRM capacity in the service sector inclusive of leak reduction, recovery, recycling, reclaim and EOL management, including																				

Components	Outcomes	Outputs	Year 1	Year 2				Year 3				Year 4				Year 5				Year 6		
			Q4	*Q1*	*Q2*	*Q3*	*Q4*	*Q1*	*Q2*	*Q3*	*Q4*	*Q1*	*Q2*	*Q3*	*Q4*	*Q1*	*Q2*	*Q3*	*Q4*	*Q1*	*Q2*	*Q3*
		development and piloting of a "cooling as service" business model.																				
Component 3. Demonstration of low-GWP energy efficient alternative technologies and improving energy efficiency for sustainable development of cooling sector.	**Outcome 3.1.** Demonstration of energy efficient alternative technologies with low GWP refrigerant	**Output 3.1.1.** Energy-efficient, low-GWP alternative technologies for end-users such as cold chain infrastructure, food processing, hospitals, commercial, public and residential buildings, data centres and industrial plants successfully demonstrated.																				
	Outcome 3.2. Conversion projects in thermal insulation materials manufacturing companies to use low GWP alternatives substances and enhance performance of products for energy saving	**Output 3.2.1.** Manufacturing sector of thermal insulation building materials equipped with updated low GWP technologies for sandwich panels, as well as direct thermal insulation of cold rooms and other premises through spraying on the spot																				
	Outcome 3.3. Effective performance of cooling system	**Output 3.3.1.** M&E system established for performance of																				

Components	Outcomes	Outputs	Year 1	Year 2				Year 3				Year 4				Year 5				Year 6		
			Q4	*Q1*	*Q2*	*Q3*	*Q4*	*Q1*	*Q2*	*Q3*	*Q4*	*Q1*	*Q2*	*Q3*	*Q4*	*Q1*	*Q2*	*Q3*	*Q4*	*Q1*	*Q2*	*Q3*
	in the demonstration projects	cooling system in the demonstration projects, a replication plan of low GWP and EE technology developed.																				
	Outcome 3.4. Operational and effectively functioning inter-agency and inter-sectoral working groups on energy efficiency and sustainable cooling, a government endorsed National Strategy and Cooling Action Plan, and operational Minimum Energy Performance Standard/ Regulation (MEPS) in place the country	**Output 3.4.1.** Inter-agency and inter-sectoral working groups on energy efficiency and sustainable cooling, as well as the implementation of the developed National Strategy and Action Plan for Cooling established, and Minimum Energy Efficiency Standard/ Regulation (MEPS) developed and implemented endorsed as supported by EE market survey and awareness raising activities and demonstration integration of cooling with renewable energy sources																				
	Outcome 3.5. Funds mobilized from the national	**Output 3.5.1.** Sustainable partnerships with national financial																				

Components	Outcomes	Outputs	Year 1	Year 2				Year 3				Year 4				Year 5				Year 6		
			Q4	*Q1*	*Q2*	*Q3*	*Q4*	*Q1*	*Q2*	*Q3*	*Q4*	*Q1*	*Q2*	*Q3*	*Q4*	*Q1*	*Q2*	*Q3*	*Q4*	*Q1*	*Q2*	*Q3*
	financial institutions, MDBs or IFIs to fund the replacement of old and inefficient cooling system, new installations of sustainable cooling systems, and upscaling low GWP, highly efficient and smart cooling solutions.	institutions, MDBs or IFIs established, incentive policies developed to support and replace the old and inefficient cooling system with new energy-efficient and smart low GWP cooling systems																				
Component 4. Gender, Communication, Knowledge Management, Monitoring and Evaluation	**Outcome 4.1.** Social and Environmental Standards and gender dimension effectively mainstreamed in all project activities	**Output 4.1.1.** Gender mainstreaming roadmap on women's empowerment in the RAC and other relevant sectors revised and effectively implemented.																				
		Output 4.1.2. Social and Environmental Standards and gender inclusive approach integrated in all project activities.																				
	Outcome 4.2.	**Output 4.2.1.**																				

Components	Outcomes	Outputs	Year 1	Year 2				Year 3				Year 4				Year 5				Year 6		
			Q4	*Q1*	*Q2*	*Q3*	*Q4*	*Q1*	*Q2*	*Q3*	*Q4*	*Q1*	*Q2*	*Q3*	*Q4*	*Q1*	*Q2*	*Q3*	*Q4*	*Q1*	*Q2*	*Q3*
	Increased public awareness on the Kigali Amendment requirements and sustainable cooling	Market research to explore the most effective tools for public and stakeholders' awareness conducted, and awareness plan developed and implemented.																				
		Output 4.2.2. Communications and Visibility Plan on HFC Phase Down developed and integrated into relevant economic sectors.																				
		Output 4.2.3. Various seminars and forums conducted to disseminate policy and legal frameworks, program information, knowledge and the results of projects, including documented lessons learned and best practices documented and replicated at the national and regional levels																				
Component 5. Monitoring and Evaluation (M&E)	**Outcome 5.1.** Monitoring and Evaluation	**Output 5.1.1.** Monitoring and evaluation reporting, including ESMF, SEP																				

Components	Outcomes	Outputs	Year 1	Year 2				Year 3				Year 4				Year 5				Year 6		
			Q4	*Q1*	*Q2*	*Q3*	*Q4*	*Q1*	*Q2*	*Q3*	*Q4*	*Q1*	*Q2*	*Q3*	*Q4*	*Q1*	*Q2*	*Q3*	*Q4*	*Q1*	*Q2*	*Q3*
		and GAP measures mid-term and terminal evaluation, field visits, etc., including Lessons learned and best practices documented and replicated at the national and regional levels.																				
Component 6. Project Management	**Outcome 6.1.** PMC	**Output 6.1.1**. PMC (GEF)																				
		Output 6.1.2. PMC (UNDP)																				

Annex 5: UNDP Social and Environmental Screening Procedure (SESP)

Project Information

Project Information	
1. Project Title	Integrated Program for HFC Phasing Down and Sustainable Cooling for Tajikistan
2. Project Number (i.e. Quantum project ID, PIMS+)	6738
3. Location (Global/Region/Country)	Tajikistan
4. Project stage (Design or Implementation)	Design
5. Date	26 March 2025

Part A. Integrating Programming Principles to Strengthen Social and Environmental Sustainability

QUESTION 1: How Does the Project Integrate the Programming Principles in Order to Strengthen Social and Environmental Sustainability?
Briefly describe in the space below how the project mainstreams the human rights-based approach
All project interventions will follow the principles of equity, fairness, and equal distribution of benefits among beneficiaries, and will be developed together with various stakeholders to ensure that no rights or laws are infringed by the proposed activities. This project will ensure that the principles of accountability and the rule of law, participation and inclusion, and equality and non-discrimination are considered by ensuring that there is an effective communication for the various stakeholders to share their insights and suggestions on the project. By its goal to address climate change by reducing GHG emissions, it contributes to fulfilment of the right to a clean, healthy and sustainable environment acknowledged by the United Nations Human Rights Council during its 48th session in October 2021, and subsequently by the United Nations General Assembly on July 28, 2022.
Briefly describe in the space below how the project is likely to improve gender equality and women's empowerment
Gender dimensions relevant to the project have been addressed as per the GEF Policy on Gender Equality and are clearly articulated in the Project Description. The Project commits to supporting meaningful participation of both men and women in project implementation and ensuring that both women and men would benefit from it. The Project includes one gender-specific Output: *Output 4.1.1. Gender mainstreaming roadmap on women's empowerment in the RAC and other relevant sectors revised and effectively implemented.* It aims to support women participation especially in the activities involving vocational training for refrigeration technicians and seminars and forums conducted to disseminate policy and legal frameworks, program information, knowledge and the results of projects. Specific activities are described in the Project Document and the Gender Action Plan attached to the Project Document and the Project Document itself.
Briefly describe in the space below how the project mainstreams sustainability and resilience
Main project objective is to introduce and support the environmentally sustainable and climate-sensitive RACHP sector by a gradual replacement of HFCs based refrigerants. In a BAU scenario, the growth of HFC consumption is predicted from 2022 to 2030 in Tajikistan; it could represent a significant % of total GHG emissions of the country by 2030 and contribute to Tajikistan's NDCs. This project will assist Tajikistan to achieve a 70% reduction in HFC consumption by 2029 consistent with the Project objective to be in compliance with the Montreal Protocol Non-Article 2 Group 2 Kigali Amendment compliance obligations. It will also contribute to improved energy efficiency by introducing not only low GWP but also the energy efficient technologies in the RACHP sector. Energy efficiency is prioritized in the National Development Strategy of the Republic of Tajikistan for the period up to 2030. Besides implementing the demonstration of introducing low GWP and energy efficient technologies, the project will strengthen institutions, policies, legislation, and financial instruments to ensure the results of project will be long-term, and E&S sustainable, especially related to flammability, high-pressure and/or toxicity (ammonia related) of low GWP refrigerants, waste from HFC replacement demonstration sites, and minor HFCs leaks from HFC recycling and reclamation, will be managed through the expansion of Lifecycle Refrigerant Management (LRM) capacity, OHS measures and waste management measures.

Briefly describe in the space below how the project strengthens accountability to stakeholders
Extensive consultations with stakeholders were organized during the project concept and PPG stages of the project. During the PPG stage, from June 2023, a series of consultations were conducted, separately with relevant national authorities, private sector companies and entrepreneurs, and civil society organizations in the RACHP sector, International Financial Institutions and Development Partner Agencies. Site visits to consult local district and sub-district level authorities, private sector agents, and civil society organizations in the regions were conducted in Dushanbe, Soughd region, Khatlon region, GBAO and DRS. Full-sized project document, together with the ESMF, GAP and SEP, will be disclosed for 30 days and consulted with all stakeholders. List of all stakeholders consulted, as well as stakeholders' mapping and proposed way of their involvement during project implementation is available in SEP, attached to the project document.

Part B. Identifying and Managing Social and Environmental Risks

QUESTION 2: What are the Potential Social and Environmental Risks? *Note: Complete SESP Attachment 1 before responding to Question 2.*	**QUESTION 3: What is the level of significance of the potential social and environmental risks?** *Note: Respond to Questions 4 and 5below before proceeding to Question 5*			**QUESTION 6: Describe the assessment and management measures for each risk rated Moderate, Substantial or High**
Risk Description (broken down by event, cause, impact)	***Impact and Likelihood (1-5)***	***Significance (Low, Moderate Substantial, High)***	***Comments (optional)***	***Description of assessment and management measures for risks rated as Moderate, Substantial or High***
P1: Human Rights Event: P1.2 Duty-bearers do not have the capacity to meet their obligations in the Project Cause: Output 1.1.1 HFC policy/regulatory control framework update Impact: Customs officials and environmental enforcement officers may not have sufficient capacity to undertake their role in supporting development and acceptance of proposed regulatory updates for HFC phase down. Therefore, proposed provisions in regulatory updates are not adequate or sufficient to support the HFC phase down process, and as such they do not prevent increased HFCs consumption and GHGs releases.	I = 3 L = 3	Moderate		To build capacity of customs and environmental inspection officers, upgrading and coordinating collection of HFC import and consumption transaction data across responsible authorities (CoEP, Statistics Agency, Customs Authority, RAC Association), the project will: • train 250 customs officers and 50 environmental inspectors in 4 regions • familiarization of customs officers with international practices • supply analytical and refrigerant identifiers • update standards/technical regulations covering HFCs and natural refrigerants including upgraded Occupational Health and Safety (OHS) provisions applicable to low GWP alternatives as required; and • establish standard system for HFC data collection, verification and reporting supported with on-line digital tools. Proposed regulatory and standard updates, and related activities will be fully in line with the control measures of the Kigali Amendment of the Montreal Protocol on HFCs and will reduce the environment and climate footprint of cooling sector; by improving energy efficiency and life cycle management of refrigerants and products.

				The activities above will be designed and fully implemented within the project Output 1.1.2, therefore there is no need to address it specifically in the ESMF.
P1: Human Rights Event: P1.2 Duty-bearers do not have the capacity to meet their obligations in the Project Cause: Output 3.4.1 Inter-agency and inter-sectoral working groups on energy efficiency and sustainable cooling Impact: Members of inter-agency and inter-sectoral working groups will have no capacity to fulfill the tasks	I = 2 L = 1	Low		**Output 3.4.1 specific measure** The work in this group will follow the standard practice such initiatives take in the country with the assembly of national working experts in the field from responsible agencies, academia and industry who would be supported by an international EE expert as well as access to UNEP Ozone Action network program information on the subject.
P2: Gender Equality and Women's Empowerment Event: P2.10 Project potentially reproduce discriminations against women based on gender, especially regarding participation in design and implementation or access to opportunities and benefits? Cause: Applied horizontally Impact: Project ability to increase female the participation in the RAC sector and make progress toward gender equality and women's empowerment may be affected by nature of the physical labor involved, cultural traditions related to women undertaking heavy work, and national workplace practice and legislation.	I = 3 L = 4	Moderate		**Measures applied horizontally:** In line with the country's effort to enhance role of women in entrepreneurship, and in general, supported by several decrees and strategies, the project is strongly committed to support women involvement in the RAC sector. Project has developed and will implement Gender Action Plan (GAP). Project Component 4 includes a specific Output 4.1.1 where the gender mainstreaming activities will be identified, and the related budget allocated. Gender expert will be hired to support GAP implementation.
P2: Gender Equality and Women's Empowerment Event: P2.10 Project potentially reproduce discriminations against women based on	I = 2 L = 2	Low		**Outputs 2.1.1 and 2.1.2 providing training and certification program for RAC sector:** In line with the countries effort to enhance role of women in entrepreneurship, supported by several decrees and strategies, the project is strongly committed to supporting women involvement in the RAC sector.

gender, especially regarding participation in project supported training. Cause: Outputs 2.1.1 Refrigeration servicing technician competency and certification and Output 2.1.2 Expansion of refrigeration servicing vocational and industry-based training capacity Impact: Women may have less opportunities to participate in training activities than men or they are not interested.				Project Component 4 includes a specific Output 4.1.1 with gender mainstreaming supporting activities, strengthened with the Gender Action Plan (GAP), enclosed with the project document
P3: Sustainability and Resilience Event: P3.0 generic sustainability and resilience risks Cause: Output 4.1.2 Social and Environmental Standards integrated in all project activities and Output 4.3.1 Monitoring and Evaluation Impact: The project might fail: (i) Identify, assess, and manage the specific risks and impacts in a manner proportionate to their significance, and (ii) monitor mitigation measures in manner proportionate to risks and take corrective actions as required.	I = 2 L = 2	Low		Most of the required SES measures, including the SES training for the project team, are integrated into the Project design and scope for specific outputs described above including compliance with national regulations and adoption of international standards and practice. SES measures are mainly of a technical character, requiring mainly expertise in HFCs phase/down approaches and technologies. The national technical expert of the project implementation team poses this knowledge and experience.
P4: Accountability Event: P.13 The project potentially involves or lead to the exclusion of any potentially affected stakeholders from fully participating in decisions that may affect them Cause: Output 1.1.3 3 Institutional interagency coordination and sustainable Montreal Protocol involvement Impact: Some relevant agencies may be excluded from high level interagency body	I = 2 L = 1	Low		**Output 1.1.3 specific treatment measure for high level interagency body establishment** As shown in the Stakeholders Engagement Plan (SEP), all relevant agencies, with expertise and competencies in the area of HFC phase-down, will be represented in the inter-agency coordination mechanism.

P4: Accountability Event: P.14 Potentially affected stakeholders may not have access to effective grievance redress mechanism or processes throughout the lifetime of the project implementation Cause: Horizontally applied Impact: The project might not allow stakeholders to be informed on potential impacts and communicate their concerns and have them reviewed through rights-compatible complaints redress processes and mechanisms	I = 4 L = 2	Moderate		**Horizontal measure for all Outputs involving application of flammable, toxic or high-pressure refrigerants** The project shall establish an easy-to-access project-level Grievance Redress Mechanism (GRM) to allow any stakeholders to communicate concerns or grievances. In case there is a well-functioning and transparent GRM at the country level, it may be applied for the project. The GRM will be presented during the inception phase and be operational throughout the project implementation. It will be mentioned during the stakeholder consultations and dissemination of project notification through appropriate media and/or at publicly accessible sites (including the site of the works). The project will also inform potentially affected stakeholders about - and provide their access to - UNDP Accountability Mechanism with two key components: • Stakeholder Response Mechanism (SRM) grievance resolution procedures for addressing complaints and disputes related to the project's social and/or environmental impacts. • Social and Environmental Compliance Unit (SECU) investigates alleged non-compliance with UNDP's Social and Environmental Standards and screening procedure from affected stakeholders and recommends measures to address findings of non-compliance. Simple Tor for GRM setting will be included in the ESMF.
S2: Climate Change and Disaster Risks Event: S2.4 Project may not avoid contributing to greenhouse gas emissions. Cause: Outputs supporting actions of HFCs recycling and HFCs replacement by alternative substances: 2.2.1, 2.2.3, 3.1.1, 3.2.1, 3.5.1 Impact: HFC substitutes may have high GWP thus contributing to global warming and accidental HFC leaks to the atmosphere may potentially pose	I = 2 L = 2	Low		**Treatment measures specific to outputs supporting actions of HFCs recycling and HFCs replacement by alternative substances:** There will be minor HFC emissions during recycling since this will be done on a small scale at local level and the project will: • Expand internationally applied Lifecycle Refrigerant Management (LRM) practices, as per Montreal Protocol (MP), inclusive of leak reduction, recovery, recycling, reclaim and environmentally sound EOL management (to be specified in Output 2.3.3) • Develop an online data reporting system for large cooling system to monitor the consumption and emission of refrigerants established (see Output 2.3.1) • Pilot a remote-control system to monitor HFC leakage and the energy efficiency parameters of the main components of RACHP equipment in medium and large facilities piloted.

				(see Output 2.3.2) Small amounts of pollutants / waste generated from recycling and reclamation (oil/water/particulate contamination) residual from recycling/reclamation will be treated as part of the operation services, following the requirements of national regulations.
S2: Climate Change and Disaster Risks Event: S2.4 Project may not avoid contributing to greenhouse gas emissions. Cause: Output 1.1.1 on policy/regulatory control framework update, with implications for the whole project result Impact: In view of the short period for development and implementation of policies and sub-projects, the HFC consumption reduction target will not be met.	I = 3 L = 3	Moderate		The project will implement the following actions to maximize the HFC consumption reduction: • Building capacity of customs and environmental inspection officers, upgrading and coordinating collection of HFC import and consumption transaction data across responsible authorities (CoEP, Statistics Agency, Customs Authority, RAC Association), specifically: o train 250 customs officers and 50 environmental inspectors in 4 regions o familiarization of customs officers with international practices o supply analytical and refrigerant identifiers o update standards/technical regulations covering HFCs and natural refrigerants including upgraded Occupational Health and Safety (OHS) provisions applicable to low GWP alternatives as required; and o establish standard system for HFC data collection, verification and reporting supported with on-line digital tools. Proposed regulatory and standard updates, and related activities will be fully in line with the control measures of the Kigali Amendment of the Montreal Protocol on HFCs and will reduce the environment and climate footprint of the cooling sector; by improving energy efficiency and life cycle management of refrigerants and products
S2: Climate Change and Disaster Risks Event: Project may be located in areas subject to hazards such as earthquakes, floods, landslides, severe winds, storm surges, tsunami, or volcanic eruptions. Cause: Outputs 2.2.3, 2.2.4, 3.1.1, 3.2.1, 3.5.1 involving demonstrations and proposals for introducing energy-efficient,	I = 3 L = 2	Moderate		The project will: • assess vulnerability of supported facility sites to natural hazards • apply safety engineering criteria to installed technologies, where applicable • ensure that Emergency Response Plan is in place (identify areas of potential accidents; response procedures, designating responsibilities, communication and notification channels) ensure that facilities have communication systems (alarm bells, visual alarms, or other warning tools), including the necessary

low-GWP alternative technologies in large RAC sector facilities) Impact: Collapse of building and susceptibility to natural events of the storage / reclamation facility / supported enterprise may result in accidental release of toxic substance or an accident of fire or explosion, thus exposing the local community and workers at the facility to safety hazards				information relating to toxicity effects in installation and operating documentation
S3: Community Health, Safety Security Event: The project potentially involves or lead to transport, storage, and use and/or disposal of hazardous or dangerous materials (e.g. explosives, fuel and other chemicals during construction and operation). Cause: Outputs 2.2.3, 2.2.4, 3.1.1 and 3.5.1 involving demonstrations and proposals for introducing energy-efficient, low-GWP alternative technologies in large RAC sector facilities) Impact: The project may fail to avoid, minimize, and mitigate environmental and related public health risks associated with the potential release of pollutants, hazardous materials due to routine or non-routine circumstances.				The project will ensure that national and accepted international standards and practice are applied to protect the communities, inclusive of: • Facility locations meet accepted locational setbacks applicable to associated operations and habitation of the general population, • Emergency Response Plan that includes the following elements: o Administration (policy, purpose, distribution, definitions, etc.) and organization of emergency areas (command centers, medical stations, etc.) o Roles and responsibilities o Communication systems (alarm bells, visual alarms, or other forms of warning tools) o Community notification: communicating details of the nature of the emergency, protection options (evacuation, quarantine) and providing advice on selecting an appropriate protection option o Emergency response procedures and related resources For technical details on preventing, minimizing and addressing risks related to refrigerants of higher toxicity (ammonia), flammability or pressure, see the information for S7.6 and S8.3 below. Project manager, in cooperation with and RAC Association Manager, acting as the National Technical Consultant will oversee the OHS and E&S provisions implementation and will ensure that monitoring of their implementation is included in the projects' M&E plan.
S7: Labor and Working Conditions	I = 2 L = 1	Low		This Output does not involve use of toxic, flammable and high-pressure refrigerants. Therefore, little incremental OHS risk is associated with work involved in this Output. Moreover,

Event: 7.1 and 7.6 The project potentially involves or leads to working conditions that do not meet national labor laws and international commitments, including for occupational health and safety (OHS) Cause: Output 2.2.1 Expanded capacity for recycling, reclamation to capture and reuse HFCs Impact: The engaged staff may not be aware of the OHS risks of these particular works.				technicians involved will undergo the specific training (implemented in the project Outputs 2.1.1 and 2.1.2), that includes OHS provisions. Prior to GEF or co-financing allocation, the project will be ensured by that supported recycling facilities provide technicians with labor and working conditions compliant with the national labor laws and international conventions (e.g., relevant ILO conventions, relevant international human rights agreements).
S7: Labor and Working Conditions Event: 7.1 and 7.6 The project potentially involves or leads to working conditions that do not meet national labor laws and international commitments, including for occupational health and safety (OHS) Cause: Outputs involving use of combustible, explosive and toxic, including ammonia-based refrigerants – especially 3.1.1, 3.2.1, 2.2.2, 2.2.3 and 2.2.4 Impact: The parties responsible, project contractors and RACHP servicing sector, may not meet requirements related to occupational health and safety risks, related to flammability, toxicity and potential pressure levels of alternative, low GWP refrigerants	I = 4 L = 2	Moderate		Prior to GEF or co-financing allocation, the project will screen the to-be supported enterprise / facility, in terms of: • Safety of a facility building and vulnerability of a facility site and building to natural hazards • Meeting the accepted locational setbacks applicable to associated operations and habitation of the general population were applicable • **Providing labor and working conditions compliant with the national labor laws and international conventions (e.g., relevant ILO conventions, relevant international human rights agreements).** • Ensuring environmentally sound management of pollution and waste streams related to operation, maintenance and replacement, including WEEE (Waste Electrical and Electronic Equipment), following the national waste management legislation and good international practice Project will support facilities where the responsible parties, the contractors and RACHP servicing sector provides technicians with the working conditions that meet national labor laws and international conventions (e.g., relevant ILO conventions, relevant international human rights agreements, etc.). In the selected facilities the Project will: • Ensure decisions regarding employment are not made on basis of personal characteristics unrelated to inherent job requirements (e.g. gender, race, nationality, political opinion, affiliation to a union, ethnic, social or indigenous origin, religion or belief, marital or family status, disability, age, sexual orientation or gender identity) and that women and men are provided with equal remuneration for equal work performed.

				• Provide project workers with clear and understandable information on terms and conditions of their employment (e.g. payment in a timely manner, written notice of termination, and payment of all wages and benefits on termination, etc.). • Ensure that workers engaged have appropriate health and insurance. • Prevent and address violence, harassment, intimidation, or exploitation, including any form of gender-based violence As for the compliance with the OHS in the selected facilities, the project ensures (as per Project Document) that: • Retrofitting and new replacement of RACHP equipment with low GWP alternatives meet international standards with respect to pressure containment, flammability considerations as applicable. (See Output 2.2.2 and 2.2.4) • Technicians involved receive adequate training (See Outputs 2.1.1 and 2.1.2), which incorporate pressure containment, flammability and toxicity considerations associated with low GWP alternatives, in consistency with the international standards and practice. Specifically, the project will ensure that installation, operation and maintenance of HFC alternatives is safe, following the relevant national and international standards and guidance (see UNEP Ozone Action Guidance). It will ensure: • Risk of exposure of technicians and communities is assessed • Technological measures such as designing the system and components for smaller refrigerant charge amounts and ensuring systems have a high level of leak tightness. • Gas (e.g. ammonia, if applicable) detectors are installed and proper ventilation systems are in place to disperse ammonia, if applicable, and maintain air quality • Providing workers with PPE when handling flammable, higher toxicity or higher pressure • Applying standard procedures for safe charging, recovery, evacuation, venting, etc. • Applying safety engineering criteria to prevent failures due to natural risks posed by natural hazards, where applicable • The first aid kits are available on site and fire-extinguisher easily accessible in all sections of the site • Emergency Response Plan are in place (identify areas of potential accidents; response procedures, designating responsibilities, communication and notification channels) • Applying the necessary warnings to accessible parts of the

				system to ensure that technicians are aware of the hazard (e.g., warning signs near charging points) • Developing communication systems (alarm bells, visual alarms, or other forms of warning tools), including the necessary information relating to toxicity effects in installation and operating documentation • Recording health & safety incidents (injuries, accidents and/or deficiencies in the implementation of the health and safety measures) and report them to the Project Board or, where significant accidents arouse, report them to relevant authorities. • Regular inspection of the facilities by professionals (e.g. supervising engineers, health and safety experts) to identify and rectify potential hazards. In the above, the project will apply the relevant standards for combustible, explosive and toxic refrigerants with zero ODP and low GWP in Tajikistan: natural refrigerants: ammonia, propane, propylene, isobutane, etc., and the following international guidance (UNEP Ozone Action Guidance): 1. Safe Use of HCFC Alternatives in Refrigeration and Air-Conditioning - Higher Toxicity (Ammonia): https://www.unep.org/ozonaction/resources/factsheet/safe-use-hcfc-alternatives-refrigeration-and-air-conditioning-higher-toxicity 2. Safe Use of HCFC Alternatives in Refrigeration and Air-Conditioning: - Higher pressure refrigerants: https://www.unep.org/ozonaction/resources/factsheet/safe-use-hcfc-alternatives-refrigeration-and-air-conditioning-higher-pressure 3. Safe Use of HCFC Alternatives in Refrigeration and Air-Conditioning: Flammable Refrigerants - https://www.unep.org/ozonaction/resources/factsheet/safe-use-hcfc-alternatives-refrigeration-and-air-conditioning-flammable Project manager, in cooperation with and RAC Association Manager, acting as the National Technical Consultant will oversee the OHS provisions implementation and will ensure that monitoring of their implementation is include in the projects' M&E plan.
S8: Pollution Prevention and Resource Efficiency	I = 1 L = 2	Low		The project will require the contractors and RACHP servicing sector to treat small amounts of pollutants / waste generated from recycling, reclamation (oil/water/particulate

Event: S8.2 The project potentially involves or leads to the generation of waste (both hazardous and non-hazardous). Cause: Outputs involving HFCs recycling, reclamation and LRM generally as well as retrofit and replacement (2.2.1 – 2.2.4, 3.2.1 and 3.1.1 Impact: The project might not result in environmentally sound management of waste (small quantities of compressor oil, oil contaminated water and particulate or contained in disposable filters)				contamination) and HFC replacement, obsolete appliances, and larger scale replaced HFC based RAC equipment, as part of their operation services, following the requirements of national regulations (Law "About Production and Consumption Wastes" (June 2011) and UNDP SES requirements, as minimum.
S8: Pollution Prevention and Resource Efficiency Event: S8.3 The project potentially involves or leads to the manufacture, trade, release, and/or use of hazardous materials and/or chemicals? Cause: Outputs that involve introducing refrigerants of higher toxicity (ammonia), pressure and flammability, especially 2.2.2, 2.2.4, 3.1.1 Impact: The project might not avoid, minimize or control the release of and exposure to hazardous materials	I = 4 L = 2	Moderate		The project will apply all the measures to address OHS risk (S7.6) and risk to communities (S3.5)
S8: Pollution Prevention and Resource Efficiency Event: S8.4 The project involves or leads to the use of chemicals or materials subject to international bans, phase-outs or phasedowns. Cause: Applies horizontally	I = 3 L = 1	Low		The principal objective of the project is to replace HFC with refrigerants and substances with low GWP and energy efficiency technologies. To maximize the HFC consumption reduction, the project will ensure that regulatory upgrades (Output 1.1.1) and capacity development of environment authorities and custom officers (Output 1.1.2) include: • implementation of import restrictions on HFCs and HFC based equipment • emission bans prohibiting release of refrigerant to atmosphere; and

Impact: The project may not enable compliance with the relevant national and international legislation, agreements and norms, and apply the Best Available Techniques in case such chemical or material is being recycled / reclaimed.				• market financial mechanisms to incentivize refrigerant recovery and conservation Project will: • Promote technically and financially feasible and cost-effective options to minimize project-related HFCs emissions associated with LRM practice, such as multi-use containment in recovery/recycle equipment supply, as already indicated in Output 2.2.1 and 2.3.3 • Provide enhanced capability for monitoring and minimization of HFCs emissions Specifically, project will use its technical and financial resources allocated to Outputs 2.3.2 - A remote control system to monitor HFC leakage and the energy efficiency parameters of the main components of RAC equipment in medium and large facilities piloted, and 2.3.3 - Operational mainstreaming LRM capacity in the service sector inclusive of leak reduction, recovery, recycling, reclaim and EOL management, including development and piloting of a "cooling as service" business model, to address the potential HFC leakages

	QUESTION 4: What is the overall project risk categorization?				
	Low Risk	☐			
	Moderate Risk	x			
	Substantial Risk	☐			
	High Risk	☐			
	QUESTION 5: Based on the identified risks and risk categorization, what requirements of the SES are triggered? (check all that apply)				
	Question only required for Moderate, Substantial and High-Risk projects				
	Is assessment required? (check if "yes")	☐			***Status? (completed, planned)***
	if yes, indicate overall type and status		x	Targeted assessment(s)	
			☐	ESIA (Environmental and Social Impact Assessment)	
			☐	SESA (Strategic Environmental and Social Assessment)	
	Are management plans required? (check if "yes)	☐			

	If yes, indicate overall type		x	Targeted management plans (e.g. Gender Action Plan, Emergency Response Plan (where applicable), Stakeholder Engagement Plan	
			☐	ESMP (Environmental and Social Management Plan which may include range of targeted plans)	
			x	ESMF (Environmental and Social Management Framework)	
	Based on identified <u>risks</u>, which Principles/Project-level Standards triggered?		**Comments (not required)**		
	Overarching Principle: Leave No One Behind				
	Human Rights	x			
	Gender Equality and Women's Empowerment	x			
	Accountability	x			
	1. Biodiversity Conservation and Sustainable Natural Resource Management	☐			
	2. Climate Change and Disaster Risks	x			
	3. Community Health, Safety and Security	x			
	4. Cultural Heritage	☐			
	5. Displacement and Resettlement	☐			
	6. Indigenous Peoples	☐			
	7. Labor and Working Conditions	x			
	8. Pollution Prevention and Resource Efficiency	x			

Final Sign Off

Final Screening at the design-stage is not complete until the following signatures are included

Signature	***Date***	***Description***
QA Assessor		UNDP staff member responsible for the project, typically a UNDP Programme Officer. Final signature confirms they have "checked" to ensure that the SESP is adequately conducted.
QA Approver		UNDP senior manager, typically the UNDP Deputy Country Director (DCD), Country Director (CD), Deputy Resident Representative (DRR), or Resident Representative (RR). The QA Approver cannot also be the QA Assessor. Final signature confirms they have "cleared" the SESP prior to submittal to the PAC.
PAC Chair		UNDP chair of the PAC. In some cases PAC Chair may also be the QA Approver. Final signature confirms that the SESP was considered as part of the project appraisal and considered in recommendations of the PAC.

SESP Attachment 1. Social and Environmental Risk Screening Checklist

Checklist Potential Social and Environmental Risks	
INSTRUCTIONS: The risk screening checklist will assist in answering Questions 2-6 of the Screening Template. Answers to the checklist questions help to (1) identify potential risks, (2) determine the overall risk categorization of the project, and (3) determine required level of assessment and management measures. Refer to the SES toolkit for further guidance on addressing screening questions.	Check if applicable
Overarching Principle: Leave No One Behind **Human Rights**	
P1.1 Have local communities or individuals raised human rights concerns regarding the project (e.g. during the stakeholder engagement process, grievance processes, public statements)?	
P1.2 Is there a risk that duty-bearers (e.g. government agencies) do not have the capacity to meet their obligations in the project?	X
P1.3 Is there a risk that rights-holders (e.g. project-affected persons) do not have the capacity to claim their rights?	
Would the project potentially involve or lead to:	
P1.4 adverse impacts on enjoyment of the human rights (civil, political, economic, social or cultural) of the affected population and particularly of marginalized groups?	
P1.5 inequitable or discriminatory impacts on affected populations, particularly people living in poverty or marginalized or excluded individuals or groups, including persons with disabilities? [16]	
P1.6 restrictions in availability, quality of and/or access to resources or basic services, in particular to marginalized individuals or groups, including persons with disabilities?	
P1.7 exacerbation of conflicts among and/or the risk of violence to project-affected communities and individuals?	
Gender Equality and Women's Empowerment	
P2.8 Have women's groups/leaders raised gender equality concerns regarding the project, (e.g. during the stakeholder engagement process, grievance processes, public statements)?	
Would the project potentially involve or lead to:	
P2.9 adverse impacts on gender equality and/or the situation of women and girls?	
P2.10 reproducing discriminations against women based on gender, especially regarding participation in design and implementation or access to opportunities and benefits?	X
P2.11 limitations on women's ability to use, develop and protect natural resources, taking into account different roles and positions of women and men in accessing environmental goods and services? *For example, activities that could lead to natural resources degradation or depletion in communities who depend on these resources for their livelihoods and well being*	
P2.12 exacerbation of risks of gender-based violence? *For example, through the influx of workers to a community, changes in community and household power dynamics, increased exposure to unsafe public places and/or transport, etc*.	

[16] Prohibited grounds of discrimination include race, ethnicity, sex, age, language, disability, sexual orientation, gender identity, religion, political or other opinion, national or social or geographical origin, property, birth or other status including as an indigenous person or as a member of a minority. References to "women and men" or similar is understood to include women and men, boys and girls, and other groups discriminated against based on their gender identities, such as transgender and transsexual people.

Sustainability and Resilience: Screening questions regarding risks associated with sustainability and resilience are encompassed by the Standard-specific questions below		
Accountability		
Would the project potentially involve or lead to:		
P4.13	exclusion of any potentially affected stakeholders, in particular marginalized groups and excluded individuals (including persons with disabilities), from fully participating in decisions that may affect them?	X
P4.14	grievances or objections from potentially affected stakeholders?	X
P4.15	risks of retaliation or reprisals against stakeholders who express concerns or grievances, or who seek to participate in or to obtain information on the project?	
Project-Level Standards		
Standard 1: Biodiversity Conservation and Sustainable Natural Resource Management		
Would the project potentially involve or lead to:		
S1.1	adverse impacts to habitats (e.g. modified, natural, and critical habitats) and/or ecosystems and ecosystem services? *For example, through habitat loss, conversion or degradation, fragmentation, hydrological changes*	
S1.2	activities within or adjacent to critical habitats and/or environmentally sensitive areas, including (but not limited to) legally protected areas (e.g. nature reserve, national park), areas proposed for protection, or recognized as such by authoritative sources and/or indigenous peoples or local communities?	
S1.3	changes to the use of lands and resources that may have adverse impacts on habitats, ecosystems, and/or livelihoods? (Note: if restrictions and/or limitations of access to lands would apply, refer to Standard 5)	
S1.4	risks to endangered species (e.g. reduction, encroachment on habitat)?	
S1.5	exacerbation of illegal wildlife trade?	
S1.6	introduction of invasive alien species?	
S1.7	adverse impacts on soils?	
S1.8	harvesting of natural forests, plantation development, or reforestation?	
S1.9	significant agricultural production?	
S1.10	animal husbandry or harvesting of fish populations or other aquatic species?	
S1.11	significant extraction, diversion or containment of surface or ground water? *For example, construction of dams, reservoirs, river basin developments, groundwater extraction*	
S1.12	handling or utilization of genetically modified organisms/living modified organisms?[17]	
S1.13	utilization of genetic resources? (e.g. collection and/or harvesting, commercial development)[18]	
S1.14	adverse transboundary or global environmental concerns?	
Standard 2: Climate Change and Disaster Risks		
Would the project potentially involve or lead to:		

[17] See the Convention on Biological Diversity and its Cartagena Protocol on Biosafety.
[18] See the Convention on Biological Diversity and its Nagoya Protocol on access and benefit sharing from use of genetic resources.

S2.1	areas subject to hazards such as earthquakes, floods, landslides, severe winds, storm surges, tsunami or volcanic eruptions?	
S2.2	outputs and outcomes sensitive or vulnerable to potential impacts of climate change or disasters? *For example, through increased precipitation, drought, temperature, salinity, extreme events, earthquakes*	
S2.3	increases in vulnerability to climate change impacts or disaster risks now or in the future (also known as maladaptive or negative coping practices)? *For example, changes to land use planning may encourage further development of floodplains, potentially increasing the population's vulnerability to climate change, specifically flooding*	
S2.4	increases of greenhouse gas emissions, black carbon emissions or other drivers of climate change?	
Standard 3: Community Health, Safety and Security		
Would the project potentially involve or lead to:		
3.1	construction and/or infrastructure development (e.g. roads, buildings, dams)? (Note: the GEF does not finance projects that would involve the construction or rehabilitation of large or complex dams)	
3.2	air pollution, noise, vibration, traffic, injuries, physical hazards, poor surface water quality due to runoff, erosion, sanitation?	
3.3	harm or losses due to failure of structural elements of the project (e.g. collapse of buildings or infrastructure)?	
3.4	risks of water-borne or other vector-borne diseases (e.g. temporary breeding habitats), communicable and noncommunicable diseases, nutritional disorders, mental health?	
3.5	transport, storage, and use and/or disposal of hazardous or dangerous materials (e.g. explosives, fuel and other chemicals during construction and operation)?	X
3.6	adverse impacts on ecosystems and ecosystem services relevant to communities' health (e.g. food, surface water purification, natural buffers from flooding)?	
3.7	influx of project workers to project areas?	
3.8	engagement of security personnel to protect facilities and property or to support project activities?	
Standard 4: Cultural Heritage		
Would the project potentially involve or lead to:		
4.1	activities adjacent to or within a Cultural Heritage site?	
4.2	significant excavations, demolitions, movement of earth, flooding or other environmental changes?	
4.3	adverse impacts to sites, structures, or objects with historical, cultural, artistic, traditional or religious values or intangible forms of culture (e.g. knowledge, innovations, practices)? (Note: projects intended to protect and conserve Cultural Heritage may also have inadvertent adverse impacts)	
4.4	alterations to landscapes and natural features with cultural significance?	
4.5	utilization of tangible and/or intangible forms (e.g. practices, traditional knowledge) of Cultural Heritage for commercial or other purposes?	
Standard 5: Displacement and Resettlement		
Would the project potentially involve or lead to:		
5.1	temporary or permanent and full or partial physical displacement (including people without legally recognizable claims to land)?	

5.2	economic displacement (e.g. loss of assets or access to resources due to land acquisition or access restrictions – even in the absence of physical relocation)?	
5.3	risk of forced evictions?[19]	
5.4	impacts on or changes to land tenure arrangements and/or community based property rights/customary rights to land, territories and/or resources?	
Standard 6: Indigenous Peoples		
Would the project potentially involve or lead to:		
6.1	areas where indigenous peoples are present (including project area of influence)?	
6.2	activities located on lands and territories claimed by indigenous peoples?	
6.3	impacts (positive or negative) to the human rights, lands, natural resources, territories, and traditional livelihoods of indigenous peoples (regardless of whether indigenous peoples possess the legal titles to such areas, whether the project is located within or outside of the lands and territories inhabited by the affected peoples, or whether the indigenous peoples are recognized as indigenous peoples by the country in question)? *If the answer to screening question 6.3 is "yes", then Standard 6 requirements apply, and the potential significance of risks related to impacts on indigenous peoples must be Moderate or above.* [*]	
6.4	the absence of culturally appropriate consultations carried out with the objective of achieving FPIC on matters that may affect the rights and interests, lands, resources, territories and traditional livelihoods of the indigenous peoples concerned?	
6.5	the utilization and/or commercial development of natural resources on lands and territories claimed by indigenous peoples?	
6.6	forced eviction or the whole or partial physical or economic displacement of indigenous peoples, including through access restrictions to lands, territories, and resources? *Consider, and where appropriate ensure, consistency with the answers under Standard 5 above*	
6.7	adverse impacts on the development priorities of indigenous peoples as defined by them?	
6.8	risks to the physical and cultural survival of indigenous peoples?	
6.9	impacts on the Cultural Heritage of indigenous peoples, including through the commercialization or use of their traditional knowledge and practices? *Consider, and where appropriate ensure, consistency with the answers under Standard 4 above.*	
Standard 7: Labor and Working Conditions		
Would the project potentially involve or lead to: (note: applies to project and contractor workers)		
7.1	working conditions that do not meet national labor laws and international commitments?	X
7.2	working conditions that may deny freedom of association and collective bargaining?	
7.3	use of child labor?	
7.4	use of forced labor?	
7.5	discriminatory working conditions and/or lack of equal opportunity?	
7.6	occupational health and safety risks due to physical, chemical, biological and psychosocial hazards (including violence and harassment) throughout the project life cycle?	X

[19] Forced eviction is defined here as the permanent or temporary removal against their will of individuals, families or communities from the homes and/or land which they occupy, without the provision of, and access to, appropriate forms of legal or other protection. Forced evictions constitute gross violations of a range of internationally recognized human rights.

[*] Note: revised July 2022 modifying presumption of risk significance from Substantial or higher to Moderate or higher.

Standard 8: Pollution Prevention and Resource Efficiency		
Would the project potentially involve or lead to:		
8.1	the release of pollutants to the environment due to routine or non-routine circumstances with the potential for adverse local, regional, and/or transboundary impacts?	
8.2	the generation of waste (both hazardous and non-hazardous)?	X
8.3	the manufacture, trade, release, and/or use of hazardous materials and/or chemicals?	X
8.4	the use of chemicals or materials subject to international bans or phase-outs? *For example, DDT, PCBs and other chemicals listed in international conventions such as the Montreal Protocol, Minamata Convention, Basel Convention, Rotterdam Convention, Stockholm Convention*	X
8.5	the application of pesticides that may have a negative effect on the environment or human health?	
8.6	significant consumption of raw materials, energy, and/or water?	

Annex 6: UNDP Risk Register

Project Title: Integrated Program for HFC Phasing Down and Sustainable Cooling for Tajikistan	Project Number: 6738	Date: 16-Mar-25

#	Event	Cause	Impact(s)	Risk Category and Sub-category *(including Risk Appetite)*	Impact, Likelihood & Risk Level *(see Annex 3 Risk Matrix)*	Risk Valid From/To	Risk Owner *(individual accountable for managing the risk)*	Risk Treatment and Treatment Owner
1	There is a risk that the RACHP sector will not be able to attract female employees.	As a result of the nature of the physical labour involved, cultural traditions related to women undertaking heavy work, and national workplace practice and legislation.	Which will impact in the ability of the project to increase female the participation in this sector and impede progress toward gender equality and women's empowerment.	**1. SOCIAL AND ENVIRONMENTAL (1.2. Gender equality and women's empowerment) - UNDP Risk Appetite: CAUTIOUS**	Likelihood: **4 - Highly likely** Impact: **3 - Intermediate** Risk level: **MODERATE (equates to a risk appetite of EXPLORATORY)**	From: 01-Nov-25 To: 01-Nov-30	CIIP Project Manager	Risk Treatment 1.1: Implementation of Gender analysis and Action Plan Risk Treatment Owner: CIIP Project Manager, RACHP sector stakeholders… Risk Treatment 1.2: Dedicated Gender empowerment staff in the PMU. Risk Treatment Owner CIIP Project Manager: … Risk Treatment 1.3: promotion of female student enrolment in RAC technical vocational institutions…. Risk Treatment Owner: RAC Association …
2	There is a risk that the project's HFC consumption reduction target will not be met and that project interventions to capture, contain, conserve and	As a result of shortfalls in regulatory controls, accelerated replacement of HFC equipment and improper implementation LRM	Which will result in increasing HFC consumption, long term d banks of HFCs and emissions during servicing and at end of life with resultant overall global climate impacts	**1. SOCIAL AND ENVIRONMENTAL (1.5. Climate change and disaster risks) - UNDP Risk Appetite: CAUTIOUS**	Likelihood: **2 - Low likelihood** Impact: **3 - Intermediate** Risk level: **LOW (equates to a risk appetite of CAUTIOUS)**	From: 01-Nov-25 To: 01-Nov-30	CIIP Project Manager	Risk Treatment 2.1: Aggressive leveraging of private sector investment in transitioning to low GWP alternative technology supported with awareness and technical information dissemination Risk Treatment Owner: CIIP Project Manager /RAC Association …

#	Event	Cause	Impact(s)	Risk Category and Sub-category *(including Risk Appetite)*	Impact, Likelihood & Risk Level *(see Annex 3 Risk Matrix)*	Risk Valid From/To	Risk Owner *(individual accountable for managing the risk)*	Risk Treatment and Treatment Owner
	dispose of HFCs will result in incidental GHG emissions …	practices developed resulting in increased banks of HFCs and emissions du ring service and end of life …						Risk Treatment 2.2: Introduction of timely regulatory control on HFCs and dependant equipment imports and fiscal measures to ensure competitive market pricing of alternatives. Risk Treatment Owner: CoEP/NOU…
								Risk Treatment 2.3: Prioritization of introduction of RAC sector training, equipment supply, and promotion of expanded LRM practices… Risk Treatment Owner: CIIP Project manager and RAC Association …
3	There is a risk that some low GWP technologies introduce public safety risks.	As a result of higher pressures, flammability and toxicity used in adopted low GWP refrigeration technologies even though these are well established), proven and already widely used….	Which could impact market acceptance and community and workplace safety if not properly designed and operated.	**1. SOCIAL AND ENVIRONMENTAL (1.6. Community health, safety and security) - UNDP Risk Appetite: CAUTIOUS**	Likelihood: **1 - Not likely** Impact: **3 - Intermediate** Risk level: **LOW (equates to a risk appetite of CAUTIOUS)**	From: 01-Nov-25 To: 01-Nov-30	CIIP Project Manager	Risk Treatment 3.1: Refrigeration servicing and end user personnel trained and certified in safe use of low GWP alternatives in accordance with national and established international standards and practice including appropriate OHS procedures appliable to low GWP refrigerants in use. Risk Treatment Owner: RAC Association, end users and Standards Authorities.
								Risk Treatment 3.2. Procurement specifications for low GWP equipment and supporting infrastructure include requirements design

#	Event	Cause	Impact(s)	Risk Category and Sub-category *(including Risk Appetite)*	Impact, Likelihood & Risk Level *(see Annex 3 Risk Matrix)*	Risk Valid From/To	Risk Owner *(individual accountable for managing the risk)*	Risk Treatment and Treatment Owner
								requirements appropriate to risk issues potentially associated with low GWP cooling applications meeting accepted international standards. Risk Treatment Owner: CIIP Project manager, end users. …
								Risk Treatment 3.3: National and internationally accepted OHS procedures are in place and enforced at facilities for staff and servicing personnel adopting low GWP alternatives inclusive of emergency response plans, particularly where such risks may extend offsite. Risk Treatment Owner: CoEP, RAC servicing companies and end users.
4	There is a risk that the adoption of low GWP cooling technologies will impact working conditions.	As a result of these technologies utilize refrigerants having higher operating pressures and flammable and , toxic properties …	Which will impact workplace risk to labour servicing equipment, handling these materials and working around equipment using them….	**1. SOCIAL AND ENVIRONMENTAL (1.10. Labour and working conditions) - UNDP Risk Appetite: CAUTIOUS**	Likelihood: **2 - Low likelihood** Impact: **3 - Intermediate** Risk level: **MODERATE (equates to a risk appetite of EXPLORATORY)**	From: 01-Nov-25 To: 01-Nov-30	CIIP Project Manager	Risk Treatment 4.1: Refrigeration servicing and end user personnel trained and certified in safe use of low GWP alternatives in accordance with national and established international standards and practice including appropriate OHS procedures appliable to low GWP refrigerants in use. Risk Treatment Owner: RAC Association, end users and Standards authorities.
								Risk Treatment 4.2: National and internationally accepted OHS procedures are in place and

#	Event	Cause	Impact(s)	Risk Category and Sub-category *(including Risk Appetite)*	Impact, Likelihood & Risk Level *(see Annex 3 Risk Matrix)*	Risk Valid From/To	Risk Owner *(individual accountable for managing the risk)*	Risk Treatment and Treatment Owner
								enforced at facilities for staff and servicing personnel adopting low GWP alternatives inclusive of emergency response plans and transparent event reporting and grievance redress procedures, Risk Treatment Owner: CoEP, RAC servicing companies and end users….
5	There is a risk that expanded implementation of LRM for HFCs and the accelerated HFC phase out will generate industrial and low volumes of hazardous waste in the form of refrigerant treatment residuals, redundant HFC cooling equipment, and stockpiles of end of life refrigerant at risk of atmospheric release..	As a result of the HFC treatment for reuse in LRM work and accelerated HFC equipment retirement as it is replaced.	Which will impact climate change if refrigerant is released to the atmosphere and be a source of land and water pollution in the case of waste streams generated	**1. SOCIAL AND ENVIRONMENTAL (1.11. Pollution prevention and resource efficiency) - UNDP Risk Appetite: CAUTIOUS**	Likelihood: **4 - Highly likely** Impact: **1 - Negligible** Risk level: **LOW (equates to a risk appetite of MINIMAL)**	From: 01-Nov-25 To: 01-Nov-29	CIIP Project Manager/CoEP	Risk Treatment 5.1: Small volumes of treatment residuals (hydrocarbons, waste water, particulate) will be captured, securely stored and disposed of in accordance with national regulations. Risk Treatment Owner: RAC Association, Servicing companies…
								Risk Treatment 5.2: Redundant cooling equipment replaced will be made inoperable (to prevent resale/use) and dismantled in accordance with WEEE good practice with recycling of materials maximized (largely scrap metal). Risk Treatment Owner: End users, CoEP: …
								Risk Treatment 5.3. End of Life ODS and HFCs will be retained, securely contained/stored in a dedicated facility operated by the RAC and held pending availability of environmentally sound destruction in accordance with MP requirements which may

#	Event	Cause	Impact(s)	Risk Category and Sub-category *(including Risk Appetite)*	Impact, Likelihood & Risk Level *(see Annex 3 Risk Matrix)*	Risk Valid From/To	Risk Owner *(individual accountable for managing the risk)*	Risk Treatment and Treatment Owner
								include a national thermal destruction facility so qualified: … Risk Treatment Owner: …RAC Association, CoEP, end users
6	There is a risk that budget availability and cash flow will not be sufficient to support the project design and interventions required to support the project objective	As a result of not realizing sufficient C/F and potentially limitations on GEF funding	Which will impact the ability to sustain and complete the project as planned by not being able to mobilize the investment required	**2. FINANCIAL (2.6. Budget availability and cash flow) - UNDP Risk Appetite: MINIMAL TO CAUTIOUS**	Likelihood: **3 - Moderately likely** Impact: **4 - Extensive** Risk level: **MODERATE (equates to a risk appetite of EXPLORATORY)**	From: 01-Nov-25 To: 01-Nov-30	CIIP Project Manager	Risk Treatment 6.1: C//F partners will be prequalified using UNDP procedures respecting commitment and capacity, binding support provided in C/F letters, and be monitored during implementation to ensure these commitments are sustained Risk Treatment Owner. CIIP/UNDP Risk Treatment 6.2: While largely beyond the project's control, close monitoring of the status of GEF funding availability will be maintained and communicated within the project and its stakeholders so contingency plans can be activated. Risk Treatment Owner: UNDP
7	There is a risk that the adoption of low GWP cooling technologies will impact working conditions.	As a result of these technologies utilizing refrigerants having higher operating pressures and may be flammable and, have toxic properties …	Which will impact workplace risk to labour servicing equipment, handling these materials and working around equipment using them….	**3. OPERATIONAL (3.7. Occupational safety, health and well-being) - UNDP Risk Appetite: EXPLORATORY TO OPEN**	Likelihood: **2 - Low likelihood** Impact: **3 - Intermediate** Risk level: **MODERATE (equates to a risk appetite of EXPLORATORY)**	From: 01-Nov-25 To: 01-Nov-30	CIIP Project Manager	Risk Treatment 7.1: Refrigeration servicing and end user personnel trained and certified in safe use of low GWP alternatives in accordance with national and established international standards and practice including appropriate OHS procedures appliable to low GWP refrigerants in use. Risk Treatment Owner: RAC Association, end user, Servicing companies

#	Event	Cause	Impact(s)	Risk Category and Sub-category *(including Risk Appetite)*	Impact, Likelihood & Risk Level *(see Annex 3 Risk Matrix)*	Risk Valid From/To	Risk Owner *(individual accountable for managing the risk)*	Risk Treatment and Treatment Owner
								Risk Treatment 7.2: National and internationally accepted OHS procedures are in place and enforced at facilities for staff and servicing personnel adopting low GWP alternatives inclusive of emergency response plans and transparent event reporting and grievance redress procedures Risk Treatment Owner: CoEP, RAC servicing companies and end users.
8	There is a risk that the complexity of the project and multiple Outcomes and Outputs exceeds the available expertise and capacity coordinate and execute project requirements	As a result of adoption of a new (NIM) implementation modelity and fragmentation of interests and priorities…	Which will impact the efficiency of the project in achieving its objective….	**4. ORGANIZATIONAL (4.2. Execution capacity) - UNDP Risk Appetite: EXPLORATORY TO OPEN**	Likelihood: **3 - Moderately likely** Impact: **3 - Intermediate** Risk level: **MODERATE (equates to a risk appetite of EXPLORATORY)**	From: 01-Nov-25 To: 01-Nov-30	CIIP Project Manager/UNDP	Risk Treatment 8.1: Undertake a planned and systematic transition to the NIM modality during the project implementation inception phase that ensures the transfer and knowledge on the project… Risk Treatment Owner: CIIP/UNDP … Risk Treatment 8.2: Maximize national expertise from previous GEF MP projects and the PPG stage in the transition and execution arrangements, particularly in terms of inclusively maximizing the expertise of the RAC association and associated private sector companies who are the foundation of the expertise base available for the current project's implementation. Risk Treatment Owner: CIIP/UNDP…

#	Event	Cause	Impact(s)	Risk Category and Sub-category *(including Risk Appetite)*	Impact, Likelihood & Risk Level *(see Annex 3 Risk Matrix)*	Risk Valid From/To	Risk Owner *(individual accountable for managing the risk)*	Risk Treatment and Treatment Owner
9	There is a risk that the newly established NIM implementation modelity will be slow in adapting to a such a complex GEF project	As a result of limited familiarity with the issue its addresses and the technical and project managements complexity that it entails.	Which will impact on the timing, effectiveness, and stakeholder creditability required to achieve the project objective.	**4. ORGANIZATIONAL (4.3. Implementation arrangements) - UNDP Risk Appetite: EXPLORATORY TO OPEN**	Likelihood: **2 - Low likelihood** Impact: **3 - Intermediate** Risk level: **MODERATE (equates to a risk appetite of EXPLORATORY)**	From: 01-Nov-25 To: 01-Nov-30	CIIP Project Manager	Risk Treatment 9.1: Planned transfer of project implementation authority at the end of the PPG stage and implementation inception phase from UNDP to CIIP including inclusion of CIIP input into project submission documents during the PPG stage. Risk Treatment Owner UNDP/CoEP: … Risk Treatment 9.2 Ensuring that institutional and technical memory an experience from previous GEF MP projects and the PPG stage is maintained into project implementation, particularly by fully engaging the RAC Association and its private sector membership into project implementation arrangements. Risk Treatment Owner CIIP Project Mgr.:
10	There is a risk that procurement capacity available for implementation will not be adequate …	As a result of the project's complexity in terms of the large number of transactions that will be required for even routine purchases, the acquisition of complex technical	Which will impact the efficiency of overall investment implementation if distributed traditional responsibility modalities are pursued and potentially discouraging private sector participation. …	**4. ORGANIZATIONAL (4.9. Procurement) - UNDP Risk Appetite: EXPLORATORY TO OPEN**	Likelihood: **3 - Moderately likely** Impact: **4 - Extensive** Risk level: **MODERATE (equates to a risk appetite of EXPLORATORY)**	From: 01-Nov-25 To: 01-Nov-30	CIIP Project Manager	Risk Treatment 10.1: Emphasis on detailed procurement planning in the inception phase ensuring that the number of conventional transactions required is optimized and clear definition of where conventional procurement is feasible and where assignment of this responsibilities should lie with beneficiaries … Risk Treatment Owner. Risk Treatment 10.2: Adoption of a performance-based compensation model rather than

#	Event	Cause	Impact(s)	Risk Category and Sub-category *(including Risk Appetite)*	Impact, Likelihood & Risk Level *(see Annex 3 Risk Matrix)*	Risk Valid From/To	Risk Owner *(individual accountable for managing the risk)*	Risk Treatment and Treatment Owner
		equipment that forms part of larger investment projects requiring integration of design and technical requirements for cooling equipment into the broader investment project.						direct project procurement of cooling equipment in broader projects providing substantive C/F Risk Treatment Owner: CIIP, End user Project Beneficiaries.
11	There is a risk that private sector and other capital investment sources will be discouraged from participation in the project	As a result of execution, implementation and procurement efficiency issues …	Which will have the impact of in reduced investment in required low GWP cooling infrastructure and limitations on the project being able to achieve its HFC consumption reduction objectives.	**5. REPUTATIONAL (5.2. Engagement with private sector partnership) - UNDP Risk Appetite: CAUTIOUS**	Likelihood: **3 - Moderately likely** Impact: **3 - Intermediate** Risk level: **LOW (equates to a risk appetite of CAUTIOUS)**	From: 01-Nov-25 To: 01-Nov-30	CIIP Project Manager	Risk Treatment 11:1 Emphasis on detailed procurement planning in the inception phase ensuring that the number of conventional transactions required is optimized and clear definition of where conventional procurement is feasible and where assignment of this responsibilities should lie with beneficiaries … Risk Treatment Owner. CIIP and Cooling infrastructure end users
								Risk Treatment 11.2: Adoption of a performance-based compensation model rather than direct project procurement of cooling equipment in broader projects providing substantive C/F Risk Treatment Owner: CIIP, End user Project Beneficiaries.

#	Event	Cause	Impact(s)	Risk Category and Sub-category *(including Risk Appetite)*	Impact, Likelihood & Risk Level *(see Annex 3 Risk Matrix)*	Risk Valid From/To	Risk Owner *(individual accountable for managing the risk)*	Risk Treatment and Treatment Owner
12	There is a risk that the government will delay the progressive introduction if targeted controls on HFCs and HFC based RAC equipment and mandatory HFC emission mitigation measures …	As a result of resistance from the population and retail businesses.	Which will impact the ability to meet the accelerated HFC phase down steps required to meet the project objective.	**6. REGULATORY (6.1. Changes in the regulatory framework within the country of operation) - UNDP Risk Appetite: CAUTIOUS**	Likelihood: **2 - Low likelihood** Impact: **3 - Intermediate** Risk level: **LOW (equates to a risk appetite of CAUTIOUS)**	From: 01-Nov-25 To: 01-Nov-30	CoEP	Risk Treatment 12.1: Continuous and upgraded import and bottom up HFC consumption data mechanisms developed and implemented Risk Treatment Owner: CIIP/NOU, RAC Association… Risk Treatment 12.2. Robust public awareness programs activated to inform stakeholders and public about importance of HFC phase down and long term economic and social impact of not undertaking phase down aggressively Risk Treatment Owner: CIIP
13	There is a risk that the government's current commitment to the KA compliance will not be sustained.	As a result of political events and/or public pressure.	Which have the l impact of declining policy support for the project, the country falls behind its phase down targets, and potentially international support is diminished.	**7. STRATEGIC (7.5. Government commitment) - UNDP Risk Appetite: OPEN TO SEEKING**	Likelihood: **1 - Not likely** Impact: **3 - Intermediate** Risk level: **LOW (equates to a risk appetite of CAUTIOUS)**	From: 01-Nov-25 To: 01-Nov-30	CIIP Project Manager	Risk Treatment 13.1. Regular reporting of project actions results, and importance of progress toward the project objectives as well as: benefits accrued in relation to energy efficiency, positive consumer cost reduction and improved quality and distribution of cooling infrastructure. … Risk Treatment Owner: CIIP Project Mgr.

Annex 7: Overview of Project Staff and Technical Consultancies

Part A. Overview of Project Staff and Technical Consultancies (Brief)

Consultant	Time Input	Tasks, Inputs and Outputs
For Project Management (Component 6)		
Local / National Contracting		
Project Manager / Coordinator Rate: $1,125/month	55 months / over 5 years	Tasks: overall management of the project, including the mobilization of all project inputs, supervision over project staff, consultants and sub-contractors. Leads the Project Management Unit (PMU) and it is responsible for the day-to-day management of the project activities and the delivery of its outputs and partnerships. Supports and reports to the Project Board and coordinates the activities of all partners, staff, and consultants as they relate to the implementation of the project. Develops annual work plans and budget; ToR and action plan of the staff and monitoring reports; quarterly reports and financial reports on the consultant's activities, all stakeholders' work, and progress; yearly PIRs/AWP; adaptive management of project. Monitors the implementation of the SESP and ESMF, ensures that safeguards and risk management measures are implemented and SESP periodically re-assessed.
Project Finance Officer / Accountant Rate: $1,050/month	60 months / over 5 years	Tasks: financial and accounting management of the project activities and assist in the preparation of quarterly project delivery plans and financial reports for review and monitoring by UNDP. Assists in: planning, preparation, revisions, and budget execution documents; contracts of international / local consultants and all project staff, in accordance with UNDP procedures and observing national legislation requirements; quarterly and yearly project progress reports concerning financial issues.
Project Assistant / Administrator Rate: $525/month	48 months / over 5 years	Tasks: Administrative management of the project activities and assist in the preparation of quarterly and annual work plans and progress reports for review and monitoring by UNDP. Assist the Project Manager in day-to-day management and oversight of project activities. Assist the M&E consultants in matters related to M&E and knowledge resource management. Assist in the preparation of monthly, quarterly, and annual progress reports. Ensure all project documentation progress reports, consulting and other technical reports, minutes of meetings, etc.) are properly maintained in hard and electronic copies in an efficient and readily accessible filing system, for when required by the Project Board, Technical Working Groups, UNDP, project consultants and other PMU staff. Provide PMU-related administrative and logistical assistance.
Project Procurement Specialist Rate: $1,050/month	48 months / over 5 years	Tasks: Support the development of TORs and conduct all the procurement and contracting under the project, including: advertising and invitation for tendering; organizing bidding meetings; tender openings; selection panels; writing minutes; participate in selection panels and facilitate evaluation of bids/offers/applications; ensure that all supportive documents related to the project procurement/contracting that are submitted for the Project Manager's approval, are prepared according to the AWPs and full NIM rules and regulations and aligned with the government procurement rules and regulations.
National Consultant for Reporting Support Rate: $200/day	110 days / over 5 years	Tasks: Support the Project Management Unit's staffs in preparation of Inception report, PIRs, Annual Project Reports, and the Final Report. Provide due support and guidance to all staffs in matters related to reporting requirements, provide guidelines and assist in development of the M&E framework for the project. Carry out final review of the Project Inception report, Implementation reports (PIRs), Annual Project Reports (APRs), Final Report and other required inputs from the PMU before submission to UNDP/GEF. Assist the project team in the development of the Project's Exit Strategy, guide data collection and review projects needed to elaborate

		the Exit Strategy document. Perform quality assurance functions with regards to overall project reporting activities.
For Technical Assistance		
Component 1. Legislative and policy framework for HFC phasedown, institutional strengthening, and financial instruments		
Local / National Contracting		
Lead Expert on improvement of legislative and policy framework for HFC phasedown, institutional strengthening and financial instruments Rate: $375/day	90 days / over 5 years	Tasks: Perform as Task Leader for the implementation of all related activities under Component 1 (Legislative and policy framework for HFC phasedown, institutional strengthening and financial instruments). Provide the necessary professional, technical and implementation support for Outputs 1.1.1., 1.1.2., 1.1.3.
Policy and Legal Expert Rate: $250/day	100 days / Year 2-5	Tasks: Provide technical assistance support in developing institutional capacities, addressing the legislative and regulatory measures required to sustain progressive HFC phase down and strengthening institutional capacity in the key national authorities having relevant direct project related responsibilities (environmental protection, customs, statistical reporting, and national standards) within Outputs 1.1.1., 1.1.2., 1.1.3. Primary inputs on policy and legislative improvement processes.
Customs Expert Rate: $250/day	100 days / over 5 years Year 2-5	Tasks: Provide technical assistance support in developing institutional capacities, addressing the legislative and regulatory measures required to sustain progressive HFC phase down and strengthening institutional capacity in the key national authorities having relevant direct project related responsibilities (environmental protection, customs, statistical reporting, and national standards) within Outputs 1.1.1., 1.1.2., 1.1.3. Primary inputs on policy and legislative improvement processes in the customs service area.
Technical Standards Expert Rate: $250/day	100 days / over 5 years Year 2-5	Tasks: Provide technical assistance support in developing institutional capacities, addressing the legislative and regulatory measures required to sustain progressive HFC phase down and strengthening institutional capacity in the key national authorities having relevant direct project related responsibilities (environmental protection, customs, statistical reporting, and national standards) within Outputs 1.1.1., 1.1.2., 1.1.3. Primary inputs on technical standards and regulations for the RAC sector.
Training and Capacity Building Expert Rate: $250/day	100 days / over 5 years Year 2-5	Tasks: Provide technical assistance support in developing institutional capacities, addressing the legislative and regulatory measures required to sustain progressive HFC phase down and strengthening institutional capacity in the key national authorities having relevant direct project related responsibilities (environmental protection, customs, statistical reporting, and national standards) within Outputs 1.1.1., 1.1.2., 1.1.3. Primary focus on training and capacity building in the RAC sector.
Technical Standards Specialist Rate: $250/day	48 days / Year 2, 5	Tasks: Development, adaptation and implementation of new standards for HFCs and natural refrigerants (Output 1.1.2.)
Technical Regulations Specialist Rate: $250/day	48 days / Year 2, 5	Tasks: Development, adaptation and implementation of technical regulations for HFCs and natural refrigerants (Output 1.1.2.)

Expert on national statistics system Rate: $250/day	28 days / Year 1-3	Tasks: Provide professional and technical support in establishment of mechanisms for HFC data collection, verification and reporting (involving Statistics Agency, CoEP and Customs Service Agency). With primary focus on national statistics systems development within the National Statistical Agency (Output 1.1.2.)
Expert on customs related information systems Rate: $250/day	28 days / Year 1-3	Tasks: Provide professional and technical support in establishment of mechanisms for HFC data collection, verification and reporting (involving Statistics Agency, CoEP and Customs Service Agency). With primary focus on customs related information system within the Customs Service Agency (Output 1.1.2.)
Expert on environmental protection Rate: $250/day	20 days / Year 1-3	Tasks: Provide professional and technical support in establishment of mechanisms for HFC data collection, verification and reporting (involving Statistics Agency, CoEP and Customs Service Agency). With primary focus on environmental protection data system within the CoEP (Output 1.1.2.)
RAC Engineer Rate: $250/day	22 days / Year 1-3	Tasks: Provide professional and technical support in establishment of mechanisms for HFC data collection, verification and reporting (involving Statistics Agency, CoEP and Customs Service Agency). With primary inputs on technical engineering, technological, standards and regulations for the RAC sector (Output 1.1.2.)
International Contracting		
International Consultant on F-gases-linked legislation, customs control and standards Rate: $800/day	35 days / Year 1	Tasks: Provide technical assistance support in developing institutional capacities, addressing the legislative and regulatory measures required to sustain progressive HFC phase down and strengthening institutional capacity in the key national authorities having relevant direct project related responsibilities (environmental protection, customs, statistical reporting, and national standards) within Outcome 1.1., Output 1.1.1.
Component 2. Capacity-building and best practices in refrigeration service delivery		
Local / National Contracting		
Lead Expert on capacity building and best practices in refrigeration service delivery Rate: $375/day	330 days/ over 5 years	Tasks: Perform as Task Leader for the implementation of all related activities under Component 2 (Refrigeration servicing and management). Provide the necessary professional, technical and implementation support for Outputs 2.1.1., 2.1.2., 2.2.1., 2.2.2., 2.2.3., 2.2.4., 2.3.1., 2.3.3. Specifically addresses capacity building in the private sector refrigeration servicing sector, with needed upgrading and expansion of human resource capacity through training and certification (Outcome 2.1), the supply of needed servicing equipment to support management of existing ODS and HFC banks and transition to low GWP technology including supporting demonstration of low GWP refrigerant retrofits in existing equipment (Outcome 2.2), and expanding of the national refrigerant system with performance monitoring capability and expanding overall life cycle refrigerant management (LRM) capability to reduce HFC emissions (Outcome 2.3)
Trainer of Trainers in RAC servicing Rate: $250/day	250 days/ Year 1-3	Tasks: Support the development and implementation of comprehensive trainings and capacity building programme in the RAC servicing sector (foam sector, servicing, assembly, waste management, recirculation, recovery, etc.). Outputs 2.1.1., 2.1.2., 2.2.1., 2.2.2., 2.2.3., 2.2.4., 2.3.1., 2.3.3.
International Contracting		
International ODS and HFC Waste Management Specialist	40 days / Year 1-3	Tasks: (a) to develop and approve a Waste Management Strategy for ODS and HFCs in the country, as well as (b) conduct a feasibility study of the center for the disposal of refrigerants and methods for the safe disposal of unwanted ODS and HFCs (Output 2.3.3.)

Rate: $800/day		
Component 3. Demonstration of low-GWP energy efficient alternative technologies and improving energy efficiency for sustainable development of cooling sector.		
Local / National Contracting		
Lead Expert on demonstration of low-GWP energy efficient alternative technologies and improving energy efficiency for sustainable development of cooling sector Rate: $375/day	330 days / Over 5 years	Tasks: Perform as Task Leader for the implementation of all related activities under Component 3 (demonstration of low-GWP, energy efficient alternative technologies). Provide the necessary professional, technical and implementation support for Outputs 3.1.1., 3.2.1., 3.3.1., 3.4.1., 3.5.1.
Expert on energy efficient technologies with Zero ODS, low GWP Rate: $375/day	70 days / Year 1-4	Tasks: Provide professional and technical support in implementation of activities related to (a) piloting a demonstration financial mechanism to provide an investment incentive for end users either operating HFC based cooling systems to accelerate their replacement with low GWP/high energy efficiency technology or, if new facilities, to select this option over HFCs (Output 3.1.1.); and (b) development and endorsement of a National Cooling Plan and adoption of Minimum Energy Performance Standards (MEPS) and associated import regulations (Output 3.4.1.)
Expert on safety standards Rate: $375/day	80 days / Year 1-4	Tasks: Provide professional and technical support in the development and application of related safety standards and compliance for demonstration projects piloted under Component 3 (Outputs 3.1.1., 3.4.1.)
M&E Technical RAC Monitoring Expert Rate: $200/day	195 days / Over 5 years	Tasks: Evaluate cooling and energy efficiency performance of demonstration projects undertaken under Outputs 2.2.3 and 3.1.1 addressing the retrofit and introduction of low GWP cooling systems and be coordinated with the introduction of remote cooling system monitoring technology in Output 2.3.2 and undertaking formal cooling system energy efficiency audits in Output 3.4.1. (Output 3.3.1.)
International Contracting		
International Specialists in zero ODS and low GWP, energy efficient and low carbon technologies Rate: $800 / day	50 days / Year 1-4	Tasks: Provide technical assistance and guidance in identification, design and implementation of related demonstration projects related to zero ODS and Low GWP, energy efficient and low carbon technologies, including supervision of the design documentation (Outputs 3.1.1., 3.4.1.)
International Specialist in the development of business models	30 days / Year 1-4	Tasks: Develop business models in the context of investment proposals to local banks, International Financing Institutions, Development Banks or other investors on the transition to energy efficient technologies with low GWP (Output 3.5.1.)

Rate: $800/day		
Component 4. Gender, Communication, Knowledge Management		
Local / National Contracting		
Lead Communications, Knowledge Management, and Learning Specialist Rate: $250/day	50 days / Over 5 years	Tasks (across components and outputs): Supports the Project manager and it is responsible for the implementation of the **communication and awareness** activities and the implementation of the Communication Plan/KM Plan. Works closely with the project team in order to implement harmonized **awareness and PR activities and campaigns** across components. Supports the Project manager in the implementation of awareness campaigns and feasible measures recommended by the behavior change analysis at PPG stage. Responsible for the implementation of feasible measures (related to awareness and knowledge sharing) recommended by the PPG behavior analysis and undertake a systematization of the project's generated knowledge. Supports the Project manager to develop the Scaling Up and Replication Strategy of the Project. Supports implementation of the Knowledge Management Plan. Provides advice to project lead consultants and specialists, and relevant project experts related to the use of monitoring and evaluative knowledge to achieve Outcomes and Outputs.
Gender Specialist Rate: $250/day	25 days / Over 5 years	Tasks (across components and outputs): Ensures that gender is mainstreamed into all knowledge products across components, and provides advice on gender mainstreaming in project outputs, monitoring of gender mainstreaming. Coordinates the implementation of the Gender Action Plan including working with SESP expert and coordinating gender related activities and safeguards. Provides documentation of gender mainstreaming and assessment of indicators as established in the Gender Action Plan.
Component 5. Monitoring and Evaluation (M&E)		
Local / National Contracting		
Local Consultants to support Mid-Term Review of the Project Rate: $250/day	40 days / (20 days each) / Year 3	Tasks: conduct the mid-term project review jointly with the International MTR Consultant and following UNDP and GEF guidelines. Key Deliverables: mid-term project review report.
Local Consultants to support Terminal Evaluation of the Project Rate: $250/day	40 days / (20 days each) / Year 5	Tasks: conduct the terminal project evaluation jointly with the International TE Consultant and following UNDP and GEF guidelines. Key Deliverables: terminal project evaluation report.
Lead Monitoring, Evaluation and Reporting Specialist Rate: $250/day	30 days / over 5 years	Tasks: Supports the Project manager and keeps track of the progress towards the GEB (Global Environmental benefits); compiling results from different Component coordinators and monitoring of the indicators under the Results Framework; monitors GEF Core Indicators, operating updates and oversee other activities as per the M&E plan. Monitoring environmental and social risks. Provides advice to Task Leaders, Field Coordinators and relevant project experts related to progress towards GEB, M&E and coordination with KM in support of the project's adaptive management.
Gender Specialist Rate: $250/day	15 days / over 5 years	Tasks (across components and outputs): Ensures that gender is mainstreamed into all knowledge products across components, and provides advice on gender mainstreaming in project outputs, monitoring of gender mainstreaming. Coordinates the implementation of the Gender Action Plan including working with SESP expert and coordinating gender related activities and safeguards. Provides documentation of gender mainstreaming and assessment of indicators as established in the Gender Action Plan.

International Contracting		
International Consultant to conduct Mid-Term Review of the Project Rate: $715/month	35 days (year 3)	Tasks: conduct the mid-term project review jointly with the local MTR consultants and following UNDP and GEF guidelines. Key Deliverables: mid-term project review report; management responses document.
International Consultant to conduct Terminal Evaluation of the Project Rate: $715/month	35 days (year 5)	Tasks: conduct the terminal project evaluation jointly with the local TE consultants and following UNDP and GEF guidelines. Key Deliverables: terminal project evaluation report; management responses document.

Part B. Roles and Responsibilities of Project's key positions (Detailed)

Staff / Consultant	Time Input	Tasks, Inputs and Outputs
For Project Management (Component 6)		
Local / National Contracting		
Project Manager / Coordinator Rate: $1,125/month	55 months / over 5 years	The Project Manager (PM) will be responsible for the overall management of the project, including the mobilization of all project inputs, supervision over project staff, consultants and sub-contractors. It is the PM's primary responsibility to ensure that the project produces the results specified in the project document, to the required standard of quality and within the specified constraints of time and cost. The Project Manager will inform the Project Board and the Project Assurance roles of any delays or difficulties as they arise during implementation so that appropriate support and corrective measures can be adopted. <u>Duties and Responsibilities</u> ▪ Manage the overall conduct of the project. ▪ Facilitate formation and organize meetings of the Project Board (Project Steering Committee). ▪ Plan the activities of the project and monitor progress against the approved workplan. ▪ Execute activities by managing personnel, goods and services, including drafting terms of reference and work specifications, and overseeing all contractors' work. ▪ Monitor events as determined in the project monitoring plan, and update the plan as required. ▪ Monitors implementation of ESMF and SESP measures. ▪ Provide support for completion of assessments required by UNDP, spot checks and audits. ▪ Manage requests for the provision of UNDP financial resources through funding advances, direct payments or reimbursement using the FACE form. ▪ Monitor financial resources and accounting to ensure the accuracy and reliability of financial reports. ▪ Monitor progress, watch for plan deviations and make course corrections when needed within project board-agreed tolerances to achieve results. ▪ Ensure that changes are controlled and problems addressed. ▪ Perform regular progress reporting to the project board as agreed with the board, including measures to address challenges and opportunities. ▪ Prepare and submit financial reports to UNDP on a quarterly basis. ▪ Manage and monitor the project risks – including social and environmental risks - initially identified and submit new risks to the Project Board for consideration and decision on possible actions if required; update the status of these risks by maintaining the project risks log. ▪ Capture lessons learned during project implementation and ensure visibility of the project. ▪ Prepare revisions to the multi-year workplan, as needed, as well as annual and quarterly plans if required. ▪ Prepare the inception report no later than one month after the inception workshop. ▪ Provides technical inputs and edits into project technical reports and assessments. ▪ Ensure that the indicators included in the project results framework are monitored annually in advance of the GEF PIR submission deadline so that progress can be reported in the GEF PIR. ▪ Prepare the GEF PIRs, APRs, Exist Strategy, Final report and any other requested inputs by UNDP/GEF.

		▪ As required, provide inputs, information, and data on project progress and impact for UN-level and UNDP reporting (Including UNSDCF, IRRF, CPD, ROAR, etc.), and contribute to relevant reporting meetings when necessary (e.g., UN RC meetings, relevant DCC meetings, etc.). ▪ Assess major and minor amendments to the project within the parameters set by UNDP-GEF. ▪ Monitor implementation plans including the gender action plan, stakeholder engagement plan, and any environmental and social management plans. ▪ Monitor and track progress against the GEF Core indicators. ▪ Support the Mid-term review and Terminal Evaluation process. ▪ Provide necessary financial information during project audit(s). ▪ Review annual budgets and project expenditure reports. <u>Qualifications required:</u> ▪ A university degree (MSc or PhD) in a subject related to natural resource management or environmental sciences. ▪ At least 10 years of experience in environmental protection, policy development, stakeholder coordination and engagement. ▪ At least 5 years of demonstrable project/programme management experience. ▪ At least 5 years of experience working with ministries, national or local level institutions that are concerned with natural resource and/or environmental management. <u>Competencies:</u> ▪ Strong leadership, managerial and coordination skills, with a demonstrated ability to effectively coordinate the implementation of large multi-stakeholder projects, including financial and technical aspects. ▪ Ability to effectively manage technical and administrative teams, work with a wide range of stakeholders across various sectors and at all levels, to develop durable partnerships with collaborating agencies. ▪ Ability to administer budgets, train and work effectively with counterpart staff at all levels and with all groups involved in the project. ▪ Ability to coordinate and supervise multiple Project Implementation Units in their implementation of technical activities in partnership with a variety of subnational stakeholder groups, including community and government. ▪ Strong drafting, presentation and reporting skills. ▪ Strong communication skills, especially in timely and accurate responses to emails. ▪ Strong computer skills, in particular mastery of all applications of the MS Office package and internet search. ▪ Strong knowledge about the political and socio-economic context related to the Indonesian protected area system, biodiversity conservation and law enforcement at national and subnational levels. ▪ Excellent command of English and local languages.
Project Finance Officer / Accountant Rate: $1,050/month	60 months / over 5 years	Under the guidance and supervision of the Project Manager, the Project Finance Officer / Accountant will carry out the following tasks: <u>Duties and Responsibilities:</u>

		▪ Keep records of project funds and expenditures, and ensure all project-related financial documentation are well maintained and readily available when required by the Project Manager; ▪ Review project expenditures and ensure that project funds are used in compliance with the Project Document and Government Institution's financial rules and procedures; ▪ Validate and certify FACE forms before submission to UNDP; ▪ Provide necessary financial information as and when required for project management decisions; ▪ Provide necessary financial information during project audit(s); ▪ Review annual budgets and project expenditure reports, and notify the Project Manager if there are any discrepancies or issues; <u>Qualifications required:</u> • A Bachelor's degree or an advanced diploma in accounting/ financial management. • At least five years of relevant work experience preferably in a project management setting involving multi-lateral/ international funding agency. Previous experience with UN project will be a definite asset. • Proficiency in the use of computer software applications particularly MS Excel. • Excellent language skills in English (writing, speaking and reading). • Very good inter-personal skills. • Proficiency in the use of computer software applications especially MS Word and MS Excel. • Excellent language skills in English (writing, speaking and reading) and in local languages
Project Assistant / Administrator Rate: $525/month	48 months / over 5 years	Under the guidance and supervision of the Project Manager, the Project Assistant / Administrator will carry out the following tasks: <u>Duties and Responsibilities</u> ▪ Assist the Project Manager in day-to-day management and oversight of project activities; ▪ Assist the M&E officer in matters related to M&E and knowledge resources management; ▪ Assist in the preparation of progress reports; ▪ Keep records of project funds and expenditures, and ensure all project-related financial documentation are well maintained and readily available when required by the Project Manager; ▪ Review project expenditures and ensure that project funds are used in compliance with the Project Document and Government's financial rules and procedures; ▪ Validate and certify FACE forms before submission to UNDP; ▪ Provide necessary financial information as and when required for project management decisions; ▪ Ensure all project documentation (progress reports, consulting and other technical reports, minutes of meetings, etc.) are properly maintained in hard and electronic copies in an efficient and readily accessible filing system, for when required by the Project Board, UNDP, project consultants and other PMU staff; ▪ Provide PMU-related administrative and logistical assistance. <u>Qualifications required:</u>

		• A Bachelor's degree or an advanced diploma in environmental science, development studies, or natural resources management. • At least five years of relevant work experience preferably in a project management setting involving multi-lateral/ international funding agency. Previous experience with UN project will be a definite asset. • Proficiency in the use of computer software applications particularly MS Excel. • Excellent language skills in English (writing, speaking and reading). • Very good inter-personal skills. • Proficiency in the use of computer software applications especially MS Word and MS Excel. • Excellent language skills in English (writing, speaking and reading) and in local languages
Project Procurement Specialist Rate: $1,050/month	48 months / over 5 years	Under the overall supervision and guidance of the Project Manager, the Project Procurement Specialist will have the following specific responsibilities: ▪ Develop Annual Procurement Plans based on the Project's Annual Work Plans (AWPs); Monitor progress in implementation of the Procurement Plans; ▪ Ensure full compliance of procurement activities with UNDP NIM rules, aligned with government procurement rules and procedures; ▪ Support the development of TORs and conduct all the procurement and contracting under the project, including: advertising and invitation for tendering; organizing bidding meetings; tender openings; selection panels; writing minutes; participate in selection panels and facilitate evaluation of bids/offers/applications; ensure that all supportive documents related to the project procurement/contracting that are submitted for the Project Manager's approval, are prepared according to the AWPs and NIM rules and regulations and aligned with the government procurement rules and regulations; ▪ Management of the contracts, monitoring deliverables and disbursement of payments; ▪ Provide advice to the Financial and Administrative Assistant on document filling system either in paper or electronic form; ▪ Provide advice to the project staff on procurement rules and administrative procedures under the NIM with cash advance transfer modality; ▪ Work with the M&E officer and provide any necessary inputs into monitoring and evaluation; ▪ Support the full NIM audit exercise, providing orderly filing and supporting documents for audit purposes; <u>Qualifications and experience required:</u> ▪ Bachelor's Degree in Business Administration, Public Administration, Finance, Economics, Accounting or related field; Additional procurement certification is an asset; ▪ At least 3 years demonstrated experience in procurement and contract management is mandatory; understanding of project management is an asset; ▪ Previous experience in working across units of management of the government agencies or in business sector; ▪ Experience in usage of computers and office software packages (MS Word; Excel etc.); ▪ Good working knowledge of English ▪ Proficiency (writing, speaking and reading) in local languages.

Annex 8: Stakeholder Engagement Plan

GLOBAL ENVIRONMENT FACILITY (GEF)
UNITED NATIONS DEVELOPMENT PROGARMME (UNDP)
COMMITTEE FOR ENVIRONMENTAL PROTECTION UNDER THE GORT

STAKEHOLDER ENGAGEMENT PLAN

Stakeholder Mapping and Review | Consultations | Engagement Plan | Parallel Initiatives and Projects | Partnership Review



Towards development of a Full-Sized Project Document:
"Integrated Program for HFC Phasing Down and Sustainable Cooling for Tajikistan"
(GEF PPG, Project ID No: 11430)

March, 2025
Dushanbe, TAJIKISTAN

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I. Context

With financial support from the Global Environment Facility (GEF) in the form of a Project Preparation Grant (PPG), UNDP Country Office in Tajikistan is currently undertaking for the preparation of the GEF full-sized Project Document (PD) and GEF CEO Endorsement Proposal entitled – ***"Integrated Program for HFC Phasing Down and Sustainable Cooling for Tajikistan"*** .in partnership with the Committee for Environmental Protection under the Government of the Republic of Tajikistan. The project concept was approved for preparation in February 2024 as documented in a Project Identification Form (PIF) with GEF Funding of USD 5,185,900 and indicative co-financing of USD36,550,000

The overall purpose of the project is ***to achieve compliance in Tajikistan with the requirements of the Accelerated Kigali Amendment to phase down HFCs by implementing energy-efficient low global warming potential (LGWP) technologies based on experience and knowledge gained from previous HCFC phase-out projects***. Through this project, UNDP in Tajikistan will assist the Government of the Republic of Tajikistan in meeting national commitments under the Kigali amendment to the Montreal Protocol to phase out the consumption of hydrofluorocarbons (HFCs).

The Project's specific objective is "To support the government of Tajikistan and stakeholders to phase down 70% of Hydrofluorocarbon (HFCs) consumption by 2029 in cooling and foam sectors from its baseline level in line with the control measures of the Kigali Amendment of the Montreal Protocol on HFCs and reduce environment and climate footprint of cooling sector by improving energy efficiency and life cycle management of refrigerants and products containing them". Specifically, it is anticipated that the project will assist Tajikistan to achieve a 70% reduction of HFC consumption by 2029.

The project is structured into four main components addressing the following: (a) ***Component 1****: Strengthen institutions, policies, and legislations to ensure effective implementation of license system, data collection and reporting, stakeholder coordination, applicable financial instruments, and technical roadmap for HFC phase down*; *(b)* ***Component 2****: Capacity building in servicing sector for promotion of best practices, and a mandatary certification system; (c)* ***Component 3:****Engagement with private sectors for demonstration and replication of low GWP and highly efficient technologies, development of Minimum Energy Efficiency Standard and other measures for energy efficiency; (d)* ***Component 4:*** *Awareness raising, gender mainstreaming, knowledge management, monitoring, and evaluation*. Each component includes Outcomes and Outputs that aim to achieve the project's objective. Through this process the project will accelerate the green and inclusive transition for sustainable development for Tajikistan.

II. Purpose

The ultimate purpose of the present report is to provide a Stakeholder Engagement Plan for the intended project – *"Integrated Program for HFC Phasing Down and Sustainable Cooling for Tajikistan"*. The report is informed by and comprises comprehensive analyses and review of (a) project stakeholders, (b) parallel initiatives contributing to achieving project activities, (c) stakeholder consultations, (d) stakeholder engagement strategies, and (d) partnership opportunities that have emerged in the result of conducted consultations, mission and workshops during the PPG implementation phase.

In particular, the report is prepared as providing references and elaborated background information supporting the following sections and/or parts of the full-sized project document (PD):

- Section "Project Outline", Sub-section B "Project Description, Part "Institutional Arrangement and Coordination with On-going Initiatives and Project Core Indicators": this report provides detailed explanation to describe cooperation with ongoing initiatives and projects, including potential for co-location and/or sharing of expertise/staffing.

- **Section "Project Outline", Sub-section B "Policy requirements", part "Stakeholder Engagement":** this report provides a comprehensive Stakeholder Engagement Plan, with information regarding stakeholders who have been and will be engaged, means of engagement, dissemination of information, roles and responsibilities in ensuring effective Stakeholder Engagement, resource requirements, and timing of engagement throughout the project program cycle. Similar information regarding the participation of the Civil Society Organizations will also be articulated in this report.
- **Section "Project Outline", Sub-section B "Policy Requirements", Part "Private Sector":** the roles have been described and justified.

In summary, the given report is produced and aided by carrying out – (a) **stakeholder mapping**, (b) review and analysis of **parallel initiatives and projects**, (c) **consultations, missions and workshops**, (d) **site visits** to potential **demonstration projects**, and (d) outcomes of the **validation workshop** held on the **26th February 2025** in Dushanbe.

In support of the full-sized project development process, the following information had been consulted as background for the GEF PPG phase:

- GEF Council-approved PIF;
- SESP pre-screening of PIF;
- Comments from GEF Secretariat, Council, STAP;
- Annotated UNDP-GEF Project Document Template and associated guidance included therein
- UNDP policies and procedures;
- UNDP-GEF guidance notes on GEF project development (which will be provided by the RTA); and
- GEF policies, in particular GEF polices on: Project Cancellation; Fee Policy for GEF Partner Agencies; Project and Program Cycle; and Minimum Fiduciary Standards for GEF Partner Agency (in particular sections dealing with the required separation of oversight and execution support services). All GEF policies are available here.

III. Stakeholder Consultations – process and approach

3.1. Objectives – Stakeholder Engagement Plan

The PPG Group members followed the following specific goals during actual consultation process throughout project preparation phase:

- Confirmation of the project general concept and thematic interventions;
- Stakeholder identification;
- Identification of extra sources of data and information needed for the project document;
- Preliminary discussion and agreements on the project sites, for further refinement based on the field visits and consultations;
- Collect views on key characteristics, threats/ causes, risks, and potential project interventions;
- Discuss and agree on the general project strategy;
- Initiate establishment of national project development working group with identification of contact person from each relevant institution.

Having shared sufficient information about the process, and having established institutional and partner contacts, the immediate step was to develop a **Stakeholder Engagement Plan** for the entire project implementation cycle. The key objectives of such a plan, as conveyed to consulted stakeholders, are as follows:

- Identify the roles and responsibilities of all stakeholders and ensure their participation as requested in the complete project cycle;
- Take onboard the knowledge, experience, and skills of stakeholders to enhance the design and implementation of the project;
- Ensure that stakeholders are engaged in Project reporting, monitoring and evaluation;
- Establish a mechanism through which local communities, minorities and other vulnerable groups, particularly women, can raise issues they may face in the implementation of the project (Annex 3).

3.2. Completed Consultation Process

The consultation process comprised several phases, initially launched in June 2023 during the PIF concept stage (Initiation Plan for GEF PPG), followed by the PPG implementation stage throughout 2024, and concluding with the Validation Workshop held in **February 2025**. **Table 1** below provides a detailed summary of the consultations held during those processes:

Table 1. Consultations during the PIF design, PPG implementation and Validation Workshop:

#	ACTIVITY / DATES	MAIN PURPOSE	KEY RESULTS
I	**PIF Concept Stage**		
1	**Consultations with target national authorities (ministries and agencies)** Period: 20 June – 12 July 2023 Target locations: Dushanbe city	Series of in-person (interviews) and group meetings (FGDs) with – (a) national authorities (ministries and agencies), in particular the Committee or Environmental Protection under the GoRT, Ministry of Labour, Migration and Employment of the RT, Agency of Statistics under the President of the RT, Customs Services under the GoRT; (b) RAC sector civil society organizations, and (c) International Financial Institutions and Development Partners, namely ADB, UNICEF, IFC, and EBRD; and (d) private sector companies and individual entrepreneurs engaged in the RAC sector (imports, service and maintenance, repair, replacement parts provision, equipment, tools and devices). Specific objectives: (a) Confirmation of the project general concept and thematic interventions; (b) Stakeholder mapping/identification; (c) Identification of extra sources of data and information needed for the PD; (d) Preliminary discussion and agreements on the project sites, for further refinement based on the field visits and consultations; (e) Collect views on key characteristics, threats/causes, risks, and potential project interventions; (f)) Discuss and agree on the general project strategy; (g) Initiate establishment of national project development working group with identification of contact person from each relevant institution.	Concept Proposal developed and submitted for comments to the UNDP Country Office and UNDP Regional Technical Advisor; Updated and extended inputs to full-sized project proposal developed; The updates and extensions included feedback received on the draft project concept, and information gathered from project stakeholders.
2	**Consultations with private sector companies and entrepreneurs, and civil society organizations in the RAC sector.** Period: 17-20 July 2023 Target Locations: Dushanbe and Districts of Republican Subordination (DRS)		
3	**Consultations with the International Financial Institutions and Development Partner Agencies.** Period: 30 August 2023 Target Locations: Dushanbe		
II	**PPG Implementation Stage**		

4	**Consultations with RAC sector participants:** Period: April –December 2024 Locations: Dushanbe	Renewed consultations with RAC sector participants for the purposes of detailed elaboration of the project proposal documents. Specific objectives – same as above.	Updated and extended inputs to full-sized project proposal developed; The updates and extensions included feedback received on the draft project design, and information gathered from project stakeholders. Data gathered and baseline situation established, projections estimated.
5	**Field / Site Visits and consultations with participants in the RAC sector.** Period: September – December 2024 Locations: Dushanbe, Soughd region, Khatlon region, GBAO and DRS	Consultations held with local district and sub-district level authorities, private sector agents, civil society organizations in the regions: (a) data collection on HFC use/consumption, establishing current baseline situation carried out, (b) annual projections on HFC use/consumptions estimated, (c) demonstration and investments sub-project sites and partners preliminarily determined, (d) data collection and baseline for gender mainstreaming carried out.	
6	**PPG Team Mission to Tajikistan.** Period: October 12 – November 11, 2024 Location: Dushanbe	Consultations with key national authorities, civil society organizations (RAC Association), development partners, and private sector agents in the RAC sector *(Mission Programme and the List of people met attached as annexes to this report)*.	
7	**Project Validation Workshop.** Date/Time: January, 2025 Mode of Event: Hybrid Location: Dushanbe	Consultations with all relevant participating stakeholders in the RAC sector to: (a) Provide updated information on the proposed project scope, the current development process, the recent changes, and outcomes of the missions carried out; (b) Obtain and document stakeholder feedback and inputs to the updated project strategy, project scope and results framework and proposed interventions; (c) Facilitate integration of stakeholder inputs into the final stage of development process, namely finalization of draft project submission documents.	Feedback on the draft full-size project proposals and design received from stakeholders and duly documented; Affirmations from the key stakeholders and participants in project implementation noted; Stakeholder feedbacks and suggestions were duly integrated into the draft project proposals as feasible.

PIF Design Stage: During the PIF concept phase a number of consultation workshop and meetings were conducted in order to discuss the project concept and stakeholder engagement plan for the project. During the period of June – August 2023, more than 100 stakeholder entities and individuals (35% women) were consulted in that process. **Table 2** below indicates brief information about consulted stakeholders.

Table 2. Consulted stakeholders during the PIF design stage.

Category	Entities	Purpose / Description
Civil Society Organizations	NGO Association of Workers of the Refrigeration and Air-	The Association of Workers of the Refrigeration Sector gathers the main participants in the equipment service and assembly

(CSOs) / Non-Governmental Organizations (NGOs)	Conditioning Sector / Centre for Artificial Refrigeration and Air Conditioning of the Republic of Tajikistan	sector and serves to disseminate experience and best practices in this sector, performs the functions of representation, organization and protection of customer interests. Members are involved in the installation, design, supply, maintenance of refrigeration and air conditioning equipment;
	NGO "National Association of Small and Medium Businesses of the Republic of Tajikistan (NAM SB RT)	Members of the Association expressed interest on the one hand, as employers, on the other, as producers of goods and services, as well as the interests of small and medium-sized businesses in general, NAM and the Security Council of the Republic of Tajikistan actively take part in the public and political life of the state. This includes the preparation and implementation of the most important legislative initiatives on the protection of the ozone layer and climate change, affecting business development in the Republic of Tajikistan, in order to improve the business environment and improve the country's rating.
	NGO "National Association of Business Women of Tajikistan"	Women entrepreneurs are gathered into a single network to exchange experiences, establish business connections and promote women's entrepreneurship both in general and in the RAC sector. It also supports women to improve both professional and personal skills including strengthening of potential, increase knowledge and skills to develop their own business and improve economic well-being.
Private Sector (Commercial)	RAC companies in the servicing sector: *Rembyttehnika Khujand LLC, EKAUD LLC, Vostok LLC, Realtex LLC, Armon LLC, Shodruz LLC and other enterprises*	Major companies that provide services in maintenance, equipment assembly, repair and installations.
	Foam sector companies: LLC 'Nurplast', LLC 'Farovon' and other private enterprises	Major companies producing foam materials.
	Large users of products and equipment containing HFCs	Industrial enterprises for food processing and storage, agricultural enterprises for storage and processing of products, shopping centres and supermarket chains for storing and selling food products.
	Mobile cellular communications enterprises, large banks-stations, servers and offices	These sectors are large and growing consumers of HFCs, products and equipment containing HFCs, resulting in the country's complete dependence on these high-GWP chemicals. These will have are major impact on HFC phase down, and their cooperation is essential to the progress of the project
	Cinema/theatre and concert facilities, hotels, commercial/government offices, retail food and consumer product outlets, and sports complexes	These sectors are the main consumers of HFCs, products and equipment containing HFCs, resulting in the country's complete dependence on these high-GWP chemicals. These are primarily influencing the HFC phase-out, and their cooperation is essential to the progress of the project
	Import and Export companies: HFCs and products containing HFCs: LLC "Tamiri Yakhdon", LLC "Visol", LLC "Tekhnokhol', and other enterprises	These entities are the main suppliers of HFCs and products/equipment containing HFCs, which also influence the consumption of HFCs in terms of quotas and illegal import/export of both new HFCs and products containing them and recovered HFCs.

PPG (Design) phase: The PPG phase was implemented during the period of September 2023 through January 2025. The process was launched following the approval of the Project Preparation Grant by GEF, with renewed consultations with the same stakeholders that were consulted during the PIF design stage,

as well as additional number of stakeholders as relevant to the intended project. Consultations were also complemented with a PPG Team Mission to Tajikistan during the period of October-November 2024.

Project Validation Workshop: The Validation Workshop took place on **26th February 2025**, marking the conclusion of the consultation processes. The workshop was caried out with participation of all the relevant stakeholders providing another opportunity for stakeholder feedbacks. The purpose of the workshop was to – *(a) provide updated and detailed information on the proposed project content and the implemented proposal development process, (b) inquire more of the stakeholder feedback, and (c) facilitate integration of stakeholder inputs into the final stage of the project development process*. The attached **Annex 4** provides a separate report detailing the outcomes of the noted Validation Workshop.

The list of all stakeholders consulted during the PPG stage is detailed below (see Table 4):

Table 3. List of stakeholders consulted

#	Stakeholder Entity	Category
I	**National Authorities (ministries, agencies, committees, etc.)**	
1	Committee for Environmental Protection under the Government of the Republic of Tajikistan	Government Agency / GEF Focal Point
2	Ministry of Education and Science of the Republic of Tajikistan	Government Agency
3	Ministry of Industry and New Technologies of the Republic of Tajikistan	Government Agency
4	Ministry of Labor, Migration and Employment of the Republic of Tajikistan	Government Agency
5	Customs Agency under the Government of the Republic of Tajikistan	Government Agency
6	Agency for Standardization, Metrology, Certification and Trade Inspection under the Government of the Republic of Tajikistan	Government Agency
7	Agency for Statistics under the President of the Republic of Tajikistan	Government Agency
8	State Institution "Agriculture Entrepreneurship Development"	State Institution
II	**Civil Society Organizations (International and Local NGOs)**	
9	Regional Environmental Centre for Central Asia (CAREC)	International NGO
10	Republican Association "Centre for Artificial Cooling", including Technical Centre for Recycling (RAC Association)	National NGO
11	National Association of Medium and Small Businesses of the Republic of Tajikistan (NAMSB RT)	National NGO
12	National Association of Business Women of Tajikistan	National NGO
13	Youth Ecological Centre (YEC) of Tajikistan	National NGO
III	**Development Partner Agencies and IFIs**	
14	Asian Development Bank (ADB)	IFI
15	European Bank for Reconstruction and Development (EBRD)	IFI
16	International Finance Corporation (IFC)	IFI
17	World Bank (WB)	IFI
18	United Nations Children's Fund (UNICEF)	UN Agency
19	Food and Agriculture Organization of the United Nations (UN FAO)	UN Agency
20	United Nations Development Programme (UNDP)	UN Agency
IV	**Private Companies**	
21	Closed Joint Stock Company (CJSC) "Babilon Mobile" (large end user: mobile, internet, and cellular communications)	Private Company
22	Limited Liability Company "Marmari" (large end user: food processing)	Private Company
23	Limited Liability Company "Vostok" / Brand "Volna" (large importer of RAC equipment and end products with service centre)	Private Company
24	LLC Nurplast (foam sector)	Private Company
25	LLC Farovon (foam sector)	Private Company
26	Limited Liability Company "Tamiri Yakhdon" (importer of service products)	Private Company
27	Limited Liability Company "SARMO" (importer of service products)	Private Company
28	Limited Liability Company "Visol" (importer of service products)	Private Company

29	Limited Liability Company "Tekhnokhol" (importer of service products)	Private Company
30	Limited Liability Company "Rymbyttekhnika" (importer of service products)	Private Company
31	LLC EKAUD (importer of service products)	Private Company
32	LLC Realtex (importer of service products)	Private Company
33	LLC Armon (importer of service products)	Private Company
34	LLC Shodruz (importer of service products)	Private Company
35	Individual Entrepreneur "Ziyoviddin Khaydarov" (importer of service products)	Private Entrepreneur

3.3. Engagement and Participation Approach

UNDP's Information Disclosure Policy[16] requires that relevant information about UNDP programmes and projects be disclosed to help affected communities and other stakeholders understand the opportunities, risks, and impacts of the proposed activities. This relevant information includes:

- Description of a programmes and/or project's purpose, nature and scale, and duration,
- Social and environmental screening reports with programme and project documentation,
- Draft social and environmental assessments, including management plans, are disclosed before project appraisal begins and before any activities are undertaken that may cause adverse social and environmental impacts.
- Final social and environmental assessments and associated management plans are disclosed upon completion.
- Any required social and environmental monitoring reports are disclosed upon completion.

Guidance Note to UNDP Social and Environmental Standards[17] contains further details about consultation and disclosure processes.

As this project is classified as a **Moderate-Risk Project**, its environmental and social documents, including this SEP and Environmental and Social Management Framework and other similar documents to be developed for its specific components / outputs must be disclosed and consulted on at least 30 days prior to implementation of any activities that may cause adverse social or environmental impacts. The list of outputs that require preparation of output-specific SEPs (with potential impact on communities) are listed below (*for detailed analysis see Annex 9 of the FS Project Document*):

- Output 1.1.1. Policy gap assessed and policy/regulatory updates in HFC control framework, including promotion of low GWP refrigerants and high energy efficiency in RACHP, developed and implemented (SES Risk Rating: Moderate);
- Output 1.1.2 Capacity of policy makers, regulators and enforcement officers on HFC phase down upgraded, specifically in relation to Authorities responsible for environmental protection and inspection, customs control, statistical data reporting and setting technical standards (SES Risk Rating: Moderate);
- Output 1.1.3 The inter-agency coordination mechanism among concerned institutions strengthened, a dedicated team (NOU) for effective implementation of the Kigali Amendment in Tajikistan assigned by the Government and sustained during and beyond the project, and information exchange on policy measures between domestic stakeholders and other countries strengthened through participating in relevant international and regional network meetings (SES Risk Rating: Low);
- Output 2.1.1. Mandatory technician certification programme developed and implemented within national training centres (vocational institutions and private sector) and the RAC Association utilizing

[16] https://www.undp.org/accountability/transparency/information-disclosure-policy
[17] Accessible at: https://www.undp.org/accountability/social-and-environmental-responsibility/social-and-environmental-standards

a “Training the Trainers” approach to promote international and regional best practices (SES Risk Rating: Low);

- Output 2.1.2 Vocational training systems and certification bodies strengthened and expanded through revision/improving the refrigeration technicians training programmes (including expanded women’s participation) (SES Risk Rating: Low);
- Output 2.2.1 The HFC recycling system supported with advanced equipment and instruments, as well as specialized refrigerant storage and transportation tanks (SES Risk Rating: Low);
- Output 2.2.2 Service companies and field technicians in the RACHP sector equipped with special tools and advanced equipment and portable mobile devices to recover and recycle HFCs and alternatives (SES Risk Rating: Low);
- Output 2.2.3. Retrofitting refrigerants demonstrated in existing refrigeration systems to replace high-GWP HFCs (SES Risk Rating: Low);
- Output 2.2.4 Supply of RACHP equipment to the assembly and installation sector entities equipped with special equipment and tools (SES Risk Rating: Low);
- Output 3.1.1. Energy-efficient, low-GWP alternative technologies as well as renewable energy technologies for end-users such as cold chain infrastructure, food processing, hospitals, commercial, public and residential buildings, data centres and industrial plants successfully demonstrated. (SES Risk Rating: Moderate);
- Output 3.2.1. Manufacturing sector of thermal insulation building materials equipped with updated low GWP technologies for sandwich panels, as well as direct thermal insulation of cold rooms and other premises through spraying on the spot (SES Risk Rating: Low);
- Output 3.5.1 Sustainable partnerships with national financial institutions, MDBs or IFIs established; incentive policies developed to support and replace the old and inefficient cooling system with new energy-efficient and smart low GWP cooling systems (SES Risk Rating: Moderate);
- Output 4.1.1. Gender mainstreaming roadmap on women’s empowerment in the RAC and other relevant sectors revised and effectively implemented (SES Risk Rating: Moderate);
- Output 4.2.1 Detailed public and stakeholders’ awareness program developed; Output 4.2.2 HFC phase down communications, visibility and awareness program implemented; Output 4.2.3 Public and Stakeholder Awareness Events and materials prepared and disseminated (SES Risk Rating: Low);
- Output 4.3.1. Monitoring and evaluation reporting of project actions and results, including the ESMF, SEP and GAP measures (mid-term and terminal evaluation, field visits, etc.), including Lessons learned and best practices documented and replicated at the national and regional levels (SES Risk Rating: Low);

The stakeholder engagement during the project implementation will be carried out according to the following principles that have been identified as significant based on UNDP stakeholder engagement guidelines[18]:

Table 4. Principles of stakeholder engagement

Principle	Stakeholder participation will:
Adding Value	Be an essential means of adding value to the project.
Inclusivity	Include all relevant stakeholders.
Accessibility and access	Be accessible and promote access to the process.

[18] Accessible at: https://ses-toolkit.info.undp.org/stakeholder-engagement-and-response-mechanisms

Principle	Stakeholder participation will:
Transparency	Be based on transparency and fair access to information.
Fairness	Ensure that all stakeholders are treated in a fair and unbiased way.
Accountability	Be based on a commitment to accountability by all stakeholders.
Constructive	Seek to manage conflict and promote the public interest.
Redressing	Seek to redress inequity and injustice.
Capacitating	Seek to develop the capacity of all stakeholders.
Needs-Based	Be based on the needs of all stakeholders.
Flexible	Be designed and implemented in a flexible manner.
Rational and coordinated	Be rationally planned and coordinated, rather than ad hoc.
Excellence	Be subject to ongoing selection and commitment.

The effective stakeholder engagement is expected to support the project in generating the following benefits: (a) relate better to the local context, (b) provide technical excellence, (c) follow international good practice, (d) harmonize with other development partners and projects, and (e) reflect a broad range of information and perspectives.

Consultation process had been organized through direct interactions (in-person meetings), virtual discussions (Zoom, skype calls), round table meetings (Validation Workshops) at national and local level, site visits, group discussions at potential project sites. Throughout project development phase, close contacts were maintained access relevance to project themes that fed the discussions on different aspects of the project design and levels of involvement of key partners at various levels.

IV. Stakeholder Mapping, Review and Engagement Mechanism

Stakeholder participation and contribution needs to be undertaken in the context and with an understanding of the country's unique situation with respect to achieving Montreal Protocol Kigali Amendment compliance obligations for HFC phase down. It has assumed a phase down schedule applicable to Group 2 Non-Article 5 countries (Developed countries) which is substantially more onerous than Article 5 countries (Developing).

However, in fact, the country is more like smaller Article 5 countries in terms of its economic development and the nature of its use and dependance of HFCs for supply and maintenance of critical cooling infrastructure. While the country has successfully phased out other Montreal Protocol controlled substances (i.e. CFCs, HCFCs), HFCs represent an incrementally greater challenge given the rapid growth of high global warming potential (GWP) HFC use, both as a replacement for previously the phased-out substances and the significant expansion of cooling infrastructure associated with the country's rapid development over the last decade. The consequence of this in the context of this Project is that more rapid and policy, regulatory, and transitional investment in low GWP alternatives are required.

In practical terms this targets an aggressive reduction of 70% of baseline HFC consumption by 2029, while accepting that the country would remain in non-compliance for several years prior to that compliance milestone in order to balance the negative impacts of aggressive action with the need for such action, noting that in the following decade the negative impacts would be substantially greater in the absence of such action. This because of the already occurring and acceleration of decreased production and use of HFCs and HFC based cooling products in larger counties and markets already phasing down HFCs, which will in turn substantially decrease their availability and increase their cost in smaller importing countries.

Understanding and acceptance of this reality by stakeholders generally and particularly institutional ones will be critical for the success of the project and must be supported by their participation and contribution.

This is a key objective of the PPG team in carrying out a series of staged consultations with as many relevant stakeholders as possible, both at the national and local levels. In that regard, greater participation from the private and commercial sectors would be an important prerequisite for compliance progress. To this end, the PPG team has ensured the related networks of commercial companies, individual entrepreneurs and association of technicians are all on board and well communicated about project concepts and details. All major private sector participants engaged in servicing, imports, sales/trades of equipment, replacement parts, service tools and devices have been consulted by the PPG Team.

Hence, Table 5 below summarizes the range of participating project stakeholders, with principal roles and proposed engagement mechanisms in the project. The given comprehensive stakeholder engagement plan will be part of the Project Document and GEF submissions, along the Stakeholder Validation Workshop Report attached to this report.

The Project proposes multiple strategies and mechanisms to support stakeholder engagement. First and foremost, the Project Board or Project Steering Committee (as discussed further in the Project Document, the section on Management Arrangements) as a multi-stakeholder board will be established to review performance based on monitoring and evaluation, and implementation issues to ensure quality of results. The Project Board (PB) will be the most senior, dedicated oversight body for the project. The PB will engage primarily the related national ministries and agencies, i.e. the duty-bearing government entities with important roles in project implementation, alongside beneficiary representatives (associations, private companies, etc.) and development partners & IFIs (UNDP, UNICEF, EBRD, etc.).

Secondly, the project will strengthen collaborations with the related networks and associations (civil society) that link up with the target private sector groups and service technicians engaged in the RAC sector. Those target networks are brought as follows:

- The Republican Association "Centre for Artificial Cooling", including Technical Centre for Recycling ('RAC Association'): service, operation & maintenance, recycling, network of RAC technicians, network of large and medium end-users (RAC technologies), importers of RAC equipment and products, awareness raising on policies and regulations, etc. The Association holds the largest recirculation site.
- The National Association of Medium and Small Businesses of the Republic of Tajikistan ('NAMSB'): private business support, awareness raising on policies and regulations, compliance requirements, imports, etc.
- The National Association of Business Women of Tajikistan ('NABWT'): target support to women entrepreneurs in the RAC sector, initiatives to engage young women in the sector, awareness raising on policy and regulations, gender mainstreaming.
- The Youth Ecological Centre: target support to young men and women I the RAC sector, education and training programs on RAC subject areas, gender mainstreaming, alternative technologies, demonstration projects.

Thirdly, education, training and awareness raising programs will have strong emphasis in the project interventions strategies. The following focal points of entry will be strengthened and utilized throughout the implementation period:

- Technical Centre for Recycling of the RAC Association: The Centre have employed a certified education and training program at site for its member technicians. The given programs will be upgraded with the new compliance requirements and recycling technology needs. New alternative technology servicing needs will also be addressed by the given Centre, which will be equipped and trained with project support. The Technical Centre will collaborate with large companies (end users, importers, service centres) to synchronize new approaches and upgrades all-across the

regions. The Centre represented by the RAC Association will also collaborate closely with the largest Training and Service Centres in Tajikistan (e.g. LLC Visol-Volna that is equipped with largest service centre, and is planning to establish a training centre for its employees-technicians).

- The **Institute for Advanced Training of Customs Officers** (includes Training Centre) at the ***Customs Service*** *under the GoRT* and ***Agency for Standardization****, Metrology, Certification and Trade Inspection under the GoRT*: Project will support upgrade of trainings on new import requirements and regulations, labeling instructions, standards and norms, guidelines, and instructions.
- The **Aarhus Centre in Dushanbe**: Centre supports and promotes the implementation of Aarhus Convention and is a training programme implementation resource the Project can utilize. The Centre is hosted by the Committee for Environmental Protection under the GoRT. The project will utilize the Centre in facilitating partnership among government and civil society in addressing priority environmental and security challenges n the country presented by the Project, through utilization of the mechanisms offered by the Aarhus Centre.
- The **Engineering and Pedagogical College** in Dushanbe: Currently the only formal educational institution in the RAC sector. The college is governed by the **Committee for Primary and Secondary Vocational Education** under the GoRT (previously by the Ministry of Education and Science of the RT). The college is equipped with up-to-date training equipment, training-course facilities, and related knowledge materials through previous GEF-HCFC project support. The college provides short- and medium-term certified courses for RAC students and addresses the current demand for RAC technicians in the market. It collaborates, based on MoUs, with the large companies engaged in the RAC sector, as well as maintains professional collaboration with the RAC association.

The PPG Team have determined the following multiple of stakeholder types both at the national and local levels: (a) the national ministries and agencies (including committees, state institutions, hosted centres, etc.), (b) civil society organizations (International and local NGOs, associations, centres, etc.), (c) private sector agents (companies, corporations, entrepreneurs), (d) development partners (UN agencies, development agencies), and (e) international financial institutions (EBRD, ADB, WB, etc.). The ministries and agencies are also present at the local level in the regions and districts linked and linked with the district and sub-district-level authorities (District Administrations and Jamoats). Private sector agencies are also targeted at the regional and district level (importers, service centres, technicians, etc.).

This Plan highlights at various points the mechanisms and channels of communication that stakeholders may employ at various points if they have any concerns related to the social and environmental impacts of the project (see Annex 3). This aspect was discussed during the Project Validation workshop, and through the project education and awareness activities undertaken during implementation.

The table below provides more detailed information on identified stakeholders, their defined roles through desk reviews and extended direct consultations. The given stakeholders have designated mandates and initiatives in areas of relevance to the intended project.

Table 5. Stakeholder roles and engagement mechanisms

Stakeholders	Role and Engagement Mechanism
Committee for Environmental Protection under the Government of the Republic of Tajikistan (CEP)	Roles and Responsibilities: The Committee for Environmental Protection (CoEP) is the main specialized government body responsible for implementation of the state policy on environmental protection in Tajikistan. In particular, the Committee carries out the following roles and responsibilities as part of its mandate: (a) develops and implements policies for environmental protection, conservation of biological diversity and forest ecological systems, (b) promotes rational use of natural resources, sustainable development of mountain areas, (c) ensures environmental safety of the state, (d) state control over the protection of the environment and the use of natural resources, (e)

	implements multilateral environment agreements (MEAs) and oversees the implementation process of all environmental conventions to which Tajikistan is a member, (f) maintains control over the use of licenses, transportation, storage and disposal of toxic materials and wastes (including chemical and radioactive). The Committee acts as – (1) the GEF Focal Point, (2) GCF National Designated Authority, and (3) the Adaptation Fund Focal Point, as well as being the and is the Project Executing Agency for this Project Engagement Mechanism: The Committee, as the GEF Focal Point and GEF Executing Agency, will play an oversight and guidance role in the project across all components (including M&EL and reporting) as well as Project Management. The Committee will implement these roles through its – (1) designated Centre for Implementation of Investment Projects (CIIP) acting as the main Implementing Partner for the project and also as the Lead Implementing Body on behalf of the CoEP, as well as through (2) designated National Ozone Unit (NOU) within the CoEP acting as the Policy and Regulatory Lead in implementation of the Project. The Committee through its CIIP and the Ozone Unit will ensure full-coordination with other line ministries/agencies/stakeholders. That will be achieved through representation (Chair) on the Project Board / Project Steering Committee, and consultation with officials from the local branch offices. The Committee will be the key contributor of government co-financing, will ensures the sustainability of project results, the continued operation of the NOU and future Kigali Amendment compliance. The Committee will lead the development and implementation of legislative, policy. And regulatory framework for HFC phase down, and will host an inter-agency coordination platform, comprising all the relevant government agencies (Component 1, Outcome 1.1.). The Committee will ensure the system of life-cycle management of refrigerants is improved and that HFC waste management strategy is developed and operationalized (Component 2, Outcomes 2.2., 2.3). The Committee will also ensure investment/ co-financing across all components, and realignment of investment programs so that sufficient funding is available for replication during and after project end (Component 3, Outcomes 3.1., 3.2, 3.3, 3.4., 3.5., 3.6.).
Ministry of Economic Development and Trade of the Republic of Tajikistan	Roles and Responsibilities: The Ministry of Economic Development and Trade (MoEDT) is responsible for designing and implementing state strategies, policy and regulations to do with socio-economic and sustainable development in all sectors, including the environmental area. Engagement Mechanism: The Ministry will play a role in developing economic instruments to stimulate development of environmentally friendly businesses in urban and rural Tajikistan. The Ministry will be represented on the Project Board/ Project Steering Committee of the project to ensure effective consultation related to project activities pertaining to the development of incentives for transitioning to alternative refrigeration and air-conditioning (RAC) technologies on non-HFC refrigerants (Component 1, Outcome 1.1.; Component 3, Outcome 3.6.). The Ministry will be the key participant in carrying out related assessments, i.e. market assessment, socio-economic impact assessment, that will define the strategy for smooth transitioning to alternative technologies and refrigerants in the country (Component 3, Outcomes 3.1., 3.4., 3.5., 3.6.). Based on the outcomes of the assessments and review of international instruments and trends of economic development, the Ministry will prepare national recommendations for implementation (Component 2, Outcome 2.3). The Ministry will integrate/incorporate the related transitioning strategies within the Mid-Term Development Programmes (MTDP) and the National Development Strategy (NDS) – policies that are designed and implemented under the leadership of the Ministry (Component 1, Outcome 1.1.).

Ministry of Education and Science of the Republic of Tajikistan	Roles and Responsibilities: The Ministry of Education and Science (MoES) is a crucial executive body responsible for implementing a unified state policy and regulating legal requirement in education, science, teaching, research, and development. The Ministry houses four Deputy Ministers who are responsible for the Department of Preschool Education and Early Childhood Development, the Department of Preschool and General Secondary Education, the Department of Primary and Secondary Vocational Education, and the Department Higher Professional and Postgraduate Education. The Ministry of Education and Science cooperates with environmental non-governmental organizations to develop and implement climate change programs in schools and higher education institutions. Engagement Mechanism: The Ministry will be represented on the Project Board, i.e. Project Steering Committee, and will contribute to implementation of project activities related to oversight, formulation, development and implementation of RAC training and education programs and curricula to build capacity to achieve better control of HFCs in Tajikistan **(Component 2, Outcomes 2.1., 2.2.)**. While this role will be complemented by several other stakeholders, such as - *RAC Association (Technical/Training Centre), private-sector-managed training centres (LLC Vostok/Volna), Engineering and Pedagogical College*, the Ministry's designated contribution will be to develop and/or upgrade specialized mid- to long-term programs at higher-degree institutions, such as – *the Tajik Technical University (RAC equipment and technologies), Tajik Agrarian University (RAC in agriculture, food processing, cold-chain), Technological University of Tajikistan (RAC in food processing sector), etc*. The Ministry will closely collaborate with the Committee on Women and Family Affairs to promote greater participation of women in the RAC training programs and entry into RAC business **(Component 2, Outcomes 2.1., 2.3.; Component 4, Outcomes 4.1., 4.2.)**.
Ministry of Industry and New Technologies of the Republic of Tajikistan	Roles and Responsibilities: The Ministry of Industry and New Technologies (MoINT) is the central executive body that carries out a unified state policy and legal regulation in the fields of industry, the fuel complex and the development of new technologies, including the defense industry, mechanical engineering, metal and chemical processing, mining ores, building materials, coal, food and processing industries. The Ministry is also in charge of investment projects that use the modern energy saving technologies and green products. The Ministry maintains regulatory oversight and control over strategic industrial organizations and enterprises, regardless of the form of ownership and departmental subordination. Engagement Mechanism: The Ministry will be represented on the Project Board, i.e. Project Steering Committee, and will contribute to implementation of project activities related to facilitating the large industries and enterprises transition into new technologies with the right alternative refrigerants (non-HFC), via providing technical/technological guidance to be placed within the Ministry with project support. The Ministry will propose feedback mechanisms for industries and enterprises for informed implementation of the policy component and enforcing implementation of adopted policies and legal norms **(Component 1, Outcome 1.1.)**. The policy component will be informed with the Ministry's commissioned or supported feasibility studies, environmental impact assessments and cost-benefit analyses, and the recommendations for newly applicable technologies and refrigerants **(Component 2, Outcome 2.3.; Component 3, Outcomes 3.1., 3.4., 3.5., 3.6.)**. The Ministry would be able to maintain more accurate overview of national level industries operating in the RAC sector.
Ministry of Energy and Water Resources	Roles and Responsibilities:

of the Republic of Tajikistan	The Ministry of Energy and Water Resources (MoEWR) is tasked with formulation and implementation of environmental policies in the areas of fuel, energy, and water resources. The Ministry is the authorized body for implementing functions related to the Clean Development Mechanism of the Kyoto Protocol and for reporting to the UNFCCC. Particular climate-related activities of the Ministry include: (a) design, revision and regular update of national strategies for energy and water development, (b) drafting legal documents for the improvement and development of energy and water sector-based projects, (c) monitoring the implementation of National Development Programs and Action Plans on renewable energy sources, and (d) participating int eh strategic development project on hydropower plants construction. Engagement Mechanism: The Ministry will be represented on the Project Board/ Project Steering Committee of the project to ensure effective consultation related to project activities pertaining to the development of the environment and incentives for transitioning to alternative energy-efficient refrigeration and air-conditioning (RAC) technologies on non-HFC refrigerants **(Component 1, Outcome 1.1., Component 2, Outcome 2.3., Component 3, Outcome 3.2., 3.3., 3.5., 3.6., .)**. The Ministry will lead the policy development initiatives in relation to elaboration and endorsement of by-laws to green energy and energy-efficiency related policy framework. The Ministry will be part of the consultation process and initiatives regarding introduction of alternative energy-efficient RAC technologies within the project, and will document best practices (knowledge management) for further integration in the energy sector development policies.
Ministry of Labor, Migration and Employment of the Republic of Tajikistan	Roles and Responsibilities: The Ministry of Labor, Migration and Employment of the Republic of Tajikistan is the central executive body of state authority, responsible for the development and implementation of a uniform state policy and normative legal regulation in the field of labor migration, labor market, employment, standard of living, initial vocational education and adult education. In the field of initial vocational education and adult learning, the Ministry – (a) develops projects of **standards and state standards of initial vocational education** and adult learning, and ensures the implementation and enforcement of these standards; (b) develops and implement **appropriate programs to meet labor market** needs in professional staff with initial training; (c) organizes the **methodological support** and the development of initial vocational education and adult education; (d) organizes short courses of **vocational training, retraining, further training** and life skills training; and (e) develops and implement measures to strengthen the material base of educational institutions of primary vocational education and adult training with the involvement of domestic and foreign development partners and investors. Engagement Mechanism: *The Ministry will be represented on the Project Board/ Project Steering Committee to ensure effective consultation and guidance on activities related to development of educational and training policies in the RAC Sector (Component 1, Outcome 1.1.). The Ministry will also coordinate the initiatives of related government agencies (Ministry of Education and Science, Committee for Primary and Secondary Vocational Education) as well as the vocational schools and related training centres in the development and implementation of certified educational and training programs in the RAC sector (Component 2, Outcome 2.1.).*
Ministry of Agriculture of the Republic of Tajikistan	Roles and Responsibilities: The Ministry of Agriculture formulates and executes state policies for agricultural production and rural development, including – (a) improving legislation on environmental management, forestry code, regulatory and legislative standards for the extraction of natural resources, etc, (b) improving methods for environmental impact assessment in the evaluation of development projects in rural areas, taking into account the value of agricultural biodiversity and adaptation to climate change, (c) improving programs of state control over operation systems, improving

	the system of permits and license for natural resources, as well as introducing new mechanisms for environmental expertise in evaluating development project landscapes and territories. Engagement Mechanism: The Ministry will be represented on the Project Board/ Project Steering Committee to ensure effective consultation relating to project activities pertaining to – development and implementation of practical guidelines and regulations for application of suitable alternative technologies (EE, RE, low-GWP) in building cold-chain infrastructure in the agriculture and food processing sector, i.e. 'agriculture value chain' **(Component 1, Outcome 1.1.; Component 2, Outcome 3.2.)**. The Ministry maintains an overview of available initiatives on cold-chain infrastructure development and current efficiencies in the agriculture sector, and leads the inter-agency coordination platforms that consult the best practices and lessons learned. The Ministry will also play a key role in facilitation of local efforts to implement demonstration projects and replication strategies for sustainable development of the cooling sector in agriculture **(Component 2, Outcome 3.2., 3.3., 3.4., 3.5., 3.6.)**.
Ministry of Justice of the Republic of Tajikistan	Roles and Responsibilities: The Ministry Justice carries out state registration of all normative-legal and regulatory acts, as well as those related to the sound management of chemical substances. Engagement Mechanism: The Ministry will be represented on the Project Board/ Project Steering Committee to ensure effective consultation relating to project activities pertaining to – development of improved legislative and policy framework for HFC phasing down **(Component 1, Outcome 1.1.)**.
Ministry of Health and Social Protection of the Population of the Republic of Tajikistan	Roles and Responsibilities: The Ministry is the central executive body of the Republic of Tajikistan responsible for the development and implementation of a unified state policy and regulation of legal norms in the field of public health and social protection of the population. Engagement Mechanism: The Ministry will be represented on the Project Board/ Project Steering Committee to ensure effective consultation relating to project activities pertaining to – development and implementation of practical guidelines and regulations for application of suitable alternative technologies (EE, RE, low-GWP) in building cold-chain infrastructure in the health sector, i.e. 'health sector value chain' **(Component 1, Outcome 1.1.; Component 2, Outcome 3.2.)**. The Ministry plays a key role in developing and operationalizing cold-chain equipment deployment plan and facilitating monitoring and maintenance of cold chain equipment in the country (vaccines, medical supplies). The Ministry maintains an overview of available initiatives on cold-chain infrastructure development and current efficiencies in the health sector, and leads the inter-agency coordination platforms that consult the best practices and lessons learned. The Ministry coordinates local efforts to implement demonstration projects and replication strategies for sustainable development of the cooling sector in the sphere of public health **(Component 2, Outcome 3.2., 3.3., 3.4., 3.5., 3.6.)**.
Customs Service Agency under the Government of the Republic of Tajikistan	Roles and Responsibilities: The Customs Service Agency ensures the national and economic security of the Republic of Tajikistan. The Agency controls customs duties on imported and exported goods, the administration of excise duties, controls the movement of restricted and prohibited goods across borders, ensures prevention and investigation of violations of customs legislation and performs

	other functions assigned to it by the national laws. The Agency also regulates the export and import of chemicals and toxic waste. Engagement Mechanism: The Customs Service Agency will be a key member of the Project Board/ Project Steering Committee *to ensure effective consultation and guidance on activities related to customs regulations, import of HFCs and licensing systems (Component 1, Outcome 1.1.). The Agency had been the traditional government partner in previous CFC and HCFC phase-down projects (GEF-UNDP). The Agency hosts under its structure the Institute for Advanced Training o Customs Officers which will be engaged in the project activities relate to capacity building programs for customs personnel (at national and regional level) to meet the demand for regular trainings for both existing and new employees (Component 2, Outcomes 2.1., 2.2., 2.3.). The Agency will be part of the inter-agency coordination platform that will coordinate the implementation of HFC phasing down strategy (Component 3, Outcomes 3.1., 3.5., 3.6.).*
Agency for Standardization, Metrology, Certification and Trade Inspection under the Government of the Republic of Tajikistan	Roles and Responsibilities: The Agency is the authorized state body responsible for technical regulation, conformity assessment, accreditation, standardization, metrology and trade inspection (TajikStandart). Tajikstandart has the mandate for official control and inspection of the safety of food being exported (for all products including products of animal origin). Tajikstandart controls quality and safety of food products (unprocessed and processed foodstuffs which are pre-packed and beverages) intended for import for compliance with technical regulations and for products subject to mandatory certification. Tajikstandart conducts regular training on food safety for enterprises (i.e. on HACCP). TajikStandard issues standards, adopts regulations and maintains regular control, monitoring and oversight over the implementation of the endorsed standards. Engagement Mechanism: The Agency will be an important member of the Project Board/ Project Steering Committee to ensure effective consultation and guidance on activities related to the development and implementation safety standards and regulations for the use of HFCs **(Component 1, Outcome 1.1.)** and application of alternative technologies such as natural refrigerants, including MEPS (Minimum Energy Performance Standards) technical regulations (**Component 3, Outcomes3.2, 3.4, 3.5)**. *The Agency will be part of the inter-agency coordination platform that will coordinate the implementation of HFC phasing down strategy (Component 3, Outcomes 3.1., 3.6.).*
***Agency for Statistics** under the President of the Republic of Tajikistan*	Roles and Responsibilities: The Agency for Statistics is the central statistical office of the country, and is administratively autonomous reporting directly to the President and the Government. The Agency is responsible for population censuses, household surveys, demographic statistics and a wide range of economic statistics involving establishment and enterprise surveys, as well as prices, international trade, the national accounts, government finance, agricultural, labor and social statistics. In doing so, the Agency compiles the data from the corresponding government ministries, agencies, and elsewhere in accordance with its mandate. The Agency develops the statistics systems according to the international methodological recommendations and ensures objectivity and integrity of data and information. The Agency's efforts to enhance the quality of statistical data are prescribed in its three-year Multi-annual Integrated Statistical Programme. Engagement Mechanism: The Agency will be represented at the Project Board/ Project Steering Committee to ensure effective consultation and guidance on activities related to the development and implementation of a national statistical information system (top-down) on the use of HFCs **(Component 1, Outcome 1.1.)**, and design of user-friendly online data entry applications for responsible data

	holders within the governance system. The Agency will be supported and trained to maintain import and export reporting in collaboration with key ministries and agencies (Customs Service, CoEP, RAC Association, etc.) and private import-export companies. The Agency had been previously engaged in HCFC reporting via unified reporting template's introduction for business entities on HCFC import and export and use operations. Such forms will be updated and implemented for import-export operations and use of HFCs (disaggregated data). *The Agency will be part of the inter-agency coordination platform that will coordinate the implementation of information systems for HFC phasing down progress (Component 3, Outcomes 3.1., 3.2, 3.5., 3.6.).*
Committee for Women and Family Affairs *under the Government of the Republic of Tajikistan*	Roles and Responsibilities: The Committee for Women and Family Affairs is the state executive entity that implements state policy on – (a) ensuring and protection of women's rights and interests, (b) creating equal conditions and opportunities thereby achieving gender equality at all levels, (c) strengthening and broadening areas of active participation of women in decision making processes for resolution of socio-economic affairs, management of governance and societal problems, (d) advocating legal and policy regulations, and (e) ensuring quality state services and management of state property. The Committee provides services to women, conducts research, coordinates public gender equality activities, and monitors Tajikistan's compliance with international standards. Engagement Mechanism: The Committee will be represented at the Project Board/ Project Steering Committee to ensure effective consultation and guidance on activities related the development and implementation of policies and mechanisms that promote greater participation and employment of women in the RAC sector and the RAC-related small and medium enterprises **(Component 1, Outcome 1.1.)**. The Committee will work closely with the National Association of Business Women of Tajikistan ('NABWT'), the Republican Association "Centre for Artificial Cooling" (RAC Association), and series of other civil society organizations and development partner agencies in developing targeted projects in that regard. The Committee will also closely engage with the educational institutions, academia (Tajik Technical University, Tajik Agrarian University, and the Engineering and Pedagogical College in Dushanbe) and the major private sector entities to support education and vocational training systems. The Committee will lead the enhancement and implementation of the project's Gender Action Plan **(Component 2, Outcome 2.1.)**. *The Agency will be part of the inter-agency coordination platform that will coordinate, monitor and assess the implementation of the gender mainstreaming initiatives in the project (Component 4, Outcomes 4.1.).*
Regional provincial, district and local authorities *– Hukumats (Regional and district level administrations)*	Roles and Responsibilities: The Hukumats – Government branches at provincial and district levels have overall responsibility for the socio-economic development activities within respective territorial boundaries. The regional and provincial administrations implement government priorities and programs in close coordination with the local branches of state executive agencies, ministries and committees under the focal leadership of the Head of Regional Administration and district chairs. The district level administrations also provide support for local development partner initiatives and also have duties in enforcing adopted policy changed on the ground. *Engagement Mechanism:* *The Hukumats will mediate two-way communication between the national policy directives and local project activities and actions to ensure that there is good alignment between them. District authorities will play an important role in supporting project implementation at grass-roots level, in particular with regards to – (a) public outreach and awareness raising campaigns on HFC phasing down compliance requirements, (b) regulation, control and monitoring of imports and exports within their areas, (c) inter-sectoral and inter-agency coordination at the district levels, and (d) consult and advise on suitable sites for demonstration projects (cold-chain, alternative*

	RAC technologies in the agriculture and industry, etc.) for energy efficient, low-GWP alternative RAC technologies.
***Civil Society Organizations (CSOs)** or I/NGOs, including but not limited to:* *The Republican Association "Centre for Artificial Cooling" (**RAC Association**, incl. its Technical Centre for Recycling, and Training and Education Centre), the National Association of Medium and Small Businesses of the Republic of Tajikistan (**NAMSB**), the National Association o Business women of Tajikistan (**NABWT**), the **Aarhus Centres**, the Youth Ecological Centre (**YEC**), and etc.*	<u>Roles and Responsibilities:</u> *The civil society organizations (CSOs) provide linkages between communities and government on various issues of socio-economic development, climate change, environmental protection, and etc. The NGOs provide a helping hand for national and local authorities in their work with communities in all spheres, and foster constructive engagement between them. To date, a series of NGOs have successful experiences and lessons learnt in selected areas of the proposed project. In particular, the NGOs will be key for advancement of work in such areas as – employment and income generation for women and youth, vulnerable population, transparency and accountability of the proposed interventions that impact populations livelihoods, personal safety and socio-economic security,* community engagement and mobilization, local development initiatives and planning, supporting women groups, awareness raising, advocacy and knowledge building, supporting small and medium enterprises, and etc. <u>*Engagement Mechanism:*</u> *NGOs named here are only an indicative list of possible NGOs and civil society organizations that may be consulted and invited to participate in implementation of selected project activities. In particular, selected NGOs will be invited to participate in implementation of activities related to – (1) public outreach, awareness raising, education and learning (Component 4, Outcome 4.1., 4.2.), (2) exchange of best practices and lessons learned in the RAC-sector platforms (Component 3, Outcomes 3.1., 3.2., 3.3., 3.4., 3.5., 3.6.), (3) supporting feedback mechanisms on proposed policy and legal changes and participate in related impact assessments (Component 1, Outcome 1.1.), and (4) targeted initiatives on demonstration projects, training and service support in the RAC sector for women and youth (Component 3, Outcome 3.2.).* *The NGOs also maintain their own knowledge platforms supported by various development partners, which will be enhanced with RAC related green-energy, energy-efficient, and renewable energy solutions proposed by the project (based on experiences of the ADB, WB, IFC, UNICEF, FAO, and etc.). NGOs will be invited to support active public engagement and mobilization actions for joint safeguarding and enforcement mechanisms, knowledge management and advocacy. NGOs will be the beneficiaries in using the knowledge and skills acquired from the project activities in the RAC sector, and will also be consulted and invited to improve mechanisms that ensure active participation of women in the proposed project.* <u>*Some of the key important NGOs include the following:*</u> *T*he Republican Association "Centre for Artificial Cooling", including Technical Centre for Recycling and the Training Centre ('RAC Association'): *The Association brings together the main participants in the equipment maintenance sector and serves to disseminate experience and best practices in this sector, performs the functions of representation, organization and protection of customer interests. Participants participate in the installation, design, supply, operation and maintenance of refrigeration and air conditioning equipment and technologies. The Association will be engaged in the capacity building, awareness raising, vocational trainings for service and assembly sectors.* The National Association of Medium and Small Businesses of the Republic of Tajikistan ('NAMSB'): Protecting the interests of the members of the Association on the one hand as employers, on the other, as producers of goods and services, as well as the interests of small and medium-sized businesses in general. The Association takes active part in the socio-economic development initiatives, including in the preparation and implementation of the most important legislative actions to protect the ozone layer and climate change, affecting business development in the country, in order to improve the business environment and improve the country's rating. The National Association of Business Women of Tajikistan ('NABWT'): Unites women entrepreneurs into a single network to share experiences, build business connections and to

	promote women's entrepreneurship as a whole, as in the RAC sector. It also supports the initiatives and desire of women to improve both professional and personal skills. Helps to strengthen capacity, increase knowledge and skills to develop their own business and improve economic well-being. **The Aarhus Centre:** The first Aarhus Center in Dushanbe was established in 2003, and is hosted by the Committee for Environmental Protection under the GoRT. It has become an important tool for promoting the Aarhus convention in the country. The present network of Aarhus Centre comprises centres also in Khujand, Bokhtar, Khorog, Tursunzade, Rasht and Qumsangir (districts and cities) across the regions of Tajikistan. With support from the development partner organizations the Centres have been implementing a number of projects and activities to raise awareness among the public, decision-makers, media and other civil society target groups. The network serves as a platform for cooperation between all stakeholders, as well as a source of environmental information for all interested parties. **The Youth Ecological Centre (YEC):** The Youth Ecological Center (YEC) was established in 1997 by teachers, scientists and students as public organization to protect ecological rights of citizens and distribute independent ecological information. YEC operates in Dushanbe and rural areas of Tajikistan covering such issues as: *livelihoods security, nature resource management, sustainable agriculture, climate change adaptation, renewable energy source, raising of awareness about ecological problems*. YEC is currently implementing a range of projects aimed at development of Local Action Plans, creations of demonstration projects in agriculture (cold-chain), construction of solar greenhouses and energy-efficient technologies. YEC created a large number of demonstration projects for introduction of solar energy and solar panels. YEC takes an active part in the National policy decision making process which is linked to renewable energy sources and climate change adaptation. YEC participates in discussions on development of National Communication for the UN Framework Convention on Climate Change (UNFCC), proposals for implementation of the Pilot Program for Climate Resilience (PPCR) in Tajikistan, is an active member and organizer of the Tajik Climate Network that unites public and expert circles dealing with climate change and environment protection. Press service of YEC publish and distribute information through web site, mailing list, newsletter.
***Educational and scientific Institutions, academia**, including but not limited to:* *Tajik Technical University (TTU), Tajik Agrarian University (TAU), the Engineering and Pedagogical College in Dushanbe (EPC), and etc.*	Roles and Responsibilities: The educational, scientific institutions and academia will play an advisory role in the project, more related to promoting education and training for the RAC sector and also advise and guide on the development of strategies targeted at attracting more RAC technicians for professional higher-degree education and more of the short- and mid-term practical training course in the sector. Engagement Mechanism: While the reports from relevant institutions indicate there had been less demand for RAC education within the leading universities, the project will support the universities in addressing unreported or unaccounted increasing demands for more of the young technicians and professionals in the sector. Targeted outreach and awareness programs will be implemented to develop or upgrade related new or existing specializations to equip new students with RAC knowledge and know-how with relation to upcoming compliance requirements on HFC phase-down. The institutions will also be considered as beneficiaries of the project under the initiatives that support curricula development, provision of training materials and equipment for target faculties and departments **(Component 2, Outcomes 2.1., 2.3.; Component 3, Outcomes 3.1., 3.2., 3.3., 3.4., 3.5.)**. The key relevant institutions such as Tajik Technical University (**RAC technologies**), Tajik Agrarian University (**cold-chain technologies in agro-business**), and Engineering and Pedagogical College (**short- and medium-term RAC courses for technicians**), will be invited to key workshops and seminars to build knowledge on scientific aspects of project interventions. The project will support the institutions to develop internship programs for young students (men and women) in building champions in the sphere of alternative RAC technologies compliant with HFC-phasing down requirements **(Component 4, Outcome 4.2., 4.3.)**.

	Some of the key target institutions include the following: **Tajik Technical University (TTU):** The university is the first and leading higher technical education institution in Tajikistan, and has 7 faculties, Khujand Polytechnical Institute and Dushanbe Technical College. The relevant faculties include: (1) the Power Engineering Faculty – one of the largest in the university with 7 departments and 9 specialties, (2) Faculty of Innovation Technologies that include mechanical technology and chemical technology and metallurgy fields of study, and (3) Faculty of Construction and Architecture with 9 departments and 11 specialties, (4) Faculty of Transport with 5 departments on 8 specialties. University is constantly developing new and effective methods of organizing and improving the educational process and research activities aimed to develop the professional thinking of future specialists, to train highly qualified engineers capable to solve the most important technical and social problems. **Tajik Agrarian University (TAU):** The university is the first and leading higher agrarian education institution in Tajikistan, and has 10 faculties and 14 Departments. The project will collaborate closely with the Faculty of Agrobusiness in upgrading training and education programs in construction, design and installations of cold-chain RAC technologies for agro-food processing industry. The University will also provide recommendations to farmers on demonstration and replication of suitable RAC technologies in agriculture and food processing. **Engineering and Pedagogical College in Dushanbe (EPC):** The College hosts two faculties – (1) Engineering and Pedagogical Faculty, and (2) Faculty of Technology and Economy. It also manages a "Council of Women and Work with the Family". The college is equipped with RAC-related user-friendly training equipment, specialized RAC training-course rooms and related RAC knowledge materials, which had earlier been developed during GEF-UNDP project on HCFC phasing down. UNDP had been engaging the college in the project since 2019 in close partnership and collaboration with the RAC association. The college carries sets of activities related to development of RAC-related curricula, training programs for 2-months, 5-days, and 6-months (to be extended to 12 months). Those programs are currently on-going, and reportedly are well demanded. The college has also collaboration arrangements, through MoUs, with private sector companies to train staffs and technicians on short- and mid-term courses.
Private sector entities, *i.e. commercial organizations, companies, corporations, farm cooperatives, including:* *(a)* ***importers*** *of HFC-containing RAC equipment, installations and refrigerants, (b) RAC* ***service sector*** *entities, (c)* ***Foam sector*** *entities and industry, (d)* ***End-users or consumers*** *(large, medium and small) of RAC technologies,*	Roles and Responsibilities: The private sector entities, i.e. commercial organizations, companies, corporations, farm cooperatives and else, will be the key target stakeholders in all aspects of the project interventions. The entities will be one of primary sources of feedback to efficiencies and effectiveness of planned and implemented measures (policies, practical guides, technological know-how, etc.). They will provide advisory inputs informing proposed regulatory reforms and incentive mechanisms. They are also regarded as one of key beneficiaries (consumers, end-users, O&M) in market development activities and trainings, and awareness-raising and knowledge management. Engagement Mechanism: In particular, the project will engage closely with – (1) **importers** of RAC technologies and refrigerants on HFCs, (2) **RAC service sector** entities, i.e. small/medium/large companies involved in installation and maintenance, assembly of large-scale installations (chillers) of RAC equipment and installations, (3) the **Foam Sector entities**, engaged in production and import of sandwich panels and spraying for thermal insulation of cold-rooms, small residential and industrial buildings, and (4) **large end-users** of HFC-based RAC technologies and refrigerants (mobile and ICT companies, agriculture and food processing companies, large supermarkets and food stores, recreation amenities, and etc.). Some of the key target private sector entities include the following: *Importers of HFC-containing RAC equipment, installations and refrigerants: LLC "Vostok", LLC "Tamiri Yakhdon", LLC "Sarmo" (Visol), LLC "Technokhol", and others. These entities are the main*

installations and refrigerants.	*suppliers of HFCs, i.e. products, equipment and installations containing HFCs, which also affect the consumption of HFCs in terms of quotas and illegal import/export as new HFCs and products containing them and as HFCs recovered.* *RAC Service sector entities: companies that are engaged in servicing refrigeration and air-conditioning of HFC-containing technologies, installations, refrigerants (recycling) – LLC "Vostok", LLC "ECAUD", LLC "Termodinamika", LLC "Tamiri Yakhdon", LLC "Realtex", LLC "Armon 2001", LLC "Shodruz", and individual entrepreneurs (about 20-30 registered legal entities).* *Foam sector industry and entities: private companies engaged in foam production and imports on HFCs – (1) LLC "Nurplast", LLC "Farovon", engaged in production of foam materials and sandwich panels; and (2) LLC "Tamiri Yakhdon" and other individual entrepreneurs, engaged in import of sandwich panels and spraying* for thermal insulation of cold-rooms, small residential and industrial buildings. **End-users or consumers** (*large, medium and small*) of RAC technologies, installations and refrigerants: (1) mobile and ICT businesses and companies, server rooms (2-3 entities), (2) agricultural food storage and processing businesses (5-7 entities), (3) food courts and supermarkets with food storage and sales hubs (3-5 entities), (4) industrial food processing and storage businesses (2-3 entities), (5) Recreation amenities, i.e. movie theatres and concert facilities, hotels, and sports complexes (3-4 entities).

V. Summary of Parallel Initiatives and Projects

5.1. National Policy Framework (strategies, programs, plans)

The **Table 6** below outlines the relevant state national strategies, development programs, plans and development goals currently being implemented. The given policy documents and priorities have various degree of relevance to the Project. The activities proposed by the project are in line with selected priorities of the listed policies and will therefore contribute to their achievement. The policies in implementation could offer a significant level of co-financing or contribution to the achievement of the overall goal of the HFC phase-down project, both during Project implementation and to provide sustaining public sector support in the longer term. In that regard, cooperation with on-going state-funded and state-implemented initiatives is being developed. Such cooperation will be maintained by various coordination and collaboration mechanisms that is described in more detail in the project document's section on governance and implementation arrangements.

The listed policies (as relevant) have designated budget plans for the anticipated implementation time-frame, however, the specific targeted contributions to the HFC phase-down project are difficult to estimate accurately. The Mission Team is in close consultation with the national authorities regarding the given estimates for co-financing purposes.

Table 6. State-funded and implemented strategies, programs, plans and initiatives *(on-going and planned)*

Title	Budget	Objective/ Focus/ Coordination	Time-frame
Strategy for Green Economy Development in the Republic of Tajikistan for the period of 2023-2037 (September 30, 2022, #482)	**~$2bln** for the entire period (including **~$3.5mln from the state budget**)	The Strategy aims at developing a green economy, adapting to climate change, reducing greenhouse gas emissions, efficient use of natural resources and attracting capital and energy-saving technologies. The strategy is focused on institutional reform measures, efficient use of natural capital, investments attraction, introduction of modern and innovative technologies and strengthening international cooperation in the area of green economy. Implementation of the green economy as a system of holistic economic management	2023-2037

(Ministry of Economic Development and Trade of the RT)		requires exploitation of certain tools, inter alia: (a) increasing public investment in infrastructure based on the principles of sustainable development (including public transport, renewable energy sources, construction of energy efficient buildings) and natural capital to restore, preserve and grow; (b) targeted state support for research and scientific work related to the use of environmentally sound technologies; (c) price formation in compliance with sustainable development principles, including withdrawal of inefficient financial assistance (subsidies), correct determination of the cost of natural resources and taxation resource mining with adverse impacts on environment; (d) implementation of a public procurement policy in relation to entities producing environmentally sound products and application of production methods that are consistent with sustainable development principles.	
National Development Strategy (NDS) of the Republic of Tajikistan (December 01, 2016, #636) *(Ministry of Economic Development and Trade of the RT)*	~$7.8bln annually (forecasted funds and contributions from the private sector, state budget and development partners)	The ultimate goal of the long-term development of Tajikistan is to improve the standards of living of population based on sustainable economic development. The following strategic development objectives are defined for the next 15 years: (a) Ensure energy security and efficient use of electricity; (b) Exit from communication dead end and turn country into a transit country; (c) Ensure food security and people's access to good quality nutrition; (d) Expand productive employment. The Strategy serves as a directive action plan for all state bodies and an indicative action plan for the private sector and civil society, and it is envisaged that the development of technical and financial assistance programmes for Tajikistan will be based on the NDS. The following three basic principles of future development have been taken as a basis for NDS-2030 development system approach: (1) Prevention or prediction (reduction) of vulnerability in future development; (2) Industrialization or more efficient use of national resources; (3) Innovation or development through the integration of new developments into country's social and economic mainstreams.	2016-2030
Mid-Term Development Programme (MTDP) of the Republic of Tajikistan for the period of 2021-2025 (April 30, 2021, #168) *(Ministry of Economic Development and Trade of the RT)*	~$3.8bln annually (including ~$2.27bln from the state budget)	The Programme has a special section devoted to environmental protection, climate change and natural disasters. Within the framework of this program, sectoral measures for adaptation to climate change have been formulated. The main measures to reduce the impact of climate change consist of expanding access to natural resources and their rational use, creating legal protection mechanisms, providing financial support and meeting the needs for new technologies, developing a green economy and preventing the risks of climate change. It seeks the development of renewable energy sources, modernization of all types of transport, construction of 6 hydroelectric power plants with a capacity of 700 kWh, reconstruction of 700 km of highways.	2021-2025 (to be extended for the period 2026-2030)

		The adoption of NSACC strengthens the mechanisms for deploying capacity building processes on climate change adaptation of employees of authorized bodies and civil servants. Furthermore, the development of gender-sensitive indicators for climate change were noted as adaptive measures.	
National Strategy for Adaptation to Climate Change of the Republic of Tajikistan for the period until 2030 (October 2, 2019, #482) *(State Committee for Environmental Protection under the GoRT)*	Not specified	The National Strategy for Adaptation to Climate Change is a multisectoral policy document applicable to risk assessment of climate change (disasters due to natural hazards, flooding, droughts, avalanches, landslides) applicable to agriculture, land tenure and food security. Implementation of the Strategy shall be performed at three levels: national, regional and local.	2019-2030
National Pan for the Implementation of the Nationally Determined Contribution (NDC) of the Republic of Tajikistan (April 20, 2022, #80) *(State Committee for Environmental Protection under the GoRT)*	**~$1bln USD** for the entire period of 2021-2030	The main objective of NDC of the country is to support the sustainable and efficient development taking into consideration climate change, environmental and socio-economic challenges. Tajikistan formally communicated its NDC under the Paris Agreement in 2015 which became its NDC upon ratification of the Paris Agreement in 2017. During this short period, Tajikistan has undertaken steps to increase its ambition through development of the national regulatory framework, as well as implementation of different projects and interventions.	2021-2030
State Environmental Program of the Republic of Tajikistan for the period 2023-2028 (March 01, 2023) *(State Committee for Environmental Protection under the GoRT)*	**~$8.2mln** for the entire duration (including **~$1.4mln from the state budget**)	The Programme envisages the following measures in order to prevent and reduce the likelihood of the occurrence of environmentally hazardous situations, reduce the scale of their impact and ensure the safety of the population: (a) Increase the level of environmental education of various segments of society, regardless of political and religious views, with a view to improving the environmental situation in the country and rationally the use of natural resources; (b) to identify areas of increased environmental hazard and to keep records of enterprises and structures that significantly pollute the main components of the biosphere, potentially dangerous to the environment in the event of an accidental release of chemical or biological substances used, produced and stored at these facilities; (c) ensuring the purity of atmospheric air, water resources and the efficient use of natural resources; (d) to balance the system of production, consumption and disposal of toxic, flammable, explosive and	2023-2028

		radioactive products and substances in order to eliminate or minimize their transportation; (e) to develop norms and rules for the transportation of explosive toxic and flammable substances by rail, water, air and road transport; (f) to introduce environmental requirements into the construction norms and rules governing the placement of potentially hazardous facilities on the territory of the republic, (g) establishing the requirements for mandatory implementation in the event of a possible accident;	
Comprehensive State Programme for the Development of Environmental Education and Awareness of the Population of the Republic of Tajikistan for the period of 2021-2025 (April 03, 2021, #116) *(State Committee for Environmental Protection under the GoRT)*	Not specified	The program is aimed at developing a continuous system of environmental education and public awareness. It is designed to educate people who understand the importance of environmental issues and have the necessary knowledge, skills and abilities to tackle the socio-economic development of a country in an environmentally sound manner.	2021-2025 (to be extended until 2030)
Programme for Development of the Agri-Food System and Sustainable Agriculture for the period until 2030 (March 01, 2023, #54) *(Ministry of Agriculture of the RT)*	**~$147mln** for the entire period (including **~$15mln from the state budget**)	The program is designed to continue agricultural reforms, create a system resistant to climate change, create favorable conditions for promoting agriculture, increase productivity, create new jobs, efficient use of water and land, sustainable development, improve the well-being of the population and ensure food security. The program is a coordinated and consolidated legislative, organizational, technical, financial, research measures on agrarian reforms for the next 8 years. The Programme takes into account the existing budgetary possibilities and potential for attracting financial resources allocated by development partners for programs and projects aimed at developing the agricultural sector, as well as the volume of domestic and foreign investments.	2023-2030
National Strategy for Education Development of the Republic of Tajikistan for the period until 2030 (September 29, 2020, #526) *(Ministry of Education and Science of the RT)*	**~$85mln public funding** anticipated annually for vocational education and training, and higher professional education	The main and long-term goal of the Strategy is the creation of an effective education system that provides inclusive and equal opportunities and contributes to the development of abilities, intellectual development, employment, and improvement of the general well-being of the population of the Republic of Tajikistan.	2020-2030

National Strategy for the Development of Industry in the Republic of Tajikistan until 2030 (March 27, 2018, #159) *(Ministry of Industry and New Technologies of the RT)*	Not specified	In the framework of mitigation and adaptation measures, the **Strategy for the Development of Industry in the Republic of Tajikistan until 2030** implies the introduction of new technologies related to reducing emissions of harmful substances into the atmosphere, saving raw materials and energy resources.	2018-2030
State Target Program for the development of the Transport Complex of the Republic of Tajikistan until 2025 (April 01, 2011, #165) *(Ministry of Transport of the Republic of Tajikistan)*	**~$2.3bln** for the entire period	**According to the State Target Program for the Development of the Transport Complex of the Republic of Tajikistan until 2025,** the life cycle of the transport infrastructure will be increased, which will make it more resilient to climate change. The main goal of this action is to bring the transport infrastructure in line with international environmental standards. Specific activities include improving pavement, increasing traffic capacity, building bypass roads in settlements, applying paints, plastics and protecting metals from corrosion, and creating roadside protection belts. This measure is integrated into numerous road construction and reconstruction projects that are being implemented and planned in the country.	2010-2025
Medium-Term Programme for Development of Customs Services of the Republic of Tajikistan for the period of 2020-2024 (November 01, 2019, #537) *(Customs Service under the Government of the GoRT)*	Not specified	The medium-term program for the development of customs authorities defines the main goals, objectives and directions for the development of customs authorities, taking into account the influence of customs regulation, as a means of state regulation of foreign trade activities on the integration of the national economy in the international economic space. The program defines the main directions for the development and modernization of customs authorities.	2020-2024 (to be extended)
Fourth National Communication of the Republic of Tajikistan under the United Nations Framework Convention on Climate Change (UNFCC)	N/A	The 4th National Communication of the RT under the UNFCCC contains information about the problem of climate change in Tajikistan and the impacts of these changes for natural resources, sectors of economy, public health, response measures, financial and technological needs to address the problem of climate change. Greenhouse gas inventory for the period 1990-2016 and the forecast of future greenhouse gas emissions up to 2030, carried out as part of the Fourth National Communication, formed the basis of the updated NDC.	2022

5.2. Donor-funded and Development Partner-implemented projects

Table 7 below provides detailed information about on-going and planned donor-funded and development partner-implemented projects which represent parallel initiatives. The given projects have various degree of relevance to the proposed HFC phasing down project, and provide a designated amount of co-financing/ contribution to the achievement of the overall goal and objectives of the project. The information below

outlines related contributions (*related portion of the budget that is relevant to HFC project objectives*), synergies and coordination activities that will be implemented by the project in collaboration with the donor and development partner-linked projects.

Table 7. Donor-funded and development partner-implemented projects

Title	Budget	Description, Synergies and Coordination	Time-frame
"Strengthening Resilience of the Agriculture Sector" Project funded by the **World Bank** and implemented by the **State Institution "Agriculture Entrepreneurship Development"** (PMU)	~$108mln (including ~$25mln investment in building agro-logistical centres with cold chain technology (cold storages)	The development objective of the proposed project is to strengthen the foundations for a more resilient agricultural sector in Tajikistan. The project aims to support the GoT in successfully transitioning to a sustainable, more productive, climate-resilient, and inclusive model of agricultural sector growth. The Project comprised of four components: (i) strengthening seed, seedling, and planting material systems; (ii) support investments in agro-logistical centers (ALCs) for horticulture value chains; (iii) strengthen public capacity for crises prevention and management; and (iv) project management and coordination. Under the second component, as related to the GEF-UNDP HFC project, envisaged interventions include – support investments in agrologistical centers (ALCs) for horticulture value chains will support investments in ALCs to improve competitiveness of horticulture value chains and access to markets (e.g. domestic retail chains and export). The PMU is in the early stages of implementing agrologistical centres construction works. To this date, the PMU have contracted two companies, one international – **SOFRECO GINGER (France)**, and another local – **BARS Consulting (Tajikistan)** that are on concluding stages of a Feasibility Study, Project Design, Bills of Quantity preparation, and Tender Bids development. <u>Synergies and Coordination:</u> The PMU plans to build 5 agrologistical centres that will include 4 cooling storages in Soughd region (Khujand), Khatlon region (Danghara, Balkhi), in GBAO (Khorog) and in Dushanbe. Each cool storage with a spacing of 90x40m, and a storing capacity of 1200MT of agricultural products at a point in time. PMU envisages $25mln investment for the development of agrologistical centres, and the estimated budget for construction of cooling storages, along with procurement of related cooling technology, is estimated at $500,000. The centres provide storage, sorting, packaging, export services for domestic and external markets. Those also include laboratories for testing of products. In that regard, the PMU acknowledges and welcomes the GEF project's contribution to the WB-financed project implementation, in particular to consult and support selection of suitable and alternative RAC technologies and refrigerants for the intended cold-storages. Similar consultations would be necessary on the insultation of cold-storage constructs on aspects of energy efficiency. The parties estimated demonstration contributions of the GEF	2021-2030

		HFC Project at around $300-500K, that is also in line with estimated budget of the PMU to support equipment component for cold-chain equipment, which they currently are in deficit due to SDR currency fluctuations. For that PMU seeks to mobilize additional funding to support cool storages construction along with procurement of related RAC equipment. The GEF project would be able to capitalize on that opportunity via investments or demonstration activities. The PMU is prepared to formalize a co-financing arrangement for the joint collaboration.	
"The Green Economy Financing Facility (GEFF) Tajikistan" (Phase II), jointly designed and funded by the **EBRD** and **Green Climate Fund (GCF)**, and is supported by donor funding (*Republic of Korea, Republic of Austria, etc.*)	~$50mln (GEFF, Phase II)	The EBRD's GEFF program transforms green opportunities into sound investments, contributing to the introduction of more efficient technologies, services and practices. In combination with EBRD financing through local banks and microfinance institutions, the program contributes to increasing demand for green investments by demonstrating the economic rationale for investing in greener solutions. By combining technical knowledge with finance, GEFF helps sub-borrowers invest in high-performance technologies (*i.e. technologies that reduce greenhouse gas emissions and/or increase resilience to climate change*). The GEFF-II in Tajikistan will promote higher standards of energy and resource efficiency and support the country's transition to a greener economy. GEFF-II Tajikistan will encourage residential and commercial sub-borrowers to invest in green and innovative solutions that promote the energy efficiency, use of renewable energy, resource efficiency and the sustainable land management. Tajikistan GEFF II is implemented by **GOPA-International Energy Consultants GmbH (Intec)** with its consortium partners **Agriculture & Finance Consultants GmbH (AFC)** and **Central Asia International Consulting (CAI Consulting):** ▪ **GOPA-International Energy Consultants GmbH,** provides practical, innovative, and cost-effective solutions for power system improvements and renewable energy integration with environmental and social considerations. ▪ **AFC Agriculture & Finance Consultants GmbH (AFC)** specializes in agricultural, agribusiness, and financial development projects in developing and transition countries. ▪ Tajikistan-based **Central Asia International Consulting (CAI Consulting)** provided in the last 16 years high-quality public sector reform, institutional development, and capacity building consultancy services in Tajikistan. <u>The objectives of GEFF-II in Tajikistan are as follows:</u> ▪ The use of credit lines provided by the EBRD to participating PFIs for subsequent lending to their clients ("sub-borrowers") to invest in eligible projects ("sub-projects") that support the green economy. The GEFF-II credit line is $50 million, and it is estimated that about	2024-2029

		20% of that funding, i.e. up to $10mln, may be invested in the RAC sector. ▪ The GEFF-II consultant provides recommendations to PFIs on the development or adaptation of green financial products, on technological solutions for mitigation or adaptation to climate change, increases the capacity of PFIs' employees to implement GEFF green lending technology and identify potential sub-projects. ▪ The GEFF-II consultant advises sub-borrowers on how to turn eco-friendly projects into sound investments, thereby increasing the availability of applications for local loans ("sub-loans"). ▪ PFIs strive to develop and provide financing to the green economy in such a way that it takes into account all gender characteristics and, in particular, removes obstacles to financing enterprises headed by women. <u>Synergies and Coordination:</u> Based on consultations held with the EBRD, the following points of collaborations were defined with the project: 1. The project to provide technical assistance to EBRD's Partner Financial Institutions (PFIs) on phasing out refrigerants, service costs-efficiencies over time, i.e. during phasing down of HFCs in the refrigeration and air-conditioning sector; 2. Both parties may provide co-financing support to EBRD demonstration sites projects on green investments in the **refrigeration and air-conditioning (RAC)** – cool and cold storages in agribusiness sector, heat-pumps for greenhouses, solar-powered facilities, etc. 3. The project to provide training and re-training of RAC service technicians at client/beneficiaries of green investments and loan officers at EBRD's PFIs. 4. Service support to EBRD's RAC related investments through the RAC Association supported by GEF-UNDP.	
"PEF Targeted Country Assistance Programme" funded and implemented by **Gavi, the Vaccine Alliance (GAVI)**	$1,409,762	GAVI, the Vaccine Alliance (GAVI) was set up as a Global Health Partnership in 2000 with the goal of creating equal access to vaccines for all children. In particular, GAVI aims at accelerating access to vaccines, strengthening countries' health and immunization systems, and introducing innovative new immunization technology. GAVI benefits from WHO input on issues ranging from **cold chain** and vaccine management, to training and post-introduction analysis of vaccines. A core element of GAVI's current development model is to work together with countries in scaling up domestically funded immunization efforts. Effective vaccine cold chain is critical to achieving GAVI's immunization goals. According to GAVI, improved cold chain technologies are available but their update by countries is slow, in part due to lack of country financing and investing in new cold chain technologies due to the high upfront capital costs.	2022-2025

		GAVI implements **Targeted Country Assistance (TCA) Programme** to provide funding and support to eligible countries for their immunization programs. The goal of the TCA is to accelerate the implementation of life-saving vaccines and strengthen immunization systems in low-income and middle-income countries. The specific objectives of the TCA include improving the reach and equity of immunization services, strengthening the supply chain and vaccine delivery systems, enhancing surveillance and monitoring of vaccine-preventable disease, and building sustainable financing mechanisms for immunization. GAVI have also launched the **Cold Chain Equipment Optimization Platform (CCEOP)** that builds demand for, and supply of, affordable and environmentally-sound new technologies to improve the effectiveness of vaccine delivery in GAVI countries. Synergies and Coordination: In Tajikistan, GAVI responds to cold chain technology demand by meeting country context in a sustainable way, i.e. (a) on-grid facilities but with intermittent power supply, and (b) off-grid facilities. **GAVI** cooperates with **WHO**, **UNDP**, **UNICEF** and the **Ministry of Health and Social Protection of the Population** of the Republic of Tajikistan. Under its **Targeted Country Assistance (TCA) Programme**, GAVI provides funding and support to Tajikistan for the country's immunization programs. Specifically, the **TCA's Multi-Year Planning for 2022-2025** envisages implementation of the following activities in Tajikistan, related to supply-chain area: ▪ Implementation of the **Cold Chain Inventory** and EVMA report. Improve stock management for vaccines and devices to avoid facility-level stock-outs; ▪ Increase the capacity and quality of **vaccine storage** and distribution to improve vaccine availability, especially in the last mile. The **status of installed Cold Chain Equipment** will be assessed, and protocols developed for preventive maintenance. TA will support mapping and systematic **temperature monitoring of refrigerators/ cold rooms** and analysis using the 30DTR devises; ▪ Strengthen logistics management information systems to ensure real-time monitoring at all immunization **supply chain** levels. With guidance from the national level, the support will facilitate the expansion of the 1c **warehouse management** software to more than 12 districts; ▪ Improve the planning, coordination, and monitoring of **supply chain management** at all levels. The project will build partnership with the GAVI alliance and its Targeted Assistance Programs in implementation of low GWP refrigerant/energy-efficient demonstration projects in targeted districts (12 districts), and maintain collaboration with the national beneficiary counterpart authority – *the*	

		Ministry of Health and Social Protection of the Population of the Republic of Tajikistan throughout the period of implementation. The project support will include technical assistance in selection of viable alternative technologies, policy guidance, standards and regulations. The operation, maintenance and servicing of installed technologies will be guided through closer collaboration with the network of technicians at the RAC Association via capacity building and training support programme to be launched and supported by the project.	
United Nations Children's Fund (UNICEF) programme to support cold-chain system for vaccines	~$800,000 (indicative, pending MoHSPP co-financing confirmation to UNICEF Gavi Project)	UNICEF works in 190 countries and territories to help children survive and thrive, from early childhood through adolescence. The world's largest provider of vaccines for developing countries, UNICEF supports child health and nutrition, good water and sanitation, quality basic education for all boys and girls, and the protection of children from violence, exploitation, and AIDS. UNICEF is funded entirely by the voluntary contributions of individuals, businesses, foundations and governments. UNICEF has been working in Tajikistan since 1993. UNICEF procures affordable cold chain equipment (CCE) prequalified by the World Health Organization (WHO) to improve immunization supply chain systems to manage and optimize vaccine delivery, storage, and safeguard vaccine potency. Promising new developments include higher performing technologies that offer user-independent freeze-free protection technologies and demonstrate performance at higher ambient temperatures. More than 80% of projected CCE requirements channeled through UNICEF is for immunization supply chain refrigerators and freezers. UNICEF, in partnership with Gavi, the Vaccine Alliance (Gavi), seeks to modernize and optimize supply chains and support countries scale-up access to higher-performing CCE to meet increased cold chain capacity requirements for new vaccine introductions and associated immunization activities. UNICEF procures the CCE for Gavi's Cold Chain Equipment Optimization Platform (CCEOP). Under Gavi's CCEOP, CCE manufacturers provide in-country equipment distribution, installation, and commissioning, as well as on-site equipment training in use and preventive maintenance. UNICEF procures these in-country services from CCE suppliers and bundles the offerings together with the equipment. <u>Synergies and coordination:</u> UNICEF is engaged in the cold-chain sector largely through support of the GAVI, the Vaccine Alliance, and supports the Ministry of Health and Social Protection of the Republic of Tajikistan (MoHSPP) in implementation of the country's Expanded Programme on Immunization (EPI). The Ministry through its EPI manages and maintains an extensive	2024-2027 (indicative, pending MoHSPP co-financing confirmation to UNICEF Gavi Project)

		network of vaccine warehouse for the national childhood vaccine supply. This network is made up of one (1) national level warehouse, seven (7) regional warehouses, and sixty-five (65) district level warehouse and storage facilities. UNICEF received a conditional approval of a project from GAVI to support the cold-chain for vaccines with new technology, and is expecting a 50% co-financing commitment confirmation from the Government (roughly ~$400K) to match the same amount from Gavi for 2025. UNICEF had been providing regular support to the MoHSPP with renovation, placement, repairment of initial cold-chain system at different levels, starting from national facilities to the level of health facilities where vaccines are stored. Selection of types of models for refrigerators that had been procured and supplied since 2021 are guided by WHO and compliant with Kigali amendment. UNICEF conducted an inventory gap analysis for the cold-chain system in the health sector of Tajikistan, and on that basis had been suggesting procurement of additional refrigerators to at least minimize existing gap that there is in using outdated refrigerators at public health facilities. In 2025, UNICEF has planned to assess the immunization-related waste utilization, including cold-chain equipment, as well as intends to support the Ministry in the development of mechanisms for safe utilization of cold-chain refrigerators that are in place. In the previous project (GEF HCFC) UNDP collaborated with UNICEF in training 37 specialists that serve the cold-chain systems. Through the MoHSPP and its Republican Centre of Immuno-Prophylaxis (RCIP), provided 11 refrigerators sets for cold rooms for vaccines. The intended project would provide extended training coverage of all technicians on RAC servicing and new technologies, with related certifications. The project will also support the MoHSPP and UNICEF in their effort to develop mechanisms for safe utilization of cold-chain refrigerators, and generally RAC life-cycle management. In WASH sector, UNICEF is working in Health facilities, mostly in secondary healthcare facilities, supporting series of ventilation systems, decentralized ones, small ventilation systems with several filters to provide with fresh air to patients. UNICEF is also working in schools, currently planning to establish monitoring system of air-conditioning to provide with solutions. UNICEF will provide equipment to test air quality. UNICEF is yet to prepare specifications for the equipment. The key point is when specifications are developed, selection of technology might be consulted. The project-UNDP have a flexibility to provide technical advice on the decision making, and it is available.	
“Fourth Phase of the Central Asia Regional Links	~$20mln	The project is aimed at enhancing the efficiency of cross-border trade and improving the resilience and safety of	2020-2026

Program" and the **"Automated System for Customs Data" (ASYCUDA) Technical Assistance Programme**, funded by the **World Bank** (IDA) and implemented by the **United Nations Conference on Trade and Development (UNCTAD)** in collaboration with the **Customs Service (Agency)** in Tajikistan	(Component 3. Facilitate Cross-Border Movement of Goods)	regional connectivity infrastructure in Soughd and GBAO regions. The Component 3 of this project is being implemented by the UNCTAD's Technical Assistance Programme – "Automated System for Customs Data" (ASYCUDA), the four-year project launched in 2022 to help migrate Tajikistan's customs operations to UNCTAD's ASYCUDAWorld electronic customs management system. UNCTAD and its ASYCUDA Programme are assisting the Tajikistan government in the implementation of ASYCUDAWorld as part of the government's national strategy for economic transformation, digitalization and customs sector reform. The project will support Tajikistan to enhance customs operational capacity in line with international standards and best practices, including by helping combat commercial fraud and corruption. It will facilitate the collection of customs duties, increasing government revenues to scale up finance for the Sustainable Development Goals. UNCTAD will help strengthen Tajikistan's customs capabilities, including through the digitalization of most operations and the integration of e-payment functions. Under the Component 3 "Facilitate cross-border movement of goods", the project is implementing the following specific activities: ▪ Upgrading of the Customs information and communication technology (ICT) platform (estimated at US$12.8 million) would include equipment and facilities (*computers, networking equipment, data center, end-use terminals*), customs automation software suitably adapted and tested to be compatible with local requirements and including a module to facilitate relief consignment in the event of emergencies. ▪ Strengthening of institutional capacity and human resources in Customs Service (estimated at US$1.3 million) would comprise integration of the newly upgraded Customs ICT platform with other governmental ICT systems, technical assistance for development of a detailed implementation plan for customs modernization, assessment of implementation of measures under the WTO Trade Facilitation Agreement including capacity building support in select areas, increasing the share of female employees within Customs offices, and training of staff on the revised code of ethics and gender-sensitive service delivery. ▪ Support for the border inspection of cargo and passenger traffic through provision of technical equipment (estimated at US$5.9 million). The list of technical equipment to be procured under the project will be drawn-up after carrying out an assessment of the current inventory of technical equipment, traffic volumes and capacity gaps.	

		Through the above activities, this component will help streamline and rationalize processes and procedures at the border and provide a platform for the application of a range of internationally agreed norms and standards, many of which are incorporated in the Government of Tajikistan's Medium-Term Program for Customs Development. In particular, the detailed implementation plan for customs automation would encompass institutional, technical and operational elements to make full use of the ICT system to be put in place: (i) governance and operational framework, (ii) technical and functional requirements of the proposed solution, (iii) identification of legal, regulatory and procedural gaps, and (iii) technology architecture and procurement elements. It would also aim to provide more equal employment and promotion opportunities among female and male staff and quality services for both female and male users through ensuring gender-sensitive service delivery. Using specialized technical (imaging) equipment, Customs inspectors can examine cargo, trucks, containers, rail cars, as well as privately owned vehicles for the presence of contraband without physically opening or unloading them. Detection equipment such as radiological and chemical detection and imaging equipment that can be deployed 'in line' to enable the Customs Service to screen or examine a larger portion incoming and outgoing traffic. Hand-held technical equipment, such as videoscopes can also assist in improving the effectiveness of inspection of inaccessible ports of vehicles and containers. Synergies and coordination: The GEF-UNDP HFC Project will closely collaborate with the WB-funded project and the Customs Service (Agency) by complementing efforts on the part of upgrades in the equipment supply, capacity building and training, and development of the information system for HFC imports monitoring, registry, and reporting. The equipment inventory and assessment planned by the WB-funded project will inform the HFC project in addressing the technical and material needs of the Customs Service in implementing its role under the HFC project.	
Food and Agriculture Organization of the United Nations (UN FAO)-implemented Technical Cooperation Programme (TCP) and Trust Funds projects,	*$6,861,346 (including USD713,000 for TCP projects, and USD6,148,346 for Trust Fund projects) for on-going projects*	FAO's activities comprise four main areas: (1) Putting information within reach. FAO serves as a knowledge network. We use the expertise of our high qualified technical staff -agronomists, foresters, fisheries and livestock specialists, nutritionists, social scientists, economists, statisticians and other professionals – to collect, analyze and disseminate data that aid development; (2) Sharing policy expertise. FAO lends its years of experience to member countries in devising agricultural policy, supporting planning, drafting effective legislation and creating national strategies to achieve rural development and hunger alleviation goals; (3) Providing a meeting place	*2022-2027*

with financial support by several donor organizations and funds, such as USA, UTF, GCF and GFF.	*~$40mln for GCF-funded project on afforestation, sustainable forest management and forest conservation for GHG reductions"*	for nations. As a neutral forum, FAO provides the setting where rich and poor nations can come together to build common understanding; (4) Bringing knowledge to the field. FAO mobilizes and manages millions of dollars provided by developed and middle –income countries, development banks and for the projects. <u>Technical Cooperation Programme (TCP):</u> ▪ *"Formulation of a GCF project Concept Note on Afforestation, Sustainable Forest Management and Forest Conservation for GHG reductions" (TCP/TAJ/4002)* ▪ *"Strengthening the capacity of Committee of Food Security on development of a new Food security programme for 2024-2028" (TCP/TAJ/4003)* ▪ *"Support of value chain strengthening in rural areas" (TCP/TAJ/3905)* ▪ *"Support to export increase of agri-food products through green development and enhanced market access (TCP/TAJ/3903/C3)* ▪ *"Cooperative development and strengthening of rural institutions under the Agrarian Reform Programme" (TCP/TAJ/3904/C4)* <u>Trust Fund Projects:</u> ▪ *"Enhancing a One Health approach in Tajikistan to control zoonotic disease" (OSRO/TAJ/026/USA)* ▪ *"Strengthening Resilience of the Agriculture Sector Project" (UTF/TAJ/023/TAJ)* ▪ *"Strengthening the capacity of the Republic of Tajikistan to comply with the Enhanced Transparency Framework under the Paris Agreement (MSP)" (GCP/TAJ/022/GFF)* ▪ *"Facilitating agrobiodiversity conservation and sustainable use to promote food and nutritional resilience in Tajikistan (MSP)" (GCP/TAJ/021/GFF)* <u>Synergies and Coordination:</u> *FAO is providing Technical Assistance to specific components of the WB-financed project – "Strengthening Resilience of the Agriculture Sector" implemented by the State Institution "Agriculture Entrepreneurship Development". The technical assistance is rendered to selected activities of the components – (1)* strengthening seed, seedling, and planting material systems; (2) support investments in agro-logistical centers (ALCs) for horticulture value chains. Naturally, the GEF-UNDP HFC project will collaborate, advise and consult with FAO and the WB on the selection of suitable alternative RAC technologies and refrigerants in cold-chain setup of intended agrologistical centres, as well as advise on design of cold-chain facilities (construct) and insulation requirements (energy efficiency). FAO is in the process of formulating a new project proposal for the Green Climate Fund (GCF) – "Formulation of a GCF project CN on Afforestation, Sustainable Forest Management and Forest Conservation for GHG reductions"	2025-2032 ($40mln GCF project funding, not confirmed yet)

		(TCP/TAJ/4002), with an estimated $40mln funding for 8 years (2025-2032). There will be some synergies with the project on the part of cold-chain set-up (cold or cool storages) for storing plants resources and crop seeds (seed banks) at local and regional levels. The project may consider joint demonstration initiatives, as well as providing technical assistance to FAO on the setup, design and selection of alternative technologies and refrigerants. Similar synergies and coordination mechanisms are defined under the currently on-going project - *"Facilitating agrobiodiversity conservation and sustainable use to promote food and nutritional resilience in Tajikistan (MSP)" (GCP/TAJ/021/GFF), i.e.* setting up adequate cold or cool storages for storing crop seeds. FAO is also implementing the Project *"Enhancing a One Health approach in Tajikistan to control zoonotic disease" (OSRO/TAJ/026/USA). For surveillance and diagnosis of the zoonotic disease, FAO is supporting laboratories and facilities that use cold-chain technologies in Dushanbe and few provinces. Building capacities and improving cold-chain system, and the monitoring of storage of vaccines are the points of collaboration being considered by both parties (FAO and UNDP).* *FAO had also conducted inventory and assessment of cold-storage capacities at the national level, which is in concluding stages of clearance and subsequent publishing (report). The outcomes of the assessment will further inform the intended project's approach for cold-chain demonstration support on the part of alternative RAC technologies and refrigerants.* With consideration of the above on-going and planned projects, FAO would be able to define the co-financing support to the intended project (HFC-phasing down).	
"Feed the Future Agriculture and Land Governance Activity", funded by the **United States Agency for International Development (USAID)** and implemented by **DAI Global, LLC**	$36,300,151	The project takes a market-systems approach to accelerate agriculture-led growth, deepen resilience among vulnerable populations, enhance the enabling environment for agriculture and land reform, and improve nutrition in rural communities of Khatlon Province. The Activity implements an inclusive market-systems approach to strengthen Tajikistan's agricultural systems by engaging with private sector actors to develop and expand market opportunities and works closely with the Government of Tajikistan and civil society to advance systemic reforms in the enabling environment for land and agriculture, expand commercial production, and generate sustainable employment opportunities to ensure that women, youth, and vulnerable groups in remote areas in Khatlon are not left behind. To promote sustainable and long-term agriculture-led growth, the Activity works to enhance productive agriculture systems by: ▪ Strengthening market linkages from farmgate to domestic and foreign markets, 2) increasing the private	2020-2025

		sector supply and demand of business development services, and 3) piloting private sector-led extension advisory services to build the capacity of farmers in the Zones of Influence in the selected value chains of stone fruits, early vegetables, melons, and grapes. ▪ Facilitating improved dietary and nutrition behaviors by increasing the availability of diverse nutritious foods through increased production in garden plots and improved dietary adequacy through community-level nutrition education and information campaigns. ▪ Strengthening the resilience of vulnerable smallholders by promoting on- and off-farm economic opportunities enabling women, youth, and other vulnerable groups to diversify and intensify market-linked production, diversify risk, and increase opportunities to earn supplemental income, conserve natural resources, build capacity, protect assets, and increase household savings. ▪ Improving the enabling environment by supporting the Government of Tajikistan to improve land tenure security and promote inclusive agricultural policy reforms. Building demand for and supply of governance services and engaging public and private sector actors in the design, review, and implementation of policies. The Feed the Future Tajikistan Agriculture and Land Governance Activity works in 12 target districts of the Khatlon Province (*J. Balkhi, Dusti, Jayhun, A. Jomi, Khuroson, Kushoniyon, N. Khisrav, Qubodiyon, Levakand, Shaharitths, Vakhsh, and Yovon*). <u>Synergies and coordination:</u> The USAID supports activities on cold chain inventory and assessment of needs in 3,114 facilities, including vaccine storage warehouses of all levels, centers providing immunization in maternity houses and obstetric departments, family medicine centers, health centers of all levels, family medicine clinics, health houses and health points. USAID had also carried out "Tajikistan Vaccine Cold Chain Inventory Assessment", the results of which were published in 2022, and which will inform the HFC project's demonstration activities. Recommendations developed on the basis of the results of the assessment will help make timely and accurate decisions on the forecasting and purchase of cold-chain equipment for safe storage of vaccines. USAID had also supported 20 businesses in building cold-storages with refrigeration equipment, canning, juice production, animal feed production, bringing out investments of $1.5mln in the agriculture private sector.	

		UNDP will maintain close contact with the private businesses via collaboration with USAID's future phases of the project in the cold-chain development, training on HFCs and servicing of the alternative RAC technologies in the cold-chain sector.	

VI. Partnerships Review

6.1. Partnerships Overview

The proposed project's scope encompasses a wide range of thematic areas across several sectors, both at national and grass-roots level, i.e. – *environmental protection, sustainable NRM, economic development and livelihoods, education, industry development and new technologies, energy efficiency and renewable energy, employment, agriculture, public health, customs service development, standardization, gender mainstreaming and women's empowerment, etc*. Given such thematic scope of the project, a series of stakeholders and partners present opportunities for synergies, partnership, coordination, knowledge building and expertise sharing. The project will invest in extensive cooperation and partnership, which will be important for successful implementation and sustaining the project targets and outcomes it has sought to achieve.

The proposed project's stakeholders and partners comprise the following five groups: (1) **National Authorities**, i.e. government line ministries, agencies, committees, services, or bodies, including their branches at the local level (*regional provincial, district and sub-district level authorities*), (2) **Civil Society Organizations** (CSOs), i.e. international and national non-governmental organizations, (3) **Educational, scientific institutions, and academia**, (4) **Private sector entities** (including importers, providers of O&M services, foam sector entities, and end users or consumers – large, medium and small), and (5) **donor agencies and development partner entities** (*IFIs, development agencies, inter-governmental organizations, UN agencies, etc.*).

In Section IV, Table 5, the summaries are provided with information about the extent of partnerships (*engagement mechanism*) with each particular stakeholder/partner.

6.2. Private Sector Engagement

The private sector entities represent the larger group of stakeholders with anticipated major share of impact on project's success. The **RAC Association** (Republican Association "Centre for Artificial Cooling"), based in Dushanbe, represents a network of RAC-linked private entities and individuals from across various regions of Tajikistan. The purpose of the Association is to unite specialists, scientists and other workers of the republic involved in the field of cooling, to radically solve complex problems, protect the environment, develop environmentally friendly refrigeration and cryogenic technology for storing and processing food, air conditioning and cold supply systems.

The **objectives of the Association** are to – (a) promote the development of civic initiatives aimed at shaping the socio-economic transformations of society, taking into account the factors of environmental protection and nature, (b) develop and implement actions and recommendations to protect the earth's ozone layer and climate change, (c) develop and implement science-based activities and recommendations aimed at promoting the ideas of all environmental protection conventions, (d) organize public control over the state of environmental protection, promotion of ideas of nature protection, dissemination of knowledge among the population by all means available for this, (e) implement peacekeeping and charitable actions, (f) train

and educate specialists working in the field of cooling, and (f) assist institutions and enterprises in the collection, disposal and destruction of ozone-depleting substances and high GWP substances.

The Association has 474 members, which are grouped as follows:

- Legal Entities – 8 entities, 145 individuals (only RAC technicians and engineers of climate technologies):
  - LLC "Vostok" (brand 'Volna') – 55 members;
  - LLC "ECAUD" – 35 members;
  - LLC "Babilon Mobile" – 11 members;
  - LLC "Visol" – 5 members;
  - LLC "Tahmiri Yakhdon" – 16 members;
  - LLC "RembytTechnika Khujand" – 12 members;
  - LLC "Termodinamika" – 6 members;
  - LLC "Armon 2021" – 5 persons.
- Private Individuals (including technicians) – 329 members, including:
  - Private Entrepreneurs (Licensed) – 36 entities, 146 individuals;
  - Private Entrepreneurs (Patents) – 183 individuals.

Throughout the consultation process, the Mission Team have consulted a series of private sector entities and individuals (commercial organizations, companies, corporations, farm cooperatives, etc.), which are grouped into the four of the following categories: *(a) **importers** of HFC-containing RAC equipment, installations and refrigerants, (b) RAC **service sector** entities, (c) **Foam sector** entities and industry, (d) **End-users or consumers** (large, medium and small) of RAC technologies, installations and refrigerants.* Those include the following:

- *Importers of HFC-containing RAC equipment, installations and refrigerants: LLC "Vostok", LLC "Tamiri Yakhdon", LLC "Sarmo" (Visol), LLC "Technokhol", and others. These entities are the main suppliers of HFCs, i.e. products, equipment and installations containing HFCs, which also affect the consumption of HFCs in terms of quotas and illegal import/export as new HFCs and products containing them and as HFCs recovered.*
- *RAC Service sector entities: companies that are engaged in servicing refrigeration and air-conditioning of HFC-containing technologies, installations, refrigerants (recycling) – LLC "Vostok", LLC "ECAUD", LLC "Termodinamika", LLC "Tamiri Yakhdon", LLC "Realtex", LLC "Armon 2001", LLC "Shodruz", and individual entrepreneurs (about 20-30 registered legal entities).*
- *Foam sector industry and entities: private companies engaged in foam production and imports on HFCs – (1) LLC "Nurplast", LLC "Farovon", engaged in production of foam materials and sandwich panels; and (2) LLC "Tamiri Yakhdon" and other individual entrepreneurs, engaged in import of sandwich panels and spraying* for thermal insulation of cold-rooms, small residential and industrial buildings.
- End-users or consumers (*large, medium and small*) of RAC technologies, installations and refrigerants: (1) mobile and ICT businesses and companies, server rooms (2-3 entities), (2) agricultural food storage and processing businesses (5-7 entities), (3) food courts and supermarkets with food storage and sales hubs (3-5 entities), (4) industrial food processing and storage businesses (2-3 entities), (5) Recreation amenities, i.e. movie theatres and concert facilities, hotels, and sports complexes (3-4 entities).

6.3. Coordination with donor and development partner initiatives

The proposed project will also develop partnerships with a number of parallel initiatives in Tajikistan that have relevance to the project's objectives and contribute to their achievement. *Those projects are currently being implemented or to be implemented in parallel to the life-span of the proposed project. Partnerships and coordination will be maintained with the following development agencies and institutions:*

- *International Financing Institutions (IFIs) and Development Partners: The World Bank (WB), European Bank for Reconstruction (EBRD), Asian Development Bank (ADB), GAVI, the Vaccine Alliance, DAI Global LLC;*
- *Funds and Facilities: Green Climate Fund (GCF), Green Economy Financing Facility (GEFF), Global Financing Facility (GFF);*
- *UN Agencies: United Nations Children's Fund (UNICEF), World Health Organization (WHO), Food and Agriculture Organization of the United Nations (FAO), United Nations Conference on Trade and Development (UNCTAD).*

During the consultation missions, the following parallel initiatives had been identified and thereby consulted on synergies and coordination with respective implementing entities:

- "*Strengthening Resilience of the Agriculture Sector*" Project funded by the World Bank and implemented by the State Institution "Agriculture Entrepreneurship Development" (PMU)
- "*The Green Economy Financing Facility (GEFF) Tajikistan*" (Phase II), jointly designed and funded by the EBRD and Green Climate Fund (GCF), and is supported by donor funding (*Republic of Korea, Republic of Austria, etc.*)
- "*PEF Targeted Country Assistance Programme*" funded and implemented by Gavi, the Vaccine Alliance (GAVI), and the United Nations Children's Fund (UNICEF) programs to support cold-chain system for vaccines
- "*Fourth Phase of the Central Asia Regional Links Program*" and the "*Automated System for Customs Data*" (ASYCUDA) Technical Assistance Programme, funded by the World Bank (IDA) and implemented by the United Nations Conference on Trade and Development (UNCTAD) in collaboration with the Customs Service (Agency) in Tajikistan
- *Food and Agriculture Organization of the United Nations (UN FAO)-implemented Technical Cooperation Programme (TCP) and Trust Funds projects, with financial support by several donor organizations and funds, such as USA, UTF, GCF and GFF.*
- "*Feed the Future Agriculture and Land Governance Activity*", funded by the United States Agency for International Development (USAID) and implemented by DAI Global, LLC.

The cumulative amount of expected financial contributions that would constitute co-financing from the above initiatives to the objectives of the proposed project is estimated at more than ~USD50mln. The given estimate is the to be further updated with the implementing entities during the co-financing estimation exercise with the intended projects. More detailed information on synergies and coordination with those projects are provided in Section 5.2 (Table 7) of this report.

Annex 1. Mission Programme by the PPG Team

PPG **"Integrated Program for HFC Phasing Down and Sustainable Cooling for Tajikistan"**

MISSION PROGRAMME / TAJIKISTAN

Duration: 12 – 19 October, 2024

Mission Team Members:

Mr. Umed Vahobov, Team Leader, Climate Change, Energy & Environment *(+992 949 999 460, umed.vahobov@undp.org)*
Mr. Richard Joseph Cooke, International Consultant (Lead) *(+992 800 100 742, rickcooke@shaw.ca)*
Mr. Shukhrat Igamberdyev, National PPG Coordinator *(+992 93 9999 037, sbahrom80@gmail.com)*
Mr. Khurshed Khusaynov, Technical Expert on HFC *(+992 918 637 079, khurshed.khusaynov@gmail.com)*
Mr. Saidusmon Sudurzoda, Director, Center for Analytical Control, CoEP (Focal specialist from the CoEP to support the Mission's work) / +992 888 824 018, saidismon@mail.ru

Mission Support Team:

Mr. Vladimir Lekarkin, Programme Analyst, CCE&E *(+992 949 999 436, vladimir.lekarkin@undp.org)*
Ms. Risolat Azizova, Programme Associate, CCE&E *(+992 949 999 459, risolat.azizova@undp.org)*
Mr. Suhbat Azizov, Driver *(+992 949 999 116, suhbat.azizov@undp.org)*

TIME	DESCRIPTION	STATUS / VENUE
Saturday, October 12, 2024		
01:00	**Arrival at the airport / Pick-up organized by Shukhrat Igamberdyev** Address: 2/1 Huseinzoda Street, Dushanbe / +992 777 770 766) Mr. Richard Joseph Cooke (arrival from Baku – Azerbaijan Airlines Flight J2 525, at 01:00)	FIRDAVSI (PANORAMA) Hotel
12:30 – 14:00	**Lunch**	SAFO restaurant
14:30 – 18:00	**Mission Intro:** *team introduction, missions planning, overall strategy, etc.* Participating Mission Members: Mr. Umed Vahobov, Team Leader (Climate Change, Energy & Environment) Mr. Richard Joseph Cooke, International Consultant (Lead) Mr. Shukhrat Igamberdyev, National PPG Coordinator Mr. Khurshed Khusaynov, Technical Expert on HFCs	RAC Association Office
Sunday, October 13, 2024		
10:00 – 13:00	**PPG Team Work:** *translation of the inputs provided by Khurshed for Rick's review. Factual and suggested projections figures, diagrams and curves. Strategy for achieving phasing down targets, compliance and non-compliance narratives. Defining the overall narrative behind the current situation and future projected dynamics.* Participating Mission Members: Mr. Richard Joseph Cooke, International Consultant (Lead) Mr. Shukhrat Igamberdyev, National PPG Coordinator Mr. Khurshed Khusaynov, Technical Expert on HFCs	REGUS Coworking, RAC Association Office
13:30 – 14:30	**Lunch**	SAFO restaurant
14:30 – 18:00	**PPG Team Work:** *discussion of phasing down targets and trends: factual and projected figures and diagrams on HFC use and consumption; discussion of suggested demonstration projects.*	RAC Association Office

	Participating Mission Members: Mr. Richard Joseph Cooke, International Consultant (Lead) Mr. Shukhrat Igamberdyev, National PPG Coordinator Mr. Khurshed Khusaynov, Technical Expert on HFCs	
Monday, October 14, 2024		
09:30	Pick-up from Hotel Firdavsi (Panorama)	FIRDAVSI Hotel
10:00 – 11:30	**Agency for Standardization, Metrology, Certification and Trade Inspection under the GoRT:** *potential Agency role in the project, feasibility of policy-support initiatives envisaged by the intended project, regulatory mechanisms that would support achievement of phasing down targets and country's commitments.* Attending Agency representatives: Mr. Rahmonsho Mirzoyon Davlat, First Deputy Director Mr. Malohat Rustamzoda Rustam, Deputy Director Mr. Sukhrob Ashurzoda, Head of Department for Technical Regulations Mr. Tohir Nurullozoda, Deputy Head of Department for Technical Regulation and Standardization Participating Mission Members: Mr. Richard Joseph Cooke, International Consultant (Lead) Mr. Shukhrat Igamberdyev, National PPG Coordinator Mr. Khurshed Khusaynov, Technical Expert on HFCs Mr. Saidusmon Sudurzoda, Director, Center for Analytical Control, CoEP (Focal / Assigned specialist from the CoEP to support the Mission's work) Contact Person: Mr. Sukhrob Amirzoda, +992 934 000 145	TajikStandard Office, Dushanbe
12:00 – 13:00	**Lunch**	LAZZAT Cafe
13:30 – 14:45	**Meeting with the Senior Management, UNDP Tajikistan:** *mission introduction, project preparation plans, feasibility issues, required support from the senior management, co-financing strategy, submission timelines and deadlines.* UNDP Senior Management: Mr. Lenni Montiel, Resident Representative, UNDP Tajikistan Ms. Lazima Onta Bhatta, Deputy Resident Representative, UNDP Tajikistan Mr. Umed Vahobov, Team Leader (Climate Change, Energy & Environment) Participating Mission Members: Mr. Richard Joseph Cooke, International Consultant (Lead) Contact Person: Mr. Umed Vahobov, Team Leader (Climate Change, Energy & Environment Cluster), +992 94 9999 460	UNDP CO
15:30 – 16:30	**Ministry of Education and Science of the RT:** *intended project's introduction, expected outcomes, targets for HFC phasing down, country commitments, agency's role in the project, agency's potential contributions, share of support in policy initiatives towards achieving*	MoES Office, Dushanbe

	phasing down targets. Education, training, and capacity building programs, including gender action planning, and etc. Attending Ministry representatives: Mr. Jamshed Jourazoda, First Deputy Minister Mr. Amonullo Fayzullozoda, Head of Department for International Relations Mr. Safarbek Sirojzoda, Lead Specialist, Department for International Relations (+992 971 783 838) Participating Mission Members: Mr. Richard Joseph Cooke, International Consultant (Lead) Mr. Shukhrat Igamberdyev, National PPG Coordinator Mr. Khurshed Khusaynov, Technical Expert on HFCs	
17:00 – 18:00	Resume of Day 3	REGUS Coworking
Tuesday, October 15, 2024		
09:00 – 11:30	Committee for Environmental Protection under the GoRT: *management arrangements in implementation of the intended project, degree of engagement in direct implementation, present institutional capacities that would enable the required level of performance and possible capacity gaps, level of expected contributions (co-financing) that the Committee is capable and/or willing to provide for the project.* Attending Committee representatives: Ms. Zarafo Kiyomzoda Sufijon, First Deputy Chairman Mr. Muhibullo Junaydzoda, Director, Centre for Implementation of Investment Projects (CIIP) / Contacts: +992 202 383 636 (mobile) Mr. Jobirov Dilshod, Chief Specialist, Department for State Control of Use and Protection of Atmospheric Air Mr. Saidusmon Sudurzoda, Director, Center for Analytical Control, CoEP (Focal / Assigned specialist from the CoEP to support the Mission's work) Accompanied by: Ms. Zebunisso Muminzoda, Technical Focal Point for the intended HFC Project on behalf of the CoEP, as well as the Country Director, the Regional Environmental Centre for Central Asia (CAREC) Participating Mission Members: Mr. Umed Vahobov, Team Leader (Climate Change, Energy & Environment) Mr. Richard Joseph Cooke, International Consultant / PPG Team Lead Mr. Shukhrat Igamberdyev, Local Consultant / National PPG Coordinator Mr. Khurshed Khusaynov, Local Consultant / PPG Technical Expert on HFCs	CoEP Compound
11:30 – 12:30	Lunch	Restaurant "Safo"
13:00 – 14:00	Statistics Agency under the President of the RT: *The system of data collection and reporting related to HCFC, HFC, and other refrigerants disaggregated in Tajikistan; institutional needs for further strengthening of top-down and bottom-up systematization of information and statistics, and generally the Agency's role and mandates in the sector and degree of its potential engagement in the project's activity*	StatAgency Office, Dushanbe

	implementation. The present institutional capacities that would enable the required level of performance and possible capacity gaps were also amongst the items for discussion. Attending Agency representatives: Mr. Khurshed Qosimov, Head of Department for Agricultural and Environmental Statistics / +992 934 338 282 Mr. Firdavs Asmatbekzoda, Head of Department for Industrial and Construction Statistics / +992 93 513 38 65 Participating Mission Members: Mr. Richard Joseph Cooke, International Consultant (Lead) Mr. Shukhrat Igamberdyev, National PPG Coordinator Mr. Khurshed Khusaynov, Technical Expert on HFCs Mr. Saidusmon Sudurzoda, Director, Center for Analytical Control, CoEP (Focal / Assigned specialist from the CoEP to support the Mission's work)	
16:30 – 17:30	**CSC "Babilon Mobile" (large end-user):** *the role of the CSC "Babilon Mobile" engagement and contribution to expected HFC phasing down and sustainable cooling in the country. More specifically, the Mission Team consulted the company on – (a) the company's willingness and preparedness to participate in implementation of demonstration and investments activities supported by the project, and (b) subsequent co-financing possibilities in that regard. The demonstration activities supported by the project are designed to expedite smooth transition to the use of alternative refrigerants (as required by the MP Kigali Amendment), specifically for its currently planned construction and equipping of server compounds in Dushanbe city.* CSC "Babilon Mobile" (Management): Mr. Bekhzod Fayzulloev, General Director Mr. Bakhtiyor Muminov, Executive/Technical Director Mr. Daler Rakhimov, Deputy Executive Director Participating Mission Members: Mr. Richard Joseph Cooke, International Consultant / PPG Team Lead Mr. Shukhrat Igamberdyev, Local Consultant / National PPG Coordinator Mr. Khurshed Khusaynov, Local Consultant / PPG Technical Expert on HFCs	CSC Babilon Mobile office
18:00 – 19:00	**Republican Association "Centre for Artificial Cooling" (also Technical Centre for Recycling):** *the role of the RAC Association's engagement and contribution to expected HFC phasing down and sustainable cooling in the country. The willingness and preparedness to participate in implementation of project activities, as well as demonstration and investments activities supported by the project, and therefore define subsequent co-financing possibilities in that regard.* RAC Association (Management): Mr. Bakhtiyor Jabborov, Chairman of the Management Board Mr. Sharofjon Khuseynov, Manager of the "Technical Centre for Recycling" under the RAC Association	RAC Association

	UNDP GEF-PPG Mission Team: Mr. Richard Joseph Cooke, International Consultant / PPG Team Lead Mr. Shukhrat Igamberdyev, Local Consultant / National PPG Coordinator Mr. Khurshed Khusaynov, Local Consultant / PPG Technical Expert on HFCs	
Wednesday, October 16, 2024		
08:30 – 09:30	State Institution "Agriculture Entrepreneurship Development" / *"Strengthening Resilience of the Agriculture Sector" Project financed by the WB*: *PMU willingness to collaborate with the GEF-UNDP's intended project via implementation of demonstration projects. More specifically, (a) its current project activities that relate to the GEF project, (b) degree of its potential engagement in the project's activity implementation, (c) present capacities that would enable the required level of performance and possible technical capacity gaps in that regard, and (d) the level of contributions (co-financing) that PMU is capable and/or willing to provide for the intended project.* State Institution "Agriculture Entrepreneurship Development" (Team): Mr. Boymurod Kurbonov, Deputy Director / +992 777 777 752 Mr. Sherali Safarov, Project Coordinator for Component-1 Mr. Mahmadsodiq Musamirov, Environment Protection Specialist Ms. Rakhmatova Ranokhon, Social Assessment Specialist Participating Mission Members: Mr. Umed Vahobov, Team Leader (Climate Change, Energy & Environment) Mr. Richard Joseph Cooke, International Consultant (Lead) Mr. Shukhrat Igamberdyev, National PPG Coordinator Mr. Khurshed Khusaynov, Technical Expert on HFCs Mr. Saidusmon Sudurzoda, Director, Center for Analytical Control, CoEP (Focal / Assigned specialist from the CoEP to support the Mission's work)	Project Office within the AoS building, Floor #12
10:00 – 11:00	Customs Agency under the GoRT: *the role of Customs Agency in its implementation, including the extent of the Agency's engagement and contribution to expected HFC phasing down and sustainable cooling in the country. More specifically, (a) its current roles and mandates in the sector, (b) degree of its potential engagement in the project's activity implementation, (c) present institutional capacities that would enable the required level of performance and possible capacity gaps in that regard, and (d) the level of contributions (co-financing) that Agency is capable and/or willing to provide for the intended project.* Attending Agency representatives: Mr. Jovidon Sharipov, Head of Department for Customs Regulations and Management (DCRM) Ms. Zamira Mahkamova, Head of Unit for Regulatory Development under the DCRM Mr. Yormahmad Yorov, Head of Unit for Technical Operations under the DCRM Mr. Khudonazar Davlatmirov, Chief Inspector, Unit for International cooperation under the DCRM	Customs Agency Office, Dushanbe

	Mr. Rajabali Gulmirzoev, Senior Inspector, Department for Customs Regulations and Management Participating Mission Members: Mr. Umed Vahobov, Team Leader (Climate Change, Energy & Environment) Mr. Richard Joseph Cooke, International Consultant (Lead) Mr. Shukhrat Igamberdyev, National PPG Coordinator Mr. Khurshed Khusaynov, Technical Expert on HFCs	
11:30 – 12:30	Lunch	Restaurant "Safo"
13:30 – 15:00	**LLC "Tamiri Yakhdon" (TECHNOKHOL – "RAC Repair"), LLC "Sarmo" (VISOL – "Cooling"), Individual Entrepreneur "Ziyoviddin Khaydarov":** *key importers of RAC spare parts, refrigerants, supplies, equipment, tools and devices for RAC servicing, operation and maintenance, repair, installations and assembly.* Attending Companies (Senior Representatives): Mr. Fakhriddin Zokirov, Director, LLC "Tamiri Yakhdon" (TECHNOKHOL – "RAC repair") Mr. Khujanazar Khodjaev, Director, LLC "Sarmo" (VISOL – 'Cooling') Mr. Bakhtiyor Nazirmadov, Sales Manager, LLC "Sarmo" (VISOL – 'Cooling') Mr. Ziyoviddin Khaydarov, Individual Entrepreneur Participating Mission Members: Mr. Richard Joseph Cooke, International Consultant (Lead) Mr. Shukhrat Igamberdyev, National PPG Coordinator Mr. Khurshed Khusaynov, Technical Expert on HFCs	Store-Base "Tamiri Yakhdon", Dushanbe
15:30 – 17:00	**LLC "MARMARI" (Corporation):** *industrial end-user of RAC in food processing industry. (Official Website and E-mail: www.marmari.tj; karim@avesto.tj)* *The extent of company's participation in demonstration projects envisaged by the project. More specifically, the Mission Team consulted the company on – (a) its current commercial activities and range of services, RAC installations in use, (b) degree of their potential engagement in the project's activity implementation, (c) present organizational capacities that would enable the required level of performance and possible capacity gaps in that regard, and (d) the level of co-financing that they are capable and/or willing to provide for the intended project.* LLC "MARMARI" representatives: Mr. Abdukarim Tursunov, General Director (+992 918 794 753) Mr. Tofik Akhmedov, Deputy General Director / Chief Engineer (+992 935 066 76) Mr. Muhsin Nugmonov, Director of Slaughter Section Mr. Zafar Khakimov, Director of Poultry Factory in Sebiston Participating Mission Members: Mr. Richard Joseph Cooke, International Consultant (Lead) Mr. Shukhrat Igamberdyev, National PPG Coordinator	LLC "Marmari" (Corporation) Office, Dushanbe

	Mr. Khurshed Khusaynov, Technical Expert on HFCs	
Thursday, October 17, 2024		
09:00	Pick-up from Hotel Firdavsi (Panorama)	FIRDAVSI Hotel
09:30 – 11:00	**United Nations Children's Fund (UNICEF):** *The main objective of the consultation mission was to present the detailed concept of the intended GEF-UNDP Project (PPG) – "Integrated Program for HFC Phasing Down and Sustainable Cooling for Tajikistan" and consult the UNICEF on its willingness to collaborate with the GEF-UNDP's intended project via implementation of demonstration projects. More specifically, the Mission Team consulted the UNICEF on – (a) its current project activities that relate to the GEF project, (b) degree of its potential engagement in the project's activity implementation, (c) present capacities that would enable the required level of performance and possible technical capacity gaps in that regard, and (d) the level of contributions (co-financing) that UNICEF is capable and/or willing to provide for the intended project.* Attending UNICEF representatives: Mr. Anthony O Asije, Chief of Section, Health & Nutrition (+992 93 999 8914) Mr. Jamshed Khasanov, Chief of Section, Climate, Energy, Environment and DRR Mr. Saidali Qodirov, Health Officer, HSS, HIV/AIDS (+992 931 110 499) Mr. Rauf Yuldashev, WASH Officer/Engineer (+992 935 633 393) Participating Mission Members: Mr. Umed Vahobov, Team Leader (Climate Change, Energy & Environment) Mr. Richard Joseph Cooke, International Consultant (Lead) Mr. Shukhrat Igamberdyev, National PPG Coordinator Mr. Khurshed Khusaynov, Technical Expert on HFCs	UNICEF CO, Dushanbe
11:30 – 12:30	**LLC "VOSTOK" (brand 'VOLNA') and its Service Centre in Dushanbe – the large importer of RAC equipment and technical service centre in Tajikistan** *(one of the largest importers of RAC equipment and owner of the leading technical service centre in the country): the role of the company engaged in the import and servicing sector in project implementation, including the extent of their engagement and contribution to expected HFC phasing down and sustainable cooling in the country. More specifically, the Mission Team consulted the company on – (a) its current commercial activities, products range and supply stocks, (b) degree of their potential engagement in the project's activity implementation, (c) present organizational capacities that would enable the required level of performance and possible capacity gaps in that regard, and (d) the level of co-financing that they are capable and/or willing to provide for the intended project.* LLC "VOSTOK" representatives: Mr. Daler Atoev, Deputy General Director Mr. Saidakbar Azizov, Chief Engineer Participating Mission Members: Mr. Richard Joseph Cooke, International Consultant (Lead) Mr. Shukhrat Igamberdyev, National PPG Coordinator	LLC "VOSTOK" (Volna) Service Centre, Dushanbe

	Mr. Khurshed Khusaynov, Technical Expert on HFCs	
13:00 – 14:00	Lunch	Teahouse "Lazzat"
14:30 – 18:00	**PPG Team Work:** *discussion of phasing down targets and trends: factual and projected figures and diagrams on HFC use and consumption; discussion of suggested demonstration projects.* Participating Mission Members: Mr. Richard Joseph Cooke, International Consultant (Lead) Mr. Shukhrat Igamberdyev, National PPG Coordinator Mr. Khurshed Khusaynov, Technical Expert on HFCs	RAC Association, Dushanbe
Friday, October 18, 2024		
09:30	Pick-up from Firdavsi Hotel (Rick)	Firdavsi Hotel
10:00 – 11:00	**Ministry of Industry and New Technologies of the Republic of Tajikistan:** *the role of the Ministry of Industry and New Technologies in its implementation, including the extent of the Ministry's engagement and contribution to expected HFC phasing down and sustainable cooling in the country. More specifically, the Mission Team consulted the Ministry on – (a) its current roles and mandates in the sector, (b) degree of its potential engagement in the project's activity implementation, (c) present institutional capacities that would enable the required level of performance and possible capacity gaps in that regard, and (d) the level of contributions (co-financing) that Agency is capable and/or willing to provide for the intended project.* Ministry of Industry and New Technologies of the RT: Mr. Saidjon Saidrahmonzoda, Head of the Mechanical Engineering, Defense and Chemical Industry Department, PhD G. – MSc (+992 981 001 040) Mr. Qobiljon Boboev, Lead Specialist, Department for International Relations (+992 958 319 091) Mr. Rustam Saidrahmonov, Lead Specialist, Department for Food Industry Mr. Asrorov Mehron, Lead Specialist, Department for New Technologies Mr. Bahodur Ghiyosov, Lead Specialist, Department for Construction Materials Participating Mission Members: Mr. Richard Joseph Cooke, International Consultant (Lead) Mr. Shukhrat Igamberdyev, National PPG Coordinator Mr. Khurshed Khusaynov, Technical Expert on HFCs	MoINT Office, Dushanbe
11:30 – 12:30	**Food & Agriculture Organization of the United Nations (UN FAO):** *(a) FAO's current project activities that relate to the GEF project, (b) degree of its potential engagement in the project's activity implementation, (c) present capacities that would enable the required level of performance and possible technical capacity gaps in that regard, and (d) the level of contributions (co-financing) that FAO is capable and/or willing to provide for the intended project.* Attending FAO representatives: Mr. Aghasi Harutyunyan, FAO Representative a.i. in Tajikistan Mr. Nazem Shirazi Mohammad, Country Team Leader	UN FAOR Office

	Mr. Ibrohim Ahmadov, National Technical Coordinator, Government Liaison (Food Security, Nutrition and Emergency) Mr. Abdujabbor Khakimov, National Project Preparation Consultant Mr. Khurshed Kholov, National Project Coordinator Participating Mission Members: Mr. Richard Joseph Cooke, International Consultant (Lead) Mr. Shukhrat Igamberdyev, National PPG Coordinator Mr. Khurshed Khusaynov, Technical Expert on HFCs	
12:30 – 13:30	Lunch	Teahouse "Nabot"
14:00 – 15:30	PPG Team Work: *discussion of phasing down targets and trends: factual and projected figures and diagrams on HFC use and consumption; discussion of suggested demonstration projects.* Participating Mission Members: Mr. Richard Joseph Cooke, International Consultant (Lead) Mr. Shukhrat Igamberdyev, National PPG Coordinator Mr. Khurshed Khusaynov, Technical Expert on HFCs	REGUS Coworking
16:00 – 18:00	Mission Debriefing, wrap-up and follow-up: concluding remarks, plan of actions, strategy, theory of change re-adjustments Participating Mission Members: Mr. Umed Vahobov, Team Leader Mr. Richard Joseph Cooke, International Consultant (Lead) Mr. Shukhrat Igamberdyev, National PPG Coordinator Mr. Khurshed Khusaynov, Technical Expert on HFCs	UNDP CO
Saturday, October 19, 2024		
~12:00	Check-out from FIRDAVSI (PANORAMA) Hotel: *Mr. Richard Joseph Cooke* Departure from Dushanbe (Turkish Airlines Flight TK255, at 03:10)	FIRDAVSI hotel, Dushanbe

Annex 2. List of people consulted during project preparation

Project Preparation Grant –
"Integrated Program for HFC Phasing Down and Sustainable Cooling for Tajikistan"

LIST OF INDIVIDUALS CONSULTED

#	NAME	TITLE	AGENCY / ENTITY	MODE
I	National Government Authorities *(ministries, agencies, committees, institutions, etc.)*			
1	Ms. Zarafo Kiyomzoda Sufijon	First Deputy Chairman	Committee for Environmental Protection under the Government of the Republic of Tajikistan (CoEP)	In-Person
2	Mr. Saidusmon Sudurzoda	Director of the Center for Analytical Control / Focal specialist from the CoEP to support the Mission's work	Committee for Environmental Protection under the Government of the Republic of Tajikistan (CoEP)	In-Person
3	Mr. Muhibullo Junaydzoda	Director, Centre for Implementation of Investment Projects (CIIP)	Committee for Environmental Protection under the Government of the Republic of Tajikistan (CoEP)	In-Person
4	Mr. Jobirov Dilshod	Chief Specialist, Department for State Control of Use and Protection of Atmospheric Air	Committee for Environmental Protection under the Government of the Republic of Tajikistan (CoEP)	In-Person
5	Mr. Jamshed Jourazoda	First Deputy Minister	Ministry of Education and Science of the Republic of Tajikistan (MoES)	In-Person
6	Mr. Amonullo Fayzullozoda	Head of Department for International Relations	Ministry of Education and Science of the Republic of Tajikistan (MoES)	In-Person
7	Mr. Safarbek Sirojzoda	Lead Specialist, Department for International Relations	Ministry of Education and Science of the Republic of Tajikistan (MoES)	In-Person
8	Mr. Saidjon Saidrahmonzoda	Head of the Mechanical Engineering, Defense and Chemical Industry Department	Ministry of Industry and New Technologies of the Republic of Tajikistan (MoINT)	In-Person
9	Mr. Qobiljon Boboev	Lead Specialist, Department for International Relations	Ministry of Industry and New Technologies of the Republic of Tajikistan (MoINT)	In-Person
10	Mr. Rustam Saidrahmonov	Lead Specialist, Department for Food Industry	Ministry of Industry and New Technologies of the Republic of Tajikistan (MoINT)	In-Person
11	Mr. Asrorov Mehron	Lead Specialist, Department for New Technologies	Ministry of Industry and New Technologies of the Republic of Tajikistan (MoINT)	In-Person
12	Mr. Bahodur Ghiyosov	Lead Specialist, Department for Construction Materials	Ministry of Industry and New Technologies of the Republic of Tajikistan (MoINT)	In-Person
13	Mr. Rahmonsho Mirzoyon Davlat	First Deputy Director	Agency for Standardization, Metrology, Certification and Trade Inspection under the Government of the Republic of Tajikistan (TajikStandard)	In-Person
14	Mr. Malohat Rustamzoda Rustam	Deputy Director	Agency for Standardization, Metrology, Certification and Trade Inspection under the Government of the Republic of Tajikistan (TajikStandard)	In-Person

15	Mr. Sukhrob Ashurzoda	Head of Department for Technical Regulations	Agency for Standardization, Metrology, Certification and Trade Inspection under the Government of the Republic of Tajikistan (TajikStandard)	In-Person
16	Mr. Tohir Nurullozoda	Deputy Head of Department for Technical Regulation and Standardization	Agency for Standardization, Metrology, Certification and Trade Inspection under the Government of the Republic of Tajikistan (TajikStandard)	In-Person
17	Mr. Jovidon Sharipov	Head of Department for Customs Regulations and Management (DCRM)	Customs Agency under the Government of the Republic of Tajikistan	In-Person
18	Ms. Zamira Mahkamova	Head of Unit for Regulatory Development under the DCRM	Customs Agency under the Government of the Republic of Tajikistan	In-Person
19	Mr. Yormahmad Yorov	Head of Unit for Technical Operations under the DCRM	Customs Agency under the Government of the Republic of Tajikistan	In-Person
20	Mr. Khudonazar Davlatmirov	Chief Inspector, Unit for International cooperation under the DCRM	Customs Agency under the Government of the Republic of Tajikistan	In-Person
21	Mr. Rajabali Gulmirzoev	Senior Inspector, Department for Customs Regulations and Management	Customs Agency under the Government of the Republic of Tajikistan	In-Person
22	Mr. Khurshed Qosimov	Head of Department for Agricultural and Environmental Statistics	Statistics Agency under the President of the Republic of Tajikistan (AoS)	In-Person
23	Mr. Firdavs Asmatbekzoda	Head of Department for Industrial and Construction Statistics	Statistics Agency under the President of the Republic of Tajikistan (AoS)	In-Person
24	Ms. Zebunisso Muminzoda	Technical Focal Point for the intended HFC Project on behalf of the CoEP, as well as the Country Director	Regional Environmental Centre for Central Asia (CAREC)	In-Person
II	Development Partners and IFIs *(Projects)*			
25	Mr. Bakhodur Yusupov	Principal Banker	European Bank for Reconstruction and Development (EBRD) in Tajikistan	In-person
26	Mr. Mustafo Jonmamadov	EBRD Head of Department	European Bank for Reconstruction and Development (EBRD) in Tajikistan	Online
27	Ms. Firuza Safarova	Lead Financial and Economic Expert / PFI Relationship Manager	European Bank for Reconstruction and Development (EBRD) in Tajikistan / Green Economy Financing Facility (GEFF), Phase II	Online
28	Mr. Parvin Jabborov	Local Lead Engineer for GEFF Project	European Bank for Reconstruction and Development (EBRD) in Tajikistan / Green Economy Financing Facility (GEFF), Phase II	In-person
29	Mr. Farhod Umarov	Local Engineer for GEFF Project	European Bank for Reconstruction and Development (EBRD) in Tajikistan / Green Economy Financing Facility (GEFF), Phase II	In-person
30	Mr. Boymurod Kurbonov	Deputy Director	State Institution “Agriculture Entrepreneurship Development” /	In-Person

			"Strengthening Resilience of the Agriculture Sector" Project financed by the World Bank	
31	Mr. Sherali Safarov	Project Coordinator for Component-1	State Institution "Agriculture Entrepreneurship Development" / *"Strengthening Resilience of the Agriculture Sector" Project financed by the World Bank*	In-Person
32	Mr. Mahmadsodiq Musamirov	Environment Protection Specialist	State Institution "Agriculture Entrepreneurship Development" / *"Strengthening Resilience of the Agriculture Sector" Project financed by the World Bank*	In-Person
33	Ms. Rakhmatova Ranokhon	Social Assessment Specialist	State Institution "Agriculture Entrepreneurship Development" / *"Strengthening Resilience of the Agriculture Sector" Project financed by the World Bank*	In-Person
34	Ms. Ganjina Fazilova	Climate Change Specialist, Tajikistan Resident Mission	Asian Development Bank (ADB)	In-Person
35	Mr. Daler Qubodbekov	Energy Specialist, Tajikistan Resident Mission	Asian Development Bank (ADB)	In-Person
36	Mr. Firuz Safarov	Project Assistant, Tajikistan Resident Mission	Asian Development Bank (ADB)	In-Person
III	Civil Society Organizations *(non-government organizations, associations, centres, etc.)*			
37	Mr. Bakhtiyor Jabborov	Chairman of the Management Board	Republican Association "Centre for Artificial Cooling" (also Technical Centre for Recycling) / RAC Association	In-Person
38	Mr. Sharofjon Khuseynov	Manager of the "Technical Centre for Recycling" under the RAC Association	Republican Association "Centre for Artificial Cooling" (also Technical Centre for Recycling) / RAC Association	In-Person
IV	Private Sector Entities *(companies, corporations, entrepreneurs, etc.)*			
39	Mr. Bekhzod Fayzulloev	General Director	Closed Joint Stock Company (CSC) "Babilon Mobile"	In-Person
40	Mr. Bakhtiyor Muminov	Executive/Technical Director	Closed Joint Stock Company (CSC) "Babilon Mobile"	In-Person
41	Mr. Daler Rakhimov	Deputy Executive Director	Closed Joint Stock Company (CSC) "Babilon Mobile"	In-Person
42	Mr. Abdukarim Tursunov	General Director	Limited Liability Company (LLC) "MARMARI" (Corporation)	In-Person
43	Mr. Tofik Akhmedov	Deputy General Director / Chief Engineer	Limited Liability Company (LLC) "MARMARI" (Corporation)	In-Person
44	Mr. Muhsin Nugmonov	Director of Slaughter Section	Limited Liability Company (LLC) "MARMARI" (Corporation)	In-Person
45	Mr. Zafar Khakimov	Director of Poultry Factory in Sebiston	Limited Liability Company (LLC) "MARMARI" (Corporation)	In-Person
46	Mr. Daler Atoev	Deputy General Director	Limited Liability Company (LLC) "VOSTOK" (brand 'VOLNA') and its Service Centre in Dushanbe	In-Person

47	Mr. Saidakbar Azizov	Chief Engineer	Limited Liability Company (LLC) "VOSTOK" (brand 'VOLNA') and its Service Centre in Dushanbe	In-Person
48	Mr. Fakhriddin Zokirov	Director	Limited Liability Company (LLC) "Tamiri Yakhdon" (TECHNOKHOL – "RAC Repair")	In-Person
49	Mr. Khujanazar Khodjaev	Director	Limited Liability Company (LLC) "Sarmo" (VISOL – "Cooling")	In-Person
50	Mr. Bakhtiyor Nazirmadov	Sales Manager	Limited Liability Company (LLC) "Sarmo" (VISOL – "Cooling")	In-Person
51	Mr. Ziyoviddin Khaydarov	Individual Entrepreneur	Individual Entrepreneur "Ziyoviddin Khaydarov"	In-Person
V	United Nations Agencies and Organizations			
52	Mr. Anthony O Asije	Chief of Section, Health & Nutrition	United Nations Children's Fund (UNICEF)	In-Person
53	Mr. Jamshed Khasanov	Chief of Section, Climate, Energy, Environment and DRR	United Nations Children's Fund (UNICEF)	In-Person
54	Mr. Saidali Qodirov	Health Officer, HSS, HIV/AIDS	United Nations Children's Fund (UNICEF)	In-Person
55	Mr. Rauf Yuldashev	WASH Officer/Engineer	United Nations Children's Fund (UNICEF)	In-Person
56	Mr. Aghasi Harutyunyan	FAO Representative a.i. in Tajikistan	Food & Agriculture Organization of the United Nations (UN FAO)	In-Person
57	Mr. Nazem Shirazi Mohammad	Country Team Leader	Food & Agriculture Organization of the United Nations (UN FAO)	In-Person
58	Mr. Ibrohim Ahmadov	National Technical Coordinator, Government Liaison (Food Security, Nutrition and Emergency)	Food & Agriculture Organization of the United Nations (UN FAO)	In-Person
59	Mr. Abdujabbor Khakimov	National Project Preparation Consultant	Food & Agriculture Organization of the United Nations (UN FAO)	In-Person
60	Mr. Khurshed Kholov	National Project Coordinator	Food & Agriculture Organization of the United Nations (UN FAO)	In-Person
61	Ms. Charlotte De Bruyne	Regional Technical Specialist, Montreal Protocol / Chemicals Unit	United Nations Development Programme (UNDP), Istanbul Regional HUB	MS Teams (online)
62	Ms. Yeliz Oymen	Programme Associate, Montreal Protocol Unit (MPU) / Nature, Climate, Energy (NCE) / Chemicals & Waste	United Nations Development Programme (UNDP), Istanbul Regional HUB	MS Teams (online)
63	Mr. Lenni Montiel	Resident Representative	United Nations Development Programme (UNDP) in Tajikistan	In-Person
64	Ms. Lazima Onta Bhatta	Deputy Resident Representative	United Nations Development Programme (UNDP) in Tajikistan	In-Person
65	Mr. Umed Vahobov	Team Leader, Climate Change, Energy & Environment Cluster	United Nations Development Programme (UNDP) in Tajikistan	In-Person
66	Mr. Vladimir Lekarkin	Programme Analyst, Climate Change, Energy & Environment Cluster	United Nations Development Programme (UNDP) in Tajikistan	In-Person
67	Mr. Sukhrob Raupov	Project Coordinator / "Empowering Rural Women	United Nations Development Programme (UNDP) in Tajikistan	In-Person

		through Access to Renewable Energy via Biodigesters Project"		
68	Mr. Richard Joseph Cooke	International Consultant / PPG Team Lead	United Nations Development Programme (UNDP) in Tajikistan	In-Person
69	Ms. Henrieta Martonakova	International Social and Environmental Safeguards Specialist / PPG Team Member	United Nations Development Programme (UNDP) in Tajikistan	In-Person
70	Mr. Shukhrat Igamberdyev	National Gender and SESP Consultant, National PPG Coordinator	United Nations Development Programme (UNDP) in Tajikistan	In-Person
71	Mr. Khurshed Khusaynov	Technical Expert on HFC (National) / PPG Team Member	United Nations Development Programme (UNDP) in Tajikistan	In-Person

Annex 3. Grievance Redress Mechanisms

During the design, construction and implementation of any project, a person or group of people may perceive or experience potential harm, directly or indirectly due to the project activities. The grievances that may arise can be related to social issues such as eligibility criteria and entitlements, disruption of services, temporary or permanent loss of livelihoods and other social and cultural issues. Grievances may also be related to environmental issues such as excessive dust generation, damages to infrastructure due to construction related vibrations or transportation of raw material, noise, traffic congestions, decrease in quality or quantity of private/ public surface/ ground water resources during irrigation rehabilitation, damage to home gardens and agricultural lands, etc.

Should such a situation arise, there must be a mechanism through which affected parties can resolve such issues in a cordial manner with the project personnel in an efficient, unbiased, transparent, timely and cost-effective manner. To achieve this objective, a Grievance Redress Mechanism has been included in the ESMF for this project.

In addition to this, during the PPG phase, following consultation processes, the PPG Team identified additional measures related to grievance mechanisms that would deem necessary for implementation in the project. Those are the following:

- Assigning focal points from key stakeholder groups (authorities, private sector, civil society, academia) through which participants could get information about any project updates and communicate with Project Implementing Agency;
- Assigning complaint and suggestions box at the premises of Project Implementing Agency;
- Establishment of life-lines (hotlines) – mobile or land-line numbers to which participants would be allowed to call or text at any given time; and
- Installing project information boards, as relevant, where project implementation is taking place, indicating title and duration of the project, sub-projects, responsible organizations/Implementing Agencies, and related contact information, expected project results;
- To the extent possible, project updates would need to be extended to project beneficiaries in every community.

The Grievance Redress Mechanism is designed to:

- be a legitimate process that allows for trust to be built between stakeholder groups and assures stakeholders that their concerns will be assessed in a fair and transparent manner;
- allow simple and streamlined access to the Grievance Redress Mechanism for all stakeholders and provide adequate assistance for those that may have faced barriers in the past to be able to raise their concerns;
- provide clear and known procedures for each stage of the Grievance Redress Mechanism process, and provides clarity on the types of outcomes available to individuals and groups;
- ensure equitable treatment to all concerned and aggrieved individuals and groups through a consistent, formal approach that, is fair, informed and respectful to a concern, complaints and/or grievances;
- to provide a transparent approach, by keeping any aggrieved individual/group informed of the progress of their complaint, the information that was used when assessing their complaint and information about the mechanisms that will be used to address it; and
- enable continuous learning and improvements to the Grievance Redress Mechanism. Through continued assessment, the learnings may reduce potential complaints and grievances.

The GRM will be gender- and age-inclusive and responsive and address potential access barriers to women, the elderly, the disabled, youth and other potentially marginalized groups as appropriate to the Project. The GRM will not impede access to judicial or administrative remedies as may be relevant or applicable and will be readily accessible to all stakeholders at no cost and without retribution.

Information about the Grievance Redress Mechanism and how to make a complaint and/or grievance must be communicated during the stakeholder engagement process and placed at prominent places for the information of the key stakeholders.

All complaints and/or grievances regarding social and environmental issues can be received either orally (to the field staff), by phone, in complaints box or in writing to the UNDP, WHO or the Contractor. A key part of the grievance redress mechanism is the requirement for the WHO/PMU and construction contractor to maintain a register of complaints and/or grievances received at the respective project site offices. The following information will be recorded:

a. time, date and nature of enquiry, concern, complaints and/or grievances;
b. type of communication (e.g. telephone, letter, personal contact);
c. name, contact address and contact number;
d. response and review undertaken as a result of the enquiry, concern, complaints and/or grievances; and
e. actions taken and name of the person taking action.

Annex 9: Environmental Social Management Framework (ESMF) and other SES frameworks/plans, if required

Environmental and Social Management Framework (ESMF)

Project title	Integrated Program for HFC Phasing Down and Sustainable Cooling for Tajikistan
Country	Tajikistan
Implementing Partner	Centre for Implementation of International projects under Committee of Environmental Protection under the Government of the Republic of Tajikistan
PIMS number	6738
Version number	v.2
Version date	March 2025
Version stage	DRAFT FOR CONSULTATION AND DISCLOSURE

Draft for consultation
Send comments to [add details] by:

date +30 days

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ANNEX A: GRIEVANCE REDRESS MECHANISM ERROR! BOOKMARK NOT DEFINED.

Abbreviations and Acronyms

CIIP	Centre for Implementation of Investment Projects
CoEP	Committee for Environmental Protection under the Government of the Republic of Tajikistan
EIA	Environmental Impact Assessment
ESIA	Environmental and Social Impact Assessment
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
GAP	Gender Action Plan
GEF	Global Environment Facility
GRM	Grievance Redress Mechanism
GWP	Global warming potential
HFCs	Hydrofluorocarbons
LRM	Lifecycle Refrigerant Management
M&E	Monitoring and Evaluation
OHS	Occupational health and safety
PIR	Project Implementation Report
PMU	Project Management Unit
PPE	personal protection equipment
PPG	Project Preparation Grant
RAC	Refrigeration and Air-Conditioning
RACHP	Refrigeration, Air Conditioning and Heat Pumps
S&E	Social and environmental
SEP	Stakeholder Engagement Plan
SES	Social and Environmental Standards (UNDP)
SESP	Social and Environmental Screening Procedure (UNDP)
SRM	Stakeholder Response Mechanism (UNDP)
UNDP	United Nations Development Programme

Executive Summary

Purpose and Scope of this Environmental and Social Management Framework (ESMF)

This ESMF has been prepared for the GEF-financed project "Integrated Program for HFC Phasing Down and Sustainable Cooling for Tajikistan" implemented by UNDP. The Centre for Implementation of International projects under Committee of Environmental Protection under the Government of the Republic of Tajikistan is the implementing partner, under the full NIM modality (national implementation). The project is designed to support the government of Tajikistan and stakeholders to phase down 70% of Hydrofluorocarbon (HFCs) consumption by 2029 in cooling and foam sectors from its baseline level in line with the control measures of the Kigali Amendment of the Montreal Protocol on HFCs and reduce environment and climate footprint of cooling sector by improving energy efficiency and life cycle management of refrigerants and products containing them.

The ESMF has been prepared on the basis of UNDP's Social and Environmental Standards (SES) and the following guiding documents: Policy on UNDP Social and Environmental Standards (SES), Guidance Note on Social and Environmental Screening Procedure (SESP), Guidance Note on Social and Environmental Assessment and Management.

It sets out guidelines and procedures for screening, assessing, and managing the potential social and environmental impacts of the relevant project elements that involve, in this case, Moderate social and environmental S&E risks. The implementing partner of the project and the relevant members of the Project Management Unit (PMU) will follow this ESMF during project implementation and ensure the environmental and social risks and impacts are fully assessed and management measures are put in place prior to the implementation of the relevant project activities.

The ESMF should be taken into account in the planning of all activities of the project. The Stakeholder Engagement Plan (SEP) and the Gender Action Plan (GAP) are important additional document that will help to mitigate the key risks outlined below.

Potential Social and Environmental Impacts

Preliminary Social and Environmental Screening was developed during preparation of the Project Identification Form (PIF). It was revised and elaborated into a more detailed risk assessment (SESP) during the design of a full-fledged Project Document. All project activities were screened, including planning support, policy advice, capacity-building, and site-specific, physical interventions.

The project mainstreams the human-rights based approach, gender-equality, sustainability and accountability to stakeholders, as:

- By its goal to address climate change by reducing GHG emissions, it contributes to fulfilment of the right to a clean, healthy and sustainable environment acknowledged by the United Nations Human Rights Council during its 48th session in October 2021, and subsequently by the United Nations General Assembly on July 28, 2022.
- It includes one gender-specific Output: Output 4.1.1. Gender mainstreaming roadmap on women's empowerment in the RAC and other relevant sectors revised and effectively implemented. It aims to support women participation especially in the activities involving vocational training for refrigeration technicians and seminars and forums conducted to disseminate policy and legal frameworks, program information, knowledge and the results of projects.

- Involved extensive consultations with stakeholders during the project concept and PPG stages of the project, with relevant national authorities, private sector companies and entrepreneurs, and civil society organizations in the RACHP sector, International Financial Institutions and Development Partner Agencies.

Thorough analysis of project interventions has identified a selection of a few risks. This analysis, presented in the project's SESP identified a total of fifteen risks (some are combinations of two similar risks), seven of which are rated as "Low", and eight[19] as "Moderate", making the overall SESP risk categorization rating for the project is **"Moderate".** The project document includes the updated SESP template that details the specific environmental and social risks identified.

Moderate Risk: "Projects that include activities with potential adverse social and environmental risks and impacts that are limited in scale, are largely reversible and can be identified with a reasonable degree of certainty and readily addressed through application of recognized good international practice, mitigation measures and stakeholder engagement during project implementation." (UNDP SESP Guidelines).

The following are the project risks, and their significance as identified in the completed SESP presented in Annex 5 of the Project Document:

- **Risk 1: Principle 1: Human Rights: P1.2 limited capacity of duty bearers.**

  Customs officials and environmental enforcement officers may not have sufficient capacity to undertake their role in supporting development and acceptance of proposed regulatory updates for HFC phase down, and as such they do not prevent increased HFCs consumption and GHGs releases - MODERATE.

- **Risk 2: Principle 2: Gender Equality and Women's Empowerment; P2.10 risks of discrimination against women:**
  - Project ability to increase female participation in the RAC sector and make progress toward gender equality and women's empowerment may be affected by nature of the physical labor involved, cultural traditions related to women undertaking heavy work, and national workplace practice and legislation – MODERATE
  - Women may have less opportunities to participate in training activities than men - LOW

- **Risk 3: Principle 3: Sustainability and Resilience; P3.0 Generic sustainability and resilience risks**

  The project team may fail to assess, manage the specific risks and impacts in a manner proportionate to their significance and monitor mitigation measures in a manner proportionate to risks and take corrective actions as required - LOW

- **Risk 4: Principle 4: Accountability**; **P4.13 risks of potential exclusion of affected stakeholders**

  Some stakeholders may not be sufficiently involved in project activities - LOW

- **Risk 5: Principle 4 Accountability; P4.14 Risk of Grievances**

  The project might not allow stakeholders to be informed on potential impacts and communicate their concerns and have them reviewed through rights-compatible complaints redress processes and mechanisms - MODERATE

- **Risk 6: Standard 2: Climate Change and Disaster Risk; S2.4 risks of GHG emissions**

[19] As may be seen in the Risks' description above, the same type of risk may be rated both Low and Moderate, depending on the character of the Output it relates to.

- In view of the short period for development and implementation of policies and sub-projects, the HFC consumption reduction target may not be met - MODERATE
- HFC substitutes may have high GWP thus contributing to global warming and HFC leaks to the atmosphere may potentially pose significant threats to the global climate - LOW

- **Risk 7: Standard 2: Climate Change and Disaster Risk; S2.1 disaster and climate change risks**

  Collapse of building and susceptibility to natural events of the storage / reclamation facility / supported enterprise may result in accidental release of toxic substance (ammonia) or an accident of fire or explosion, thus exposing the local community and workers at the facility to safety hazards - MODERATE

- **Risk 8: Standard 3: Community Health, Safety and Security; S3.5 risks for communities, associated with hazardous or dangerous materials**

  The project may fail to avoid, minimize, and mitigate environmental and related public health risks associated with the use of flammable, toxic and high-pressure refrigerants, due to routine or non-routine circumstances - MODERATE

- **Risk 9: Standard 7: Labor and Working Conditions; S7.1 and S7.6 risk of substandard labor & working conditions and OHS risk**
  - The parties responsible, project contractors and RACHP servicing sector, may not meet requirements related to occupational health and safety risks, related to flammability, toxicity and potential pressure levels of alternative, low GWP refrigerants - MODERATE
  - Risk for workers in HFC recycling facilities, where toxic, flammable and high-pressure refrigerants are not used - LOW

- **Risk 10: Standard 8: Pollution Prevention and Resource Efficiency; S8.2 inadequate waste management**

  The project might not result in environmentally sound management of waste (small quantities of compressor oil, oil contaminated water and particulate or contained in disposable filters – LOW

- **Risk 11: Standard 8: Pollution Prevention and Resource Efficiency; S8.3 risks associated with handling of hazardous materials (overlapping with the S7.6 and S3.5 above)**

  The project might not avoid, minimize or control the release of and exposure to hazardous materials: flammable, toxic and high-pressure refrigerants - MODERATE

- **Risk 12: Standard 8: Pollution Prevention and Resource Efficiency; S8.4 risks associated with materials subject to international bans or phase-outs / phasedowns**

  The project may not enable compliance with the relevant national and international legislation, agreements and norms, and apply the Best Available Techniques in case such chemical or material is being recycled / reclaimed - LOW

Table 1: Summary of UNDP SES requirements triggered by the project

Principle / Standard	Risk Rating	SES Requirement
Overarching Principle: Leave No One Behind		
Human Rights	√ **Moderate**	**SEP and additional transparency and stakeholder engagement**
Gender Equality and Women's Empowerment	√ **Moderate**	**Gender Action Plan (GAP)**
	√ Low	Support women participation at the project supported training

Principle / Standard	Risk Rating	SES Requirement
Sustainability and Resilience	√ Low	Demonstrations-level screening for SE risks identified in SESP; implementation and monitoring of treatment measures
Accountability: Stakeholders engagement	√ Low	SEP and additional transparency and stakeholder engagement
Accountability: Grievances	**Moderate**	**Grievance Redress Mechanism (GRM)**
Project-level Standards		
Standard 1: Biodiversity Conservation and Sustainable Natural Resource Management	-	-
Standard 2: Climate Change and Disaster Risks - S2.4 risks of GHG emissions	√ **Moderate**	**Minimize and avoid increases in greenhouse gas emissions**
	√ Low	Minimize and avoid increases in greenhouse gas emissions
Standard 2: Climate Change and Disaster Risks - S2.1 disaster and climate change risks	√ **Moderate**	**Assess and enhance resilience of facilities to the expected risk of extreme weather or slow onset events**
Standard 3: Community Health, Safety and Security - S3.5 risks to community associated with hazardous or dangerous materials	√ **Moderate**	**Manage and monitor air emissions, volatile chemicals, and other pollutants in accordance with the national regulatory requirements and standards international best practices**
Standard 4: Cultural Heritage	-	-
Standard 5: Displacement and Resettlement	-	-
Standard 6: Indigenous Peoples	-	-
Standard 7: Labor and Working Conditions - S7.1 risk of substandard labor & working conditions and S7.6 occupational health and safety (OHS) risks	√ **Moderate**	**Comply with national and accepted international standards and practice for labor and working, including OHS conditions**
	√ Low	Apply national laws and technical standards, and standards of international best practice for OHS
Standard 8: Pollution Prevention and Resource Efficiency: - S8.2 inadequate waste management	√ Low	Compliance with national regulations for waste management
Standard 8: Pollution Prevention and Resource Efficiency - S8.3 risks associated with handling of hazardous materials	√ **Moderate**	**Avoid, minimize or control the release of and exposure to hazardous materials**
Standard 8: Pollution Prevention and Resource Efficiency	√ Low	Compliance with the relevant national and international legislation, agreements and norms, and apply the Best Available Techniques in case

Principle / Standard	Risk Rating	SES Requirement
- S8.4 risks associated with materials subject to international bans or phase-outs / phasedowns		such chemical or material is being recycled / reclaimed; incl. regular capacity development of customs and enforcement officers
Number of risks in each risk rating category		
High	0	
Substantial	0	
Moderate	8	
Low	7	
Total number of project risks	15	
Overall Project Risk Categorization	√ **Moderate**	**ESMF elaboration**

Introduction and Project Description

This Environmental and Social Management Framework (ESMF) was developed for the GEF-financed project "Integrated Program for HFC Phasing Down and Sustainable Cooling for Tajikistan" implemented by UNDP; the Centre for Implementation of International projects under Committee of Environmental Protection under the Government of the Republic of Tajikistan is the implementing partner.

The project objective is to support Tajikistan to meet its Montreal Protocol Kigali Amendment obligation to rapidly reduce consumption of HFC by 70% in 2029. This widely used refrigerant in cooling infrastructure as well as an insulating foam blowing agent has high global warming potential (GWP) and is a major contributor to global warming. Meeting this challenge will involve the accelerated replacement of existing cooling equipment and adoption of available low GWP/high energy efficiency alternatives. Project interventions are structured in four components:

1. Strengthen institutions, policies, and legislations to ensure effective implementation of license system, data collection and reporting, stakeholder coordination, applicable financial instruments, and technical roadmap for HFC phase down.
2. Capacity building in the servicing sector for promotion of best practices, and a mandatary certification system.
3. Engagement with private sectors for demonstration and replication of low GWP and highly efficient technologies, development of Minimum Energy Efficiency Standard and other measures for energy efficiency.
4. Awareness raising, gender mainstreaming, knowledge management, monitoring, and evaluation.

Through these interventions the project will accelerate the green and inclusive transition for sustainable development for Tajikistan.

A detailed account of the project results and activity framework can be found in Section Results and Partnerships of the Project Document.

Potential social and environmental risks

Table 2 presents the relevant project components and activities and their S&E risks.

Table 2: Project components and activities and their S&E risks
(L- Low risks, M- Moderate risks, S- Substantial risks, H- High risks)

Project components	*Applicable UNDP SES: risk concerns/ keywords*	*S&E risk significance*
COMPONENT 1 Legislative and policy framework for HFC phasedown, institutional strengthening, and financial instruments.		
Output 1.1.1. Policy gap assessed and policy/regulatory updates in HFC control framework, including promotion of low GWP refrigerants and high energy efficiency in RACHP, developed and implemented.	P1.2 risks of limited capacities of duty bearers for implementing their obligations S8.4 risks associated with materials subject to international bans or phase-outs / phasedowns S2.4 risks of GHG emissions	M
Output 1.1.2 Capacity of policy makers, regulators and enforcement officers on HFC phase down upgraded, specifically in relation to Authorities responsible for	NA	NA

Project components	*Applicable UNDP SES: risk concerns/ keywords*	*S&E risk significance*
environmental protection, customs control, statistical data reporting and setting technical standards.		
Output 1.1.3 The inter-agency coordination mechanism among concerned institutions strengthened, a dedicated team (NOU) for effective implementation of the Kigali Amendment in Tajikistan assigned by the Government and sustained during and beyond the project, and information exchange on policy measures between domestic stakeholders and other countries strengthened through participating in relevant international and regional network meetings.	P4.13 risks of potential exclusion of affected stakeholders	L
COMPONENT 2 Capacity-building and best practices in refrigeration service delivery		
Output 2.1.1. Mandatory technician certification programme developed and implemented within national training centers (vocational institutions and private sector) and the RAC Association utilizing a "Training the Trainers" approach to promote international and regional best practices	P2.10 risks of discrimination against women	L
2.1.2 Vocational training systems and certification bodies strengthened and expanded through revision/improving the refrigeration technicians training programmes (including expanded women's participation)		
2.2.1 The HFC recycling system supported with advanced equipment and instruments, as well as specialized refrigerant storage and transportation tanks	S7.1 and S7.6 risk of substandard labor & working conditions and OHS risk S2.4 risks of GHG emissions	L
2.2.2 Service companies and field technicians in the RACHP sector equipped with special tools and advanced equipment and portable mobile devices to recover and recycle HFCs and alternatives	S7.6 Risk to OHS	L
2.2.3. Retrofitting refrigerants demonstrated in existing refrigeration systems to replace high-GWP HFCs	S7.1 and S7.6 risk of substandard labor & working conditions and OHS risk S2.4 risks of GHG emissions S2.1 disaster and climate change risks 3.5 risks associated with hazardous or dangerous materials; and / S8.3 risks associated with handling of hazardous materials P4.14 risks of grievances S8.2 of inadequate waste management	M
2.2.4 Supply of RACHP equipment to the assembly and installation sector entities equipped with special equipment and tools	S7.1 and S7.6 risk of substandard labor & working conditions and OHS risk S2.4 risks of GHG emissions S2.1 disaster and climate change risk S8.2 risk of inadequate waste management P4.14 risk of grievances	M
2.3.1 Inventory of cooling equipment maintained and an online data reporting system for large cooling systems to monitor the consumption and emission of refrigerants established.	NA	NA
2.3.2 A remote control system to monitor HFC leakage and the energy efficiency parameters of the main components of RACHP equipment in medium and large facilities piloted.	NA	NA

Project components	*Applicable UNDP SES: risk concerns/ keywords*	*S&E risk significance*
2.3.3 Operational mainstreaming of LRM capacity in the service sector inclusive of leak reduction, recovery, recycling, reclaim and EOL management, including development and piloting of a "cooling as service" business model.	NA	NA
COMPONENT 3 Demonstration of low-GWP energy efficient alternative technologies and improving energy efficiency for sustainable development of cooling sector.		
3.1.1. Energy-efficient, low-GWP alternative technologies as well as renewable energy technologies for end-users such as cold chain infrastructure, food processing, hospitals, commercial, public and residential buildings, data centers and industrial plants successfully demonstrated.	S7.1 and S7.6 risk of substandard labor & working conditions and OHS risk (covering also S8.3 on handling hazardous materials) S2.1 disaster and climate change risks S2.4 risks of GHG emissions S3.5 risks associated with hazardous or dangerous materials; and / S8.3 risks associated with handling of hazardous materials P4.14 Risk of grievances S8.2 risks of inadequate waste management	M
3.2.1. Manufacturing sector of thermal insulation building materials equipped with updated low GWP technologies for sandwich panels, as well as direct thermal insulation of cold rooms and other premises through spraying on the spot	S7.1 and S7.6 risk of substandard labor & working conditions and OHS risk S2.4 risks of GHG emissions 3.1 disaster and climate change risks S8.2 risks of inadequate waste management	L
3.3.1. M&E system established for performance (energy and cooling efficiency) of cooling system in the demonstration projects, a replication plan of low GWP and EE technology developed.	NA	NA
3.4.1. Inter-agency and inter-sectoral working groups on energy efficiency and sustainable cooling, as well as the implementation of the developed National Strategy and Action Plan for Cooling established, and Minimum Energy Efficiency Standard/ Regulation (MEPS) developed and implemented endorsed as supported by EE market survey and awareness raising activities	P1.2 risks of limited capacities of duty bearers for implementing their obligations	L
3.5.1 Sustainable partnerships with national financial institutions, MDBs or IFIs established; incentive policies developed to support and replace the old and inefficient cooling system with new energy-efficient and smart low GWP cooling systems	S7.6 Risk to OHS S8.2 risks of inadequate waste management S2.4 risks of GHG emissions S3.2 emissions and effluent risks	M
COMPONENT 4: Gender, Communication, Knowledge Management, Monitoring, Evaluation		
4.1.1. Gender mainstreaming roadmap on women's empowerment in the RAC and other relevant sectors revised and effectively implemented.	P2.10 risks of discrimination against women	M
4.1.2. Social and Environmental Standards and gender inclusive approach are integrated in all project activities.	P3.0 Generic sustainability and resilience risks	L
4.2.1 Detailed public and stakeholders' awareness program developed	P2.10 risks of discrimination against women	L
4.2.3 Public and Stakeholder Awareness Events and materials prepared and disseminated		
4.2.2 HFC phase down communications, visibility and awareness program implemented		
4.2.3 Public and Stakeholder Awareness Events and materials prepared and disseminated		

Project components	*Applicable UNDP SES: risk concerns/ keywords*	*S&E risk significance*
4.3.1. Monitoring and evaluation reporting of project actions and results, including the ESMF, SEP and GAP measures (mid-term and terminal evaluation, field visits, etc.), including Lessons learned and best practices documented and replicated at the national and oblast regional levels.	P3.0 Generic sustainability and resilience risks	L

Treatment measures for key identified S&E risks and their linkages to applicable country systems

4.1 Prohibited actions

The project's S&E risk management and implementation arrangements shall ensure that no supported sub-project triggers the following Exclusion Criteria:

- Involve or lead to adverse impacts on the enjoyment of the human rights (civil, political, economic, social, or cultural) of the affected population.
- Involve or lead to exacerbation of sexual exploitation and abuse, sexual harassment, or gender-based violence risks.
- Fail to comply with national law for community health and safety or fail to meet the applicable construction risk and safety management standards.
- Fail to meet national and international standards for labor and working conditions; and
- Fail to meet the county's requirements and good international practice for managing pollutants, hazardous materials, and waste.

These exclusion criteria will be embedded into risk assessment and management and will be, where needed, supplemented with further activity-specific S&E risk screening questions.

4.2 Horizontal S&E risk treatment measures

Tables below specify treatment measures for the horizontal risks rating Moderate and higher, which need to be implemented in addition to originally planned project activities.

Table 3: Horizontal S&E risk treatment measures No. 1

Horizontal measure no. 1	**Gender Action Plan to support women involvement in the Refrigeration and Air-Conditioning (RAC) sector**
Relevant for	*Output 4.1.1 on gender mainstreaming in the project activities,* where the project aims to support gender mainstreaming horizontally throughout the project, especially to the training, awareness raising and communication related activities (Outputs 2.1.1, 2.1.2, 4.2.2, 4.2.2, 4.2.3.)
S&E risks addressed	As a result of the nature of the physical labor involved, cultural traditions related to women undertaking heavy work, and national workplace practice and legislation, there is a risk that the RACHP sector will not be able to attract female employees.

S&E risk event / code	P2.10 risks of discrimination against women
Applicable UNDP S&E requirements	A gender analysis will be carried out to ensure that the project activities: • collect and / generate new gender-disaggregated data, to the extent possible • identify and address the different needs, constraints, concerns and priorities of women and men, • allow both women and men to receive equal access to project resources and benefits.
UNDP stakeholder engagement requirements	Project shall: • Ensure that its interventions, where relevant, are gender and age-inclusive and responsive • Where applicable, include differentiated measures to allow effective participation of women • Seeks to empower women, and enable the incorporation of their relevant views of into decision-making processes, such as project goals and design, mitigation measures, the sharing of development benefits and opportunities, and implementation issues
Applicable country systems	• Law On State Guarantees of Equal Rights for Men and Women and Equal Opportunities for their Implementation • Government Decree No. 158, On the State Programme for the Training, Selection and Placement of Managerial Personnel from among Talented Women and Girls in the Republic of Tajikistan for 2017–2022 (1 April 2017) • The National Strategy for Enhancing the Role of Women in the Republic of Tajikistan (2010), which lists concrete actions to improve women's participation in education, the labor market, entrepreneurship, and in politics. • Labor Code of the RT, Article 216 of the Labor Code contains provisions that prohibit women from working in certain industries in a number of jobs on an equal basis with men, supported by the Decree of the GoRT, 2017, #179: on List of works on which the use of women's labor is prohibited, and the Maximum permissible load standards for them when lifting and moving weights manually
Gaps in policy framework	While the national legislation scores highly by the international assessment, i.e. the World Bank Index "Women, Business and the Law 2019", most development agencies' reports indicate that the bulk of the gender mainstreaming shortcomings lies more in lack of policy implementation mechanisms and the financial resources that support them. Despite well-intended legislation, women continue to be inhibited by gender stereotypes combined with lack of financial resources, time, and family support. While gender-sensitive regulations in the legal framework extend to all areas of socio-economic activity, the national legislation governing relations in the RACHP sector does not effectively take into account gender aspects.
Integrated recommendations for SES risk management	In line with the country's effort to enhance the role of women in entrepreneurship, and in general, supported by several decrees and strategies, the project is strongly committed to support women involvement in the RAC sector. The Project: • Is supported by the Gender Action Plan (GAP) that includes the analysis of situation of women in TJ RACHP industry (attached as Annex 10 to the Project Document) • Includes Component 4 includes a specific Output 4.1.1. where the gender mainstreaming activities will be identified, and the related budget allocated. • Will hire a Gender expert to support the GAP implementation

	As per the GAP, the project will support gender mainstreaming in: • Component 1: Improving Enabling Environment (Policy Development), by providing policy recommendations to integrate gender-sensitive provisions in the national legal framework for labor and environmental sectors • Component 2: Sustained Capacity and Knowledge Building Interventions by training a larger cohort of women, with the goal of seeing substantial growth in female participation in the sector • Component 3: Networking and Stakeholder Engagement by expanding on stakeholder engagement to integrate RACHP within the related stakeholder's development agendas. • Component 4: Targeted Business Development Support for Women in RACHP by developing gender-sensitive business development or entrepreneurial opportunities for women groups See the GAP for a more detailed list of action. The project's GAP may be updated as determined appropriate by the Project Manager (after consideration of the advice from PMU staff with responsibility for safeguards) on the basis of the monitoring results (output 4.3.1.).
Capacity enhancement requirements	Project will hire a Gender Expert, who shall raise awareness of the PMU and relevant stakeholders on gender aspect of RAC sector and on the gender mainstreaming actions planned by the project.
Responsibilities and resources	• Project manager, with the support of local Gender Expert • Internal project resources

Table 4: Horizontal S&E risk treatment measures No. 2

Horizontal measure no. 2	**Grievance Redress Mechanism (GRM)**
Relevant for	*Output 2.2.3, 2.2.4, 3.1.1 where potential risk for communities exist from use of flammable, toxic ammonia containing), and high-pressure refrigerants*
S&E risks addressed	Affected stakeholders may raise concerns or grievances to the proposed project activities or their effects
SES risk event / code	P4.14 risks of grievances
Applicable UNDP S&E requirements	The project shall establish an easy-to-access project-level Grievance Redress Mechanism (GRM) to allow any stakeholders to communicate concerns or grievances. In case there is a well-functioning and transparent GRM at the country level, it may be applied for the project. The project will also inform potentially affected stakeholders about - and provide their access to - UNDP Accountability Mechanism with two key components: ○ Stakeholder Response Mechanism (SRM) grievance resolution procedures for addressing complaints and disputes related to the project's social and/or environmental impacts. ○ Social and Environmental Compliance Unit (SECU) investigates alleged non-compliance with UNDP's Social and Environmental Standards and screening procedure from affected stakeholders and recommends measures to address findings of non-compliance.
UNDP stakeholder engagement requirements	The GRM shall be presented during the inception phase and be operational throughout the project implementation. It will be mentioned during the stakeholder consultations and dissemination of project notification through appropriate media and/or at publicly accessible sites (including the site of the works).

Applicable country systems	LAW OF THE REPUBLIC OF TAJIKISTAN of July 23, 2016 No. 1339 "About appeals of physical persons and legal entities" governs the relations connected with procedure for presentation and consideration of appeals of physical persons and legal entities for the purpose of protection of the rights, freedoms and their legitimate interests in public authorities, self-government institutions of settlements and villages, public associations, the organizations, organizations, the companies, irrespective of form of business (https://cis-legislation.com/document.fwx?rgn=87717). The framework for dispute resolution is established through several statutes and regulatory guidelines, which delineate the paths available to individuals and entities seeking to resolve legal disputes. Legal practitioners must be adept at balancing formal legal procedures with the cultural customs that govern interpersonal relationships. The Labor Code of the Republic of Tajikistan establishes specialized labor courts within the broader court system. These courts handle disputes arising from employment relationships, including cases of disputes concerning health and safety standards in the workplace. (Procedures available at https://www.rivermate.com/guides/tajikistan/dispute-resolution)
Gaps in policy framework	Weak enforcement mechanisms and limited resources for inspections can hinder the full realization of the rights guaranteed in national laws.
Integrated recommendations for SES risk management	Project will: • Prepare a ToR for project GRM – see the Annex for the simplified version; ask UNDP CO for a comprehensive Standard Operating Procedures (SOP) for establishing and applying GRM • Present the proposed GRM with stakeholders at the inception workshop • Inform potentially affected stakeholders also about - and provide their access to - UNDP Accountability Mechanism: Stakeholders Response Mechanism and Social and Environmental Compliance Unit (SECU) • Place information on GRM and how to apply it at the project website, and / or implementing partner and / or UNDP CO websites.
Capacity enhancement requirements	Project team will be trained on the UNDP S&E requirements, including GRM, at the beginning of project implementation
Responsibilities and resources	• UNDP CO • Internal project resources for the Output 4.1.2. Social and Environmental Standards are integrated in all project activities

4.3 Specific S&E risk treatment measures (for selected project elements)

Table 5: Specific S&E risk treatment measures

Output/activity	***Outputs 2.3.3, 2.2.4, and 3.1.1 address the same risks, since these involve practical demonstration of HFC-based refrigerant replacement by refrigerants that may be toxic, flammable or under high-pressure, in private or state facilities***
Key S&E risks addressed	• Risk of sub-standards working conditions of technicians in supported facilities • Risk of end-of-life (EOL) HFCs emissions release • Risk that supported facilities and technologies applied are not resilient to disasters and climate change impact

	• Risk of toxic substance (ammonia) or an accident of fire or explosion, thus exposing the local community and workers at the facility to safety hazards • Risk of affected stakeholders (workers and communities) may raise concerns or grievances to the proposed project activities or their effects
S&E risks events / codes	S7.1 and S7.6 risk of substandard labor & working conditions and OHS risk S2.4 risks of GHG emissions S2.1 disaster and climate change risks S3.2 risk of emissions and effluent risks P4.14 risks of grievances
Applicable UNDP S&E requirements	For S7.1 substandard labor & working conditions the project shall require the relevant responsible parties and project contractors to provide their workers with labor and working conditions that meet the national Integrated recommendations for SES risk management labor laws and international conventions. Specifically: • Ensure decisions regarding employment are not made on basis of personal characteristics unrelated to inherent job requirements (e.g. gender, race, nationality, political opinion, affiliation to a union, ethnic, social or indigenous origin, religion or belief, marital or family status, disability, age, sexual orientation or gender identity) and that women and men are provided with equal remuneration for equal work performed. • Provide project workers with clear and understandable information on terms and conditions of their employment (e.g., payment in a timely manner, written notice of termination, and payment of all wages and benefits on termination, etc.). • Ensure that workers engaged have appropriate health and insurance. • Prevent and address violence, harassment, intimidation, or exploitation, including any form of gender-based violence For S7.6 OHS risks The project shall bound the contractor to comply with the national and UNDP occupational health and safety requirements and standards. Specifically, exclude unsafe working practices and implement relevant occupations health and safety measures, such as: • Exclude unsafe working practices and do not leave uncontrolled unsafe tools on the site. • Ensure that the workers' protective equipment is based on the local requirements and good international practice (e.g., hardhats, masks, safety glasses, harnesses, safety boots, etc.) • Make the first aid kits available on site and fire-extinguisher easily accessible in all sections of the site. • Introduce appropriate signposting of the sites will inform workers of key rules and regulations to follow. • Provide for the workers introductory job- focused safety trainings before starting work; the training event is properly registered in the instructions' book. • Record and report health & safety incidents to UNDP. For S2.4 risks of GHG emissions, the project shall ensure that proposed HCFC substitutes that may contribute to global warming are proven to have low GWP. For S2.1 disaster and climate change risk, the project shall: • review whether the proposed interventions are exposed and sensitive to the changing climatic conditions that can be anticipated and may occur during the project lifetime under the SSP3-7.0 or SSP5-8.5 scenario. • enhance their resilience to the expected risk of extreme weather or slow onset events,

	• ensure that appropriate climate and disaster risk management plans are in place, including but not limited to emergency preparedness and response plans and ensure appropriate monitoring and, where necessary, adoption of corrective measures. For S3.2 emissions and effluent risks, in relation to potential impact on communities, the project shall meet all applicable national environmental laws and standards, and applicable international agreements and good international practices or avoiding, minimizing, and mitigating environmental and related public health risks associated with the potential release of pollutants, wastes, and hazardous materials due to routine or non-routine circumstances. For P4.14 risks of grievances, the project shall allow stakeholders to communicate their concerns and have them reviewed through rights-compatible complaints redress processes and mechanisms. This is covered in detail in horizontal measure No. 2.

Applicable legal and institutional requirements	• Labor Code of the Republic of Tajikistan - outlines fundamental rights and obligations for both employers and employees. This code emphasizes the necessity of maintaining safe working conditions, thereby laying the groundwork for additional regulations concerning occupational health and safety practices.
	• The Law on Occupational Safety and Health serves as a key piece of legislation that specifically addresses issues related to workplace hazards. This law mandates that employers conduct risk assessments and implement necessary measures to mitigate potential dangers that workers may encounter. The Health and Safety at Work Regulations further elaborate on the specific requirements for occupational safety management, including the establishment of safety procedures, training, reporting mechanisms, and inspections.
	• The country has ratified conventions from the International Labor Organization (ILO), such as Convention 155 on Occupational Safety and Health, which encourages countries to adopt measures for a safe working environment.
	• Law of the Republic of Tajikistan "On the Licensing System"/Licensing (as amended by the Law of the Republic of Tajikistan dated 27.12.2023 No2015).
	• Government existing standards for refrigerants used in refrigeration equipment and air conditioning systems, including standards for refrigerants with ODS and high GWP:
	  ○ GOST EN 378-1-2014 Refrigeration and heat pump systems. Safety and environmental requirements. Part 1. Basic requirements, definitions, classification and selection criteria
	  ○ GOST EN 378-2-2014 Refrigeration and heat pump systems. Safety and environmental requirements. Part 2. Design, Construction, Fabrication, Testing, Marking and Documentation
	  ○ GOST EN 378-3-2014 Refrigeration and heat pump systems. Safety and environmental requirements. Part 3. Equipment, placement and personnel protection.
	  ○ GOST EN 378-4-2014 Refrigeration and heat pump systems. Safety and environmental requirements. Part 4. Operation, maintenance, repair and regeneration
	Full list of all relevant standards is available in the TECHNICAL ANNEX: Review of international, regional and national standards for ODS and HFCs, as well as products containing ODS and hydrofluorocarbons (HFCs), recognized and adopted by Tajikistan
	
	Several agencies oversee the implementation and enforcement of health and safety laws in Tajikistan. These include the Ministry of Labor, the Sanitary-Epidemiological Service, and various technical inspectorates for specific industries.
	
	Law "On the Protection of Atmospheric Air" (dated 10.10.2012).

	Article 24 includes the necessary establishment of standards for maximum permissible emissions of harmful substances affecting the state of the climate and the ozone layer of the Earth. It addressed the reduction of greenhouse gas emissions, regulation of household chemicals that deplete the ozone layer, and issues related to the destruction and disposal of ODS and HFC wastes. The Law of the Republic of Tajikistan "On the Licensing System"/Licensing (as amended by the Law of the Republic of Tajikistan dated 27.12.2023, No2015): - the subject of licensing must acquire two licenses: separately for the installation, maintenance and repair of equipment with ODS and HFCs; and separately for activities on the production and disposal, use, processing and disposal of ODS and HFCs included in Annexes A, B, E, F of the Montreal Protocol and the products thereof Containing. The Customs and Tax Codes of Tajikistan should provide: • exemption from import taxes, subsidies, rebates and other incentives for sales of natural refrigerants, which may replace the use of high-GWP HFCs. • Accordingly, provide additional import duties and CO2 emission tax for equipment and sales of HFCs with high GWP, with a subsequent ban on their import.
Gaps	Despite well-developed laws and regulations, Tajikistan faces challenges in effectively enforcing health and safety regulations. Limited resources, informal workplaces, and a lack of awareness can impede the full realization of worker protections. Recent developments show that the country is taking a proactive approach to improving the enforcement mechanisms, promoting safety culture and raising public awareness on health and safety rights. In accordance with the Law of the Republic of Tajikistan "On Standardization", the application of standards listed above is voluntary so far, therefore these will be complemented in the project by UNEP Ozone Action Guidance (see the specific guidance listed below).
Integrated recommendations for S&E risk management	Prior to GEF or co-financing allocation, the project will screen the to-be supported enterprise / facility, in terms of: • Providing labor and working conditions compliant with the national labor laws and international conventions (e.g., relevant ILO conventions, relevant international human rights agreements). See the UNDP SES requirements above, to be followed. • Ensuring environmentally sound management of waste streams related to operation, maintenance and replacement of RAC equipment, following the Laws on Waste Management. In the selected facilities the Project will ensure that: • RACHP equipment for applying low GWP alternatives meet international standards with respect to pressure containment, flammability considerations as applicable (see Output 2.2.2 and 2.2.4) • Safety engineering criteria to installed technologies are applied, where applicable, as per the UNDP SES requirement to address disasters and CC related risks • Technicians receive adequate training (see Outputs 2.1.1 and 2.1.2) • Installment, operation and maintenance of HFC alternatives are safe and comply with the relevant national regulations and international guidance (selected from the UNEP Ozone Action Guidance; specific for combustible, explosive and toxic refrigerants): o Risk of exposure of technicians and communities is assessed o Technological measures such as designing the system and components for smaller refrigerant charge amounts and ensuring systems have a high level of leak tightness.

	○ Gas (e.g. ammonia, if applicable) detectors are installed and proper ventilation systems are in place to disperse ammonia, if applicable, and maintain air quality ○ Providing workers with personal protection equipment (PPE) when handling flammable, higher toxicity or higher pressure ○ Applying standard procedures for safe charging, recovery, evacuation, venting, etc. ○ Applying safety engineering criteria to prevent failures due to natural risks posed by natural hazards, where applicable ○ The first aid kits are available on site and fire-extinguisher easily accessible in all sections of the site ○ Emergency Response Plan are in place (identify areas of potential accidents; response procedures, designating responsibilities, communication and notification channels) ○ Applying the necessary warnings to accessible parts of the system to ensure that technicians are aware of the hazard (e.g., warning signs near charging points) ○ Developing communication systems (alarm bells, visual alarms, or other forms of warning tools), including the necessary information relating to toxicity effects in installation and operating documentation ○ Recording health & safety incidents (injuries, accidents and/or deficiencies in the implementation of the health and safety measures) and report them to the Project Board or, where significant accidents arouse, report them to relevant authorities. ○ Regular inspection of the facilities by professionals (e.g. supervising engineers, health and safety experts) to identify and rectify potential hazards. For more details on the measures listed above, the project shall refer to the relevant government standards (GOST) for combustible, explosive and toxic refrigerants with zero ODP and low GWP in Tajikistan, and the following international guidance (UNEP Ozone Action Guidance): 1. Safe Use of HCFC Alternatives in Refrigeration and Air-Conditioning - Higher Toxicity (Ammonia): https://www.unep.org/ozonaction/resources/factsheet/safe-use-hcfc-alternatives-refrigeration-and-air-conditioning-higher-toxicity 2. Safe Use of HCFC Alternatives in Refrigeration and Air-Conditioning: - Higher pressure refrigerants: https://www.unep.org/ozonaction/resources/factsheet/safe-use-hcfc-alternatives-refrigeration-and-air-conditioning-higher-pressure 3. Safe Use of HCFC Alternatives in Refrigeration and Air-Conditioning: Flammable Refrigerants - https://www.unep.org/ozonaction/resources/factsheet/safe-use-hcfc-alternatives-refrigeration-and-air-conditioning-flammable Project will ensure that national and accepted international standards and practice are applied to protect the communities, inclusive of: • Facility locations meet accepted locational setbacks applicable to associated operations and habitation of the general population, • Emergency Response Plan that includes the following elements: ○ Administration (policy, purpose, distribution, definitions, etc.) and organization of emergency areas (command centers, medical stations, etc.) ○ Roles and responsibilities ○ Communication systems (alarm bells, visual alarms, or other forms of warning tools) ○ Community notification: communicating details of the nature of the emergency, protection options (evacuation, quarantine) and providing advice on selecting an appropriate protection option ○ Emergency response procedures and related resources

	For technical details on preventing, minimizing and addressing risks related to refrigerants of higher toxicity, flammability or pressure, see the information related to OHS risk address, above. To address the potential risks related to disaster and climate change, the project will: • assess vulnerability of supported facility sites to natural hazards • apply safety engineering criteria to installed technologies, where applicable • ensure that Emergency Response Plan is in place (identify areas of potential accidents; response procedures, designating responsibilities, communication and notification channels); see also the communities and OHS related measures above. • ensure that facilities have communication systems (alarm bells, visual alarms, or other warning tools), including the necessary information relating to toxicity effects in installation and operating documentation; see also the communities and OHS related measures above To address the end-of-life (EOL) HFCs emissions release as a result of introducing low GWP technology the project where applicable will: • Apply internationally applied Lifecycle Refrigerant Management (LRM) practices, inclusive of leak reduction, recovery, recycling, reclaim, (measures specified in the project Output 2.3.3)
Any institutional or capacity building requirements	Technicians will receive adequate training, inclusive of OHS requirements and provisions (see Outputs 2.1.1 and 2.1.2)
Responsibilities and resources	• Project Manager with the National Project Technical Expert; support from local expert on safety standards, to be hired by the project • Project/activity resources

Table 6: Specific S&E risk treatment measures

Output/activity	***Output 3.5.1 Access to investment financing for sustained transition to low GWP / energy efficient cooling***
S&E risks addressed	Improperly designed investment proposals may support practices that fail to address risks related to occupational health and safety of workers and communities; accidental HFCs release, and risk of violation of a ban to resale replaced HFC equipment
Key S&E risks events / codes	S7.6 Risk to OHS S2.4 risks of GHG emissions S3.2 emissions and effluent risks S8.2 risks of inadequate waste management
Applicable UNDP S&E requirements	For detailed requirements see the respective section in Table 4 above.
Applicable legal and institutional requirements	For a detailed list of legal requirements see the respective section in Table 4 above. In addition: Decree of the Government of the RT (Aug 2023) "On additional measures to implement the Vienna Convention for the Protection of the Ozone Layer and the Kigali Amendment to the Montreal Protocol on Substances that Deplete the Ozone Layer
Gaps	Despite well-developed laws and regulations, Tajikistan faces challenges in effectively enforcing health and safety regulations. Limited resources, informal workplaces, and a lack of awareness can impede the full realization of worker protections.

	Recent developments show that the country is taking a proactive approach to improving the enforcement mechanisms, promoting safety culture and raising public awareness on health and safety rights.
Integrated recommendations for S&E risk management	Project ensures that investment proposals policies include a requirement: • to include provisions related to the consideration of potential flammability and toxicity associated with alternative low GWP alternatives with respect to workers' and communities' health/safety and emission control including transport, leak monitoring and emergency response. • about conservation/LRM of EOL refrigerant from old facilities • prohibition of resale of replaced HFC equipment. • Environmentally Sound Management of pollutants, following the relevant national standards
Any institutional or capacity building requirements	OHS and pollutants management aspects shall be part of the project advice to national and potentially international experts on investment and financial program opportunities and support proposals that have potential.
Responsibilities and resources	• Project Manager with the National Project Technical Expert and safety expert to be hired by the project • Project/activity resources

5.1 Other relevant plans and requirements

A Stakeholder Engagement Plan (SEP) was developed for the project as a framework document to guide the overall engagement with various stakeholders and ensure transparency of the project activities.

UNDP's Information Disclosure Policy[20] requires that relevant information about UNDP programmes and projects be disclosed to help affected communities and other stakeholders understand the opportunities, risks, and impacts of the proposed activities. This relevant information includes:

- Description of a programmes and/or project's purpose, nature and scale, and duration,
- Social and environmental screening reports with programme and project documentation,
- Draft social and environmental assessments, including management plans, are disclosed before project appraisal begins and before any activities are undertaken that may cause adverse social and environmental impacts.
- Final social and environmental assessments and associated management plans are disclosed upon completion.
- Any required social and environmental monitoring reports are disclosed upon completion.

Guidance Note to UNDP Social and Environmental Standards[21] contains further details about consultation and disclosure processes.

As this project is classified as a Moderate-Risk Project, its environmental and social documents, including this SEP, GAP and this ESMF and other similar documents to be developed for its specific components / outputs must be disclosed and consulted on at least 30 days prior to implementation of any activities that may cause adverse social or environmental impacts.

Further, since several outputs (2.2.3, 2.2.4, 3.1.1) were identified as having a potential for impact on communities, they may require the preparation of activity/ output - specific SEPs. Such SEPs will be developed by the relevant PMU staff using internal project resources. Each of these SEPs will be disclosed on the project's website and / or

[20] https://www.undp.org/accountability/transparency/information-disclosure-policy
[21] https://www.undp.org/accountability/social-and-environmental-responsibility/social-and-environmental-standards

implementing partner and / or UNDP CO websites, where the project's GRM will be posted (refer to Horizontal Measure No. 1)

This SEP should be updated as determined appropriate by the Project Manager (after consideration of the advice from PMU staff with responsibility for safeguards) on the basis of the monitoring results (Output 4.3.1).

Institutional Arrangements

5.1 Roles and Responsibilities for Implementing this ESMF

The roles and responsibilities of project staff and associated agencies in implementation of this ESMF are elaborated below.

Implementing Partner - Centre for Implementation of Investment Projects (CIIP) within the Committee for Environmental Protection under the Government of the Republic of Tajikistan*, will:*

- Ensure that the required social and environmental screenings, and ESMF are developed, disclosed for public consultation and approved, and management measures are adopted and integrated during project implementation.
- Report, fairly and accurately, on project progress against agreed work plans in accordance with the reporting schedule and required formats.
- Maintain documentation and evidence that describe the proper and prudent use of project resources in conformity to the signed Project Document, and in accordance with applicable regulations and procedures (e.g., S&E).
- Ensure all requirements of UNDP's SES and national regulatory/policy frameworks and relevant international standards have been addressed.
- Hold responsibility and accountability to UNDP for overall management of the project, including compliance with UNDP SES.

Project Board/Steering Committee:

- Monitor implementation of this ESMF and compliance with national and international regulations, and UNDP SES.
- Decision making for the adoption of necessary measures including full integration of management measures within project Outputs and annual work plans.
- Provide strategic guidance to implementation of the Project including oversight for safeguards and the implementation of this ESMF.

UNDP:

- Provide oversight on all matters related to safeguards.
- Inform all the stakeholders and right-holders involved in, or potentially impacted, positively or negatively, by the GEF-financed project, about UNDP's corporate Accountability Mechanism (described below).
- Ensure adherence to the SES requirements for project activities implemented using funds channeled through UNDP's accounts and undertake appropriate measures to address any shortcomings.
- Verify and document that all UNDP SES requirements have been addressed.
- Provide technical guidance on implementation of this ESMF and administrative assistance in recruiting and contracting expert safeguards services (as required) and monitor adherence of each project to the ESMF and UNDP policies and procedures.

Project Management Unit (PMU):

- Supervise and manage implementation of measures defined in this ESMF.
- Assign specific responsibilities for implementation of this ESMF, including monitoring, and community consultations on the draft ESMF to a staff member(s) of the PMU.

- Maintain relevant records associated with management of environmental and social risks, including updated SESPs, assessments, together with documentation of management measures implemented.
- Report to the Implementing Partner and the Project Board on the implementation of the ESMF.
- Ensure that all service providers are informed of their responsibilities for the day-to-day compliance with the ESMF.

5.2 Capacity Building

Specialist with expertise in social and environmental safeguards were engaged to develop the ESMF. PMU shall be trained on UNDP SES requirements to be fulfilled during project implementation. The National Project Technical Expert on RAC sector will support PMU on safeguards responsibilities and approaches. During project implementation, UNDP will provide advice to project team members as needed to support the implementation of this ESMF, preparing necessary social and environmental screening, the ESMF and pursuant measures.

The Project Board will have the final responsibility for the integration of the ESMF in the execution of the project. The integration will need to consider particular institutional needs within the implementation framework, including a review of the required budget allocations for each measure, as well as the authority and capability of institutions at different administrative levels (e.g. local, regional, and national), and their capacity to manage and monitor its implementation. Where necessary, capacity building and technical assistance activities will be included to enable proper implementation of the ESMF.

Monitoring and Evaluation Arrangements for ESMF Implementation

Key actions to monitor and evaluate the full application of UNDP SES and address the associated identified risks are presented in Table 7 below. The relevant SES M&E tasks will involve a number of steps to be taken during project implementation by the PMU and the project partners.

Table 7: M&E arrangements for the ESMF implementation

Actions Taken	Timeframe
Project team awareness and training on compliance with UNDP SES, incl GRM and gender guidelines, the monitoring process, and related issues	During the Project initiation phase
Supported facilities screening for potential selected risks (listed in the SESP and above)	During project implementation, prior project funds allocation to facilities
Re-assessment of impacts and risks for the project as a whole, reflecting current circumstances	In case the project activities change, and these changes trigger additional S&E risks
Updated reporting on compliance with UNDP SES guidelines and update of the monitoring system	Annually (in the PIR)
Validation of the monitoring and evaluation approach, and reporting with clear and verifiable indicators and means of verification	In the project inception report and at project completion
Periodic progress reporting as prescribed in the project M&E plan	Concurrent with scheduled M&E activities
Project M&E activities as prescribed in the project M&E plan	Throughout the project implementation
Project Board assessment of compliance	Concurrent with Project Board meetings and additionally as required

Budget for ESMF Implementation

The estimated costs for the ESMF implementation are indicated in Table 8 below. Funding for implementation of the ESMF is included in the project budgets and mentioned in the respective Budget Notes. Costs associated with the time of Project Manager that will oversee the implementation of ESMF and of the National Project Technical Expert who will provide technical support, which are PMU Staff and that will, among others, undertake the role of the Environmental and Social Safeguards Officer, coordinating the implementation of this ESMF are not shown in Table 8. Further details are found in the budget for the Project Document.

Table 7: Breakdown of project level costs for ESMF implementation

Item	Budget Cost (USD)
Project Manager	Included already in project budget
National Project Technical Expert	Included already in project budget
SESP, incl. GRM capacity building/training expenses	$4,000
Sub-total:	
Monitoring & Evaluation	
M&E Consultant (technical support)	Included already in project budget for M&E
M&E Consultant travel	Included already in project budget for M&E
Sub-total:	
TOTAL:	**$4,000**

Annex 10: Gender Analysis and Gender Action Plan

Global Environment Facility (GEF) | United Nations Development Programme (UNDP)
Committee for Environmental Protection under the GoRT (CoEP)

Towards development of a Full-Sized Project Document:
"Integrated Program for HFC Phasing Down and Sustainable Cooling for Tajikistan"
(GEF PPG, Project ID No: 11430)

GENDER ACTION PLAN

"Women in Tajikistan's Refrigeration and Air-conditioning Industry"



Gender Mainstreaming Baseline| Challenges & Opportunities | Policy Agenda
Targeted Actions for better engagement and empowerment

March, 2025
Dushanbe, TAJIKISTAN

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I. Context

With financial support from the Global Environment Facility (GEF), UNDP Country Office in Tajikistan is currently providing support to the Committee for Environmental Protection under the Government of the Republic of Tajikistan in the preparation of the GEF full-sized project document (PPG) for the approved concept (PIF) entitled – ***"Integrated Program for HFC Phasing Down and Sustainable Cooling for Tajikistan"***.

The overall purpose of the project is ***to achieve compliance in Tajikistan with the requirements of the Accelerated Kigali Amendment to phase out HFCs by implementing energy-efficient low global warming potential (LGWP) technologies based on experience and knowledge gained from previous HCFC phase-out projects***. Through this project, UNDP in Tajikistan will assist the Government of the Republic of Tajikistan in meeting national commitments under the Kigali amendment to the Montreal Protocol to phase out the consumption of hydrofluorocarbons (HFCs).

Specifically, it is anticipated that the project will assist Tajikistan to achieve a **70% reduction** of **HFC consumption by 2029**, **delivering 921,831 tCO2e of direct** and **740,700 tCO2 indirect GHG emissions reductions** in the same period.

The project is structured into **four main components** addressing the following:

1. Strengthen institutions, policies, and legislations to ensure effective implementation of license system, data collection and reporting, stakeholder coordination, applicable financial instruments, and technical roadmap for HFC phase down;
2. Capacity building in servicing sector for promotion of best practices, and a mandatary certification system;
3. Engagement with private sectors for demonstration and replication of low GWP and highly efficient technologies, development of Minimum Energy Efficiency Standard and other measures for energy efficiency; and
4. Awareness raising, gender mainstreaming, knowledge management, monitoring, and evaluation. Each component includes specific activities and outputs that aim to achieve the project's objectives. Through this process the project will accelerate the green and inclusive transition for sustainable development for Tajikistan.

For the purposes of the full-sized project development, UNDP CO mobilized a PPG team guided by a designated Working Group that is tasked with related assignments in putting up a consolidated project proposal document. The present report is prepared in fulfillment of related sections of the proposal document and its required complementary annex.

II. Purpose

This report, i.e. **Gender Action (Mainstreaming) Plan**, is developed in fulfilment of the mandatory sections and annexes related to gender for the UNDP-GEF Project Document ***"Integrated Program for HFC Phasing Down and Sustainable Cooling for Tajikistan"***. Specifically, the report provides a review of gender-related policies, challenges, and opportunities; based on which, targeted actions for better women's engagement and empowerment is proposed. The report determines a practical baseline and suggests incremental improvements in participation of women in the primarily in the Refrigeration, Air Conditioning and Heat Pump (RACHP) sector that is the focus of HFC phasedown in the country. The key product of this report is **Section VII** of this Plan that links the Gender Action Plan as an integral complement of the Project's Design Framework. The Plan includes the appropriate budget and identification of needed project interventions to ensure gender mainstreaming.

Moreover, the contents of this report inform the related sections of the intended project document. The related indicators and/or contents will need to be incorporated (as relevant) to the following key components/sections/elements of the project proposal document to **ensure those are socially inclusive and gender responsive**:

- The Project's Results Framework;
- Theory of Change;
- The Project Budget;
- Stakeholder Engagement Plan;
- Project Management/Implementation Arrangements section;
- Social and Environmental Screening (SES) Report;
- Validation Workshop Report;
- Project's Grievances and Redress mechanisms.

The report is prepared under the overall guidance of the PPG Team Leader, and in close collaboration with the national PPG team and the respective specialists at the UNDP Tajikistan Country Office. Additional studies and data collection process was supported via - (a) local stakeholder consultations, (b) gender-responsive stakeholder analysis, and (c) desk review of recent gender reports.

III. Situation Analysis (desk review)

The recent published reports by development agencies provide a general baseline of the situation with regards to gender mainstreaming in Tajikistan. For the purpose of this review, those reports are deemed most relevant to the intended project's context, and are published by the *Asian Development Bank, World Bank, UNDP, and an NGO "From Equality De Jure to Equality De Facto"*:

- UNDP (2024) "Report of current issues related to participation and inclusion in Climate Change Adaptation, Tajikistan". In the framework of the UNDP-GCF Project – "Enabling an effective National Adaptation Plan process for Tajikistan".
- UNDP (2020) "Gender Assessment on Women's Role in the RAC sector", in the framework of the UNDP-GEF Project "Complete hydrochlorofluorocarbons (HCFCs) and Phase-Out in Tajikistan through Promotion of zero ozone depleting substances (ODP), low Global Warming Product, Energy Efficient Technologies".
- World Bank (2021) "Tajikistan. Country Gender Assessment" World Bank, Washington, D.C.
- ADB (2020) "Women's time use in rural Tajikistan". Asian Development Bank, Tajikistan.
- ADB (2016) "Tajikistan Country Gender Assessment". Asian Development Bank, Tajikistan.
- PO "From Equality De Jure to Equality De Facto" (2023) "The Fourth Alternative Report by Public Unions of Tajikistan on implementation of conventions on elimination of all forms of discrimination against women".

The corresponding keynote summaries follow in the subsequent sections further below.

3.1. General Gender Dynamics:

The Global Gender Gap Report 2024, places Tajikistan at 112th out of 146 countries with an overall gender gap score of 0.673. This signifies that Tajikistan has managed to close 67.3% of its gender gap as against the previous years, this was also evident from the information obtained during the consultations specifically from

the Agency of Statistic under the President of the Republic of Tajikistan, however there is still a lot of work to be done to close the gender gap in Tajikistan[22].

Tajikistan's Human Development Index value is equal to 0.656, which puts the country in the medium human development category, while poverty measures show that over 27.5% of the population in Tajikistan lives below the poverty line, which sets it among the poorest countries in Central Asia[23].

Developed programs and measures are weakly oriented to assess the real opportunities of women and to equal results with men. According to the results of the assessment on the implementation of the SDGs at the global level, Tajikistan on the implementation of SDG 5 "*Ensuring gender equality and the empowerment of all women and girls*" is included in the critical group of countries: "***the main problems remain unresolved. The valuation stagnates or increases by less than 50% of the required rate***". This means that the implementation of the gender goals of SDG 5 has so far been completed by less than 50%[24].

An alarming gender gap of almost 42 percentage points has emerged between the rates of young men and women (7.2 versus 49.3 percent, respectively) not in education, employment or training (NEET), of overall one third of the youth in Tajikistan aged 15-24[25].

While the scores for educational attainment and for health and survival are relatively high, scores for both economic participation and opportunity (*labor force participation, wage equality, and the numbers of senior, professional, and technical workers*) and political empowerment (*women in parliament and ministerial positions*) are low, and offset the other positive indicators of equality[26].

3.1.1. Women in Power and Leadership

In recent years, the Government, with the participation of CSOs, with the support of international development partners, has implemented a set of measures and actions to increase the representation of women in government bodies. According to the results of the 2020 parliamentary elections, the representation of women in Majlisi Namoyandagon increased from 19% to 23.8% and in Majlisi Milli - from 18.7% to 25.8%. The share of women in local Majlis of people's deputies is: cities of Dushanbe - 41%, Khatlon region - 34.8%, Sughd region - 33.3%, Gorno-Badakhshan autonomous region - 34.4%, cities and regions of republican subordination - 29.4%. Over the past three years, the number of women among judges has increased to 20.3% in 2020[27].

At the same time, in none of the branches of government has achieved the level of 30 percent representation of women in leadership positions recommended by the UN Economic and Social Council. The State Program for the upbringing, selection and placement of leading personnel of the Republic of Tajikistan from among capable women and girls for 2017-2022, adopted in 2017, is not fully implemented by all ministries and departments, is poorly coordinated at the government level, which reduces the pace of promoting equal participation of women and men in all branches of government[28].

The most important indicator of women's participation in decision-making remains low, such as the share of women in leadership positions in the civil service, which is only 18.8%, the gender imbalance in leadership positions is decreasing extremely slowly, moreover, not all government agencies fulfill the requirement to

[22] World Economic Forum: Global Gender Gap, 2024, Insights Report, June 2024
[23] ADB (2020) "Women's time use in rural Tajikistan". Asian Development Bank, Tajikistan.
[24] PO "From Equality De Jure to Equality De Facto" (2023) "The Fourth Alternative Report by Public Unions of Tajikistan on implementation of conventions on elimination of all forms of discrimination against women"
[25] World Bank (2021) "Tajikistan. Country Gender Assessment" World Bank, Washington, D.C.
[26] ADB (2016) "Tajikistan Country Gender Assessment". Asian Development Bank, Tajikistan.
[27] UNDP (2020) "Gender Assessment on Women's Role in the RAC sector"
[28] UNDP (2020) "Gender Assessment on Women's Role in the RAC sector"

have at least one woman among deputies. This implies that women do not have adequate decision-making powers[29].

According to the ADB reports, women's political participation remained low in 2015, with only 19% of parliamentarians in both lower and upper houses. The total number of women in central and local civil service stood at 4,393 (23. 5%) in 2014. The figure for women in leadership positions is smaller, with only 528 women, or 17%, heading central agencies and their attached structures. Women's political participation improves at the local level, with 40% of *Jamoat* chairpersons being female[30].

Despite the efforts to promote women to leadership positions and state guarantees proclaimed in the Law on State Guarantees, men dominate the decision-making sphere by a large margin. For more than 20 years, the Government has been using various measures to increase the representation of women in public authorities. However, not even 30% of the representation of women has been achieved in any branch of government. According to the Public Service Agency, as of January 1, 2022, women make up 24.1 percent of government employees. Women, as leaders, are concentrated mainly in the lower and middle levels of management[31].

3.1.2. Women in Education

When it comes to educational attainment, Tajikistan ranks 120th with a score of 0.947[32]. Although there is near parity in literacy rates, girls and women are still disadvantaged when it comes to enrollment in primary, secondary, and tertiary education levels. This indicates that while basic education is accessible, higher levels of education remain less attainable for women, this is not because the government has not provided enabling environment, but rather most women especially in the rural areas stop at grade 9 and are contended with their positions. There are fewer women than men in pursuant of higher education, though the gender gap is decreasing as more initiatives are ongoing to promote female education such as free education for all girls[33].

In order to strengthen the process of studying STEM fields, as well as the development of technical thinking of the younger generation and youth, the period of 2020-2040 have been declared in Tajikistan as "*The Twentieth Anniversary of the Study and Development of STEM fields in Science and Education*". In 2020, the Action Plan for 2020-2025 was approved to implement that declaration. In 2021, the Strategy for the study and development of STEM disciplines in the field of education and science for the period up to 2030 was adopted[34]. However, against the background of a significant gender imbalance in the field of specialization in science, technology, engineering and mathematics (STEM), both in the Action Plan (2020-2025) for the implementation of the National Education Strategy until 2030, and in the Strategy for the study and development of STEM disciplines in education and science for the period up to 2030, a gender-neutral approach is again used. While in the 2021/2022 academic year, among students studying in the specialty "natural sciences," the share of girls is 32.1%, radio-electronic equipment - 3.3%, computer equipment - 25.5%, "equipment" - 5.1%[35].

Equal access to primary education and increasing access to secondary and tertiary education is supported by a favorable social and policy climate, for example, the establishment of a pathway to tertiary education for both women and men residing in remote districts. Overall, the literacy rate is high (95 percent) among both women and men in Tajikistan and recent trends demonstrate that access to education is becoming more equal. Yet, challenges remain: Female enrollment in preschool, secondary school, and tertiary education

[29] UNDP (2020) "Gender Assessment on Women's Role in the RAC sector"
[30] ADB (2016) "Tajikistan Country Gender Assessment". Asian Development Bank, Tajikistan.
[31] PO "From Equality De Jure to Equality De Facto" (2023) "The Fourth Alternative Report by Public Unions of Tajikistan on implementation of conventions on elimination of all forms of discrimination against women".
32 World Economic Forum: Global Gender Gap, 2024, Insights Report June 2024
[33] Ministry of Education and Science of the Republic of Tajikistan, July 09, 2024
[34] Endorsed by the Decree of the Government of the Republic of Tajikistan, dated April 30, 2021, #185
[35] Agency for Statistics under the President of the Republic of Tajikistan (2022) "Education in the Republic of Tajikistan", Dushanbe, 2022, page 79

continues to lag behind male enrollment, and gender differences in fields of study contribute to occupational segregation and the persistent gender pay gap[36].

The preferred choice of girls for continuing education is the secondary vocational education. Although there is a slight increase in the proportion of girls in primary vocational education, they make up only 21.5% of the total number of students. At the level of secondary vocational education, the proportion of girls in comparison with boys prevails and amounts to 65% of all students. This trend is due to the high concentration of girls in teacher training and medical colleges, where the participation of girls is 74.5% and 75% of all students, respectively. For comparison, colleges of industry and construction only 22% girls[37].

Gender inequality is still prevalent in education. Enrollment at primary school (grades 1–4) is very high for both sexes, and girls constitute 48% of all students. At the general secondary level (grades 10–11), 45% of students are girls. However, women constitute only 29% of tertiary students. Gender inequalities in secondary education are magnified in tertiary education, both in technical and vocational education and training, and in higher education. The proportion of women enrolled in primary vocational education has steadily decreased from 28% of all students in 2005 to the current rate of 18%. majority of women study either health or education and are virtually unrepresented in subjects such as economics and management, construction, transport, agriculture, energy, metallurgy, and mechanical engineering[38].

3.1.3. Economic Opportunities (entrepreneurship, employment, access to finance)

Labor force participation of women in Tajikistan is low: About 69 percent of Tajikistan's working-age female (and about half of the working-age male) population were not working for pay in 2016 and the share of employed female in the total number of employed has been declining steadily. One contributing factor is the country's Labor Code, prohibiting women's employment in underground jobs, difficult jobs, jobs in harmful conditions, or jobs linked to manual lifting and moving of heavy loads. Increased male labor migration in the last two decades has been another factor for low female labor force participation[39].

According to the Ministry of Labor, Migration and Employment of the RT, the labor force participation rate differs significantly between men and women in Tajikistan and the ratio is approximately 70% men and 30% female. Most of the women are employed in agriculture, education, and healthcare sectors, whereas men dominate industries like construction, manufacturing, and trade. The gender wage gap remains a challenge, with women earning less than men for similar work[40]. Looking at public sector jobs, only about one-third of the jobs are occupied by women and the trend has not changed over the last decade[41].

In terms of economic participation and opportunity, Tajikistan is ranked 108th with a score of 0.619 which indicates that women are notably underrepresented in the labor force compared to men. This is reflected in lower labor force participation rates for women, significant wage inequality, and substantial differences in estimated earned income. Additionally, the presence of women in senior roles such as, senior officials, and managers is considerably low. The disparity extends to professional and technical fields where women's representation is much less than that of men[42]. Studies have shown that in Tajikistan, 60% of inactive labor is due to domestic responsibilities, compared to 35% in the Kyrgyz Republic and 11% in Kazakhstan[43].

Opportunities to participate in the paid economy are very limited for rural women and only a small percentage are primary owners of agricultural land and housing. The gender analysis of time use data revealed a clear

[36] World Bank (2021) "Tajikistan. Country Gender Assessment" World Bank, Washington, D.C.
[37] UNDP (2020) "Gender Assessment on Women's Role in the RAC sector"
[38] ADB (2016) "Tajikistan Country Gender Assessment". Asian Development Bank, Tajikistan.
[39] World Bank (2021) "Tajikistan. Country Gender Assessment" World Bank, Washington, D.C.
[40] Ministry of Labor, Migration and Employment of the Republic of Tajikistan, July 09, 2024
[41] World Bank (2021) "Tajikistan. Country Gender Assessment" World Bank, Washington, D.C.
[42] World Economic Forum: Global Gender Gap, 2024, Insights Report, June 2024
[43] ADB (2020) "Women's time use in rural Tajikistan". Asian Development Bank, Tajikistan.

sexual division of labor, with women specializing in unpaid care and domestic activities and men specializing in productive work. The degree of specialization encountered was quite high, since for women unpaid care and domestic work represents over 70% of total work, while for men roughly the same percentage of work time is spent in paid work[44].

Records show that economy-wide, women earned 60 percent of what men earned in 2017. Female-dominated sectors such as education tend to be lower-paying than male-dominated sectors such as economics, industry, construction, and transport. In Tajikistan, estimated female earned income is 4.5 times lower than the estimated male earned income due to gender inequality. Women in Tajikistan have fewer opportunities than men to develop skills and abilities of managing a business, not to speak of any other support; this is reflected in the low and declining share of firms with a female at the top. Women are also underrepresented when it comes to holding financial accounts in banks, using financial institutions for savings, and borrowing money to start, operate, or expand a farm or a business[45].

Although Tajikistan is listed among the ten countries with the greatest progress in business support reforms, according to the World Bank's Doing Business 2020 rating, the country ranks 106th out of 190 countries, further efforts are needed to support women's entrepreneurship[46].

3.2. Challenges and Barriers

According to the global survey undertaken by the International Institute of Refrigeration (IRR) and the Ozone Action of the UNEP, the following top five challenges were identified for women engaged in the RACHP sector: (1) difficulties in managing a healthy work-life balance, (2) lack of career advancement opportunities, (3) stereotypes or prejudice about women from clients or customers, (4) no other female colleagues in their organization and (5) limited training opportunities to further develop their skills[47]. Challenge (1) can be potentially overcome if companies adapt their HR policies, for instance by allowing flexible working hours and remote working where possible as well as fair pregnancy and maternity leave policies. The limited training and career development opportunities in the sector is a wider issue that will require national organisations and industry to work together on a solution.

Women living in rural areas of Tajikistan, have so many daily tasks to fulfil, women barely have time to go to the market or attend the village meetings, where they are underrepresented in the committees. Female-headed households are severely overburden by triple responsibilities (*at home, on the land and in community*). It undermines their ability to participate both in the civil society and in the political life of the country[48].

Women experience greater bureaucratic obstacles in registering a business than men, are more likely to cite taxation as particularly onerous and, in some cases, report discrimination and harassment by tax authorities. Female entrepreneurs are also disadvantaged by their unequal access to human and social assets, such as business networks, specialized knowledge and skills, and even business-related information. Despite loan requirements being gender neutral, in reality, women have more limited access to credit due to their lack of collateral, lack of business experience, high interest rates, and personal aversion to taking on risk[49].

Gender stereotypes and how society perceives female entrepreneurs, and indeed how they perceive their own capacities, have a considerable impact on women's success in business. Despite the growing number of female entrepreneurs, business is still widely perceived as a male occupation, especially running medium- and large-sized enterprises. Female entrepreneurs attach much greater value than males to family support

[44] ADB (2020) "Women's time use in rural Tajikistan". Asian Development Bank, Tajikistan.
[45] World Bank (2021) "Tajikistan. Country Gender Assessment" World Bank, Washington, D.C.
[46] UNDP (2020) "Gender Assessment on Women's Role in the RAC sector".
[47] CSG/REI (2024) "Addressing the needs of Women in Cooling at Global Level".
Accessible at: https://international.centrogalileo.it/addressing-the-needs-of-women-in-cooling-at-global-level/
[48] CARITAS Switzerland (2015) "CARITAS Gender Mainstreaming Strategy"
[49] ADB (2016) "Tajikistan Country Gender Assessment". Asian Development Bank, Tajikistan.

because it is essential to whether a woman will start a business, for the general operation of the business, and for making decisions on new investments.

The legal act banning women from heavy work, although initially put in place as a measure to protect their health, has been deemed as a barrier for women to enter certain higher paid types of jobs and potentially discriminatory, particularly as new heavy lifting technology makes this legal act obsolete[50].

According to UNDP-supported National Adaptation Plan process and consultations, the following list of challenges are summarized with regards to women's participation in the environmental and climate adaptation initiatives, which restricts the full benefits they would have been able to exploit[51]:

- ***Low Literacy Levels and Educational Attainment***-Many women, particularly in rural and mountainous areas, have low literacy levels and limited educational opportunities. This restricts their access to information and resources necessary for adapting to climate change and participating in decision-making processes.
- ***Limited Access to Resources***- Women often have less access to land, credit, technology, and training. This lack of access hinders their ability to implement sustainable agricultural practices, start businesses, or improve their economic status, making them more vulnerable to the impacts of climate change.
- ***High Workload and Time Poverty***- Women typically bear the primary responsibility for household chores, caregiving, and agricultural labor. The additional burden of coping with climate-related challenges, such as securing water and food, exacerbates their workload and leaves them with little time for education, skill development, or income-generating activities.
- ***Underrepresentation in Decision-Making***-Women are significantly underrepresented in political and decision-making roles at all levels. This underrepresentation means their perspectives and needs are often overlooked in climate adaptation and mitigation policies and programs.
- ***Cultural Norms and Gender Roles***- Deep-rooted cultural norms and traditional gender roles restrict women's participation in public life and economic activities. These norms often limit women's mobility, access to education, and involvement in community decision-making processes.
- ***Economic Dependence and Poverty***- Many women in Tajikistan face economic dependence on male family members and high levels of poverty. This economic vulnerability makes it difficult for them to invest in adaptive measures or recover from climate-induced losses.
- ***Health Risks***- Climate change exacerbates health risks for women, including increased prevalence of heat-related illnesses, waterborne diseases, and malnutrition. Limited access to healthcare services, particularly in rural areas, further compounds these risks.
- ***Impact of Male Migration***- The migration of men to other countries, particularly Russia, in search of employment leaves women to manage households and agricultural activities alone. This increased responsibility, coupled with the lack of male support, heightens women's vulnerability to climate impacts.
- ***Exposure to Natural Disasters***- Women are disproportionately affected by natural disasters such as floods, landslides, and droughts. These events not only threaten their immediate safety and livelihood but also increase the long-term burden of rebuilding homes and communities.
- ***Limited Participation in Climate Change Adaptation Programs***- Despite their significant role in agriculture and natural resource management, women often have limited participation in climate change adaptation programs and projects. This exclusion reduces the effectiveness of such initiatives, as they fail to leverage women's local knowledge and experience.
- ***Legal and Institutional Barriers***- Existing legal and institutional frameworks may not adequately support gender equality or protect women's rights. This includes inadequate enforcement of laws related to land ownership, inheritance, and employment, which can impede women's economic independence and resilience.
- ***Psychological and Social Stress***- The cumulative impact of climate change, economic hardship, and social constraints can lead to increased psychological stress and reduced mental health among women. This stress can further limit their ability to respond effectively to climate challenges.

Similarly, the UNDP's Gender Assessment Report (2020), in Tajikistan there are a number of challenges and obstacles to advancement women's role, and those are also specific to the RACHP sector[52]:

[50] UNDP (2020 "Gender Assessment on Women's role in RAC sector"
[51] UNDP (2024) "Report of current issues related to participation and inclusion in Climate Change Adaptation, Tajikistan"
[52] UNDP (2020) "Gender Assessment on Women's Role in the RAC sector"

- Women's participation in decision-making remains low, in parliament and in public service leadership their share is well below the 30% supported by the UN Economic and Social Council;
- Lack of coordination and accountability in reducing gender inequality and combating gender-based violence;
- There is a systemic gender gap in employment related to inequalities in employment levels and quality, gender pay. In addition, gender bias in hiring and promotion is common;
- Equality in access to economic resources is not ensured, for example, women's entrepreneurship is hindered by the lack of financial resources to create new enterprises and expand business due to the limited ownership of assets by women for obtaining credit;
- Women are among the populations most affected by external shocks such as drought or flooding related to climate change, food price fluctuations, and COVID-19 pandemic due to their disproportionate exposure to risk and caregiving responsibilities;
- Gender bias is waning and becoming a thing of the past, but latent bias remains.

3.3. Opportunities for Advancement of Gender Mainstreaming

Creating opportunities and building equity for women to join technology job market can cut pay gap between men and women in Tajikistan and help the country increase gender balance rate as per the National Development Strategy[53]. Globally, the RACHP sector is fast expanding. There is a need for more and more equipment and applications, and thus more people adequately qualified all over the world. Because of environmental constraints, innovations are necessary. There is a remarkable opportunity to develop interesting and numerous jobs for woman in the context[54].

According to the International Institute of Refrigeration, approximately 12 million people around the world are employed in the refrigeration and air-conditioning sector. The need for skilled technical servicing and engineering personnel is currently increasing to meet the increasing demand for refrigeration and air-conditioning equipment[55].

Established female entrepreneurs Tajikistan who participated in the ADB-supported assessment noted the value of receiving public recognition from a national organization, such as the National Association of Business Women of Tajikistan[56].

Another factor that greatly affects gender roles and limits women's agency is social norms. Traditional and patriarchal social norms strongly limit the decision-making power and autonomy of women in rural Tajikistan, especially in the earlier phases of their adult lives. Shifting the social norms is therefore, critical and, even though this process can be complex and slow, policies can provide incentives or necessary information. To increase women's knowledge about alternatives to their daily reality, information on women's rights and existing opportunities and exposure to different female role models and the media are essential. Participation in training or vocational courses, as well as in informal groups, can also contribute to changing norms that restrict women's autonomy. A broadening of women's networks should therefore be promoted, as well as women's participation in decision-making processes[57].

[53] UNDP (2020) "Gender Assessment on Women's Role in the RAC sector"
[54] CSG/REI (2024) "Addressing the needs of Women in Cooling at Global Level".
Accessible at: https://international.centrogalileo.it/addressing-the-needs-of-women-in-cooling-at-global-level/
[55] UNEP (2019) "Women in the Refrigeration and Air-conditioning Industry: Personal Experiences and Achievements".
Accessible at: https://wedocs.unep.org/bitstream/handle/20.500.11822/29236/8051Women_in_RAC.pdf?sequence=1&isAllowed=y
[56] ADB (2016) "Tajikistan Country Gender Assessment". Asian Development Bank, Tajikistan.
[57] ADB (2020) "Women's time use in rural Tajikistan". Asian Development Bank, Tajikistan.

IV. Policy Review – Gender Mainstreaming

4.1. Policy and Regulatory Framework (Global and National)

Tajikistan is a well-recognized member of international community, and is party to a number of gender-related international legal acts – covenants, conventions, protocols and declarations. It has therefore ratified many important international legal instruments that are listed here below. Its international obligations are also recognized as integral to its national legal system.

Global Policy and Legal Frameworks:

- The International Covenant on Economic, Social and Cultural Rights
- The *International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families*
- The International Convention on the Elimination of All Forms of Racial Discrimination
- The Convention on the Rights of the Child
- The *Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women*
- The *Optional Protocol to the Convention on the Rights of Persons with Disabilities*
- The Universal Declaration of Human Rights
- The *Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children* complements the *United Nations Convention against Transnational Organized Crime* (2000), which aims to combat human trafficking, especially of women and children, and to promote international cooperation in this area.
- The *Convention Concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour* (ILO Convention No. 182) (1999) (see the *Inter-Parliamentary Union/ILO Handbook for parliamentarians No. 3* on this topic (2002)) requires states to eliminate certain particularly unacceptable and hazardous forms of child labour as soon as possible.
- The *Declaration on the Elimination of Violence against Women* (1993) defines violence against women as 'one of the crucial social mechanisms by which women are forced into a subordinate position compared with men'.
- The *Convention on the Rights of the Child* (1989) is the most comprehensive international treaty on the rights of the child.
- The *Declaration on the Protection of Women and Children in Emergencies and Armed Conflict* (1974) focuses on protecting the rights and meeting the needs of women and children in times of armed conflict.
- The *Convention Concerning Minimum Age for Admission to Employment* (ILO Convention No. 138) (1973) defines the minimum age range within which no child below a specified age may be employed.
- The *Declaration on the Elimination of Discrimination against Women* (1967) states that 'Discrimination against women, denying or limiting as it does their equality of rights with men, is fundamentally unjust and constitutes an offence against human dignity'.
- The *International Covenant on Economic, Social and Cultural Rights* (1966) obliges state parties to ensure the equal right of men and women to the enjoyment of all economic, social and cultural rights.
- The *International Covenant on Civil and Political Rights* (1966) contains a description of civil and political rights and requires equality of men and women before the law and the equal right for men and women to the enjoyment of all civil and political rights.
- The *Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages* (1962) states that no marriage can be entered into without the consent of both parties.

- The *Convention against Discrimination in Education* (adopted by UNESCO in 1960) prepares the ground for equal educational opportunities for girls and women.
- The *Convention Concerning Discrimination in Employment and Occupation* (ILO Convention No. 111) (1958) promotes equal rights for men and women in the workplace.
- The *Convention on the Nationality of Married Women* (1958) establishes the general principle that men and women have equal rights with regard to acquiring, changing or retaining their nationality, and provides that neither the marriage nor the dissolution of a marriage between a state's nationals and an alien, nor a change of nationality by the husband during marriage, shall automatically affect the wife's nationality.
- The *Convention on the Political Rights of Women* (1952) obliges member states to grant women the right, on equal terms with men, to vote in all elections and to hold public office.
- The *Convention Concerning Equal Remuneration for Men and Women Workers for Work of Equal Value* (ILO Convention No. 100) (1951) establishes the principle and practice of equal pay for work of equal value.
- The *Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others* (1949) calls for the punishment of anyone who for the purpose of prostitution, solicits, induces or introduces another person.
- The *Universal Declaration of Human Rights* (1948) proclaims human rights to be enjoyed by every human being without distinction of any kind, including sex.
- United Nations Framework Convention on Climate Change.
- Lima Work Programme on Gender (LWPG) and Gender Action Plan.
- Kyoto Protocol.
- Paris Agreement.

National Policy and Legal Framework:

The main legislative documents regulating and protecting the rights of women and girls in Tajikistan currently include:

- Tajikistan's Constitution
- Tajikistan's Family Code
- The law On Prevention of Domestic Violence
- The law *On the Responsibility of Parents for the Upbringing of Children*
- The law *On the Civil Service*
- The law *On Protection of the Rights of the Child*
- The law *On State Guarantees of Equal Rights for Men and Women and Equal Opportunities for their Implementation*
- The Concept of Family Development in the Republic of Tajikistan

Presidential Decrees

- No. 5, *On Increasing the Role of Women in Society* (3 December 1999). This was adopted based on the Basic Law (Constitution) in order to ensure the broad participation of women in public life and government, improve the social status of women, improve the national gene pool, and enhance the role of women in strengthening moral foundations, peace and unity.

Government Decrees

- No. 167, *On the National Strategy for Enhancing the Role of Women in the Republic of Tajikistan for 2021–2030* (30 April 2021)

- No. 5, *On grants from the President of the Republic of Tajikistan to support and develop women's entrepreneurship for 2021–2025* (28 January 2021)
- No. 158, *On the State Programme for the Training, Selection and Placement of Managerial Personnel from among Talented Women and Girls in the Republic of Tajikistan for 2017–2022* (1 April 2017)
- No. 801, *On the Concept of Family Development in the Republic of Tajikistan* (30 December 2015)
- No. 294, *On the State Programme on Prevention of Violence in the Family in the Republic of Tajikistan for 2014–2023* (3 May 2014)

National Strategies

- *The National Development Strategy (NDS) of the Republic of Tajikistan for the period up to 2030*
- The National Strategy "*On Enhancing the Role of Women in the Republic of Tajikistan for 2021–2030"*
- *Tajikistan National Climate Change Strategy*
- *Tajikistan Disaster Risk Reduction Strategy*

National Programmes and Plans

- The draft *State Programme for the Training, Selection and Placement of Managerial Personnel from among Talented Women and Girls in the Republic of Tajikistan for 2023–2030*
- The *State Programme on Prevention of Violence in the Family in the Republic of Tajikistan for 2014–2023*
- *The Medium-Term Development Programme for the Republic of Tajikistan for 2021–2025*
- *The National Action Plan for Climate Change Mitigation*
- *Tajikistan National Adaptation Plan*
- *Tajikistan's Nationally Determined Contribution (NDC)*
- *Tajikistan National Communication to the UNFCCC*
- *Tajikistan Sectoral Adaptation Plans.*

These international and national legal frameworks provide the general provisions for organizing and implementing policies relating to gender equality and ensuring the protection of the rights of women and children, and of vulnerable groups.

4.2. Policy and Regulatory Gaps

Overall, the bulk of published reports conclude that Tajikistan's legislation is evaluated positively as either gender sensitive or gender neutral. The national legislation is scored highly by the international assessment, i.e. the World Bank Index "*Women, Business and the Law 2019*", which is based on eight indicators reflecting the relationship of women with the law throughout their working life (*freedom of movement, employment, wages, marriage, childbirth, doing business, property management and pensions*). The republic scored 81.88 points (*more than, for example, China, Japan, Russia, Uzbekistan*) and is in 71st place out of 187. For comparison: the global average index is 74.71 points[58].

At the same time, most development agency reports indicate that the bulk of the gender mainstreaming shortcomings lies more in lack of policy implementation mechanisms and the financial resources that support them. For example, according to ADB – "*Tajikistan has a solid legal and policy framework for gender equality, through many agree that its implementation remains quite weak*[59]". Similarly, the WB report concludes that the "*The Government of the Republic of Tajikistan has made considerable progress in mainstreaming gender into national development strategies and plans. Yet, despite well-intended legislation, women continue to be*

[58] UNDP (2020) "Gender Assessment on Women's role in the RACHP sector"
[59] ADB (2020) "Women's time use in rural Tajikistan". Asian Development Bank, Tajikistan.

inhibited by gender stereotypes combined with lack of financial resources, time, and family support. Evidence suggests that legal frameworks are not enough to increase women's representation in government[60]".

The Committee for Women's and Family Affairs (CWFA), the primary institution responsible for gender policy, with a diverse range of functions on gender mainstreaming, still has limited capacity to carry out its mandate and relies on international donor agencies for funding its initiatives. This is despite the fact that its financial and human resources have been increased (state budget). The Committee is tasked to coordinate the work of government and non-governmental bodies, extend related trainings through its 110 regional information-consultation and crisis centres throughout the country. Nonetheless, much of its gender policy work is not made manifest locally, and gender mainstreaming actions are noted as sporadic at the sub-national development planning[61].

The national framework for gender equality, specifically the Law on State Guarantees of Equal Rights and Opportunities for Men and Women, lacks clear implementation processes. A national gender policy was passed in 2010, the National Strategy for Enhancing the Role of Women in the Republic of Tajikistan, which lists concrete actions to improve women's participation in education, the labor market, entrepreneurship, and in politics, albeit without identifying responsible agencies, timeframes with milestones, funding sources, and monitoring plans[62].

A multiple of government ministries and agencies are found to have overlapping responsibilities for climate change adaptation measures, adding to coordination burdens and inefficiencies[63]. For example, both the Committee for Environmental Protection under the GoRT and the Committee for Disaster Risk Reduction and Management under the GoRT are tasked with adaptation measures, duplicating efforts and leading to resource use inefficiencies. International environmental protection and climate change adaptation agreements and national policies also do overlap, leading to redundancies and confusions about the applicable standards and practices[64].

The main national strategic document for the protection of the ozone layer, "National Strategy to Reduce the Consumption of ODS in the Republic of Tajikistan for 2015-2020", does not contain gender-sensitive provisions and sex-disaggregated indicators. Gender is not mentioned in the document[65], which may be due to the absence of such provisions in the international legal instruments under which this Strategy has been adopted (*the Vienna Convention for the Protection of the Ozone Layer and the Montreal Protocol on Substances that Deplete the Ozone Layer*). It is therefore recommended to integrate gender-sensitive provisions in the subsequent development phases.

<u>Gender-related restrictions in the Labor Code of the RT:</u>

- Article 216 of the Labor Code: Certain provisions in the legal framework prohibit women from working in certain industries in a number of jobs on an equal basis with men[66]. Article 216 of the Labor Code of the RT prohibits the work of women in heavy and dangerous jobs.
- Decree of the GoRT, dated April 4, 2017, #179: The decree approved the List of works on which the use of women's labor is prohibited, and the Maximum permissible load standards for them when lifting and moving weights manually. The list includes 326 works prohibited for women, and although it does not include the RACHP sector, may serve as a restriction on the admission of women, for example, as technicians for the repair of refrigeration equipment and air conditioning installations in connection with

[60] World Bank (2021) "Tajikistan. Country Gender Assessment" World Bank, Washington, D.C.
[61] ADB (2016) "Tajikistan Country Gender Assessment". Asian Development Bank, Tajikistan.
[62] ADB (2016) "Tajikistan Country Gender Assessment". Asian Development Bank, Tajikistan.
[63] OECD (2015), Climate Change Risks and Adaptation: Linking Policy and Economics. Paris: OECD
[64] UNFCC (2015) The Paris Agreement to the United Nations Framework Convention on Climate Change, December 12, 2015, T.I.A.S. No. 16-1104. Available at: https://unfccc.int/sites/default/files/resource/parisagreement_publication.pdf
[65] UNDP (2020) "Gender Assessment on Women's role in the RACHP sector"
[66] UNDP (2020) "Gender Assessment on Women's role in the RACHP sector"

the prohibition of work related to lifting and moving heavy loads manually, in case of exceeding the established standards of maximum permissible loads for women, or as a refrigerated food transport vehicle driver because of their prohibited work as a truck driver in agriculture.

- The recommendations of the Committee for "*Convention on the Elimination of All Forms of Discrimination against Women*" No. 38 "c" regarding the "*repeal of articles 160, 161 and 216 of the Labour Code and the list of occupations in which women's employment is restricted or prohibited*" have not been implemented. Instead, the repeal argued that any restrictions are applied not to women in general but on the basis of individual ability. The main argument of the Government of Tajikistan on non-implementation of this recommendation is that the establishment of certain restrictions on the employment of women is aimed at protecting their health from occupational risks and that women need increased social protection[67].

Based on the above, while gender-sensitive regulations in the legal framework extend to all areas of socio-economic activity, the national legislation governing relations in the RACHP sector does not effectively take into account gender aspects. To further enhance the promotion of gender equality in the RACHP sector, it seems appropriate to:

- Develop and amend gender-sensitive legislation on environmental protection, in particular the Law of the RT "On Environmental Protection", "On the Environmental Impact Assessment", "On Atmospheric Air Protection" and the related by-laws;
- Based on an analysis of the gender situation in the industry and in the country as a whole, develop a national strategy to reduce HFC consumption for the next five-year period or until 2030, which reflects measures to improve legislation to implement state guarantees to create equal opportunities for women and men in the sector, in order to increase the employment of women and girls in the sector, including in managerial and managerial positions, formation and implementation of gender-sensitive system information support and training of the population in preventive actions to protect the ozone layer, presentation of statistics disaggregated by sex, etc., in a manner that it is accomplished in the National Disaster Risk Reduction Strategy 2019-2030;
- Amend the Articles 160, 161, and 216 of the Labour Code of the RT to abolish the ban on women in professions, invalidate or reduce the list of jobs where the use of women's labor is prohibited, at the same time, it is important to revise the safety standards at the workplace to include an assessment of gender segregation of work and the associated risks.

V. Women in Tajikistan's RACHP Industry

5.1. Global vs. National Context

The Refrigeration, Air-Conditioning, and Heat-pumps (RACHP) sector has interests across a wide range of topics including food preservation and safety, human health and comfort, medical issues (such as the transport and storage of vaccines and blood), energy efficiency and the related financial matters, environmental issues, such as climate change and ozone depletion) and standards and certification for equipment and practitioners, as well as national legislation. It is one of the sectors that crosscuts many of the UN sustainable development goals and can contribute significantly to safeguard the environment, advance welfare of humanity and support the growth of employment and economic development worldwide[68].

[67] ILO (2022) Committee of Experts. Direct Request under Articles 1 and 5 of the 1958 Convention on Discrimination in Respect to Employment and Occupation (No. 111) - Tajikistan, received in June 2022, published by the 111th Session of the International Labour Conference, 2023

[68] UNEP (2019) "Women in the Refrigeration and Air-conditioning Industry: Personal Experiences and Achievements". Accessible at: https://wedocs.unep.org/bitstream/handle/20.500.11822/29236/8051Women_in_RAC.pdf?sequence=1&isAllowed=y

Over 15 million people are employed worldwide in the refrigeration industry, with almost 5 workers out of 1000 have a job linked to the ***design, manufacturing, installation, maintenance and servicing*** of all type of refrigeration equipment. Women engagement in this sector is either under-represented or un-recognized around the globe despite the high potential that can be unleashed by encouraging women to pursue education and job opportunities in RACHP.

The sector, though, is fast expanding. There is a need for more and more equipment and applications, and therefore need for more qualified professionals and technicians all over the world. Innovations are necessary due to various environmental constraints. There is now a remarkable opportunity to develop interesting and numerous jobs for women in the context[69].

Women's participation in the RACHP sector ranges from 8-30%in different regions of the World. Women are highly under-represented in this sector, as indicated by the fact that only 6% of the members of national refrigeration associations, organizations, institutions are women[70].

Women constitute an average of 10-20% of engineering workers around the globe. In 2017, women in the US RAC sector constituted only 1.2% of the heating, refrigeration and air-conditioning mechanics, technicians and installers. The proportion was similar for Canada. On the part of women registered as private members of national RACHP associations, the majority of results indicated a level of female membership that ranged from zero to less than 10%, with only two countries reporting significantly higher percentages: China and Romania, with 19.5% and 33% respectively[71].

The analysis in this chapter will show that Tajikistan is no different from the given global trends and context. The reports indicate that while the RACHP sector provides opportunities to closing the pay gap, gender stereotypes are the main obstacle, with prevalence of men in technology sector[72]. The gap emerges immediately after the compulsory school years, and the percentage of girls choosing technology as their major is extremely low, ranging from 0.7 to less than 5 in such sectors as transportation, energy, radio electronic technology, construction, and ICT. According to the National Report on Implementation of Strategic Documents of the Country, only 26% of women are involved in industry and service sectors, and only 20% of women are engaged in the private sector.

Despite some recent progress in gender equality, women in the Central Asian country of Tajikistan are among those facing significant barriers to education and career opportunities in STEM fields. Cultural norms, limited access to quality education, and a lack of role models contribute to the underrepresentation of women in STEM. Women constitute less than 20 per cent of the STEM workforce in Tajikistan, highlighting a critical need for targeted initiatives to encourage their further participation in the field[73].

5.2. Baseline: Gender Assessment in RACHP

As shown by a study of the activities of companies in the RACHP sector of Tajikistan, they carry out a wide range of activities: installation, assembly, operation and maintenance, repair and decommissioning of household, commercial, transport, and industrial refrigeration and air conditioning equipment. Economic needs, continuous population growth in Tajikistan, changing lifestyles, the growth of the middle class, the

[69] CSG/REI (2024) "Addressing the needs of Women in Cooling at the Global Level".
Accessible at: https://international.centrogalileo.it/addressing-the-needs-of-women-in-cooling-at-global-level/
[70] COPA (2024) "Breaking Barriers: Empowering Women in the Cooling sector".
Accessible at: https://www.copalliance.org/news-events/breaking-barriers-empowering-women-in-the-cooling-sector
[71] UNEP (2019) "Women in the Refrigeration and Air-conditioning Industry: Personal Experiences and Achievements". Accessible at: https://wedocs.unep.org/bitstream/handle/20.500.11822/29236/8051Women_in_RAC.pdf?sequence=1&isAllowed=y
[72] UNDP (2020) "Gender Assessment on Women's role in RAC sector"
[73] World Economic Forum (2024) Accessible at: https://emerging-europe.com/analysis/the-ngo-empowering-tajik-women-and-girls-to-take-up-careers-in-it

expansion of infrastructure for cooling and preservation of food products are causing an increasing need for refrigeration equipment and its operation. At the same time, the use of RACHP equipment, and, accordingly, the simultaneous use of a wide range of refrigerants, will continue to increase in Tajikistan due to the growing cooling requirements in various areas of the economy, especially in the context of rising global temperatures.

As in many countries, the RACHP sector is not gender neutral due to a wide range of factors, such as cultural gender norms, differential access of women and men to institutions, their relationships in households and communities. Therefore, their relative ability to access and benefit from economic opportunities that the RACHP sector provides varies. Gender equality and social dimensions must be considered because of their potential to create far-reaching benefits, but also to promote the introduction of new technologies. Gender and social evaluation are a key element in ensuring that gender equality and social dimensions are included as a cross-cutting goal in the components of any RACHP technical assistance in Tajikistan.

Personnel employed in this sector include a variety of occupations and positions, such as – *mechanical engineer, civil engineer, electrical engineer, safety engineer, technical manager, installation technician, equipment maintenance technician, electrician, information technology specialist, building maintenance technician, automotive maintenance technician, refrigerated truck driver, salesperson, marketer, accountant, etc*.

Observations show that Tajik RACHP companies engaging in repair and maintenance are male-dominated and women are markedly underrepresented. However, there are no reliable official statistics on the proportion of women working in this sector. In the statistics of the labour market in Tajikistan, data on the employment of women in the RACHP sector are not highlighted in a separate line, but are included in the labor statistics for the construction industry, which makes it possible to somewhat establish a threshold benchmark in assessing the employment of women in the sector. According to the Agency for Statistics under the President of the Republic of Tatarstan (AoS) in 2019, women accounted for only 3.9% of the total number of people employed in construction.

Given the lack of representative information in Tajikistan on the gender situation in the RACHP sector, the PPG Team conducted a preliminary survey of the number of women in organizations registered as members and among the staff of the Republican Association of Refrigeration and Air Conditioning Workers "Center for Artificial Cold" (RACHP Association) in order to identify potential indicators of women's representation in this sector. According to the Association, the share of women among employees of companies operating in the RACHP sector is 9.7% (12 out of 124 employees) and among 207 individual entrepreneurs and technicians there is only one woman.

Table 1. Sex-disaggregated data on employment in the RACHP sector of Tajikistan (*Source: RACHP Association members*)

Entity and Legal Status of Members	Coverage / Operational Reach	Facilities	2019				2024			
			Total Employees	*Including RACHP Employees*	*Including Female RACHP Employees*	*Including Female RACHP Technicians*	*Total Employees*	*Including RACHP Employees*	*Including Female RACHP Employees*	*Including Female RACHP Technicians*
Dushanbe city										
LLC "ECAUD Centre"	Tajikistan	1	23	23	1	0	23	22	1	0
LLC "Vostok"	Tajikistan	1	189	52	7	0	189	58	9	0
LLC "Visol"	Dushanbe	1	5	5	0	0	5	7	1	0
CJSC "Babilon-Mobile"	Tajikistan	1	1968	14	1	0	1968	14	1	0
LLC "Armon"	Dushanbe	1	15	7	1	0	15	8	1	0
Private Entrepreneurs, Technicians	Dushanbe	27	62	62	1	0	62	62	1	0
Sub-total:		**32**	**2262**	**163**	**11**	**0**	**2262**	**171**	**14**	**0**
GBAO and DRS regions										
Private Entrepreneurs, Technicians	GBAO and DRS	11	20	20	0	0	20	20	0	0
Sub-total:		**11**	**20**	**20**	**0**	**0**	**20**	**20**	**0**	**0**
Soughd region										
LLC "Shodruz"	Soughd region	1	4	4	-	-	4	4	-	-
LLC "Tamiri Yakhdon"	Tajikistan	1	11	11	1	-	12	12	3	-
LLC "Rymbyttekhnika"	Soughd region	1	17	8	1	-	18	9	2	-
Private Entrepreneurs, Technicians	Soughd region	43	77	77	-	-	81	81	-	-
Sub-total:		**46**	**109**	**100**	**2**	**0**	**115**	**106**	**5**	**0**
Khatlon region										
Private Entrepreneurs, Technicians	Khatlon region	32	48	48	-	-	48	48	-	-
Sub-total:		**32**	**48**	**48**	**0**	**0**	**48**	**48**	**0**	**0**
Grand Total for Tajikistan		**121**	**2439**	**331**	**13 (3,9%)**	**0**	**2429**	**345**	**19**	
Including in companies		*8*	*2232*	*124*	*12*	*0*	*2234*	*134*	*18*	*0*
Including amongst private entrepreneurs and technicians		*113*	*207*	*207*	*1*	*0*	*195*	*211*	*1*	*0*

According to a survey of the management of three companies specializing in the RACHP sector, i.e. LLC "Vostok," LLC "ECAUD Centre", and LLC "Tamiri Yakhdon", work in the sector is considered to be a purely male profession, as well as dangerous and difficult for women, since it is associated with the movement of heavy loads, gas pumping of non-ferrous metals, and the implementing work at heights (multistorey buildings). One executive pointed to the influence of public mentality and legislative constraints.

As seen from the table above, none of the companies have women employed as RACHP technicians. Employed women perform administrative functions (dispatcher, secretary). In trade organizations related to the sale of RACHP sector equipment, many women work as saleswomen, and some take part in management. For example, according to the personnel service of LLC “Vostok”, in the Volna shopping center in Dushanbe, out of 48 working 3 women work as accountants and heads of departments, and among 9 sales consultants of the department for the sale of refrigerators and air conditioners there are 7 women. In general, 57 sellers, including 28 women, work in the trading divisions of Vostok LLC, of which 21 people, including 12 women, are directly involved in the sale of refrigeration and air conditioning equipment.

The results of interviews and surveys support the view that gender cultural and traditional roles and the socio-economic status of women are major barriers to women's empowerment in the RACHP sector. Public opinion in Tajikistan tends to consider work related to the maintenance and repair of equipment, and in general technical specialties, more acceptable to men, since they are more inclined and physically more capable of doing this work. However, such a view does not take into account the role played by women in the indirect handling of refrigeration and air conditioning equipment, for example, in the role of seller or buyer, management functions, etc., in addition, women can successfully perform administrative and support functions. This fast-growing sector has the potential to offer a wide range of exciting and fulfilling careers for both men and women.

Based on the above analysis, the following conclusions can be drawn:

- **Structural barriers and cultural beliefs hinder women's involvement in the RACHP sector, including in areas relevant to the Montreal Protocol.** Gender inequality continues to persist in Tajikistan, and women experience restrictions in education, the labor market, decision-making at various levels and in other areas of life. The average income of women in the country remains about a third less than men. About 35% of respondents shared the view that in times of job shortages, men should be given priority. At the same time, many managers believe that hiring women is expensive: companies must pay salaries to women while they are on maternity leave, which poses special problems for small and medium-sized enterprises, in addition, it is necessary to look for replacements for workers during this period. For women who want to work in this sector, the combination of reproductive and productive work is a problem, especially in connection with the need to care for young children, children with disabilities.
- **Women are significantly underrepresented in the RACHP sector of Tajikistan.** This conclusion is closely related to the above situation, and partly is its result. As for the small number of women employed in this sector, examples of them performing the functions of an engineer or technician are rare; most women work in other links such as sales, marketing, accounting or human resources. The main reasons for this situation are mainly related to local structural and cultural inequality. In particular, professions associated with STEM are mainly considered "male business," as well as due to difficult and unsafe working conditions in workshops and production workshops, service facilities. Strong gender stereotypes prevail, including in relation to the intellectual abilities of women in technical areas of work. In addition to these reasons, women are poorly aware of the issues of cold supply and air conditioning and employment opportunities in this area, which also affects the persistence of gender imbalances in this area. In addition, women studying in exact sciences and engineering rarely choose to work in the RAC sector, not only because of stereotypes, but also because of the extremely low awareness (about better wages, and improved income opportunities) and, accordingly, lack of interest in this area of work.
- **Until now, the gender factor has hardly been taken into account in Montreal Protocol related projects.**

This is manifested, first of all, in the absence of gender equality issues and starting points in the basic documents - the Vienna Convention and the Montreal Protocol. Accordingly, the links to gender equality issues and gender-differentiated impacts are often overlooked in national policies and programmes, leading to limited efforts to include women as their implementers or beneficiaries, as well as a lack of indicators of gender equality in reporting (for example, reporting data disaggregated by sex). Indeed, many aspects of gender policy (for example, the creation of favorable working conditions, such as flexible working hours and child care services, as well as targeted efforts to recruit female engineers) often go beyond the immediate provisions of the Montreal Protocol and are not reported on its implementation.

- **Women are seen as "vulnerable" in need of protection from the drudgery of the RACHP sector.** They are presented as (physically) not strong enough to work as a technician/engineer, unable to work long hours, including at night, and especially in "dirty" environments such as workshops and private small service centres. Many of those working in the sector are not sufficiently aware of the potential of women and their role as important and capable agents of change. This situation is also related to the prevailing gender stereotypes and barriers noted above. The level of awareness of women's contributions to the economy and the importance that women's economic empowerment can add to the overall well-being of families and communities in general is limited among Project participants and beneficiaries.
- **The gender competence of project stakeholders is limited.** Most of the project participants, including UNDP staff and government officials, have basic gender awareness competencies. However, many of the interviewees were not trained on gender issues, particularly with regard to gender mainstreaming in the RACHP sector. Stakeholder knowledge is also very limited in the important area of gender budgeting. This presents a challenge given the recurring stakeholder argument that gender mainstreaming requires additional funding.
- **Project stakeholders show commendable interest and desire to address gender equality issues in the RACHP sector.** In addition to a general openness to gender mainstreaming, stakeholders requested gender training to learn about gender equality issues in the sector and possible means to address them. This, combined with the growing focus of UNDP and GEF, represents an excellent opportunity to increase the gender sensitivity within the current Project.

Based on these findings, the following actions are recommended:

- Establish a register/database of women engineers/technicians in the RACHP sector. Currently, no such list exists (although the number of women in this sector is small). It would be useful to have such a roster/base, including to facilitate women's greater participation in and benefit from project activities. The register/and database can be developed in collaboration with relevant stakeholders such as MoLME, CoWFA, AoS and the Republican Association of Refrigeration and Air Conditioning Workers (RACHP Association).
- Collaborate with educational institutions (*universities, colleges, high schools*), promote the participation of women in the fields of science and engineering, and raise student awareness and interest in the opportunities of women in the RACHP sector.
- In the framework of the work with companies operating in the RACHP sector, it is important to emphasize the benefits of hiring women, including in leadership positions, the need to create a favorable work environment that attracts women, for example, flexible working schedules. Such a provision should be formalized in the form of an internal gender policy/company strategy to assess the implementation of which to apply specific indicators.
- Working with beneficiary businesses should also include raising managers' awareness of women's opportunities and skills, as well as efforts to address these stereotypes. In this regard, the organization of formal gender training will be useful, especially for managers.
- It is important not only to highlight women's vulnerabilities and needs, but also their capabilities and skills, and their role as agents of change. To this end, the experience of the practice of preparing and disseminating success stories and testimonies of individual women and/or groups of women, other

information products, including the presentation of available macro-level data, for example, on the importance of women's contribution to the economy and the impact of women's education on family well-being, deserves attention. In this context, it is necessary to establish cooperation with the national media, actively use the websites of government agencies and CSOs.

- Modern information and communication technologies represent effective opportunities for creating networks/online platforms for women to communicate. One example is the WhatsApp group chat for female technicians, created in Peru after they met at a workshop organized specifically for them as part of the Montreal Protocol project. In this chat, they exchange experiences and inform each other about employment opportunities. In working with beneficiaries, Project stakeholders can encourage the establishment of such online platform networks and inform women of their positive benefits.

VI. Gender Action Plan (GAP)

6.1. Perspectives for Advancement of Gender Mainstreaming in RACHP

The need for skilled technical and engineering personnel in the RACHP sector is constantly increasing to meet the growing demand for refrigeration and air conditioning equipment. At a time when the industry is struggling to find enough skilled service technicians and installers, women no doubt represent the largest underused resource available to industry. Women make up 49% of the entire working-age population of the country, and only a third of them (32.6%) have a job, and among those employed in the RACHP sector, women make up only 3.9%.

Reportedly, based on consultations with women organization and associations, women can successfully fill labor shortages, and moreover, may have some advantages over men in the field of equipment repair and maintenance due to their interpersonal skills, since they:

- More skillful communicators;
- More attentive to details;
- Tend to have better analytical skills;
- Are better listeners;
- More customer service-oriented;
- Tend to be better in solving problems;
- Inherently equipped with multitasking skills.

The fact that women are often more sensitive to the needs of others can help them build professional career. A typical domestic RACHP customer is a woman who does not work, and if she does, she usually stays at home to wait for a service worker. Women living alone sometimes get nervous about letting a man into the house, while a female technician probably wouldn't present such a problem.

<u>To address gender issues in the RACHP sector, the following are important:</u>

- Raising awareness among women and society at large about the RACHP sector in the context of climate change and ozone layer protection;
- Supporting advocacy to increase the number of women in decision-making processes with regard to the implementation of the Montreal Protocol in the country;
- Providing assistance to RACHP business-oriented women to access technical and financial support to accelerate business development opportunities and increase management-level knowledge and skills to run more successful businesses;
- Implementing a scholarship scheme for female students studying RACHP technology in technical and vocational education institutions;

- Sending female students studying RACHP in educational institutions of technical and vocational education for internships in reputable private service companies and the Association of the Central Research Institute of Tajikistan with the subsequent employment of graduates.

6.2. Stakeholder Engagement for Gender Mainstreaming

In principle, the intended project is being designed to make women more visible in the RACHP business, create the conditions for recognizing the indispensable role of women in the RACHP sector, and increase the status and prestige of women technicians among the population. All that will not be duly achieved without effective stakeholder engagement and partnerships with related target women groups, academia, national authorities and else. The RACHP sector had generally not been part of targeted agenda amongst the wider public and stakeholder networks.

Interventions must continue facilitating the enrolment of women and girls in the RACHP-affiliated vocational institutions by introducing scholarship schemes for female students and graduates of secondary vocational technical institutions and schools focused on artisan trainings. The project must ensure closer cooperation between educational institutions and RACHP sales workshops and service centers through the referral of women and girls to such workshops and service centers, for internships with a focus on further employment.

Materials on the role of women in RACHP business will be produced and integrated into awareness raising activities. The participation of female technicians in project activities will be encouraged. Mutual cooperation agreements will be established with certain women's organizations operating in Tajikistan and abroad.

The previous interventions have already established partnerships with the Ministry of Labor, Migration and Employment, Committee for Women and Family Affairs, and CSOs involved in women's roles in technology. Joint information activities have been launched to increase women's participation in the Montreal Protocol and to promote gender mainstreaming in ozone-related businesses, including the RACHP sector.

It is assumed that having received information about the RACHP sector, as well as its impact on the climate, taking into account the development prospects and opportunities that this sector presents for productive work, including women, participants in such information sessions will be interested in these opportunities. It is planned to select from among them women and girls wishing to undergo special training in RACHP technical education courses, with their support from the Project on tuition fees and special scholarships. This training will be conducted in special courses organized at the Dushanbe Engineering and Pedagogical College, which is considered one of targeted partner to the intended project.

There will be a multiple of targeted community events to engage girls graduating from schools in RACHP Studies and produce publications on the role of women in RACHP's technology business, the opportunities offered by technical specializations in different institutions aimed at girls in their final years of school. The curricula of vocational schools will be reviewed to include individual entrepreneurship and business management in the RACHP sector (*finance, business organization*) for men and women with the aim of improving the skills of managers in this area and improving self-service and service employment opportunities.

The project will strengthen the existing networks such as the RACHP Association in Tajikistan and facilitate its linkages with global networks for better exchange of experiences, lessons learned and development. Such linkage example is presented by the International Network of Women in Cooling (INWIC)[74], which is a networking, educational and mentoring platform to promote the role of women in the refrigeration, air-conditioning and heat pump industry. This recently launched initiative will connect women currently working

[74] CSG/REI (2024) "Addressing the needs of Women in Cooling at the Global Level".
Accessible at: https://international.centrogalileo.it/addressing-the-needs-of-women-in-cooling-at-global-level/

in the sector, empowering them to progress in their career and to become visible role models, changing outdated perceptions and influencing the next generation of women engineers.

By bringing together women from all continents, INWIC enables the sharing of experiences, successful local policies and career opportunities, which would not be available otherwise. It provides an opportunity to learn from each other, understand how to bring positive change in each cultural context and promote the environmental aspect of the RACHP profession. The national RAC Association in Tajikistan would be supported to employ the following work streams for the intended project period, as given in the example of the INWIC:

- Connecting women in cooling groups across the world;
- Open Network for individual women in cooling;
- Mentorship program;
- Internship program;
- Awareness raising and motivation materials;
- Data collection, experience exchange, and role-models;
- Support new women groups;
- International, regional and national events and functions.

During the initial stage Tajik RACHP Association would link up with INWIC initiatives that would include connecting existing women's groups of national, and international RACHP networks that shares information and experiences. The data pool would raise awareness and motivation and to promote role models and outreach activities. A mentorship program will be developed for women already working in RACHP and for young women pursuing RACHP education. It is envisaged that the network will accelerate gender equality in RACHP, allowing women to be agents of change for a more sustainable and resilient future.

Role models are paramount to highlight the career opportunities in RACHP and inspire the next generation of engineers. Sharing similarities can help role models and younger people more easily relate and connect with each other. Mentoring schemes are also key to promote both personal and professional development for both the mentee and the mentor as well as increasing productivity, inclusivity and retention rate for organisations. Increasing awareness of women in RACHP will also help break stereotypes and prejudice against women and empower women and girls to pursue a career in this sector.

6.3. Integrating Gender Perspective into Project Activities

Given the multitude of challenges, increasing and thereon sustaining women's economic participation in the RACHP is no easy task. The immediate and straightforward approach is to continue and train a large cohort of women, alongside adjustments in qualitative improvements in the way women are motivated, enthused and championed as role models. The focus for the future is to broaden the female technician network, and while that initiative has previously made significant strides in training and certification, it recognizes that ongoing support and community building are essential for the sustainability of this progress. The network of female technician associations will be crucial in ensuring that women have access to mentorship, professional development, and a platform for sharing experiences and best practices. The key objectives of the intended interventions, therefore, include:

- Training a larger cohort of women, with the goal of seeing substantial growth in female participation in the sector
- Collaborating further with the RACHP Association and stakeholders to mainstream gender-focused training into existing educational programmes
- Enhancing the strength of the female technician network, ensuring that women who are trained in the field are supported and connected

- Reinforcing the need for continued investment in gender-inclusive training and gender mainstreaming within the RACHP industry. While significant progress has been made, especially in terms of training female technicians and supporting their professional development, the work is far from complete. The project's ultimate goal is to ensure that gender equality is not only a policy on paper but is fully integrated into the operational framework of the industry.
- Investing in women – especially through initiatives that encourage participation, provide quality training and offer the right tools and support networks.

Focus on innovations and aspects of technological development that are gender sensitive would inspire women and girls in the sector. Provision of initial stimulus for girls pursuing academic careers and more sensitizations will help encourage more females in the field.

With consideration of analysis and reviews carried out in this report, the project interventions and measures are proposed in four main priority areas: **(1) Enhanced enabling environment (policy), (2) Sustained capacity and knowledge building (training), (3) Networking and stakeholder engagement, and (3) Targeted business development support for women** in RACHP sector**.** The subsequent detailed sets of actions per each priority area is proposed as follows:

Priority Area #1: Improving Enabling Environment (Policy Development)

- Development of related policy recommendations with an aim to integrate gender-sensitive provisions in the national legal framework:
    - Labor Code of the Republic of Tajikistan
    - Environmental Code of the Republic of Tajikistan
    - Law of RT "On Environmental Protection"
    - Law of RT "On Environmental Impact Assessment
    - Law of RT "On Atmospheric Air Protection", and
    - The related by-laws that present effective implementation mechanisms.
- Develop gender-sensitive provisions and sex-disaggregated indicators for subsequent Plan of Actions to the main national strategic document for the protection of the ozone layer – "***National Strategy to Reduce the ODS consumption in the RT***" for the subsequent 5-year period.

Priority Area #2: Sustained Capacity and Knowledge Building Interventions
(incl. training and certification, public outreach and awareness raising)

- Strengthen and expand on training and certification opportunities in the RACHP sector (Vocational Institutions - Dushanbe Engineering and Pedagogical College). This includes review and update of the existing curricula, training and certification of a larger cohort of women with the goal of seeing substantial growth in female participation in the sector.
- Integrate RACHP study programs, that are gender sensitive, within related faculties of higher-degree Institutions (*Tajik Technical University, Tajik Agrarian University*). Adaptation of existing academic programs (within existing academic programs) to integrate short and medium-term RACHP training programmes.
- At least three Technical Service and Training Centres within most prominent private sector entities are to be supported with gender-sensitive training and certification programs. Tajik RAC Association to facilitate that process.
- Support pilot internship and scholarship programs for young women interested to engage in RACHP sector. The pilot programs to be developed and supported in joint collaboration with the RACHP

companies (workshops, service centres), Ministry of Labor, Migration and Employment, Committee for Women and Family Affairs, and development partners.

- Expand on public outreach activities to advocate for greater women's participation in the RACHP sector. Frequent awareness raising actions that advocate behavior-change and gender sensitive mind-sets that promote equal economic participation (employment) between men and women in the RACHP sector;
- Carry out project Baseline and End-line surveys that help: (a) track the level of women's engagement in the RACHP sector, (b) document change in perceptions amongst men and women about engagement in the RACHP sector, (c) inform policy and decision makers adjust strategic approaches.
- Develop knowledge products and training resources which incorporate gender sensitive approaches in the planning, implementation, monitoring, evaluation, learning and reporting (M&EL and Reporting).
- Project management and Gender Sensitization and Capacity Building of Project Staff (first and foremost).

Priority Area #3: Networking and Stakeholder Engagement

- Promote designation of a Gender Focal Point for the RACHP within the Committee for Environmental Protection under the GoRT (Ozone Unit): *with a key task to strengthen stakeholder engagement and partnerships to mainstream gender perspectives in the RACHP*.
- Expand on stakeholder engagement to integrate RACHP within the related stakeholder's development agendas.
- Establish a Professional Union of Women Engineers and Technicians under the RACHP Association. Alternatively – Union of Women Employees in the RACHP sector.
- Establish partnerships and mutual cooperation agreements with the related local women committees, groups, networks, and associations: (a) Committee for Women and Family Affairs under the GoRT, (b) RACHP Association in Tajikistan[75], (c) the National Association of Medium and Small Businesses (NAMSB), (d) the National Association of Business Women of Tajikistan (NABWT), and (e) the Youth Ecological Centre (YEC) in Tajikistan.
- Establish linkages and engagement with the International Network of Women in Cooling (INWIC) to promote networking, educational and mentoring platform that facilitates women's participation in the RACHP sector.

Priority Area #4: Targeted Business Development Support for Women in RACHP
(gender sensitive technologies, innovations, approaches that promote women's economic participation)

- Develop gender-sensitive business development or entrepreneurial opportunities for women groups (*business incubators, business plans, gender-based market niche development*).
- Provision of innovative and gender sensitive (hard-ware) equipment, tools and devices convenient to deliver hard/manual works.
- Development and implementation of mentorship programs to prepare role models that will change biased perceptions and influence the next generation of women technicians and engineers in the RACHP.

The above-mentioned list of intended project actions, that constitute the Gender Action Plan (GAP), are therefore integrated into the Project's Design Framework provided in following section and will provide the basis for gender related aspects of the Project Results Framework annexed to the Project Document.

[75] The Republican Association "Centre for Artificial Cooling" in Tajikistan

6.4. Gender Action Plan matched with the Project's Design Framework

Project's Impact and Outcome Level Statements	Gender Action Plan – as complement of the Project's Results Framework
Project's Impact Statement	To support the Government of Tajikistan and stakeholders to phase down 70% of Hydrofluorocarbon (HFCs) consumption by 2029 in cooling and foam sectors from its baseline level in line with the control measures of the Kigali Amendment of the Montreal Protocol on HFCs and reduce environment and climate footprint of cooling sector by improving energy efficiency and life cycle management of refrigerants and products containing them.
	Gender-related aspects: Given the multitude of challenges, increasing and thereon sustaining women's economic participation in the RACHP is no easy task. The immediate and straightforward approach is to continue and train a large cohort of women, alongside adjustments in qualitative improvements in the way women are motivated, enthused and championed as role models. The focus for the future is to broaden the female technician network, and while that initiative has previously made significant strides in training and certification, it recognizes that ongoing support and community building are essential for the sustainability of this progress. The network of female technician associations will be crucial in ensuring that women have access to mentorship, professional development, and a platform for sharing experiences and best practices. Focus on innovations, technological know-how that are gender sensitive would inspire women and girls in the sector. Provision of initial stimulus for girls pursuing academic careers and more sensitizations will help encourage more females in the field.
Project's Outcome Statement	**Four major Components are being planned:** **Outcome 1.** Legislative and policy framework for HFC phasing down, institutional strengthening, and financial instruments. **Outcome 2.** Capacity-building and best practices in service delivery **Outcome 3.** Demonstration of low-GWP energy efficient alternative technologies and improving energy efficiency for sustainable development of cooling sector **Outcome 4.** Gender, Communication, Knowledge Management **Outcome 5.** Monitoring and Evaluation
	Gender-related aspects: The Gender-sensitization measures are proposed in four main priority areas: (1) Enhanced enabling environment (Outcome 1), (2) Sustained capacity and knowledge building (Outcome 2), (3) Networking and stakeholder engagement (Outcome 3, 4, and 5), and (3) Targeted business development support for women in RACHP sector (Outcome 2, 3, 4).

Project Activities / sub-activities	Gender Mainstreaming measures	Gender Indicator / Target	Target mid-term	Final Target	Costs	Responsible institution
Component 1. Legislative and policy framework for HFC phasing down, institutional strengthening, and financial instruments						
Outcome 1.1. Existing legislation and institutional implementing capacity assessed and strengthened with legal instruments for the control of import, use and management of HFCs consistent with country obligations under the Kigali Amendment endorsed and implemented by the government						
1.1.1. Policy gap assessed and policy/ regulatory updates in HFC control framework, including promotion of accelerated low GWP refrigerants and high energy efficiency in RACHP developed and implemented	Integration of gender sensitive provisions within the national policies and regulations in HFC control framework	Gender Indicator: # of priority policies in which genders-sensitive provisions are integrated. Target: Gender-sensitive provision integrated within at least 5 policy documents.	Gender sensitive provisions are included in at least 50% of all developed policy documents;	Gender sensitive provisions are included in all of all developed policy documents;	No additional costs	Executing Entity
1.1.2. Capacity of policy makers, regulators and enforcement officers on HFC phase down upgraded, specifically in relation to Authorities responsible for environmental protection, customs control, statistical data reporting and setting technical standards	Training of women policy-decision makers in gender-sensitive policy development in the RACHP field	Gender Indicator: % of women policy-decision makers, regulators and enforcement officers trained in gender sensitive policy development in the RACHP field Target: At least 20% of policy-decision makers, regulators and enforcement officers trained in gender-sensitive policy development in the RACHP field are women	At least 10% women-policy makers, regulators and enforcement officers trained	At least 20% women-policy makers, regulators and enforcement officers trained	No additional costs	Executing Entity
1.1.3. The inter-agency coordination mechanism among concerned institutions strengthened, a dedicated team (NOU) for effective implementation of the Kigali Amendment in Tajikistan assigned by the Government and sustained during and beyond the project, and information on policy measures exchanged with domestic stakeholders and other countries strengthened through participating in relevant international and regional network meetings.	Women are duly represented in the inter-agency coordination mechanisms established by the project (Gender Focal Points)	Gender Indicator: % of women-members represented in the Inter-agency coordination platforms. Target: At least 30% of members of the inter-agency coordination mechanisms are represented by women	30%	30%	No additional costs	Executing Entity
Component 2. Capacity-building and best practices in service delivery						
Outcome 2.1. Refrigeration servicing technician training and mandatory certification system on HFCs and its alternatives upgraded and expanded.						
2.1.1. Mandatory technician certification programme developed and implemented within national training centres (vocational	Mandatory technician certification programme has gone	Gender Indicator: # of target Training Centres that completed gender	50%	100%	No additional costs	Executing Entity

Project Activities / sub-activities	Gender Mainstreaming measures	Gender Indicator / Target	Target mid-term	Final Target	Costs	Responsible institution
institutions and private sector) and the RAC Association utilizing a "Training the Trainers" approach to promote international and regional best practices.	through gender-sensitization process in line with international and regional best practices	sensitization process for their certification programs. Target: Gender sensitization process completed for certification programs within at least three target training centres (Vocational School, RAC Association, Private Sector Entity)				
2.1.2. Vocational training systems and certification bodies strengthened and expanded through revision/improving the refrigeration technicians training programs (including expanded women's participation)	Vocational training systems integrate targeted RACHP Technicians training programs for young women	Gender Indicator: Availability of targeted RACHP Technicians training programs for young women within the revised/improved vocational training system Target: Inclusion of targeted RACHP Technicians training programs for young women within the revised/improved vocational training system	50%	100%	No additional costs	Executing Entity
Outcome 2.2. Measures to reduce emissions of HFCs into the atmosphere and to improve the life cycle management of refrigerants (containment strategy) in servicing sector						
2.2.1 The HFC recycling system supported with advanced equipment and instruments, as well as specialized refrigerant storage and transportation tanks	RAC service entities are equipped with special gender-sensitive equipment, instruments and tools employable by women technicians	Gender Indicator: # of service entities (RAC Association, Private Entity, and Vocational School) are equipped with demonstrable special gender-sensitive equipment, instruments and tools employable by women technicians. Target: At least three service entities (RAC Association, Private Entity, and Vocational School) are equipped with demonstrable special gender-sensitive equipment, instruments and tools employable by women technicians.	50%	100%	No additional costs	Executing Entity
2.2.2 Service companies and field technicians in RAC sector equipped with special tools and advanced equipment and portable mobile devices to recover and recycle						
2.2.3. Retrofitting refrigerants demonstrated in existing refrigeration systems to replace high-GWP HFCs						
2.2.4 Supply of RAC equipment assembly and installation sector entities equipped with special equipment and tools						
Outcome 2.3. Development of a fully sustainable refrigerant management system based on "smart" monitoring, life cycle refrigerant management (LCM); and an upgraded business model.						
2.3.1 Inventory of cooling equipment maintained and an online data reporting system for large cooling system to monitor the	Gender sensitive considerations mainstreamed within	Gender Indicator: Inclusion of gender sensitive considerations within refrigerant	50%	100%	No additional costs	Executing Entity

Project Activities / sub-activities	Gender Mainstreaming measures	Gender Indicator / Target	Target mid-term	Final Target	Costs	Responsible institution
consumption and emission of refrigerants established.	refrigerant management system, LCM, and pilot "cooling as service" business model	management system, LCM, and pilot "cooling as service" business model Target: Gender sensitive considerations mainstreamed within refrigerant management system, LCM, and pilot "cooling as service" business model				
2.3.2 A remotely-control system to monitor HFC leakage and the energy efficiency parameters of the main components of RAC equipment in medium and large facilities piloted.						
2.3.3 Operational mainstreaming LRM capacity in the service sector inclusive of leak reduction, recovery, recycling, reclaim and EOL management, including development and piloting of a "cooling as service" business model.						
Component 3: Demonstration of low-GWP energy efficient alternative technologies and improving energy efficiency for sustainable development of cooling sector.						
Outcome 3.1. Demonstration of energy efficient alternative technologies with low GWP refrigerant						
3.1.1. Energy-efficient, low-GWP alternative technologies as well as renewable energy technologies for end-users such as cold chain infrastructure, food processing, hospitals, commercial, public and residential buildings, data centres and industrial plants successfully demonstrated.	Gender sensitive O&M, safety standards, assembly and installation guides developed	Gender Indicator: Gender sensitive O&M, safety standards, assembly and installation guides developed Target: Gender sensitive O&M, safety standards, assembly and installation guides developed	50% of all guides developed for the project	100% of all guides developed for the project	No additional costs	Executing Entity
Outcome 3.2. Conversion projects in thermal insulation materials manufacturing companies to use low GWP alternatives substances and enhance performance of products for energy saving						
3.2.1. Manufacturing sector of thermal insulation building materials equipped with updated low GWP technologies for sandwich panels, as well as direct thermal insulation of cold rooms and other premises through spraying on the spot	Gender sensitive O&M, safety standards, assembly and installation guides developed	Gender Indicator: Gender sensitive O&M, safety standards, assembly and installation guides developed Target: Gender sensitive O&M, safety standards, assembly and installation guides developed	50% of all guides developed for the project	100% of all guides developed for the project	No additional costs	Executing Entity
Outcome 3.3. Effective performance of cooling system in the demonstration projects						
3.3.1. M&E system established for performance of cooling system in the demonstration projects, a replication plan of HFC free and efficient technology developed.	Gender sensitive O&M, safety standards, assembly and installation guides developed	Gender Indicator: Gender sensitive O&M, safety standards, assembly and installation guides developed Target: Gender sensitive O&M, safety standards, assembly and installation guides developed	50% of all guides developed for the project	100% of all guides developed for the project	No additional costs	Executing Entity

Project Activities / sub-activities	Gender Mainstreaming measures	Gender Indicator / Target	Target mid-term	Final Target	Costs	Responsible institution
Outcome 3.4. Operational and effectively functioning inter-agency and inter-sectoral working groups on energy efficiency and sustainable cooling, a government endorsed National Strategy and Cooling Action Plan, and operational Minimum Energy Performance Standard/ Regulation (MEPS) in place the country						
3.4.1. Inter-agency and inter-sectoral working groups on energy efficiency and sustainable cooling, as well as the implementation of the developed National Strategy and Action Plan for Cooling established, and Minimum Energy Efficiency Standard/ Regulation (MEPS) developed and implemented endorsed as supported by EE market survey and awareness raising activities and demonstration integration of cooling with renewable energy sources	Women are duly represented in the inter-agency coordination mechanisms established by the project (Gender Focal Points); Gender sensitive provisions integrated within the National Strategy and Action Plan for cooling	Gender Indicator: % of women-members represented in the Inter-agency coordination platforms; inclusion of gender sensitive provisions integrated within the National Strategy and Action Plan for cooling Target: At least 30% of members of the inter-agency coordination mechanisms are represented by women; Gender sensitive provisions integrated within the National Strategy and Action Plan for cooling	10%	20%	No additional costs	Executing Entity
Outcome 3.5. Funds mobilized from the national financial institutions, MDBs or IFIs to fund the replacement of old and inefficient cooling system, new installations of sustainable cooling system, and upscaling HFC-free, highly efficient and smart cooling solutions.						
3.5.1. Sustainable partnerships with national financial institutions, MDBs or IFIs established, incentive policies developed to support and replace the old and inefficient cooling system with new energy-efficient and smart low GWP cooling systems	Partnerships with women groups established	Gender Indicator: Partnerships with women groups established (at least 5 women groups – from associations, networks of businesses, RACHP pilot groups) Target: Partnerships with women groups established	At least 2 women groups	At least 5 women groups	No additional costs	Executing Entity
Component 4. Gender, Communication, and Knowledge Management						
Outcome 4.1. Social and Environmental Standards and gender dimension effectively mainstreamed in all project activities						
4.1.1. Gender mainstreaming roadmap on women's empowerment in the RACHP and other relevant sectors revised and effectively implemented.	Gender mainstreaming roadmap on women's empowerment in the RACHP and other relevant sectors revised and effectively implemented.	Gender Indicator: Gender mainstreaming roadmap on women's empowerment in the RACHP and other relevant sectors revised and effectively implemented (yes/no) Target: Gender mainstreaming roadmap on women's empowerment in the RACHP and other relevant sectors revised and effectively implemented.	30% of developed roadmap's targets is achieved	50% of developed roadmap's targets is achieved	No additional costs	Executing Entity

Project Activities / sub-activities	Gender Mainstreaming measures	Gender Indicator / Target	Target mid-term	Final Target	Costs	Responsible institution
4.1.2. Social and Environmental Standards and gender inclusive approach integrated in all project activities.	Social and Environmental Standards and gender inclusive approach integrated in all project activities.	Gender Indicator: Social and Environmental Standards and gender inclusive approach integrated in all project activities (yes/no) Target: Social and Environmental Standards and gender inclusive approach integrated in all project activities.	50% of milestones achieved	100% milestones achieved	No additional costs	Executing Entity
Outcome 4.2. Increased public awareness on the Kigali Amendment requirements and sustainable cooling						
4.2.1. Market research to explore the most effective tools for public and stakeholders' awareness conducted, and awareness plan developed and implemented.	Gender disparities and perception change assessed in the framework of the market research	Gender Indicator: Gender disparities and perception change assessed in the framework of the market research (yes/no) Target: Gender disparities and perception change assessed in the framework of the market research (quantitative and qualitative)	50% of assessment completed	100% of assessment completed	No additional costs	Executing Entity
4.2.2. Communications and Visibility Plan on HFC Phase Down developed and integrated into relevant economic sectors.	Gender considerations are duly included in process of development and implementation of communications and visibility plans	Gender Indicator: Gender considerations are duly included in process of development and implementation of communications and visibility plans (yes/no) Target: Gender considerations are duly included in process of development and implementation of communications and visibility plans	50% of milestones achieved	100% of milestones achieved	No additional costs	Executing Entity
4.2.3 Various seminars and forums conducted to disseminate policy and legal frameworks, program information, knowledge and the results of projects, including documented lessons learned and best practices documented and replicated at the national and regional levels.	Women participation is duly ensured in seminars and forums; and best practices are gender sensitive and employable by women technicians	Gender Indicator: % of women participants in seminars and forums / best practices are gender sensitive and employable by women technicians (yes/no) Target: At least 30% women-participants in seminars and forums; best practices are gender sensitive and employable by women technicians.	10% / 50%	20% / 100%	No additional costs	Executing Entity

Project Activities / sub-activities	Gender Mainstreaming measures	Gender Indicator / Target	Target mid-term	Final Target	Costs	Responsible institution
Component 5. Monitoring and Evaluation						
Outcome 5.1. Monitoring and Evaluation						
5.1.1. Monitoring and evaluation reporting, mid-term and terminal evaluation, field visits, etc., including Lessons learned and best practices documented and replicated at the national and oblast levels.	GAP implementation progress is duly evaluated at mid-term and end of the project cycle	Gender Indicator: % of targets and actions in the Gender Action Plan are delivered Target: All targets and actions in the Gender Action Plan are delivered	50% of milestones	100% of milestones	No additional costs	Executing Entity
Gender mainstreaming measures – overarching (not related to outputs)		**Cost description and timing**	**Unit**	**Unit Costs – US$**	**Quantity**	**Total – US$**
Training of Project Staff		Gender Specialist, Year 1 (Inception Phase)	Person day	100	50	5,000
Instruct and monitor project consultants on requirements for ensuring gender-sensitivity of services and deliverables		Gender Specialist, Year 1-5	Person day	100	50	5,000
Provide targeted support for the implementation of project activities as indicated in GAP		Gender Specialist, Year 1-5	Person day	100	100	10,000
Support the rapid social analysis (RSA) with focus on gender-specific consultation		Gender Specialist, Year 1	Person day	100	50	5,000
Refine the Gender Baseline for the Project		Gender Specialist, Year 1	Person day	100	20	2,000
Revise Gender Action Plan (GAP) based on RSA and Baseline: fine-tuning indicators and targets		Gender Specialist, Year 1	Person day	100	20	2,000
Development methodology for qualitative indicators		Gender Specialist, Year 1	Person day	100	20	2,000
Support data collection or M&E including stakeholder consultations		Gender Specialist, Year 1-5	Person day	100	120	12,000
TOTAL:						**43,000**

Annex 1. Gender-related activities from the HCFC project[76]

Link: https://www.undp.org/tajikistan/press-releases/expanding-opportunities-technology-job-market-women-can-decrease-pay-gap-between-men-and-women-tajikistan
Date: February 26, 2021

EXPANDING OPPORTUNITIES IN TECHNOLOGY JOB MARKET FOR WOMEN CAN DECREASE PAY GAP BETWEEN MEN AND WOMEN IN TAJIKISTAN



Photo: Parvin Muminov/ UNDP Tajikistan

Dushanbe, 25 February 2021 – Creating opportunities and building equity for women to join technology job market can cut pay gap between men and women in Tajikistan and help the country increase gender balance rate as per the National Development Strategy, UNDP gender assessment on women's role in refrigeration and air conditioning sector reveals. The results were presented at a workshop to highlight the benefits of gender mainstreaming for the country's economy.

The assessment was conducted as a baseline study for the GEF funded project on promoting ozone layer preservation and is aimed at increasing the role of women in technology sector in line with the Sustainable Development Goals and the country's National Development Strategy. Ministry of Labour of the Republic of Tajikistan, Committee of Women and Family Affairs under the Government of Republic of Tajikistan and other state agencies and institutions contributed data for this assessment.

According to the report, women in Tajikistan earn on average 64.1% compared to men, or 64 dirams per every Somoni earned by men. A complex set of issues stands behind such pay gap, including prevalence of men in technology sector with higher average income, while the number of women prevails in humanitarian professions, health care, and education, and gender stereotypes are the main reason for such disparity.

Overall, Tajikistan's legislation is evaluated positively as either gender sensitive or gender neutral. However, the legal act banning women from heavy work, although initially put in place as a measure to protect their health, has been deemed as a barrier for women to enter certain higher paid types of jobs and potentially discriminatory, particularly as new heavy lifting technology makes this legal act obsolete.

Gender stereotypes, on the other hand become a hurdle at a much earlier stage, pressuring girls to steer clear of professions inherently perceived as masculine. "Gender segregation starts with education. The gap emerges immediately after the compulsory school years with some regional differences" the report reads. The percentage of girls choosing technology as their major is extremely low, ranging from 0.7 to less than five in such sectors as transportation, energy, radio electronic technology, construction, and ICT.

Gender disparity has been noted as a challenge for the country's socio-economic development in the National Development Strategy. According to the National Report on Implementation of Strategic Documents of the Country, only 26 per cent of women are involved in industry and service sectors, and only 20 per cent of women are engaged in private sector.

[76] UNDP-GEF «Complete hydrochlorofluorocarbons (HCFCs) and Phase-Out in Tajikistan through Promotion of zero ozone depleting substances (ODP), low Global Warming Potential, and Energy Efficient Technologies"

UNDP-GEF "Complete hydrochlorofluorocarbons (HCFCs) and Phase-Out in Tajikistan through Promotion of zero ozone depleting substances (ODP), low Global Warming Product, Energy Efficient Technologies" project supports the Government in implementation of national legislation to achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their adverse impacts on human health and the environment as well as promoting women participation in technology sector.

Link: https://www.undp.org/tajikistan/stories/women-breaking-taboos-working-refrigeration-and-air-conditioning-industry
Date: April 4, 2022

WOMEN BREAKING TABOOS, WORKING IN THE REFRIGERATION AND AIR-CONDITIONING INDUSTRY



Photo: Parvin Muminov/ UNDP Tajikistan

Dushanbe, 04 April 2022 – When we talk about the refrigeration and air-conditioning industry, we always think only men are working there, but now things have changed. Take the example of Ganjina, who got married at a younger age and had to stop her education after graduating from high school. But she dreamed of becoming an engineer and working in the household appliance manufacturing industry.

She managed to get a job as an office assistant at ARTEL, a home appliance delivery and assembly company, in 2019, but she aspired to work in the field of assembling or diagnosing equipment. "I made a goal for myself to learn, and that desire brought me to Dushanbe's Engineering and Pedagogical College," Ganjina says.

The United Nations Development Programme (UNDP), with financial support from the Global Environment Facility (GEF), initiated a Certificate course for women like Ganjina to become a certified technician to work in refrigeration and air-conditioning industry in collaboration with the Engineering and Pedagogical College of Dushanbe. The partnership was made under "Complete HCFC (hydrochlorofluorocarbons) Phase-Out in Tajikistan through Promotion of zero ozone-depleting potential (ODP), low global warming potential (GWP), Energy-Efficient Technologies," project of UNDP-GEF.

The overall objective of the project is to support the Government of the Republic of Tajikistan to meet Montreal Protocol commitments by phasing-out HCFCs and ensuring sustainability, and promote the introduction and demonstration of technologies using zero-ODS, and advocating energy efficiency in the refrigeration and air-conditioning industry sector.

After successful completion of the course in 2021, Ganjina soon will start working for the ARTEL as a technician in their quality control department. " Now I am more confident and have better skills to work for ARTEL as a technician. I thank my professors and others who helped me fulfil my dream and contribute to protecting the climate," Ganjina remarked.

She feels that more women should join the refrigeration and air conditioning industry., It will not only help women to be empowered but also will help the industry to have sincere and skilled workers.

Annex 11. Procurement Plan (first year)

Procurement	Output	Q1	Q2	Q3	Q4	Estimated available budget / *full project contract (USD)*
Project Management						
Project Manager	All	X				$61,875
Finance Officer / Accountant	All	X				$63,000
Project Assistant / Administrator	All	X				$25,200
Procurement Specialist	All	X				$50,400
National Consultant on Reporting (UNDP)	All	X				$22,000
Information technology equipment for PMU and project specialists	All	X				$7,500
Financial audit	All				X	$25,000
Component 1						
International Consultant on F-gases-linked legislation, customs control and standards	Output 1.1.1.	X				$28,000
Lead expert on improvement of legislative and policy framework for HFC phasedown, institutional strengthening and financial instruments	All outputs within Component 1		X			$33,750
Policy and Legal Expert	All outputs within Component 1		X			$25,000
Customs Expert	All outputs within Component 1		X			$25,000
Technical Standards Expert	All outputs within Component 1		X			$25,000
Training and Capacity Building Expert	All outputs within Component 1		X			$25,000
Expert on development, adaptation and implementation of new standards for HFCs and natural refrigerants	Output 1.1.2.			X		$12,000
Expert on development, adaptation and implementation of technical regulations for HFCs and natural refrigerants	Output 1.1.2.			X		$12,000
Expert on national statistics system	Output 1.1.2.			X		$7,000
Expert on customs related information systems	Output 1.1.2.			X		$7,000
Expert on refrigerant safety	Output 1.1.2.			X		$5,000
RAC Engineer	Output 1.1.2.			X		$5,500
Training, Workshops, and Conferences	All outputs within Component 1	X	X	X	X	$30,000
Audio visual and printing	All outputs within Component 1	X	X	X	X	$21,000
Component 2						
Lead Expert on capacity building and best practices in refrigeration service delivery	All outputs within Component 2		X			$123,750
Trainer of Trainers in RAC servicing (4 trainers)	All outputs within Component 2		X			$62,500
ToTs on EE technologies for natural refrigerants and RE energy sources abroad (7 individuals/30 days)	All outputs within Component 2		X	X		$38,000

Procurement	Output	Q1	Q2	Q3	Q4	Estimated available budget / *full project contract (USD)*
Training, Workshops, and Conferences	All outputs within Component 2	X	X	X	X	$160,950
Equipment and furniture	Output 2.1.2.			X		$150,000
Component 3						
International Specialist in zero ODS and low GWP, energy efficient and low carbon technologies	Outputs 3.1.1., 3.4.1.		X			$40,000
International Specialist in the development of business models on the transition to EE technologies with low GWP	Output 3.5.1.			X		$24,000
Lead Expert on demonstration of low-GWP energy efficient alternative technologies and improving energy efficiency for sustainable development of cooling sector	All outputs within Component 3	X				$123,750
Expert on energy efficient technologies with Zero ODS, low GWP	Outputs 3.1.1., 3.4.1.	X				$26,250
Expert on safety standards	Outputs 3.1.1., 3.4.1.	X				$30,000
Demonstration of EE project for implementation of zero ODS and low GWP (on natural refrigerants) AC technology in large server rooms, 1 facility)	Output 3.1.1.				X	$225,500
Market study of cooling product energy efficiency and develop a plan to revise and implement the MEPS and labeling system	Output 3.4.1.				X	$100,350
Equipment and furniture	Output 3.2.1.			X	X	$160,000
Component 4						
Lead communication, knowledge management, and learning specialist	All outputs within Component 4		X			$12,500
Gender specialist	All outputs within Component 4		X			$6,250
Implementation of scholarship scheme to study RAC in technical and vocational education institutions abroad	Output 4.2.1.			X	X	$30,000
Market research to identify the most effective tools to inform the public and stakeholders	Output 4.2.1.				X	$15,000
Public awareness activities (environment and ozone and climate conservation	Output 4.2.2.	X	X	X	X	$60,000
Training, Workshops, and Conferences	All outputs within Component 4	X	X	X	X	$10,000
Audio visual and printing	All outputs within Component 4	X	X	X	X	$45,000
Component 5						
Lead monitoring, evaluation, and reporting specialist	All	X	X	X	X	$7,500
Gender Specialist	All	X	X	X	X	$3,750
Support Equipment for PMU and project specialists	All	X				$3,000

Annex 14: GEF CEO Endorsement/Approval

M.Sc. Carlos Manuel Rodriguez
CEO and Chairperson

July 24, 2025

Ms. Nancy Bennet
GEF Executive Coordinator
United Nations Development Programme (UNDP)
New York City, USA

Dear Ms. Bennet,

I am pleased to inform you that I have endorsed the full-sized project detailed below:

Decision Sought:	CEO Endorsement of Full-sized Project
GEFSEC ID:	11430
Agency(ies):	UNDP
Agency ID:	6738 - UNDP
Focal Area:	Chemicals and Waste
Project Type:	Full-sized Project
Country(ies):	Tajikistan
Name of Project:	Integrated Program for HFC Phasing Down and Sustainable Cooling for Tajikistan
GEF Project Financing:	$5,185,900
Agency Fee:	$492,660
Funding Source:	GEF Trust Fund

Break-down:		Project Financing Amount (US$)	Agency Fee (US$)				Total Project Cost (US$)
Agency	Trust Fund		20% committed at Council approval (US$)	50% to be committed at first disbursement (US$)	30% to be committed at mid-term review (US$)	Total Agency Fee (US$)	
UNDP	GEF TF	5,185,900	98,532	246,330	147,798	492,660	5,678,560
Total		**5,185,900**	**98,532**	**246,330**	**147,798**	**492,660**	**5,678,560**

This endorsement is based on the understanding that the project is in conformity with the GEF focal areas strategies and in line with GEF policies and procedures.

Sincerely,

1818 H Street, NW • Washington, DC 20433 • USA
Tel: +1 (202) 473 3202 - Fax: +1 (202) 522 3240
E-mail: gefceo@thegef.org
www.thegef.org

Ms. Bennet

M. Sc. Carlos Manuel Rodriguez
Chief Executive Officer and Chairperson

Copy to: Country Operational Focal Point(s), Trustee

Annex 15: On-Granting Provisions Applicable to the Implementing Partner

On-granting clauses for non-UNDP Implementing Partners can be found here. This applies in cases where on-granting is built into the design and to the extent that it complies with the UNDP Policy on Low Value Grants (LVGs). -

Annex 16: Terms of Reference for Project Board and Project Team

UNDP Standard Terms of Reference (ToR) for the Project Board (Project Steering Committee) for the Project – "Integrated Program for HFC Phasing Down and Sustainable Cooling for Tajikistan"

I. Background

All UNDP projects must be governed by a multi-stakeholder board or committee established to review performance based on established monitoring and evaluation metrics and high-level implementation issues to ensure quality delivery of results. For the purpose of this ToR and to ensure standardization, henceforth, as regards project documentation, such a body shall only be referred to by one of two names: 'Project Board' or 'Project Steering Committee.' The Project Steering Committee (PSC) is the most senior, dedicated oversight body for a UNDP 'Development Project', which is defined in the PPM as an instrument where UNDP "Delivers outputs where UNDP has accountability for design, oversight and quality assurance of the entire project."

I. Duties and Responsibilities

The two prominent (mandatory) roles of the PSC are as follows:

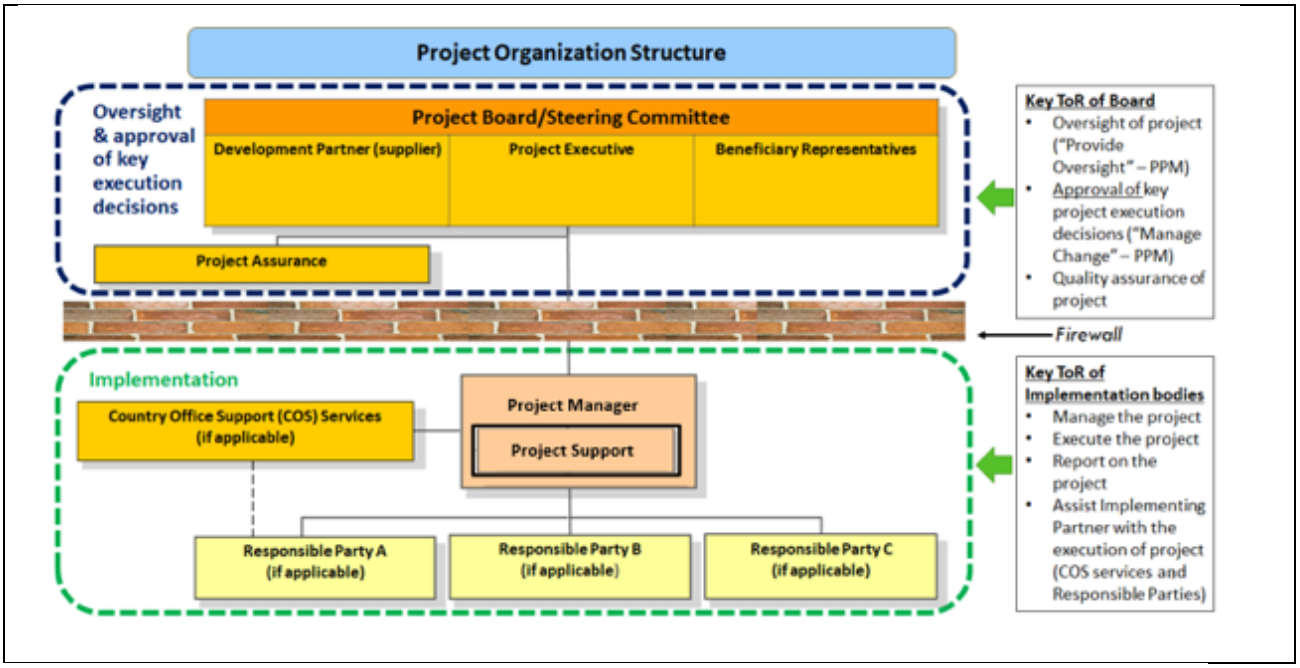
3) **High-level oversight of the project** (as explained in the "Provide Oversight" section of the PPM). This is the primary function of the PSC. The PSC reviews evidence of project performance based on monitoring, evaluation and reporting, including progress reports, monitoring missions' reports, evaluations, risk logs, quality assessments, and the combined delivery report. The PSC is the main body responsible for taking corrective actions as needed to ensure the project achieves the desired results. And its function includes oversight of annual (and as-needed) assessments of any major risks to the programme or project, and related decisions/agreements on any management actions or remedial measures to address them effectively.
   II.
   The PSC also carries the role of quality assurance of the project taking decisions informed by, among other inputs, the project quality assessment. In this role the Committee is supported by the quality assurer, whose function is to assess the quality of the project against the corporate standard criteria. This function is performed by a UNDP programme or monitoring and evaluation officer to maintain independence from the project manager regardless of the project 's implementation modality. The PSC reviews updates to the project risk log.
   III.
4) **Approval of key project execution decisions** (as explained in the "Manage Change" section of the PPM). The PSC has an equally important, secondary role in approving certain adjustments above provided tolerance levels, including substantive programmatic revisions (major/minor amendments), budget revisions, requests for suspension or extension and other major changes (subject to additional funding partner/donor requirements).

The PSC is responsible for making management decisions by consensus when required, including the approval of project plans and revisions, and the project manager's tolerances. The PSC approves annual work plans and reviews updates to the project risk log.

Within the overall governance and management arrangements of the project, the role of the PSC as regards these two key functions *('High-level oversight of the project' and 'Approval of key project execution decisions')* is distinct from the roles of entities involved in the implementation of the project, namely the implementing partner (IP), responsibilities parties (if applicable), service providers and project staff.

The diagram below outlines the main entities involved (and their respective responsibilities) in the 'oversight/approval of key execution decisions' layer and the 'implementation' layer of the project structure.

Diagram 1 – Standard Figure of Project Organization Structure vis-à-vis oversight & approval and implementation roles



In order to ensure UNDP's ultimate accountability, the PSC decisions should be made in accordance with the Quality Standards for Programming that shall ensure management for development results, best value money, fairness, integrity, transparency and effective national and international competition. An effective PSC needs credible data, evidence, quality assurance and reporting to aid decision making (see next section on supporting functions to the PSC). The PSC also needs to be accountable to protect against conflicts of interest and fraud.

Specific responsibilities of the PSC include the following:

- Provide overall guidance and direction to the project, ensuring it remains within any specified constraints, and promote gender equality and social inclusion (LNOB) in the project implementation;
- Review project performance based on monitoring, evaluation and reporting, including standard quality assurance checks, progress reports, risk logs, spot checks/audit reports and the combined delivery report;
- Address any high-level project issues as raised by the project manager and project assurance;
- Provide guidance on emerging and/or pressing project risks and agree on possible mitigation and management actions to address specific risks (including ensuring compliance with UNDP's Social and Environmental Standards, Fraud/corruption, Sexual Exploitation and Abuse and Sexual Harassment);
- Agree or decide on project manager's tolerances as required, within the parameters set by UNDP (Manage Change in the PPM) and the donor, and provide direction and decisions for exceptional situations when the project manager's tolerances are exceeded;
- Advise on major and minor amendments to the project within the parameters set by UNDP and the donor;
- Agree or decide on a project suspension or cancellation, if required;
- Provide high-level direction and recommendations to the project management unit to ensure that the agreed deliverables are produced satisfactorily according to plans;
- Receive and address project level grievance, including overseeing whatever specific compliance and stakeholder response (or grievance) mechanisms have been put in place so that individuals and communities potentially affected by the project have access to effective mechanisms and procedures for raising concerns about the social and environmental performance of the project[77].
- Engage in the low value grant selection process where there is no Grant Selection Committee, as guided by the Low Value Grants – UNDP Operational Guide.

[77] The responsibilities of the committee in this regard should follow UNDP's Social and Environmental Standards (SES) as codified in the PPM. It should be noted that while a project committee can play a role in addressing or assisting with the compliance and stakeholder response (or grievance) mechanisms put in in place for a given project (as part of their quality assurance and oversight function), this will be in addition to and does not substitute for UNDP's core responsibility to ensure compliance with the SES throughout the project management cycle as part of UNDP's Programming Quality Assurance system.

IV.

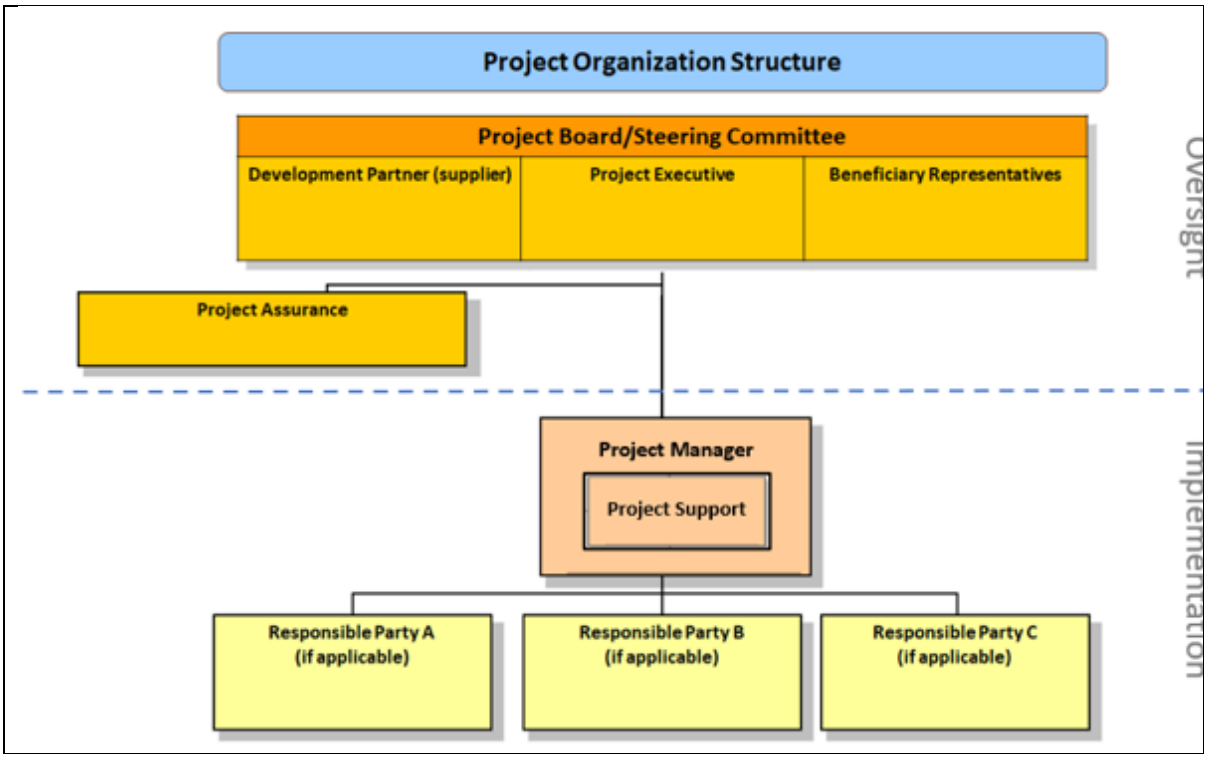
Additional responsibilities of the PSC can include, but are not limited to, the following:

- Promote coordination between the various donors and government-funded projects and programmes;
- Promote information sharing with relevant inter-ministerial bodies or higher-level oversight bodies;
- Support coordination with multiple government agencies and their participation in project activities;
- Track and monitor co-financing for this project;
- Appraise the annual project implementation report, including the quality assessment rating report;
- Ensure commitment of human resources to support project implementation, arbitrating any issues within the project;
- Act as an informal consultation mechanism for stakeholders;
- Approve the Project Inception Report, project progress reports, project reviews, evaluation reports and corresponding management responses;
- Review the final project report package during an end-of-project review meeting to discuss lessons learned and opportunities for scaling up.

II. Composition of the Project Steering Committee

As noted in the diagram below, every PSC in a UNDP project has three categories of formal members (e.g. voting members). The role of every formal PSC member must correspond to one of these three roles and be identified accordingly in the project documentation.

Diagram 2 – Standard Figure for a Project Organization Structure



The three categories of PSC members are the following:

1) **Project Director/Executive(s):** This is an individual(s) who represents ownership of the project and chairs (or co-chairs) the PSC. The executive usually is the most senior national counterpart for nationally implemented projects (typically from the same entity as the Implementing Partner), and it must be UNDP for projects that are direct implementation (DIM). In exceptional cases, two individuals from different entities can co-share this role and/or co-chair the PSC. If the project executive co-chairs the PSC with a representative of another category, it typically does so with a development partner representative. **The**

Project Executive is the Center for Implementation of Investment Projects within the Committee for Environmental Protection under the Government of the Republic of Tajikistan (CoEP).

2) **Beneficiary Representative(s):** This is an individual(s) representing the interests of those groups of stakeholders who will ultimately benefit from the project. Their primary function within the Committee is to ensure the realization of project results from the perspective of project beneficiaries. Often representatives from civil society, industry associations, community groups or other government entities benefiting from the project can fulfil this role. If the project has a specific geographic focus, often representatives from the government entities in the targeted area/region will play this role. There can be multiple beneficiary representatives in a PSC. The Beneficiary Representative are: **National, regional and local authorities; Committee for Environmental Protection under the Government of the Republic of Tajikistan; Civil Society Organizations (I/NGOs): National RACHP Association, National Business Association, Association of Business Women, etc; Private sector entities and individual entrepreneurs; Educational institutions and academia: Engineering and Pedagogical College in Dushanbe, Committee for Primary and Secondary Vocational Education, etc.**

V.

3) Development Partner(s): Individuals representing the interests of the parties concerned that provide funding, strategic guidance and/or technical expertise to the project[78]. There can be multiple development partners representatives in a PSC. **The Development Partner representative is the United Nations Development Programme (UNDP).**

Where applicable, representatives from responsible parties to the project cannot sit on the PSC as a formal voting member; they can (if requested) attend committee meetings as observers. Since the chief responsibility of the PSC is to provide high-level oversight of project implementation, to avoid any conflicts of interest, it is not appropriate for representatives of third party entities engaged by the project to provide services – whether responsible parties or contractors/service providers – to concurrently sit on the Committee. Representatives of responsible parties can attend committee meetings (as observers) but can have no official role in committee decision-making. The same principle applies to the project manager who in attending and presenting at committee meetings, does so in a non-voting capacity.

In cases where the inputs and guidance of responsible parties or other entities formally engaged in providing goods or services to the project are needed by the Committee on a recurring basis, it is recommended to establish appropriate advisory or technical committees or working groups composed of those entities that can formally report to the Committee, while ensuring the impartiality and integrity of committee decisions happening independent of those bodies (see Section V of the ToR).

[Committee representation in crisis setting: TBD]

III. Standard PSC Protocols

The PSC must meet one time annually at a minimum. It is recommended that the timing of committee meetings be agreed upon in advance and corresponds to key project reporting or work planning milestones. This PSC will meet at least once annually according to this provisional schedule (insert scheduled meeting times if known).

PSC members cannot receive remuneration from project funds for their participation in the Committee. However, it is allowable for Committee members to be reimbursed from project funds for certain reasonable, qualified expenses related to travel or lodging to attend Committee meetings. Such protocols are outlined in this ToR and the benefits are applicable to all eligible committee members.

All PSCs must have rules for quorum and documentation/minuting of committee decisions. All committee decisions and minutes should be kept by the project management unit and UNDP. Guidelines on decisions taken in between committee meetings or virtually should be clearly elaborated in the Terms of Reference (ToR) of the PSC.

[78] With the exception of responsible parties or any firms/entities engaged by the project to provide technical expertise with project funds

Unless otherwise specified, PSC decisions are made by unanimous consensus. If a consensus cannot be reached within the Committee, the final decision shall rest with the UNDP representative on the PSC or a UNDP staff member with delegated authority as the programme manager.[79]

It is required that as per internationally recognized professional standards and principles of sound governance, conflicts of interest affecting committee members in performing their duties must be formally disclosed if not avoidable. Where a committee member has a specific personal conflict of interest with a given matter before the Committee, he/she must recuse oneself from their participation in a decision. No committee member can vote or deliberate on a question in which he/she has a direct personal or pecuniary interest not common to other members of the committee.

All committee members should be presented with a ToR for the PSC, which will include the responsibilities already outlined and indicate agreed committee practices and logistics.

Note: Designated PSC members must sign or otherwise indicate written acceptance of the final ToR (via formal signature of the ToR, an exchange of letters or e-mail acknowledgment) for the PSC as a precondition for serving on the PSC. Please see Annex A for possible options to codify this acceptance (which preferably would be done at the appraise and approve stage but which could also be done early in implementation). The formal written acceptance of the ToR by all committee members will be documented and kept by UNDP.

IV. Standard Outputs of PSC Meetings

In its oversight function, the PSC will (at a minimum) review and assess the following project-related evidence at each meeting:

- Assessment of project progress to date against project output indicators (as documented in the project document results framework);
- Approval/review of annual work plans;
- Assessment of the relevant Monitoring & Evaluation mechanisms, including all evaluations[80];
- Review and assessment of the Project Risk Log (with updating/amendments as needed);
- Assessment of project spending, based on a review of the combined delivery report;
- Review of required resources versus available funding (if applicabel) and steps taken to reduce funding gap identified at the project design stage.

This will be in addition to the review and approval of any required project execution decisions.
The output of every PSC should be a written record (minutes) that captures the agenda and issues discussed and the agreed upon action items and decisions (if applicable). Each report should clearly document the members attending the meeting (as well as all participants in the meeting) and the modality used to agree on a certain action or decision (whether formal voting or no-objection or other mechanism). All records of committee meetings should be documented and kept by UNDP in their quality assurance function (see next section).

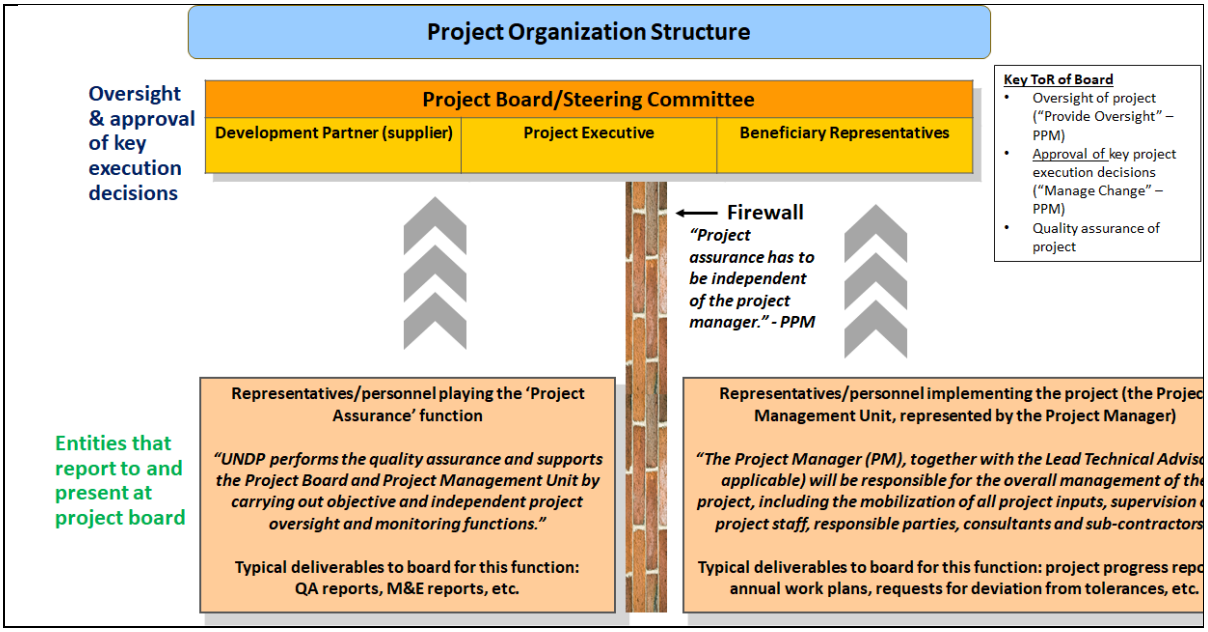
V. Support Functions to the PSC

There are two main entities/functions outside the PSC structure whose role is to report to the PSC and support committee members in effectively fulfilling their roles: project assurance and project management.

The diagram below explains the primary role of these two entities in the context of their support to Committee operations. A description of these two entities follows.

Diagram 3 – Standard Figure of Project Organization Structure – PSC Support Entities

[79] UNDP has this special right since the ultimate legal and fiduciary accountability for a UNDP project, irrespective of modality, rests with UNDP and UNDP must (in line with its obligations to donors and to the Executive Board) be able to ensure that no action is taken by any body in a UNDP project that contravenes UNDP rules and regulations.
[80] Including audit reports and spot checks.



Project Assurance: Project assurance is the responsibility of each PSC member; however, UNDP has a distinct assurance role for all UNDP projects in carrying out objective and independent project oversight and monitoring functions. UNDP performs quality assurance and supports the PSC (and Project Management Unit) by carrying out objective and independent project oversight and monitoring functions, including applying UNDP's social and environmental management system to ensure the SES are applied through the project cycle. The PSC cannot delegate any of its quality assurance responsibilities to the project manager. Project assurance is totally independent of project execution.

A designated representative of UNDP playing the project assurance role is expected to attend all PSC meetings and support committee processes as a non-voting representative. It should be noted that while in certain cases UNDP's project assurance role across the project may encompass activities happening at several levels (e.g., global, regional), at least one UNDP representative playing that function must, as part of their duties, specifically attend committee meetings and provide committee members with the required documentation required to perform their duties.

The UNDP representative playing the main project assurance function is: ***Team Leader / Portfolio Manager on Climate Change, Energy and Environment.***

Project Support, this function is often covered by the Project Management Unit: The Project Manager (PM) (also called project coordinator) is the senior most representative of the Project Management Unit (PMU) and is responsible for the overall management of the project on behalf of the Implementing Partner, including the mobilization of all project inputs, supervision over project staff, responsible parties, consultants and sub-contractors. The project manager typically presents key deliverables and documents to the Committee for review and approval, including progress reports, annual work plans, adjustments to tolerance levels and risk logs.

A designated representative of the PMU is expected to attend all committee meetings and present the required progress reports and other documentation needed to support committee processes as a non-voting representative.

The primary PMU representative attending committee meetings is: *National Project Manager.*

Note: Terms of Reference for Project Team is provided in the Annex 7 of the Project Document (Overview of Project Staff and Technical Consultancies)

Annex 17: GEF Core indicators

Indicator 6 Greenhouse Gas Emissions Mitigated

Total Target Benefit	(At PIF)	(At CEO Endorsement)	(Achieved at MTR)	(Achieved at TE)
Expected metric tons of CO_2e (direct)	921,831	105,391	975,678	2,096,043
Expected metric tons of CO_2e (indirect)			0	0

Indicator 6.1 Carbon Sequestered or Emissions Avoided in the AFOLU (Agriculture, Forestry and Other Land Use) sector

Total Target Benefit	(At PIF)	(At CEO Endorsement)	(Achieved at MTR)	(Achieved at TE)
Expected metric tons of CO_2e (direct)				
Expected metric tons of CO_2e (indirect)				
Anticipated start year of accounting				
Duration of accounting				

Indicator 6.2 Emissions Avoided Outside AFOLU (Agriculture, Forestry and Other Land Use) Sector

Total Target Benefit	(At PIF)	(At CEO Endorsement)	(Achieved at MTR)	(Achieved at TE)
Expected metric tons of CO_2e (direct)	921,831	105,391	975,678	2,096,043
Expected metric tons of CO_2e (indirect)		2025	2028	2030
Anticipated start year of accounting				
Duration of accounting				

Indicator 6.3 Energy Saved (Use this sub-indicator in addition to the sub-indicator 6.2 if applicable)

Total Target Benefit	Energy (MJ) (At PIF)	Energy (MJ) (At CEO Endorsement)	Energy (MJ) (Achieved at MTR)	Energy (MJ) (Achieved at TE)
Target Energy Saved (MJ)	*3,333,104,390*	0	989,986,453	3,333,104,390

Indicator 6.4 Increase in Installed Renewable Energy Capacity per Technology (Use this sub-indicator in addition to the sub-indicator 6.2 if applicable)

Technology	Capacity (MW) (Expected at PIF)	Capacity (MW) (Expected at CEO Endorsement)	Capacity (MW) (Achieved at MTR)	Capacity (MW) (Achieved at TE)

Indicator 9 Chemicals of global concern and their waste reduced

Metric Tons (Expected at PIF)	Metric Tons (Expected at CEO Endorsement)	Metric Tons (Achieved at MTR)	Metric Tons (Achieved at TE)
482.00	39	396	903

Indicator 9.1 Solid and liquid Persistent Organic Pollutants (POPs) removed or disposed (POPs type)

POPs type	Metric Tons (Expected at PIF)	Metric Tons (Expected at CEO Endorsement)	Metric Tons (Achieved at MTR)	Metric Tons (Achieved at TE)

Indicator 9.2 Quantity of mercury reduced (metric tons)

Metric Tons (Expected at PIF)	Metric Tons (Expected at CEO Endorsement)	Metric Tons (Achieved at MTR)	Metric Tons (Achieved at TE)

Indicator 9.3 Hydroflurocarbons (HFC) Reduced/Phased out (metric tons)

Metric Tons (Expected at PIF)	Metric Tons (Expected at CEO Endorsement)	Metric Tons (Achieved at MTR)	Metric Tons (Achieved at TE)
482.00	39	396	903

Indicator 9.4 Number of countries with legislation and policy implemented to control chemicals and waste (Use this sub-indicator in addition to one of the sub-indicators 9.1, 9.2 and 9.3 if applicable)

Number (Expected at PIF)	Number (Expected at CEO Endorsement)	Number (Achieved at MTR)	Number (Achieved at TE)

Indicator 9.5 Number of low-chemical/non-chemical systems implemented, particularly in food production, manufacturing and cities (Use this sub-indicator in addition to one of the sub-indicators 9.1, 9.2 and 9.3 if applicable)

Number (Expected at PIF)	Number (Expected at CEO Endorsement)	Number (Achieved at MTR)	Number (Achieved at TE)

Indicator 9.6 POPs/Mercury containing materials and products directly avoided

Metric Tons (Expected at PIF)	Metric Tons (Expected at CEO Endorsement)	Metric Tons (Achieved at MTR)	Metric Tons (Achieved at TE)

Indicator 9.7 Highly Hazardous Pesticides eliminated

Metric Tons (Expected at PIF)	Metric Tons (Expected at CEO Endorsement)	Metric Tons (Achieved at MTR)	Metric Tons (Achieved at TE)

Indicator 9.8 Avoided residual plastic waste

Metric Tons (Expected at PIF)	Metric Tons (Expected at CEO Endorsement)	Metric Tons (Achieved at MTR)	Metric Tons (Achieved at TE)

Indicator 11 People benefiting from GEF-financed investments

	Number (Expected at PIF)	Number (Expected at CEO Endorsement)	Number (Achieved at MTR)	Number (Achieved at TE)
Female	8,750	1,833		
Male	16,250	3,820		
Total	**25,000**	**5,653**	0	**0**

Annex 18: GEF Taxonomy

Level 1	Level 2	Level 3	Level 4
X☐ **Influencing models**			
	X☐ **Transform policy and regulatory environments**		
	X☐ **Strengthen institutional capacity and decision-making**		
	X☐ **Convene multi-stakeholder alliances**		
	☐ **Demonstrate innovative approaches**		
	X☐ **Deploy innovative financial instruments**		
X☐ **Stakeholders**			
	☐ **Indigenous Peoples**		
	X☐ **Private Sector**		
		X☐ Capital providers	
		X☐ Financial intermediaries and market facilitators	
		X☐ Large corporations	
		X☐ SMEs	
		X☐ Individuals/Entrepreneurs	
		☐ Non-Grant Pilot	
		☐ Project Reflow	
	X☐ **Beneficiaries**		
	☐ **Local Communities**		
	X☐ **Civil Society**		
		☐ Community Based Organization	
		X☐ Non-Governmental Organization	
		X☐ Academia	
		☐ Trade Unions and Workers Unions	
	X☐ **Type of Engagement**		
		X☐ Information Dissemination	
		X☐ Partnership	
		X☐ Consultation	
		X☐ Participation	
	X☐ **Communications**		
		X☐ Awareness Raising	
		X☐ Education	
		X☐ Public Campaigns	
		X☐ Behavior Change	
X☐ **Capacity, Knowledge and Research**			
	X☐ **Enabling Activities**		
	X☐ **Capacity Development**		
	X☐ **Knowledge Generation and Exchange**		
	☐ **Targeted Research**		
	X☐ **Learning**		
		X☐ Theory of Change	
		☐ Adaptive Management	
		X☐ Indicators to Measure Change	
	X☐ **Innovation**		
	X☐ **Knowledge and Learning**		
		X☐ Knowledge Management	
		X☐ Innovation	
		X☐ Capacity Development	
		X☐ Learning	
	X☐ **Stakeholder Engagement Plan**		
X☐ **Gender Equality**			
	X☐ **Gender Mainstreaming**		
		X☐ Beneficiaries	
		X ☐ Women groups	
		X☐ Sex-disaggregated indicators	
		X☐ Gender-sensitive indicators	
	☐ **Gender results areas**		

		☐ Access and control over natural resources	
		X ☐ Participation and leadership	
		X ☐ Access to benefits and services	
		X ☐ Capacity development	
		X ☐ Awareness raising	
		☐ Knowledge generation	
X ☐ **Focal Areas/Theme**			
	☐ **Integrated Programs**		
		☐ Commodity Supply Chains (Good Growth Partnership)	
			☐ Sustainable Commodities Production
			☐ Deforestation-free Sourcing
			☐ Financial Screening Tools
			☐ High Conservation Value Forests
			☐ High Carbon Stocks Forests
			☐ Soybean Supply Chain
			☐ Oil Palm Supply Chain
			☐ Beef Supply Chain
			☐ Smallholder Farmers
			☐ Adaptive Management
		☐ Food Security in Sub-Sahara Africa	
			☐ Resilience (climate and shocks)
			☐ Sustainable Production Systems
			☐ Agroecosystems
			☐ Land and Soil Health
			☐ Diversified Farming
			☐ Integrated Land and Water Management
			☐ Smallholder Farming
			☐ Small and Medium Enterprises
			☐ Crop Genetic Diversity
			☐ Food Value Chains
			☐ Gender Dimensions
			☐ Multi-stakeholder Platforms
		X ☐ Food Systems, Land Use and Restoration	
			☐ Sustainable Food Systems
			☐ Landscape Restoration
			☐ Sustainable Commodity Production
			☐ Comprehensive Land Use Planning
			☐ Integrated Landscapes
			X ☐ Food Value Chains
			☐ Deforestation-free Sourcing
			☐ Smallholder Farmers
		X ☐ Sustainable Cities	
			☐ Integrated urban planning
			☐ Urban sustainability framework
			X ☐ Transport and Mobility
			X ☐ Buildings
			☐ Municipal waste management
			☐ Green space
			☐ Urban Biodiversity
			X ☐ Urban Food Systems
			X ☐ Energy efficiency
			☐ Municipal Financing
			☐ Global Platform for Sustainable Cities
			☐ Urban Resilience
	☐ **Biodiversity**		
		☐ Protected Areas and Landscapes	
			☐ Terrestrial Protected Areas
			☐ Coastal and Marine Protected Areas
			☐ Productive Landscapes
			☐ Productive Seascapes
			☐ Community Based Natural Resource Management
		☐ Mainstreaming	
			☐ Extractive Industries (oil, gas, mining)

			☐ Forestry (Including HCVF and REDD+)
			☐ Tourism
			☐ Agriculture & agrobiodiversity
			☐ Fisheries
			☐ Infrastructure
			☐ Certification (National Standards)
			☐ Certification (International Standards)
		☐ Species	
			☐ Illegal Wildlife Trade
			☐ Threatened Species
			☐ Wildlife for Sustainable Development
			☐ Crop Wild Relatives
			☐ Plant Genetic Resources
			☐ Animal Genetic Resources
			☐ Livestock Wild Relatives
			☐ Invasive Alien Species (IAS)
		☐ Biomes	
			☐ Mangroves
			☐ Coral Reefs
			☐ Sea Grasses
			☐ Wetlands
			☐ Rivers
			☐ Lakes
			☐ Tropical Rain Forests
			☐ Tropical Dry Forests
			☐ Temperate Forests
			☐ Grasslands
			☐ Paramo
			☐ Desert
		☐ Financial and Accounting	
			☐ Payment for Ecosystem Services
			☐ Natural Capital Assessment and Accounting
			☐ Conservation Trust Funds
			☐ Conservation Finance
		☐ Supplementary Protocol to the CBD	
			☐ Biosafety
			☐ Access to Genetic Resources Benefit Sharing
	☐ **Forests**		
		☐ Forest and Landscape Restoration	
			☐ REDD/REDD+
		☐ Forest	
			☐ Amazon
			☐ Congo
			☐ Drylands
	☐ **Land Degradation**		
		☐ Sustainable Land Management	
			☐ Restoration and Rehabilitation of Degraded Lands
			☐ Ecosystem Approach
			☐ Integrated and Cross-sectoral approach
			☐ Community-Based NRM
			☐ Sustainable Livelihoods
			☐ Income Generating Activities
			☐ Sustainable Agriculture
			☐ Sustainable Pasture Management
			☐ Sustainable Forest/Woodland Management
			☐ Improved Soil and Water Management Techniques
			☐ Sustainable Fire Management
			☐ Drought Mitigation/Early Warning
		☐ Land Degradation Neutrality	

			☐ Land Productivity
			☐ Land Cover and Land cover change
			☐ Carbon stocks above or below ground
		☐ Food Security	
	☐ **International Waters**		
		☐ Ship	
		☐ Coastal	
		☐ Freshwater	
			☐ Aquifer
			☐ River Basin
			☐ Lake Basin
		☐ Learning	
		☐ Fisheries	
		☐ Persistent toxic substances	
		☐ SIDS : Small Island Dev States	
		☐ Targeted Research	
		☐ Pollution	
			☐ Persistent toxic substances
			☐ Plastics
			☐ Nutrient pollution from all sectors except wastewater
			☐ Nutrient pollution from Wastewater
		☐ Transboundary Diagnostic Analysis and Strategic Action Plan preparation	
		☐ Strategic Action Plan Implementation	
		☐ Areas Beyond National Jurisdiction	
		☐ Large Marine Ecosystems	
		☐ Private Sector	
		☐ Aquaculture	
		☐ Marine Protected Area	
		☐ Biomes	
			☐ Mangrove
			☐ Coral Reefs
			☐ Seagrasses
			☐ Polar Ecosystems
			☐ Constructed Wetlands
	☐ **Chemicals and Waste**		
		☐ Mercury	
		☐ Artisanal and Scale Gold Mining	
		☐ Coal Fired Power Plants	
		☐ Coal Fired Industrial Boilers	
		☐ Cement	
		☐ Non-Ferrous Metals Production	
		x ☐ Ozone	
		☐ Persistent Organic Pollutants	
		☐ Unintentional Persistent Organic Pollutants	
		x ☐ Sound Management of chemicals and Waste	
		xx ☐ Waste Management	
			x ☐ Hazardous Waste Management
			x ☐ Industrial Waste
			x ☐ e-Waste
		x ☐ Emissions	
		x ☐ Disposal	
		☐ New Persistent Organic Pollutants	
		☐ Polychlorinated Biphenyls	
		☐ Plastics	
		☐ Eco-Efficiency	
		☐ Pesticides	
		☐ DDT - Vector Management	
		☐ DDT - Other	
		☐ Industrial Emissions	
		☐ Open Burning	

		x☐Best Available Technology / Best Environmental Practices	
		☐Green Chemistry	
	☐**Climate Change**		
		☐**Climate Change Adaptation**	
			☐Climate Finance
			☐Least Developed Countries
			☐Small Island Developing States
			☐Disaster Risk Management
			☐Sea-level rise
			☐Climate Resilience
			☐Climate information
			☐Ecosystem-based Adaptation
			☐Adaptation Tech Transfer
			☐National Adaptation Programme of Action
			☐National Adaptation Plan
			☐Mainstreaming Adaptation
			☐Private Sector
			☐Innovation
			☐Complementarity
			☐Community-based Adaptation
			☐Livelihoods
		x☐**Climate Change Mitigation**	
			☐Agriculture, Forestry, and other Land Use
			x☐Energy Efficiency
			☐Sustainable Urban Systems and Transport
			x☐Technology Transfer
			x☐Renewable Energy
			☐Financing
			☐Enabling Activities
		☐**Technology Transfer**	
			☐Poznan Strategic Programme on Technology Transfer
			☐Climate Technology Centre & Network (CTCN)
			☐Endogenous technology
			☐Technology Needs Assessment
			☐Adaptation Tech Transfer
		☐**United Nations Framework on Climate Change**	x☐Nationally Determined Contribution
	☒ **Rio Markers**		
		☐Paris Agreement	
		x☐Sustainable Development Goals	
		☐Climate Change Mitigation 0	
		x☐Climate Change Mitigation 1	
		x☐Climate Change Mitigation 2	
		☐Climate Change Adaptation 0	
		☐Climate Change Adaptation 1	
		☐Climate Change Adaptation 2	

Annex 19: Results of the Partners Capacity Assessment Tool (PACT) and HACT Micro Assessment

Partner Capacity Assessment Tool - Step 1: Pre-Requisites for Partnering - applicable to all Partners

Return to PCAT Overview page

Applicability: This 'Pre-requisites for Partnering' section should be completed for all UNDP partners, regardless of whether they are IPs, RPs, Other Partners or grant recipients.

Responsibility & Timing: The Project Developer should complete this 'Pre-requisites for Partnering' as early as possible in the Project Design phase to ensure that the proposed partner is not a prohibited organization and does not engage in practices that are inconsistent with UNDP's social & environmental standards and code of ethics.

Background Information (Enter this information here and it will be carried throughout the PCAT - no need to enter it again)

Region	CEE/CIS	Comments: (Optional)
Office	Tajikistan	Center for Implementation of Investment Projects, Committee for Environmental Protection under the Government of the Republic of Tajikistan
Programme Start	1-Jan-26	
Programme End	31-Dec-30	
Partner Name	Center for	
Partner budget for this Project	$ 5,085,900	

ERM Risk Category	Risk being addressed	Q. #	Pre-requisites for Partnering Questions	What to review to determine your response	Response	Action Needed
Regulatory (6.3, FRR)	Violation of UN sanctions	1	Is the organization listed on the Consolidated United Nations Security Council Sanctions List, the UNDP vendor sanctions list, the UN Global Marketplace Ineligibility List or the UNDP Internal Excluded List?	UN Sanctions List UNDP Vendor Sanctions List UN Global Marketplace Ineligibility List (accessible to UNDP Buyer Roles) UNDP Internal Excluded List (Consult your AML/CFT Focal Point)	No	Continue to Question 3
		2	If 'Yes' to Q1, is the organization listed in the Cleared List?	Cleared List	Select	
		3	Are there any causes for concern with respect to the submitted self-certification form (applicable to NGOs/CSOs, IGOs, and private entities)? Concerns may include incomplete self-certification, modifications or omissions made on the form, etc.	Self-Certification template	Not Applicable (Self-Certification is applicable to NGO/CSO/IGO/private entities)	Continue to Question 4
						Comments
Strategic (7.5 Code of conduct & ethics), Social & Environmental (1.1-1.12)	Violation of programming principles and ethical standards	4	Is there any credible evidence that the organization persistently commits acts that violate: (i) UNDP's social and environmental standards (human rights, gender equality, labor conditions, environmental sustainability standards); or (ii) code of conduct/ethics standards to such an extent that UNDP's association with the organization cannot be adequately managed or justified?	* Internet/press search * Donor evaluations, assessments * Significant criticism from donors/CSOs/ media/social media or other significant partners of UNDP locally or globally * Significant criticism from governmental agencies / political parties that makes UNDP's partnering politically sensitive * Recurring local or global public events against the organization (e.g. local demonstrations, online protests, etc) * Relevant legal case in progress/in court etc.	No evidence found	
Strategic (7.6 Public opinion & media)	Damage to UNDP's reputation	5	Has an internet/donor evaluation report search revealed any credible and significant adverse publicity or controversy about the organization that could damage UNDP's reputation by association to such an extent that the association cannot be adequately managed or justified?		No adverse publicity found	
Regulatory (6.3, FRR)	Absence of neutrality	6	If the Partner is a CSO/NGO or private sector organization, is there any credible evidence that the organization has political affiliations that could compromise UNDP's neutrality, perceived or actual, in a way that cannot be adequately managed and justified?		No neutrality concerns found	
Financial (2.3 Corruption & Fraud); Strategic (7.5 Code of Conduct & Ethics)	Fraud, corruption and potential damage to UNDP's reputation	7	If there is a history of fraud and/or any potential Conflicts of Interest (CoI) in relation to this organization, have they been reviewed and satisfactorily resolved or if not, can they be adequately managed or justified in the context of this specific project? (Consider such as issues as the organization employing any individual/s who is/are currently holding any position in UNDP or the UN OR any individual/s who is/are related by blood or affinity to any UNDP or UN staff member.)	* Internet/press search on fraud issues * Donor evaluations or assessments for fraud issues * Discussions and/or documents and/or written confirmation from the Partner disclosing conflicts of interest or such relationships	No evidence of fraud or conflicts found	
Conclusion on 'Pre-Requisites for Partnering' & Next Steps				**Proceed with this Partner. Continue to 'Section 2: Capacity Assessment Scoping'**		

Capacity Assessment Scoping

Partner Capacity Assessment Tool - Step 2: Capacity Assessment Scoping - applicable to all Partners
Purpose: This 'Capacity Assessment Scoping' tool is designed to assist you in identifying the Partner capacity assessments that will help manage risks stemming from UNDP's engagement with IPs, RPs or Other partners. It will lead you through a series of questions and based on your responses, indicate for you the capacity assessments that should be completed, including HACT Micro-Assessments.
Applicability: This 'Capacity Assessment Scoping' should be completed for all UNDP partners, regardless of whether they are IPs or RPs or Private Sector partners fulfilling other roles.
Responsibility & Timing: The Project Developer should complete this 'Capacity Assessment Scoping' as early as possible in the Project Design phase to ensure that the Capacity Assessments needed are identified early and arrangements made for their timely completion.

Background Information (carried forward from 'Partner Pre-requisites' worksheet)		
Region	CEE/CIS	Comments: (Optional)
Office	Tajikistan	Center for Implementation of Investment Projects, Committee for Environmental Protection under the Government of the Republic of Tajikistan
Programme Start	1-Jan-26	
Programme End	31-Dec-30	
Partner Name	Center for Implementation of	
Partner budget for this Project (USD)	$ 5,085,900	

Capacity Assessment Scope Questions	Select Responses from the Dropdown menus
1. Is this a humanitarian project for which a rapid CSO/NGO Partner capacity assessment is needed?	No
2. What role will this organization fulfil on this project? (Note: Grantees (low value grants recipients) are required to complete the "Partner Pre-requisites" only)	IP
3. What is the nature of this organization? (Govt, CSO etc)	Government
4. Will this Partner receive more than US $150,000 per annum?	Yes
5. Has a Partner Capacity Assessment (including HACT Micro-Assessment) already been performed during the Programme Period?	Yes
6. Will the Partner being implementing construction activities?	No
7. Will the Partner undertake grant-making activities on behalf of UNDP?	No
8. Will the Partner be implementing project activities funded by the Global Environment Facility (GEF) or the Green Climate Fund (GCF)?	Yes

If you don't see the assessments you expect, please refresh your answers to the questions above starting with Q1.

Capacity Assessments needed for this IP:	Links to these Capacity Assessments
Programmatic & HACT Micro-Assessment not needed	-
GEF & GCF Procurement Assessment needed	GEF & GCF Procurement Assess

Return to PCAT Overview page

Partner Capacity Assessment Tool: Programme & Project Management Assessment

Purpose: This worksheet is designed to assess the Partner's Programme & Project Management capacity. It covers topics that are not included in the HACT Micro-Assessment.

Responsibility & Timing: The Programme & Project Management capacity assessment should be completed by the Project Developer as soon as possible in the Project Design Phase.

Background information (carried forward from 'Partner Pre-requisites' worksheet)

Region	CEE/CIS	Comments: (Optional)	**Guide for determining the relative importance to this project of each capacity assessed below[2]:**
Office	Tajikistan	Center for Implementation of Investment Projects, Committee for Environmental Protection under the Government of the Republic of Tajikistan	**The risk categories below should be used to assess the relative importance of each capacity to this specific project:**
Programme Start	1-Jan-26		**High Risk:** This capacity is **critical** for the success of the project. Without this capacity there is a **high likelihood** that the IP will not fulfil the project goals.
Programme End	31-Dec-30		**Substantial Risk:** This capacity is **very important** for the success of the project. Without this capacity there is a **substantial likelihood** that the IP will not fulfil the project goals.
Partner Name	Center for Implementation		**Moderate Risk:** This capacity is **important** for the success of the project. Without this capacity there is a **moderate likelihood** that the IP will not fulfil the project goals.
Partner budget for this Project (USD)	$ 5,085,900		**Low Risk:** This capacity is **not important** for the success of this project. Without this capacity there is a **low likelihood** that the IP will not fulfil the project goals.

Programme & Project Management Assessment

ERM Risk Category	Risk Being Addressed	Q.#	Questions	Response (Yes, No or N/A)	Relative Importance of Each Capacity to this Project?[3]	Risk Score based on Response	Remarks/ comments
Political (5.2 Political Will)	Absence of political commitment	1	Is the organization's leadership willing to implement this project?	Yes	High	0	
Political (5.3 Political instability; 5.4 Change/turnover in govt; 5.5 Armed conflict and instability)	Difficult Programmatic Context	2	Is there a stable enabling environment for the Partner to operate within, in terms of political changes or social unrest, ongoing conflicts, poor physical infrastructure, natural disasters, humanitarian crises?	Yes	High	0	
Strategic (7.3 Partner capacities)	Misalignment of programmatic focus; inadequate experience	3	Are the project outputs proposed to be delivered by this Partner aligned with its mandate, constituency base, and experience? (Consider scale of project, geographic spread, complexity of results to be achieved).	Yes	High	0	
Strategic (7.3 Partner capacities)	Inadequate Programmatic Reporting	4	Does the Partner provide its stakeholders and beneficiaries with an annual or periodic programme performance report and do they have an opportunity to provide feedback on the IP's programme performance, either through public meetings or other grievance mechanisms?	Yes	High	0	
Strategic (7.3 Partner capacities)	Poor Communications	5	Does the Partner have established protocols and appropriate infrastructure to communicate internally (including sub-offices and to sub-recipients) and to external stakeholders (donors, partners, other implementers, government, etc.)?	Yes	High	0	
Strategic (7.3 Partner capacities)	Absence of Critical Networks	6	If the Partner depends on any upstream organization(s) for its successful performance, is there any evidence that this dependent relationship will cease or be impaired during the duration of this project? (Consider: (i) type of relationship - local or international network, association, affiliated group, municipal or provincial government drawing on central government support; and (ii) nature of dependency - financial, programmatic, administrative)	No	High	0	
Strategic (7.3 Partner capacities)	Absence of/Weaknesses in Critical Networks	7	Has the Partner assessed the capacity of any downstream partners it will rely upon for the success of the project, and if capacity gaps were found, has it developed a suitable plan to address them (such as capacity building and/or increased monitoring)?	N/A	N/A	0	The Partner will directly implement the project.
Strategic (7.3 Partner capacities)	Absence of Critical Networks	8	Is the Partner party to knowledge networks, coordinating bodies, and other fora that are essential for the successful implementation of this project?	Yes	High	0	
Strategic (7.3 Partner capacities)	Inadequate Technical Capacities	9	Do the skills and experience of the Partner's technical professionals match those required for the project and will they be available for the duration of the project (particularly if the project is implemented in remote or challenging geographical areas)?	Yes	High	0	
Strategic (7.3 Partner capacities)	Inadequate Technical Infrastructure	10	Does the Partner have the necessary technical and administrative infrastructure (e.g., offices, laboratories, equipment, software, technical data bases, etc.) to support the implementation of the project), including in remote areas or regions if required?	Yes	High	0	
Strategic (7.3 Partner capacities)	Poor Absorption Capacity	11	If the existing programmatic and financial management capacities (staffing, systems, etc) are not adequate to meet the additional requirements of the project, does the Partner have the ability to strengthen the capacities within a reasonable timeframe so that the project is not significantly delayed? (i.e. can it recruit staff and/or implement a suitable system promptly?)	Yes	High	0	
Strategic (7.3 Partner capacities)	Personnel Limitations	12	If the organization has a salary scale that would apply to project personnel, would that scale inhibit hiring the best candidates?	No	High	0	In case of investment projects fixed national rates used. In case of grant projects - more competitive donor rates used.
Strategic (7.5 Code of conduct & ethics), Social & Environmental (1.1-1.12)	Violation of programming principles and ethical standards	13	Does the Partner have an internal policy and a training programme for personnel on the prevention of and response to sexual harassment (SH) and sexual exploitation and abuse (SEA)? ?	No	High	4	The Partner doesn't have internal training program for personnel on SH/SEA.
Strategic (7.5 Code of conduct & ethics), Social & Environmental (1.1-1.12)	Violation of programming principles and ethical standards	14	Does the Partner screen their personnel, and/or partners they engage with, for previous involvement or alleged involvement in SH or SEA?	Yes	High	0	Standard personnel screening is conducted by requesting certificate of no criminal record.
Strategic (7.5 Code of conduct & ethics), Social & Environmental (1.1-1.12)	Violation of programming principles and ethical standards	15	Does the Partner have a mechanism in place to report and monitor response to allegations of SH and SEA by and against their personnel? ***(Consider available reporting mechanisms such as emails, hotlines, phone numbers, contact person etc.)***	Yes	High	0	CIIP has the "Grievance and Whistleblowing mechanism", allowing to report SEAH complaints. https://tajcip.org/grievance-and-suggestions/
Strategic (7.5 Code of conduct & ethics), Social & Environmental (1.1-1.12)	Violation of programming principles and ethical standards	16	Does the Partner have the capacity - internal or external - to investigate allegations of SH and SEA, and the ability to refer victims to appropriate victim assistance services (e.g. medical, legal or psychosocial)? ***(Consider information on available capacity (such as trained investigators or access to external investigation services) and mechanisms (such as identified victim assistance providers) in a written statement.)***	No	High	4	

ERM Risk Category	Risk Being Addressed	Q.#	Questions	Response (Yes, No or N/A)	Relative Importance of Each Capacity to this Project?	Risk Score based on Response	Remarks/ comments
Strategic (7.3 Partner capacities)	Inadequate Safety & Security	17	Does the Partner have protocols and safeguards in place to minimize the risk of harm to project-affiliated people, the environment and assets? (e.g. sexual exploitation and abuse, physical safety & security, social & environmental safeguards, etc)	Yes	High	0	https://fsnnetwork.org/environmental-social-standards/
Strategic (7.5 Code of conduct & ethics), Social & Environmental (1.1-1.12)	Violation of programming principles and ethical standards	18	Has the Partner advised employees, beneficiaries and other recipients to whom they should report sexual misconduct or where to they may report fraud, waste or misuse of agency resources or property? If so, does the IP have a policy against retaliation relating to such reporting?	Yes	High	0	Set up "Grievance and Whistleblowing mechanism"
			Overall Risk Score for this Section			8	
			Overall Risk Assessment for this Section	Low Risk			

Conclusion on Programme & Project Management Assessment	
Overall Risk Assessment	Low Risk
Select the risk mitigation strategies that will be employed (i.e. capacity building actions and/or enhanced monitoring and assurance activities)	Capacity building actions
Describe the capacity building actions and/or enhanced monitoring and assurance activities that will be included in the Project Document	The scope of capacity-building activities will be
Provide the estimated budget required for these activities (to be included in the Project Budget) ($US)	$ -
Comments on Overall Programme & Project Management Assessment: (Optional)	
LMN	

Return to Capacity Assessment Scoping

SESP Risk Category	Risk Being Addressed	Q.#	Questions	Response (Yes, No or N/A)	Relative Importance of Each Capacity to this Project?	Risk Score based on Response	Remarks/ comments
Additional Considerations for CSOs/NGOs							
Political (5.1 Government commitment)	Absence of National Government Commitment	1	Has the national government raised any objections to this organization being considered as a Partner for this project?	Select	Select	0	
Regulatory (6.3 FRR)	Inadequate legal	2	Is the organization currently registered to operate in the country?	Select	Select	0	
Regulatory (6.3 FRR)	Absence of Non-Profit Mandate	3	Does the organization have a not-for-profit mandate and nature?	Select	Select	0	
Strategic (7.3 Partner capacities)	Inadequate Governance & Oversight	4	Does the CSO/NGO have a governing body or management team that actively monitors operations in-country to ensure organizational standards in programme and financial management are adhered to?	Select	Select	0	
Strategic (7.3 Partner capacities)	Unclear/Uninvolved Constituency	5	Does the CSO/NGO have a clear constituency with which it has regular and participatory links (including in programme design, review, and reporting of performance) and does it apply effective approaches to collect baseline information and reach its targets (i.e. participatory methods)?	Select	Select	0	
Social & Environmental (1.1-1.2, 1.7, 1.11)	Discriminatory membership	6	If the organization is membership-based, are its membership policies based on principles of non-discrimination?	Select	Select	0	
Strategic (7.3 Partner capacities)	Inadequate in-country Presence	7	Does the CSO/NGO maintain a strong presence in-country and/or the field (e.g. field offices, laboratories, equipment, software, technical data bases, etc.) that will oversee the day-to-day implementation of the project?	Select	Select	0	
Strategic (7.3 Partner capacities)	Project delays or interruptions	8	Is the CSO/NGO involved in any litigation that could impact the delivery of the project?	Select	Select	0	
Strategic (7.3 Partner capacities)	Inadequate Logistical Capacity	9	Does the CSO/NGO have adequate communications and logistical capacity to implement this project (e.g. coordination between main office and field offices, transportation of people and/or materials)?	Select	Select	0	
			Overall Risk Score for this Section			0	
			Overall Risk Assessment for this Section	Low Risk			

Conclusion on Additional Considerations for CSO/NGO Capacity Assessment	
Overall Risk Assessment	Low Risk
Select the risk mitigation strategies that will be employed (i.e. capacity building actions and/or enhanced monitoring and assurance activities)	Capacity building actions
Describe the capacity building actions and/or enhanced monitoring and assurance activities that will be included in the Project Document	The scope of capacity-building activities will be
Provide the estimated budget required for these activities (to be included in the Project Budget) ($US)	$ -
Comments on Overall Additional Considerations for CSO/NGO Capacity Assessment: (Optional)	

Return to Capacity Assessment Scoping

Partner Capacity Assessment Tool: Construction Management Assessment

Purpose: This worksheet is designed to assess the **Partner's capacity to manage construction activities if this is a key focus of the project.** It covers key risk areas in management of construction projects that are not covered by the Programme & Project Management Assessment or the HACT Micro-Assessment. Further policies and operational guidance on this Construction Management Assessment will be forthcoming in 2019.

Responsibility & Timing: The Construction Management capacity assessment should be completed by the Project Developer (with the assistance of a suitable technical expert if required (e.g. procurement expert, construction management specialist) as soon as possible in the Project Design Phase.

Background Information (carried forward from 'Partner Pre-requisites' worksheet)

Region	CEE/CIS	Comments: (Optional)	Guide for determining the relative importance to this project of each capacity assessed below[1]:
Office	Tajikistan	Center for Implementatio	The risk categories below should be used to assess the relative importance of each capacity to this specific project:
Programme Start	1-Jan-26		**High Risk:** This capacity is **critical** for the success of the project. Without this capacity there is a **high likelihood** that the IP will not fulfil the project goals.
Programme End	31-Dec-30		**Substantial Risk:** This capacity is **very important** for the success of the project. Without this capacity there is a **substantial likelihood** that the IP will not fulfil the project goals.
Partner Name	Center for Implementation of		**Moderate Risk:** This capacity is **important** for the success of the project. Without this capacity there is a **moderate likelihood** that the IP will not fulfil the project goals.
Partner budget for this Project (USD)	$ 5,085,900		**Low Risk:** This capacity is **not important** for the success of this project. Without this capacity there is a **low likelihood** that the IP will not fulfil the project goals.

Construction Activities

ERM Risk Category	Risk Being Addressed	Q.#	Questions	Response (Yes, No or N/A)	Relative Importance of Each Capacity to this Project?[1]	Risk Score based on Response	Remarks/ comments
Strategic (7.3 Partner capacities)	No or poor track record	1	Does this Partner have a proven track record with UNDP or other UN Agencies in successfully managing and delivering outputs for construction projects of similar size and complexity as this project? *(If possible and feasible, consider conducting a site visit to a prior construction project).*	Select	Select	0	
Strategic (7.3 Partner capacities)	Inadequate leadership & oversight	2	Has there been any major changes in the Partner's management team since those projects were completed?	Select	Select	0	
Strategic (7.3 Partner capacities)	Inadequate staffing capacity	3	Has the Partner provided specific staffing/supervision commitments for the project in writing?	Select	Select	0	
Strategic (7.3 Partner capacities)	Inadequate staffing capacity	4	Has the Partner's current and projected workload been assessed to ensure it has the capacity to take on this project?	Select	Select	0	
Strategic (7.3 Partner capacities)	Inadequate technical expertise	5	Does the Partner have sufficient technical expertise available to the project to ensure that construction specifications are adequately and timely defined/specific to ensure efficient, effective and transparent construction	Select	Select	0	
Strategic (7.3 Partner capacities)	Inadequate technical expertise	6	If the Partner will rely on other organizations to complete aspects of the construction, has it assessed the capacities of those organizations to deliver works that meet appropriate quality standards, including access to own / operate relevant equipment and machinery that will be used for the works, if	Select	Select	0	
Strategic (7.3 Partner capacities)	Inadequate quality assurance	7	Does the Partner have adequate quality assurance mechanisms in place to ensure the construction is safe and meets national or international quality standards? *(Consider whether quality assurance policies and procedures are in place and are overseen by a qualified professional; consider any past public reports and/or litigation related to quality assurance issues, etc)*	Select	Select	0	
Social & Environmental	Inadequate safeguards for doing no harm to people and/or the environment	8	Does the Partner have protocols and safeguards in place to identify and manage risks associated with potential harm to people and/or the environment?	Select	Select	0	
Strategic (7.3 Partner capacities); Financial (2.5 Delivery)	No Pre-financing capacity	9	Has the Partner's financial condition and ability to finance the work been confirmed?	Select	Select	0	
Strategic (7.3 Partner capacities); Financial (2.5 Delivery)	Pre-financing capacity	10	If the Partner cannot pre-finance the work, can it provide performance and payment bonds/bank guarantee from a qualified surety in the amount of any advances provided by UNDP?	Select	Select	0	
Regulatory (6.4 Other)	Insurance non-compliance	11	Has the Partner provided proof of its compliance with insurance requirements?	Select	Select	0	
Regulatory (6.4 Other)	Legal non-compliance	12	Does the Partner have procedures in place to ensure it complies with national building codes and standards and any other applicable local laws and other requirements?	Select	Select	0	
Regulatory (6.4 Other)	Litigation risk	13	Has the Partner been subject to any litigation or arbitration in the past 5 years that could adversely affect or impact delivery of outputs under the project?	Select	Select	0	
			Overall Risk Score for this Section			0	
			Overall Risk Assessment for this Section	Low Risk			

Conclusion on Construction Management Assessment

Overall Risk Assessment	Low Risk
Select the risk mitigation strategies that will be employed (i.e. capacity building actions and/or enhanced monitoring and assurance activities)	Select
Describe the capacity building actions and/or enhanced monitoring and assurance activities that will be included in the Project Document	YYY
Provide the estimated budget required for these activities (to be included in the Project Budget) ($US)	
Comments on Overall Construction Management Capacity Assessment: (Optional)	
XXX	

Return to Capacity Assessment Scoping

Partner Capacity Assessment Tool: On-Granting Assessment

Purpose: This On-Granting Assessment should be used for low-value grants that are awarded indirectly via 'on-granting,' an arrangement where UNDP provides funds to a grant-making institution serving as an IP (under national implementation) or RP (under direct implementation or direct country office support services).

Responsibility: This on-granting assessment may be completed by the Project Developer or by the external service provider engaged to complete the HACT Micro-Assessment - as an add-on service

Background information (carried forward from 'Partner Pre-requisites' worksheet)			
Region	CIS/CIS	Comments: (Optional)	**Guide for determining the relative importance to this project of each capacity assessed below:**
Office	Tajikistan	Center for Implementati	The risk categories below should be used to assess the relative importance of each capacity to this specific project:
Programme Start	1-Jan-26		**High Risk:** This capacity is **critical** for the success of the project. Without this capacity there is a **high likelihood** that the IP will not fulfil the project goals.
Programme End	31-Dec-30		**Substantial Risk:** This capacity is **very important** for the success of the project. Without this capacity there is a **substantial likelihood** that the IP will not fulfil the
Partner Name	Center for		**Moderate Risk:** This capacity is **important** for the success of the project. Without this capacity there is a **moderate likelihood** that the IP will not fulfil the project goals.
Partner budget for this Project	$ 5,085,900		**Low Risk:** This capacity is **not important** for the success of this project. Without this capacity there is a **low likelihood** that the IP will not fulfil the project goals.

On-granting Assessment

ERM Risk Category	Risk Being Addressed	Q.#	Questions	Response (Yes, No or N/A)	Relative Importance of Each Capacity to this Project?	Risk Score based on Response	Remarks/ comments
SECTION 1: Goals, Governance and Grant Programme Design							
Strategic (7.3 Partner capacities)	Misaligned programmatic focus	1	Are the Partner's mandate and experience aligned with the purpose, goals and desired outcomes of the grant programme?	Select	High	0	
Strategic (7.3 Partner capacities)	Unclear responsibilities and accountabilities	2	Does the Partner have a clear and transparent governance structure that clearly defines responsibilities and accountabilities throughout the grant-making design and implementation process, including decision-making authorities on programme design, proposal solicitation processes, design and approval of selection criteria, proposal assessment methods, grant award decisions, and grant implementation management (including authority to make changes to the grant agreement or suspend/terminate it if needed)?	Select	High	0	
Strategic (7.3 Partner capacities)	Poor programme design	3	Does the Partner have proven technical experience in designing 'fit-for-purpose' grant programmes, including determination of the best modalities to achieve the programme outcomes? This could include consideration of such programme features as: (i) determining whether to take a universal approach (open to all organizations) or a targeted approach (open to organizations with particular characteristics); (ii) working with established organizations or emerging organizations or a combination of both; (iii) using one-off, recurrent or time-limited grants; (iv) using multiple funding rounds or a rolling applications process; (v) using competitive tenders/applications or supported submissions/proposals; (vi) the best grant solicitation approaches and mechanisms to minimize burden and reach remote or marginalized groups; (vii) involving national or regional organizations or small local organizations or a combination of both; (viii) encouraging the use of consortiums/partnerships or single grant recipients; (ix) engaging with the grant recipient as a purchase/provider with limited flexibility on grant performance or as a participative partner facilitating capacity support if needed for grant performance; (x) risk-based grant portfolio and individual grant monitoring approaches; and (xi) determining the most effective monitoring and evaluation approaches to validate the outcomes achieved	Select	High	0	
Strategic (7.3 Partner capacities)	Inadequate risk management	4	Does the Partner have an effective risk identification and management system in place to identify the grant programme risks (including programmatic, financial, ethical, reputational, social and environmental risks) affecting its own organization, UNDP and downstream grant beneficiaries?	Select	High	0	
Strategic (7.3 Partner capacities)	Inadequate legal basis for grant-making	5	Does the Partner have a clear legal and regulatory framework for providing grants? (i.e. financial regulations or other rules of incorporation permit grant-making; necessary legal instruments exist to sign and manage grant agreements, etc)	Select	High	0	
Strategic (7.3 Partner capacities)	Inadequate programmatic experience	6	Does the Partner have any previous experience with on-granting or institutional grant-making using international and/or multilateral resources?	Select	High	0	
Strategic (7.3 Partner capacities)	Inadequate programmatic experience	7	Does the Partner have a proven track record of working with small or emerging organizations to enhance their capacity to attract funding, manage grants, and/or expend/improve their social service delivery?	Select	High	0	
SECTION 2: Grant Proposal Solicitation							
Strategic (7.3 Partner capacities); Social & Environmental (1.1, 1.2, 1.8, 1.11)	Inconsistent or poor quality submissions; poor transparency	1	Does the Partner have guidelines for grant applicants and do these guidelines clearly describe the grant-making process, including application, selection, award, monitoring and performance assessment?	Select	High	0	
Strategic (7.3 Partner capacities); Social & Environmental (1.1, 1.2, 1.8, 1.11)	Poor programmatic targeting and/or reduced pool of applicants	2	Does the Partner routinely publish notices, calls for proposals, application materials, grant-making guidelines, timelines and eligibility criteria in an easily understood and accessible manner (such as Internet, local and/or national press, national and/or international media or other type of medium, taking into account the needs of the target population)?	Select	High	0	
Strategic (7.3 Partner capacities); Social & Environmental (1.1, 1.2, 1.8, 1.11)	Poor programmatic targeting and/or reach	3	If applicable, does the Partner have mechanisms to solicit applications from remote or marginalized groups who may not have access to traditional communication channels such as mainstream media or the Internet or face other barriers (such as language)?	Select	High	0	
Social & Environmental (1.1, 1.2, 1.8, 1.11); Financial (2.3 Corruption & Fraud)	Potential for unequal treatment	4	Does the Partner have documented policies and procedures for the submission, receipt, registration and opening of grant proposals, including provisions for how late and/or incomplete applications will be considered and for ensuring the security and confidentiality of grant proposals?	Select	High	0	
Social & Environmental (1.1, 1.2, 1.8, 1.11); Financial (2.3 Corruption & Fraud)	Potential for unequal treatment	5	Does the Partner use transparent and non-discriminatory eligibility criteria?	Select	High	0	
SECTION 3: Grant Proposal Assessment							
Strategic (7.3 Partner capacities)	Inadequate programmatic experience	1	Does the Partner have previous experience in assessing applications and selecting grant recipients?	Select	High	0	
Regulatory (5.3 FRR)	Violation of UN Sanctions; Financial and reputational damage	2	Does the Partner have sufficiently robust application screening mechanisms to ensure that any applicants on the UN Sanctions List, or with a history of fraudulent or corrupt practices, or potential ineligibility based on standard UN protocols (e.g., Ineligibility List; UNDP Vendor Sanctions List, etc) can be removed from consideration?	Select	High	0	
Social & Environmental (1.1, 1.2, 1.8, 1.11); Financial (2.3 Corruption & Fraud)	Potential for bias and/or unequal treatment	3	Does the Partner have clear policies and procedures and criteria to support the transparent assessment and selection of grant proposals against the programme objectives (considering such areas as topic (i.e. climate change, poverty reduction, etc); implementation methods or approaches needed; identity of grantees (i.e. eligibility, relevant target groups, etc); capacities (i.e. reach/interaction with beneficiaries, absorptive ability, etc) and strength of the grantee's proposal)	Select	High	0	
Social & Environmental (1.1, 1.2, 1.8, 1.11); Financial (2.3 Corruption & Fraud)	Potential for bias and/or unequal treatment	4	Does the Partner have an impartial grant application evaluation committee with clear composition guidelines that facilitate inclusive representation and/or any required technical skills, and a documented terms of reference to assess grant applications?	Select	High	0	
Social & Environmental (1.1, 1.2, 1.8, 1.11); Financial (2.3 Corruption & Fraud)	Potential for bias and/or unequal treatment	5	Does the grant application evaluation committee use clear and published criteria to evaluate grant applications and does it document its assessment conclusions?	Select	High	0	

On-granting Assessment							
ERM Risk Category	**Risk Being Addressed**	**Q.#**	**Questions**	**Response (Yes, No or N/A)**	**Relative Importance of Each Capacity to this Project?**	**Risk Score based on Response**	**Remarks/ comments**
Social & Environmental (1.1, 1.2, 1.8, 1.11); Financial (2.3 Corruption & Fraud)	Potential for bias and/or unequal treatment	6	If a single staff member is responsible for pre-screening and/or shortlisting or evaluating proposals, is there an evaluation committee or other independent staff member that reviews their work to ensure a transparent, fair and independent assessment?	Select	High	0	
Social & Environmental (1.1, 1.2, 1.8, 1.11); Financial (2.3 Corruption & Fraud)	Potential for bias and/or unequal treatment	7	Where multiple grant applications meet the specified criteria but resource constraints prevent all qualified applicants receiving a grant award, does the Partner have mechanisms in place to assign priorities or weightings within the selection criteria and/or rank applicants to be able to proceed with an award(s)?	Select	High	0	
Strategic (7.3 Partner capacities)	Sub-optimal programmatic impact	8	Does the Partner have adequate mechanisms in place to assess the level of risk posed by potential grant recipients, including their existing capability to achieve the grant outcomes in line with the programme objectives (such as sector knowledge, project management skills, service delivery capacity or infrastructure, particular qualifications or experience, etc)? *(Note: grants do not assume or require that eligible entities can prove capacity to implement their grant ideas a priori since the grant itself is often intended to strengthen or build up capacity, but the Implementing Partner should assess the grantee's existing capacity to identify gaps to be strengthened in order to facilitate achievement of outcomes and to enhance the longer-term capacity of the grantee).*	Select	High	0	
Strategic (7.3 Partner capacities)	Sub-optimal programmatic impact	9	If potential grant recipients pose high risks and/or capacity gaps are identified, does the Partner have staff and/or resources to mitigate those risks and/or provide capacity building support (using internal staff and/or external service providers)?	Select	High	0	
Financial (2.3 Corruption & Fraud); Strategic (7.5 Code of conduct & Ethics, 7.6 Public opinion & media)	Fraud, corruption and potential damage to UNDP's reputation	10	Does the Partner have effective mechanisms for dealing with Conflicts of Interest that may arise in the grant application assessment process? (such as identifying/disclosing/addressing any related parties issues/using alternate committee members if a conflict is identified, etc)	Select	High	0	
SECTION 4: Grant Award							
Strategic (7.3 Partner capacities)	Inadequate communications; Poor transparency	1	Does the Partner have standard procedures for notifying successful and unsuccessful applicants of the outcome of the grant application process in writing within a reasonable timeframe following the grant award decision?	Select	High	0	
Strategic (7.3 Partner capacities)	Inadequate communications; Poor visibility	2	Does the Partner use the grant award notification process as an opportunity to promote the programme, including the involvement of funding/development partners such as UNDP?	Select	High	0	
Strategic (7.3 Partner capacities)	Poor transparency	3	Does the Partner have mechanisms to meet UNDP's transparency requirements (including IATI) regarding public display of the results of the grant selection process, including the grant title, the grantee name and the contact information of the person signing the grant on behalf of the grantee?	Select	High	0	
Strategic (7.3 Partner capacities)	Inadequate communications; Poor transparency	4	Does the Partner have a mechanism to advise unsuccessful applicants on why their application was not successful and/or provide advice on capacity building needed?	Select	High	0	
Strategic (7.3 Partner capacities)	Inadequate communications; poor transparency	5	Does the Partner have a mechanism to deal with appeals or grievances raised by unsuccessful applicants?	Select	High	0	
Strategic (7.3 Partner capacities)	Inadequate legal instruments	6	Does the Partner use a standard template for grant agreements that is acceptable to UNDP? (Consider whether grant the Partner's grant agreement template includes a description of the outcomes to be achieved; performance indicators; budget and grant payment terms and timelines; acceptable and unacceptable expense items; ownership of assets purchased with grant funds; monitoring, reporting and evaluation arrangements; actions that will cause the grant to be suspended or terminated; and information on how the grant will be closed out, including return of any unused funds, etc)	Select	High	0	
Strategic (7.3 Partner capacities)	Inadequate legal instruments	7	Where applicable, does the Partner's grant agreement template include contingent repayment clauses and does it have policies, procedures and mechanisms to recover funds in situations where financing provided to a grant recipient enables them to generate additional revenue and/or reduce costs. *(Note: In such cases, UNDP uses grant agreement clauses that enable it to receive payments from a grantee when the grantee generates a revenue stream and/or reduces costs following receipt of a UNDP grant.)*	Select	High	0	
Strategic (7.3 Partner capacities)	Inadequate legal affairs management	8	Does the Partner have clear rules on who is responsible for grant negotiations and which grant agreement clauses are negotiable and which are not?	Select	High	0	
Strategic (7.3 Partner capacities)	Inadequate records management	9	Does the Partner have an appropriate document management and retention policy and facilities to ensure there is satisfactory evidence to support the grant-making activities?	Select	High	0	
SECTION 5: Grant Implementation & Reporting							
Strategic (7.3 Partner capacities); Financial (2.5 Delivery)	Inadequate grant management	1	Does the Partner's grant management system specify the subject, the beneficiary/ies, the duration, the maximum amount of funding, a budget of the action or work programme and the responsibilities of the beneficiary/ies?	Select	High	0	
Strategic (7.3 Partner capacities); Financial (2.5 Delivery)	Inadequate grant management	2	Does the Partner have the systems and staffing capacity to undertake regular and systematic analysis and monitoring of the grant portfolio in order to assess risks, funding status, implementation progress, disbursement schedules and any changes thereto, and reporting (including interim and final reports from its grantees and to its stakeholders and to UNDP)?	Select	High	0	
Strategic (7.3 Partner capacities); Financial (2.5 Delivery)	Inadequate grant management	3	Does the Partner have staff and procedures in place to manage grant recipients, including periodic review and monitoring of programme implementation and financial management practices? Consider the following: (i) how monitored (written reports, phone calls, site visits, workshops, photos, videos etc); (ii) when monitored (at critical milestones, regular periods, random spot checks, only on completion, etc); (iii) what is monitored (outputs, outcomes, finances, organizational capacity etc); and (iv) follow up actions (capacity support to improve performance; changes to disbursement schedules; contract variations/extensions/cancellation etc)	Select	High	0	
Strategic (7.3 Partner capacities); Financial (2.5 Delivery)	Inadequate grant management	4	Does the Partner have policies, procedures and protocols in place to proactively identify, escalate and resolve poor performance by a grant recipient in a manner that best supports achievement of the programme outcomes? (Consider policies and procedures relating to suspension, reduction, termination and recovery of grants, including for cases of substantial/persistent errors, irregularities, fraud or unresolved breach of contractual conditions, etc)	Select	High	0	
Strategic (7.3 Partner capacities); Financial (2.5 Delivery)	Inadequate financial management	5	Do the Implementing Partner's grant award policies include basic rules for eligible costs (e.g. actual costs incurred by the grant recipient during implementation, ineligibility of pre-agreement/pre-implementation costs, percentage of operating expenditures that can be funded by the grant, etc)? *(Note: Grants cannot be awarded retroactively for activities already started or completed at the time of the application.)*	Select	High	0	
Strategic (7.3 Partner capacities); Financial (2.5 Delivery)	Inadequate financial management	6	Does the Partner use a risk-based approach to determine whether to make payments in advance, upon delivery of progress reports, or once key milestones are reached? (Consider whether there is an effective interface between the performance monitoring and reporting system AND the payment system.)	Select	High	0	

On-granting Assessment							
ERM Risk Category	Risk Being Addressed	Q.#	Questions	Response (Yes, No or N/A)	Relative Importance of Each Capacity to this Project?	Risk Score based on Response	Remarks/ comments
Strategic (7.3 Partner capacities); Financial (7.5 Delivery)	Inadequate financial management	7	Does the Partner have mechanisms to disburse funds to grant recipients in a timely, transparent, secure and accountable manner?	Select	High	0	
Strategic (7.3 Partner capacities)	Inadequate programme management	8	Does the Partner have the necessary systems, capacities and incentives in place to encourage grant recipient transparency and accountability, reporting and learning? (e.g. mechanisms for reporting: (i) suspected fraud and abuse; and (ii) non-compliance with programming principles, including social and environmental standards, etc)	Select	High	0	
Strategic (7.3 Partner capacities)	Inadequate management of intellectual rights	9	Does the Partner have policies and procedures surrounding intellectual property ownership that can meet UNDP's requirements? (Note: Since the solution to a development challenge is generated by the grantee, and not UNDP, the intellectual property for solutions rests with the grant recipient, but through the grant application process, the grantee agrees to give UNDP an irrevocable, unlimited, cost-free license to use the solution in its programmes, and to replicate and disseminate it. The grant recipient retains the right to use the solution for its own commercial benefits).	Select	High	0	
Strategic (7.3 Partner capacities)	Inadequate data security	10	Does the Partner have appropriate safeguards to ensure the confidentiality, integrity and availability of data, including that of beneficiaries?	Select	High	0	
Strategic (7.3 Partner capacities)	Inadequate programme management	11	Does the Partner have sufficient and adequate technical expertise to effectively assess the programmatic and financial performance of grant recipients, including monitoring and evaluation of outcomes?	Select	High	0	
Strategic (7.3 Partner capacities)	Inadequate programme management	12	If the Partner assigns/delegates any aspect of the grant-making activities, does it follow this same on-granting assessment process performed by UNDP on its service providers?	Select	High	0	
Strategic (7.3 Partner capacities)	Inadequate programme management	13	If the Partner assigns/delegates any aspect of the grant-making activities, does the Partner undertake to ensure that its proposed agreement template with the 3rd party is in a form that is acceptable to UNDP, including being consistent with the Partner's agreement with UNDP?	Select	High	0	
			Overall Risk Score for this Section			0	
			Overall Risk Assessment for this Section	Low Risk			

Conclusion on On-Granting Assessment	
Overall Risk Assessment:	Low Risk
Select the risk mitigation strategies that will be employed (i.e. capacity building actions and/or enhanced monitoring and assurance activities)	Select
Describe the capacity building actions and/or enhanced monitoring and assurance activities that will be included in the Project Document:	ABC
Provide the estimated budget required for these activities (to be included in the Project Budget) ($US)	
Comments on Overall On-Granting Capacity Assessment: (Optional)	
CCC	

Return to Capacity Assessment Scoring

Partner Capacity Assessment Tool: Procurement Capacities for Partners who will implement projects funded by Global Environment Facility (GEF) and Green Climate Fund (GCF)
Purpose: This worksheet is designed to assess the Partner's procurement capacity for all projects funded by Global Environment Facility (GEF) or Green Climate Fund (GCF). It is **separate and distinct from the HACT micro-assessment** and **should be performed for all Partners that will implement GEF or GCF-funded projects**, even where a HACT assessment has already been performed on the Partner.
Responsibility & Timing: The Procurement capacity assessment should be completed jointly by the Project Manager and the Country Office procurement team as soon as possible in the **Project Design Phase.**

Background information (carried forward from 'Partner Pre-requisites' worksheet)			**Procurement information for this Partner for this GEF or GCF project: [Enter information here]**		
Region	CEE/CIS	Comments: (Optional)	Procurement Budget that will be implemented by this Partner:	*45 282 70*	*Add comments here*
Office	Tajikistan	Center for Implementation of Investment Projects, Committee for Environmental Protection under the Government of the Republic of Tajikistan	Procurement Type(s):	Combination of the above	*Add comments here*
Programme Start	1-Jan-26		Any high risk/high exposure categories planned? (Y/N)	N	For construction activities, refer to the PCAT construction capacity assessment by selecting "yes" to question 6 "Will the Partner be implementing construction activities?" on the Capacity Assessment Scoping Page. For other high risk/high exposure categories, contact your Regional Procurement Adviser to seek guidance/advice. If the Partner will be implementing high risk/high exposure categories, the capacity assessment questions below should be evaluated in light of the capacities that will be needed for this type of procurement.
Programme End	31-Dec-30				
Partner Name	Center for Implementation of Investment Projects		UNDP has prior experience with this Partner and its procurement capacities (Y/N)	N	If UNDP's prior experience with the Partner includes procurement capacity weaknesses, review and comment on how these weaknesses have been addressed (or not) by the Partner in the 'comments' section of the relevant capacity areas below and by selecting the assessment responses that reflect the current capacity. If the capacity weaknesses were significant and have not been rectified in a reasonable time period, re-evaluate whether this is the most suitable Partner to perform these procurement activities.
Partner budget for this Project (USD)	$ 5,085,900		Will the Partner outsource or refer any elements of the budgeted procurement for this project to an another entity?	N	There may be cases where a Partner routes / channels procurement for some given categories and/or over specific thresholds through centralized procurement bodies / entities (i.e. a smaller NGO having to deliver portions of their procurement through regional office in a given NGO or a Ministerial department that uses the central procurement department in the Ministry of Finance to source all inputs required by a project funded by international organizations, etc.) If the Partner will channel the majority or all of the budgeted procurement for this project to another entity, consider performing this capacity assessment on that entity as well.
			Other relevent remarks on planned procurement activities or Partner capacities (optional)	*(Enter information here)*	
			Procurement Risk Management Resources to consider	Risk Radar	The Procurement Risk Management Radar provides a country-based rating for macro variables, for example inflation, political risk, corruption index, transparency, etc. and is a useful reference point for understanding the environment the Partner is operating in.

Procurement Capacity Assessment - PART A: Quantitative					
Quantitative Risk Elements	Select your response from the drop-down list	Assigned rating based on your response (based on PSU rating system)	Relative importance of each capacity (based on PSU weighting system)	Risk Score based on Response (out of 5) 1=Very Low Risk 2=Low Risk 3=Medium Risk 4=High Risk 5=Very High Risk	Remarks/Comments
Partner's total procurement volume managed per year (all activities)	Between US $5 Million and US $ 10 Million	2	20%	0.4	
Year-to-Year total procurement volume variation	Less than 30%	2	15%	0.3	
Procurement Review Committee compliance rate	100 % of required cases were reviewed by the PRC	1	25%	0.25	
Consolidated procurement plan exists	IP does not have a Consolidated Procurement	5	20%	1	Seperate procurement plans composed per donors/projects.
What was the risk rating for the Procurement Section of the most recent HACT micro-assessment? *(Note: HACT assessments are valid for a 4 year period).*	Medium risk	3	20%	0.6	
			100%	2.55	
				Medium Risk	

Procurement Capacity Assessment - PART B: Qualitative						
Procurement capacity area	Guidance on elements of a well-functioning procurement capacity to review & evaluate during your assessment	Response to Capacity Questions (select the most appropriate response from the drop-down list in each box below based on your discussions with the IP and your review of documentation)	Remarks/ comments	Assigned rating based on your assessment (out of 5) 1=Very Low Risk 2=Low Risk 3=Medium Risk 4=High Risk	Relative importance of each capacity (based on PSU weighting system)	Risk score based on response
1. Procurement strategy	1.1 Does a procurement strategy exist and is it properly documented?	Yes - good quality				
	1.2 Do staff & management appear to be familiar with the procurement strategy?	Yes - good understanding				
	1.3 Does the procurement strategy include tools & mechanisms to categorize and prioritize high risk/high exposure procurement activities?	Yes - good tools & mechanisms				
	1.4 Does the IP have LTAs / Framework agreements in place and if so, what is the percentage of spend channeled through LTAS or similar?	Yes >25%				
	CONCLUSION: Based on your responses to the questions above, please select the most appropriate conclusion regarding the IP's procurement strategy capacity from the drop-down list.	**GOOD procurement strategy capacity, with minor weaknesses in some areas that could be quickly addressed.**		2	20%	0.4
2. Functions & organization of the procurement unit	1. Is the procurement unit well structured, with clear leadership, appropriate resourcing for its current procurement profile and volume, and well defined and assigned roles and responsibilities for the entire procurement cycle (including contract management)? *Note: For assessing appropriate resourcing, a good benchmark is considered to be US$ 5 million procurement spend handled by each procurement staff member.*	Good structure				
	2. Are delegations of authority and procurement thresholds clear, documented, and set at appropriate levels given existing competencies and capacities.	Yes - good & mostly aligned				
	3. Does the IP have and routinely use electronic procurement systems and associated data analytics?	Often	**Donors' systems used.**			
	4. Is there an active permanent Procurement Review Committee with alternative members? *Note: this may include Procurement Review Bodies that are external to the Partner, such as a central tender board.*	Yes - mostly active	**All cases under investment projects reviewed by State Committee on Investments, cases for grant projects -- by dedicated PRC.**			
	CONCLUSION: Based on your responses to the questions above, please select the most appropriate conclusion regarding the IP's procurement functions & organizational structure from the drop-down list.	**GOOD procurement unit functions and organization, with minor weaknesses in some areas that could be quickly addressed.**		2	15%	0.3
3. Human resources & capacity of the Procurement Unit	1. Are there clear job descriptions and do actual staff functions appear to be aligned with them?	Yes - very clear & aligned				
	2. Are staff competencies aligned with procurement complexity? *(In assessing competency consider: Do staff have experience in conducting international procurement? Are trainings or certification available and have they resulted in sustainable technical & institutional knowledge? Are annual performance reviews done? Do staff have a reputation for professional, knowledgeable, and efficient procurement performance?)*	Competencies good & mostly aligned				
	3. What percentage of staff in the procurement unit (or those responsible for performing the IP's procurement function) have undergone procurement certification, accreditation, training, etc	>75%				
	4. Is there is a strong local market for procurement expertise that the IP could tap into to easily expand procurement unit staff to manage new projects?	Good expansion possibility				
	5. Is the work of the Procurement Review Committee performed by members who are qualified to conduct procurement reviews and is their performance evaluated and recognized?	Good PRC				
	6. Has the IP experienced frequent turnover of senior management and senior procurement specialist staff within the past 5 years?	Minimal turnover				
	CONCLUSION: Based on your responses to the questions above, please select the most appropriate conclusion regarding the IP's procurement human resources capacity from the drop-down list.	**GOOD procurement human resources capacity, with minor weaknesses in some areas that could be quickly addressed.**		2	15%	0.3
4. Procurement cycle management	**A. Planning 1.** Are procurement plans developed and regularly updated in a cross-functional manner (programmes & finance) and are they reviewed and endorsed by management?	Often				
	A. Planning 2. Do procurement plans contain sufficient detail, realistic lead times and deadlines, accurate costings, and options for external support if in-house capacity does not exist?	Good plan content				

Procurement capacity area	Guidance on elements of a well-functioning procurement capacity to review & evaluate during your assessment	Response to Capacity Questions (select the most appropriate response from the drop-down list in each box below based on your discussions with the IP and your review of documentation)	Remarks/ comments	Assigned rating based on your assessment (out of 5) 1=Very Low Risk 2=Low Risk 3=Medium Risk 4=High Risk	Relative importance of each capacity (based on PSU weighting system)	Risk score based on response
	A. Planning 8. Are procurement plans uploaded to an electronic platform/system?	Mostly	Apart donors' systems, the IP utilizes Google Drive as an electronic repository of scanned docs.			
	B. Sourcing 1. Does the procurement unit conduct market analysis for high complex/high expenditure categories using established and/or commonly accepted good practices?	Often				
	B. Sourcing 2. Is pre-qualification used in relevant cases and are pre-qualification documents clear and complete, including all requirements for evaluation?	Mostly				
	C. Solicitation documents: 1. Are standard solicitation documents available and used? *(For example, do they use standard TORs/Requirements/Specs? Are documents tailored for project requirements and the procurement activity? Do they include all relevant information to prepare an offer? Do they establish clear evaluation criteria (and sub-criteria where relevant) and how they will be applied? Do they include KPIs where relevant? Do they include templates for the submitting companies? Do they allow receipt of comparable offers? Do they properly apply bid securities and performance securities?)*	Mostly				
	C. Solicitation documents: 2. Is there good collaboration between procurement staff and the requesting units when developing TORs and requirements to ensure that they are developed efficiently and accurately?	Always				
	D. Communication between bidders and the procurement unit: 1. Does the procurement unit include in the bidding documents a debriefing conference or on-site visit when applicable and they are properly managed and documented?	Mostly				
	D. Communication between bidders and the procurement unit: 2. Are bidder's clarifications replied to quickly, with complete information and in writing, and is the information shared with all bidders to ensure equal and timely information?	Often				
	E. Offers receipt and opening: 1. If the IP is not using electronic procurement systems, are offers kept safe & locked before the submission deadline?	Always				
	E. Offers receipt and opening: 2. Does a permanent bid opening committee exist and does it operate on a rotational basis?	Mostly				
	E. Offers receipt and opening: 3. Does the IP follow good bid receipt and opening practices? *(For example, is the normal time lag between offer submission deadline and bid opening reasonable? Are public bid openings conducted when applicable? Are invitations to bid openings appropriate? Is relevant information read during the bidding ceremony and it is recorded in a bid opening record?)*	Mostly				
	F. Evaluation of Offers: 1. Is the evaluation process (including technical) conducted appropriately? *(For example, is the process is conducted within the validity of the offers? Is the evaluation done in a systematic manner that follows evaluation criteria specified in the bidding documents? Do evaluation sheets include all relevant information, including reasons for offer disqualifications? Are evaluations are properly documented?)*	Always				
	F. Evaluation of Offers: 2. Does the evaluation include screening of ineligible/sanctioned/suspended bidders?	Always				
	G. Contract Award: 1. Are contracts awarded based on lowest evaluated offer or cumulative score (if applicable) and are negotiations (if any) conducted within procurement rules?	Always				
	G. Contract Award: 2. Do contract awards respect established thresholds?	Mostly				
	G. Contract Award: 3. Does the Procurement Review Committee receive good quality submissions, and are they systematically analyzed, with documented minutes and recommendations that are routinely followed up?	Mostly				
	H. Contract Management & Administration: 1. Does a contract management & administration system exist (manual or electronic) to properly monitor contract implementation (including communications with contractors/vendors on contract management & administration issues)?	Yes - good				
	H. Contract Management & Administration: 2. Do technical and procurement staff have clearly defined roles and responsibilities regarding contract management & administration?	Yes - good				
	H. Contract Management & Administration: 3. Are KPIs defined early on in the contract management process for complex contracts and are contracts, in general, executed in time and within the agreed original price?	Often				
	H. Contract Management & Administration: 4. Is there a documented procedure for acceptance and quality control of goods/ works/ services and does the IP pay suppliers timely?	Yes - good				
	H. Contract Management & Administration: 5. Do contract amendments comply with procurement rules?	Mostly				
	H. Contract Management & Administration: 6. If the Partner will route/channel any elements of procurement for this project to another entity, does that entity have a proven track record of satisfactory procurement delivery?	N/A - Partner will do all procurement directly				
4. Conclusion: Procurement cycle management	**CONCLUSION: Based on your responses to the questions above, please select the most appropriate conclusion regarding the IP's procurement cycle management capacity from the drop-down list.**	**GOOD procurement cycle management capacity, with minor weaknesses in some areas that could be quickly addressed.**		**2**	**25%**	**0.5**

Procurement capacity area	Guidance on elements of a well-functioning procurement capacity to review & evaluate during your assessment	Response to Capacity Questions (select the most appropriate response from the drop-down list in each box below based on your discussions with the IP and your review of documentation)	Remarks/ comments	Assigned rating based on your assessment (out of 5) 1=Very Low Risk 2=Low Risk 3=Medium Risk 4=High Risk	Relative importance of each capacity (based on PSU weighting system)	Risk score based on response
5. Documentation & filing	1. Does the procurement unit maintain complete documentation of procurement cases to provide proper traceability and are the documents retained for an established period of time in accordance with the IP's document retention policy? *(For traceability, consider how the IP documents the bidding process, including announcements, pre-qualification (if applicable), bidding documents, any applicable minutes (conference, on site visit), clarifications, opening records, evaluation records, copy of the offers, any complaints if applicable, copy of the contract, other documents as relevant to the procurement process)*	Good documentation				
	2. Does the IP properly document its contract administration actions?	Good documentation				
	CONCLUSION: Based on your responses to the questions above, please select the most appropriate conclusion regarding the IP's procurement documentation & filing capacity from the drop-down list.	**GOOD procurement documentation & filing capacity, with minor weaknesses in some areas that could be quickly addressed.**		2	5%	0.1
6. Handling complaints	1. Does the IP have a responsive process for handling complaints and is it consistently followed? *(Consider whether complaints are acknowledged and addressed in 48 hours, are properly documented, including claims and solutions; and whether the IP keeps a Complaints Log.)*	Satisfactory process	Complaints addressed within a week.			
	CONCLUSION: Based on your responses to the questions above, please select the most appropriate conclusion regarding the IP's procurement complaint handling capacity from the drop-down list.	**SATISFACTORY procurement complaint handling capacity, with moderate weaknesses in some areas that could be addressed in the short term.**		3	10%	0.3
7. Perception and/or reputation among stakeholders and business community	1.Does the procurement unit have a reputation for efficient and effective performance amongst stakeholders and/or the business community? *(Note: Stakeholder feedback needs to be viewed in context; however it can be a good indicator of efficiency and transparency combined with other capacity observations.)*	VERY GOOD perception and/or reputation				
	CONCLUSION: Based on your responses to the questions above, please select the most appropriate conclusion regarding the IP's procurement perception and/or reputation among stakeholders and the business community from the drop-down list.	**VERY GOOD perception and/or reputation**		1	10%	0.1
		Overall Risk Score for the Qualitative Assessment Section				2
		Overall Risk Assessment for the Qualitative Section				Low Risk

Conclusion on Procurement Capacity Assessment		
Overall Risk Assessment - Quantitative & Qualitative Combined risk score (auto-calculated: adds H23 and L76, then divides by 2 to arrive at a risk score out of 5)	2.275	Medium Risk
Select the risk mitigation strategies that will be employed (i.e. capacity building actions and/or enhanced monitoring and assurance activities)		Enhanced monitoring & assurance activities
Describe the capacity building actions and/or enhanced monitoring and assurance activities that will be included in the Project Document		The scope of capacity-building activities will be
Provide the estimated budget required for these activities (to be included in the Project Budget) ($US)		$ 25,000
Comments on Overall Procurement Assessment: (Optional)		
n/a		

Partner Capacity Assessment Tool: Performance-Based Payment Agreement (PBPA) Proposal Due Diligence

Applicability: This Performance-Based Payment Agreement (PBPA) Proposal Due Diligence Tool should be used to assess the capacity of a Responsible Party to fulfil the minimum requirements of a PBPA. It includes an assessment of the RP's ability to: (i) adequately present a technically sound and realistic programme design to achieve the desired project outcomes; (ii) pre-finance the project activities; (iii) measure and report performance; and (iv) comply with UNDP's programming principles, standards and quality requirements, including social and environmental safeguards.

Responsibility: This PBPA Proposal Due Diligence may be completed by the Project Developer or by the external service provider engaged to complete the HACT Micro-Assessment - as an add-on service

Background information (carried forward from 'Partner Pre-requisites' worksheet)			
Region	CEE/CIS	Comments: (Optional)	**Guide for determining the relative importance to this project of each capacity assessed below[1]:**
Office	Tajikistan	Center for Implementation	**The risk categories below should be used to assess the relative importance of each capacity to this specific project:**
Programme Start	1-Jan-26		**High Risk:** This capacity is **critical** for the success of the project. Without this capacity there is a **high likelihood** that the IP will not fulfil the project goals.
Programme End	31-Dec-30		**Substantial Risk:** This capacity is **very important** for the success of the project. Without this capacity there is a **substantial likelihood** that the IP will not fulfil the project goals.
Partner Name	Center for implementation of		**Moderate Risk:** This capacity is **important** for the success of the project. Without this capacity there is a **moderate likelihood** that the IP will not fulfil the project goals.
Partner budget for this Project (USD)	$ 5,085,900		**Low Risk:** This capacity is **not important** for the success of this project. Without this capacity there is a **low likelihood** that the IP will not fulfil the project goals.

PBPA Proposal Due Diligence

ERM Risk Category	Risk Being Addressed	Q.#	Questions	Response (Yes, No or N/A)	Relative Importance of Each Capacity to this Project[2]	Risk Score based on Response	Remarks/ comments
SECTION 1: PBPA Proposal - Programme Design							
Strategic (7.1 Theory of Change, 7.2 Alignment with UNDP Strategic priorities)	Unclear strategic basis for the agreement	1	Does the RP's PBPA proposal demonstrate appropriate strategic focus; technical soundness that is supported by an evidence-based theory of change; use of principled approaches (including demonstrated compliance with UNDP's programming principles and standards); and the potential for impact and sustainability of the project activities?	N/A	N/A	0	
Financial (2.5 Delivery, 2.2 Value for money)	Unclear basis for agreeing successful performance	2	Does the RP's PBPA proposal include a quality Results Framework that identifies clear, objectively verifiable indicators that measure progress towards achieving results, and fair milestones and target results on which payments can depend?	N/A	N/A	0	
Financial (2.5 Delivery, 2.2 Value for money)	Unclear basis for value of payments to be made under the agreement	3	Does the RP's PBPA proposal include a complete results-based budget that appears reasonable based on UNDP's experience with the contextual environment and the programmatic subject-matter?	N/A	N/A	0	
Strategic (7.1 Theory of Change, 7.2 Alignment with UNDP Strategic priorities); Financial (2.5 Delivery, 2.2 Value for money)	Unclear strategic basis for the agreement; Unclear basis for agreeing successful performance; Unclear basis for value of payments to be made under the agreement	4	If the PBPA is USD500,000 or more, has an Independent Assessor validated: (a) the theory of change explaining how the results are expected to be achieved, b) the definition of the Result(s) to be achieved and the Deliverable(s) to be completed by the RP; c) the objectively verifiable indicators to measure the achievement of Result(s); d) the setting of suitably ambitious but realistic milestones and target results for each indicator; e) that adequate risk management measures are in place, including an Environmental and Social Assessment and Management Plan when needed; and f) the Deliverable(s) and Performance-Based Payment Terms (Annex A-3) verified to the identification of the Result(s) achieved by the RP?	N/A	N/A	0	
Operational (3.3 Partnership)	Possible disagreement on who will assess performance	5	Where applicable, has an independent assessor been agreed with the RP?	N/A	N/A	0	
Financial (2.5 Delivery, 2.2 Value for money)	Value for money' lost through results not being sustained	6	Does the RP's PBPA proposal include arrangements for post-completion monitoring by the Independent Assessor to validate the sustainability of project results?	N/A	N/A	0	
Financial (2.5 Delivery, 2.2 Value for money)	Unclear basis for agreeing successful	7	Does the RP agree to incentives and reduced payments for performance successes or misses in the PBPA proposal?	N/A	N/A	0	
SECTION 2: PBPA Governance							
Strategic (7.3 Partner capacities)	Inadequate programmatic experience	1	Does the RP have a proven track record in designing and delivering projects in the relevant sector and/or intervention type that have been sustainable, scalable and replicable?	N/A	N/A	0	
Strategic (7.3 Partner capacities)	Inadequate programmatic experience	2	Does the RP have a proven track record in successfully setting and achieving challenging targets?	N/A	N/A	0	
SECTION 3: Pre-financing capacities							
Strategic (7.3 Partner capacities)	Inadequate financial stability	1	Does the RP have a history of stable financial performance? (Review the financial statements for the past three years to determine whether the RP has: (i) had a steady income stream that covers annual operating costs; (ii) healthy accumulated surpluses; and (iii) had repeated annual operating deficits in recent years.)	N/A	N/A	0	
Strategic (7.3 Partner capacities)	Inadequate financial liquidity	2	Does the RP have a history of good financial liquidity? (Review the financial statements for the past three years to determine whether the RP has: (i) had a healthy financial liquidity whereby its current assets have been higher than its current liabilities (i.e the current ratio, which is current assets divided by current liabilities); and (ii) sufficient cash, investments and accounts receivable to meet its current liabilities (i.e. the quick ratio). Note: the higher the ratio, the better the RP's short-term financial strength.)	N/A	N/A	0	
Strategic (7.3 Partner capacities)	Inadequate financial liquidity	3	Does the RP have the capacity to pre-finance the project activities? (Review the most recent financial statements to determine whether the RP has adequate working capital (which is current assets - current liabilities) to meet at least three months of operating needs PLUS the cost of the activities foreseen by the UNDP project.)	N/A	N/A	0	
Strategic (7.3 Partner capacities)	Inadequate financial liquidity	4	Are there any significant contingent liabilities or post balance sheet date event disclosures in the RP's financial statements that could affect successful delivery of the project?	N/A	N/A	0	
Strategic (7.3 Partner capacities)	Inadequate financial liquidity	5	If the RP does not have the capacity to pre-finance the UNDP project activities, does it meet the criteria for UNDP to provide 'working capital reimbursements' - that is, will the project be for $5m or more?	N/A	N/A	0	

ERM Risk Category	Risk Being Addressed	Q.#	Questions	Response (Yes, No or N/A)	Relative Importance of Each Capacity to this Project?	Risk Score based on Response	Remarks/ comments
Strategic (7.3 Partner capacities)	Inadequate financial liquidity	6	If the RP does not have the capacity to pre-finance the UNDP project activities, is it able to arrange financing from other sources (e.g. from 3rd party debt or equity investors in blended finance arrangements)?	N/A	N/A	0	
Strategic (7.3 Partner capacities)	Inadequate financial management capacity	7	Does the RP have adequate financial management capacities (staffing and systems) in place for monitoring and risk management activities?	N/A	N/A	0	
Strategic (7.3 Partner capacities)	Ineffective cash flow management	8	Does the RP have an effective cash flow management system that includes reasonably accurate projections (based on past history), a suitable projection period (e.g. 1 month or 3 months), and staff members with assigned responsibility for preparing and monitoring?	N/A	N/A	0	
SECTION 4: Robust Monitoring & Evalution Capacities							
Strategic (7.3 Partner capacities); Operational (3.2 Responsiveness to lessons learned and evaluations)	Inadequate M&E capacity	1	Does the RP have a well-developed data and analytics infrastructure to collect, track and document results? (Consider the following: (i) a clear organizational structure for M&E that is adequately staffed with appropriate M&E policies and systems; (ii) routine use of M&E frameworks, workplans and budgets; (iii) participation in M&E partnerships; (iv) regularized surveys and surveillance; (v) regular auditing of M&E activities; (vi) frequent contributions to national and sub-national databases; and (vii) suitable dissemination and	N/A	N/A	0	
	Inadequate use of M&E data and results	2	Does the RP use the M&E data collected to refine and tailor course correction actions in a timely manner to enhance the likelihood of project success?	N/A	N/A	0	
SECTION 5: Robust Performance Reporting Capacities							
Strategic (7.3 Partner capacities); Operational (3.7 Reporting & communication)	Inadequate programmatic and	1	Does the RP have a proven track record in producing complete, accurate and timely programmatic and financial reports for prior projects?	N/A	N/A	0	
	Inadequate programmatic and financial reporting	2	Does the RP have the capacity to produce programmatic and financial reports for the project according to the intervals required by the type of PBPA? (e.g. For: (i) >$300,000 and no working capital reimbursement: **semi-annual** and final financial reports; annual and final reports with evidence of progress; (ii) for $5 million or more with working capital reimbursements: **quarterly** and final financial reports; annual and final reports with evidence of progress; (iii) Low value PBPA ($300,000 or less): **final** financial report; final report with evidence of results achievement)	N/A	N/A	0	
Financial (2.5 Delivery, 2.6 Other)	Ability to access partner records for audit	3	Has the RP consented to the project being audited, which is a UNDP requirement for a PBPA?	N/A	N/A	0	
			Overall Risk Score for this Section			0	
			Overall Risk Assessment for this Section	Low Risk			

Conclusion on PBPA Proposal Due Diligence	
Overall Risk Assessment	Low Risk
Select the risk mitigation strategies that will be employed (i.e. capacity building actions and/or enhanced monitoring and assurance activities)	N/A
Describe the capacity building actions and/or enhanced monitoring and assurance activities that will be included in the Project Document	XYZ
Provide the estimated budget required for these activities (to be included in the Project Budget) ($US)	
Comments on Overall PBPA Proposal Due Diligence Assessment: (Optional)	
ABC	

Return to Capacity Assessment Scoping

Partner Capacity Assessment Tool: Step 4: Capacity Assessment Conclusions

Return to PCAT Overview page | Return to Capacity Assessment Scoping

Purpose: This worksheet is designed to capture the results of the Capacity Assessments completed and the resulting mitigation strategies for the risk levels identified. Risk mitigation strategies can include capacity building and/or enhanced monitoring and assurance activities. These activities should be included in the Project Document and the associated Project Budget. When completed, attach this worksheet to the Project Document.

Responsibility & Timing: This Capacity Assessment Conclusion page is automatically generated based on the results of the assessments completed in the PCAT. It should be reviewed by the Project Developer for completeness and accuracy and attached to the Project Document. If changes need to be made to this Conclusion page, they should be done on the relevant Capacity Assessment Worksheet (*i.e.*, Programme-Project Mgt, Construction Assess, On-Granting Assess, PBPA Proposal Due Diligence, Private Sector Due Diligence, etc) so that the corrections will be captured in the relevant assessments and automatically displayed here.

Background Information (carried forward from 'Partner Pre-requisites' worksheet)

Region	CEE/CIS	Comments: (Optional)
Office	Tajikistan	Center for Implementation of Investment Projects, Committee for Environmental Protection under the Government of the Republic of Tajikistan
Programme Start	1-Jan-26	
Programme End	31-Dec-30	
Partner Name	Center for	
Partner budget for this Project (USD)	$ 5,085,900	

Manageable Concerns noted in the 'Pre-Requisites for Partnering' Screen

Area of concern		Nature of evidence found and how associated risks to UNDP will be managed	Management & Justification Plans documented?	Information included in Project Risk Log? (Yes/No)	Estimated Budget to implement Management & Justification Plans (if any)	Comments (Optional)

Capacity Assessment Conclusions for this IP

Automatically Generated

Capacity Assessment Component	Overall Risk Assessment for this Component	Risk Mitigation Strategies (i.e. capacity building actions and/or enhanced monitoring and assurance activities)	Describe the capacity building actions and/or enhanced monitoring and assurance activities that will be included in the Project Document	Estimated budget required for these activities (include in the Project Budget) ($US)	Comments (Optional)
Conclusion on GEF & GCF Procurement Assess	Medium Risk	Enhanced monitoring &	The scope of capacity-building	$ 25,000	n/a
			Total	$ 25,000	

Comments on Overall Capacity Assessments for this IP: (Optional)

3. SUMMARY OF RISK ASSESSMENT RESULTS

This section summarized overall assessment of the Implementing Partner resulting from the assessment of the (8) eight institutional management capacity areas.

Based on the weighted rating of individual areas per guidance of the HACT Micro Assessment, the overall level of risk of the Implementing Partner – *Center for Implementation of Investment Projects, Committee for Environmental Protection under the Government of the Republic of Tajikistan is* **Low**.

Indicates a well-developed financial management system and functioning control framework with a low likelihood of negative impact on the IP's ability to execute the programme in accordance with the work plan.

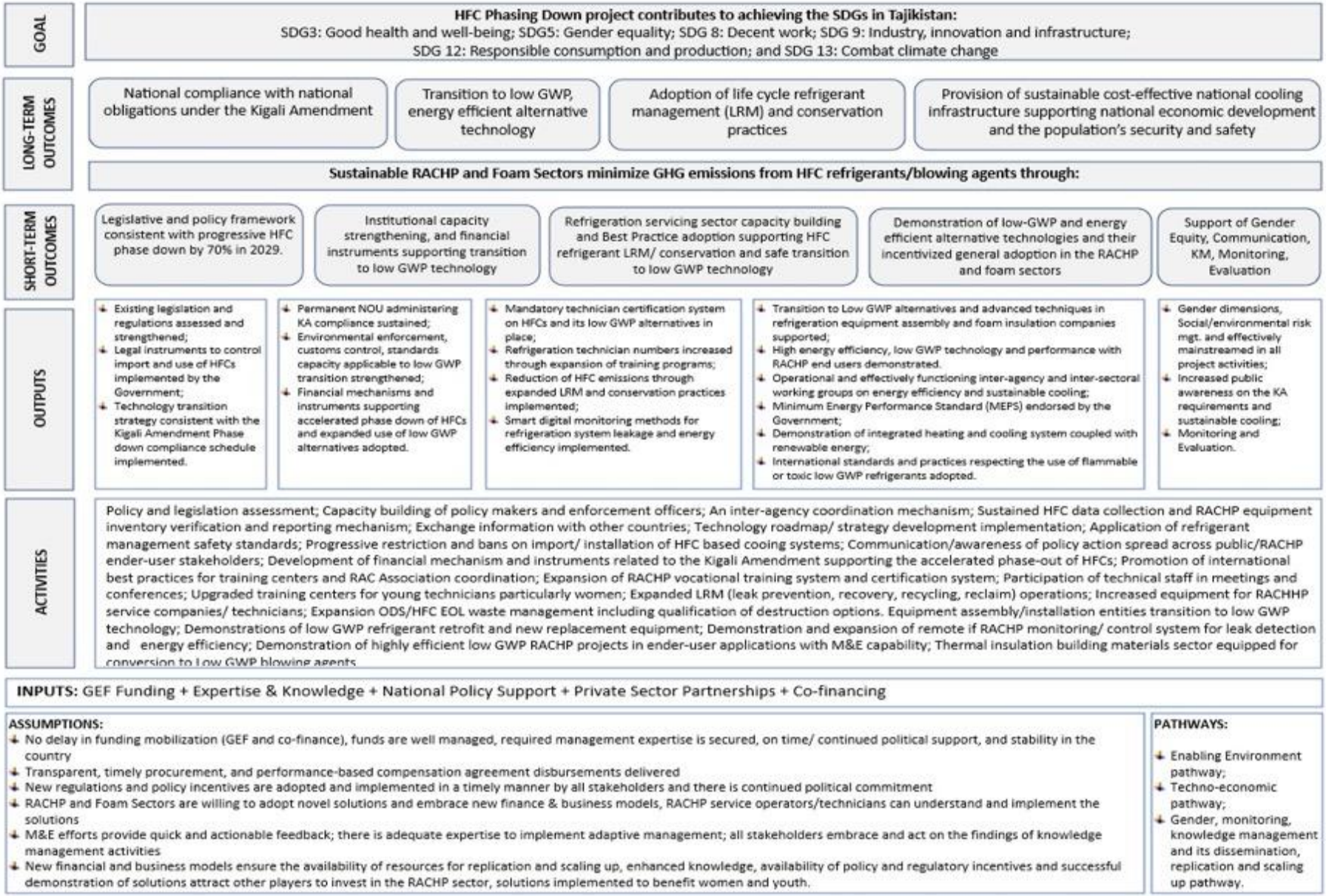
The table below summarizes the results and main internal control gaps found during application of the micro-assessment questionnaire (in Annex 4). Detailed findings and recommendations are set out in section 3 of this report.

Tested subject area	Risk assessment*	Brief justification for rating (main internal control gaps)
1. Organization	Low	Overall risk under this area is Low.
2. People and behaviours	Low	Overall risk under this area is Low. The IP is recommended to improve internal control, policies and procedures.
3. Activities	Moderate	Overall risk under this area is Moderate. The IP is recommended to develop a robust framework of internal policies, procedures, and tools for program and plan development, management, monitoring and evaluation.
4. Reporting and accountability	Low	Overall risk under this area is Low.
5. Assets and inventory	Low	Overall risk under this area is Low.
6. Procurement	Moderate	Overall risk under this area is Moderate. The IP is recommended to: - Include how any exceptions to the stated procurement procedures are to be implemented and managed in the policies and procedures of the organization. - Develop conflicts of interest procedures.
7. Sub-partners	N/A	The IP does not have sub-partners.
8. System	Moderate	Overall risk under this area is Moderate. The IP is recommended to: - Establish an offsite backup process; - Perform and document bank reconciliations on at least a monthly basis, considering segregation of duties; - Develop a cost sharing policy.
Overall Risk Assessment	Low	

Here is the file: Annex 4. HACT Report.pdf

Annex 20: UNDP Project Quality Assurance Report (to be completed in UNDP online corporate planning system)

Annex 21: Theory of Change



Annex 22: Project Design Framework Summary Cost Estimate by Component and Outcome

Project Components	Project Outcomes	Project Outputs	Financing	
			GEF	Co-Financing
Component 1: Legislative and policy framework for HFC phasedown, institutional strengthening, and financial instruments.	**Outcome 1.1** Existing legislation and institutional implementing capacity assessed and strengthened with legal instruments for the control of import, use and management of HFCs consistent with country obligations under the Kigali Amendment endorsed and implemented by the government**.**	**Output 1.1.1.** Policy gap assessed and policy/regulatory updates in HFC control framework, including promotion of low GWP refrigerants and high energy efficiency in RACHP and implemented.	846,720	5,641,800
		Output 1.1.2 Capacity of policy makers, regulators and enforcement officers on HFC phase down upgraded, specifically in relation to Authorities responsible for environmental protection, customs control, statistical data reporting and setting technical standards.		
		Output 1.1.3 The inter-agency coordination mechanism among concerned institutions strengthened, a dedicated team (NOU) for effective implementation of the Kigali Amendment in Tajikistan assigned by the Government and sustained during and beyond the project, and information exchange on policy measures between domestic stakeholders and other countries strengthened through participating in relevant international and regional network meetings		
		Component 1 Sub-Total	846,720	5,641,800
Component 2: Capacity-building and best practices in refrigeration service delivery	**Outcome 2.1** Refrigeration servicing technician training and mandatory certification system on HFCs and its alternatives upgraded and expanded.	**Output 2.1.1** Mandatory technician certification programme developed and implemented within national training centres (vocational institutions and private sector) and the RAC Association utilizing a "Training the Trainers" approach to promote international and regional best practices.	454,126	5,972,300
		Output 2.1.2 Vocational training systems and certification bodies strengthened and expanded through revision/improving the refrigeration technicians training programs (including expanded women's participation)		

Project Components	Project Outcomes	Project Outputs	Financing	
			GEF	Co-Financing
	Outcome 2.2 Measures to reduce emissions of HFCs into the atmosphere and to improve the life cycle management of refrigerants (containment strategy) in servicing sector	**Output 2.2.1** The HFC recycling system supported with advanced equipment and instruments, as well as specialized refrigerant storage and transportation tanks.	839,580	
		Output 2.2.2 Service companies and field technicians in RACHP sector equipped with special tools, advanced equipment, and portable mobile devices to recover and recycle HFCs and alternatives		
		Output 2.2.3. Retrofitting refrigerants demonstrated in existing refrigeration systems to replace high-GWP HFCs.		
		Output 2.2.4 Supply of RAC equipment to assembly and installation sector entities equipped with special equipment and tools		
	Outcome 2.3 Development of a fully sustainable refrigerant management system based on "smart" monitoring, life cycle refrigerant management (LCM); and an upgraded business model.	**Output 2.3.1** Inventory of cooling equipment maintained and an online data reporting system for large cooling system to monitor the consumption and emission of refrigerants established.	313,182	
		Output 2.3.2 A remotely-control system to monitor HFC leakage and the energy efficiency parameters of the main components of RAC equipment in medium and large facilities piloted.		
		Output 2.3.3 Operational mainstreaming LRM capacity in the service sector inclusive of leak reduction, recovery, recycling, reclaim and EOL management, including development and piloting of a "cooling as service" business model.		
		Component 2 Sub-Total	1,606,750	5,972,300
Component 3: Demonstration of low-GWP energy efficient alternative technologies and improving energy	**Outcome 3.1** Demonstration of energy efficient alternative technologies with low GWP refrigerant,	**Output 3.1.1** Energy-efficient, low-GWP alternative technologies for end-users such as cold chain infrastructure, food processing, hospitals, commercial, public and residential buildings, data centres and industrial plants successfully demonstrated.	1,386,895	29,728,150

Project Components	Project Outcomes	Project Outputs	Financing	
			GEF	Co-Financing
efficiency for sustainable development of cooling sector.	**Outcome 3.2** Conversion projects in thermal insulation materials manufacturing companies to use low GWP alternatives substances and enhance performance of products for energy saving	**Output 3.2.1** Manufacturing sector of thermal insulation building materials equipped with updated low GWP technologies for sandwich panels, as well as direct thermal insulation of cold rooms and other premises through spraying on the spot	192,760	
	Outcome 3.3 Effective performance of cooling system in the demonstration projects	**Output** 3.3.1 M&E system established for performance of cooling system in the demonstration projects, a replication plan of low GWP and EE technology developed.	71,760	
	Outcome 3.4 Operational and effectively functioning inter-agency and inter-sectoral working groups on energy efficiency and sustainable cooling, a government endorsed National Strategy and Cooling Action Plan, and operational Minimum Energy Performance Standard/ Regulation (MEPS) in place the country	**Output 3.4.1** Inter-agency and inter-sectoral working groups on energy efficiency and sustainable cooling, as well as the implementation of the developed National Strategy and Action Plan for Cooling established, and Minimum Energy Efficiency Standard/ Regulation (MEPS) developed and implemented endorsed as supported by EE market survey and awareness raising activities and demonstration integration of cooling with renewable energy sources	371,595	
	Outcome 3.5. Funds mobilized from the national financial institutions, MDBs or IFIs to fund the replacement of old and inefficient cooling system, new installations of sustainable cooling systems, and upscaling low GWP**,** highly efficient and smart cooling solutions.	**Output 3.5.1** Sustainable partnerships with national financial institutions, MDBs or IFIs established, incentive policies developed to support and replace the old and inefficient cooling system with new energy-efficient and smart low GWP cooling systems	56,720	
		Component 3 Sub-Total	2,079,730	29,728,150

Project Components	Project Outcomes	Project Outputs	Financing	
			GEF	Co-Financing
Component 4: Gender, Communication , Knowledge Management,	**Outcome 4.1** Social and Environmental Standards and gender dimension effectively mainstreamed in all project activities	**Output 4.1.1** Gender mainstreaming roadmap on women's empowerment in the RAC and other relevant sectors revised and effectively implemented.	109,400	470,150
		Output 4.1.2 Social and Environmental Standards and gender inclusive approach integrated in all project activities.		
	Outcome 4.2 Increased public awareness on the Kigali Amendment requirements and sustainable cooling	**Output 4.2.1.** Market research to explore the most effective tools for public and stakeholders' awareness conducted, and awareness plan developed and implemented.	171,600	
		Output 4.2.2. Communications and Visibility Plan on HFC Phase Down developed and integrated into relevant economic sectors.		
		Output 4.2.3 Various seminars and forums conducted to disseminate policy and legal frameworks, program information, knowledge and the results of projects, including documented lessons learned and best practices documented and replicated at the national and regional levels		
		Component 4 Sub-Total	281,000	470,150
Component 5 Monitoring and Evaluation	**Outcome 5.1** Monitoring and Evaluation	**Output 5.1.1** Monitoring and evaluation reporting, including ESMF, SEP and GAP measures mid-term and terminal evaluation, field visits, etc., including Lessons learned and best practices documented and replicated at the national and regional levels.	124,800	470,150
		Component 5 Sub-Total	124,800	470,150
		Project Component Subtotal	4,939,000	42,282,550
		Project Management	246,900	1,450,450
		Project Totals	5,185,900	43,733,000