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United Nations Development Programme

Project title: Advancing ABS Implementation in Cambodia		
Country(ies): Cambodia	**Implementing Partner (GEF Executing Entity):** Ministry of Environment	**Execution Modality**: *Full National Implementation (NIM)*
Contributing Outcome (UNSDCF/CPD, RPD, GPD): OUTCOME 3: By 2028, people in Cambodia, especially those at risk of being left behind, benefit from a healthier, gender inclusive natural environment.		
UNDP Social and Environmental Screening Category: Moderate	**UNDP Gender Marker:** GEN 2	
Quantum Award ID: 1454423	**Quantum Project ID:** 01004944	
UNDP PIMS ID number: 9985	**GEF Project ID number:** 11604	
LPAC meeting date: 20th October 2025		
Last possible date to submit to GEF: 09 March 2025		
Latest possible Chief Executive Officer (CEO) endorsement date: 02 September 2025		
Project duration in months: 30 months		
Planned start date: 01st November 2025	**Planned completion date:** 30 April 2028	
Expected date of Mid-Term Review (MTR) submission to the GEF: NA		**Expected date of Terminal evaluation (TE) submission to the GEF:** 1 April 2028
Expected Operational Closure Date: 31 Jan 2029		**Expected Financial Closure Date:** 30 July 2029
Brief project description:		

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Cambodia's biodiversity and traditional knowledge (TK) face severe threats due to its transition from a subsistence-based agrarian economy to a consumption-driven cash economy. Urbanization, infrastructure development, poaching, overharvesting of timber and non-wood forest products, and human-wildlife conflicts contribute to habitat and species loss. Despite extensive protected areas, forest conversion for agriculture, urban expansion, and overexploitation of natural resources continue to degrade ecosystems. TK, particularly regarding genetic resources and medicinal plants, is vanishing as ecosystems deteriorate and modern lifestyles replace traditional practices. Rapid economic growth, pollution, climate change, and land use changes compound these challenges, further accelerating biodiversity loss. Currently, 324 native medicinal plant species are classified as potentially threatened, with many no longer available in sufficient quantities for Indigenous Peoples and Local Communities (IPLCs) to use. As TK fades, the associated cultural and ecological benefits are at risk, creating a cycle of environmental degradation and cultural erosion. *Key interventions include extending and augmenting ABS regulations and guidelines associated with the recently adopted sub-decree, while strengthening mechanisms for Free Prior Informed Consent (FPIC) and Mutually Agreed Terms (MAT), while also strengthening governance and ABS data management **(Component 1)**; Creation of the requisite awareness and capacity for implementation of the national ABS framework at sub-national and local level **(Component 2)**; and promoting ABS demonstration projects in Ratanakiri and Mondulkiri provinces **(Component 3)**.*

FINANCING PLAN $1,182,877	
GEF Trust Fund grant	USD 1,182,877
UNDP TRAC resources	-
Confirmed cash co-financing to be administered by UNDP	-
(1) Total Budget administered by UNDP	USD 1,182,877
(2) Total confirmed co-financing to this project not administered by UNDP	-
(3) Grand-Total Project Financing (1) + (2)	USD 1,182,877

SIGNATURES:		
Signature: **Name:** H.E. Chuop Paris **Title:** Secretary of State, MoE	**Agreed by Implementing Partner**	**Date/Month/Year:** 25-Dec-2025
Signature: DocuSigned by: 5341BE539BD1458... **Enrico Gaveglia** **Resident Representative** **UNDP Cambodia**	**Agreed by UNDP**	**Date/Month/Year:** 18-Dec-2025

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ABBREVIATIONS

ABS	Access and Benefit-Sharing
ADB	Asian Development Bank
ASGM	Artisanal and Small-scale Gold Mining
BPPS	Bureau for Policy and Programme Support
CAN	Competent National Authority
CARDI	Cambodian Agricultural Research and Development Institute
CBD	Convention on Biological Diversity
CEO	Chief Executive Officer
CEPA	Communications, Education, and Public Awareness
CHM	Clearing House Mechanism
CI	Conservation International
CO	Country Office
CPA	Community Protected Areas
CPD	Country Programme Document
CSO	Civil Society Organization
DBD	Department of Biodiversity
DIM	Direct Implementation Modality
DOA	Delegation of Authority
DOB	Department of Biodiversity
EA	Enabling Activities
ERC	Evaluation Resource Centre
ESIA	Environmental and Social Impact Assessment
ESMF	Environmental and Social Management Framework
EU	European Union
FAO	Food and Agriculture Organization
FGD	Focus Group Discussions
FPIC	Free, Prior, and Informed Consent
FSP	Full-Sized Project
GAP	Gender Analysis and Gender Action Plan
GBFF	Global Biodiversity Framework Fund
GBV	Gender-Based Violence
GCF	Green Climate Fund
GEF	Global Environment Facility
GEFSEC	Global Environment Facility Secretariat
GEFTF	Global Environment Facility Trust Fund
GHG	Greenhouse Gas
GOE	General Operating Expense
GR	Genetic Resources
GRM	Grievance Redress Mechanism

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HACT	Harmonized Approach to Cash Transfers
HQ	Headquarters
IEO	Independent Evaluation Office
IFAD	International Fund for Agriculture Development
IFI	International Financial Institution
IKSP	Indigenous Knowledge Systems and Practices
IP	Indigenous Peoples
IPLC	Indigenous Peoples and Local Communities
IPPF	Indigenous Peoples Planning Framework
IRP	Intellectual Property Rights
ITC	Institute of Technology of Cambodia
IUCN	International Union for Conservation of Nature
KAP	Knowledge, Attitudes and Practices
KDA	Key Diversity Area
KII	Key Informant Interview
KM	Knowledge Management
LDCF	Least Developed Countries Fund
LOA	Letter of Agreement
LPAC	Local Project Appraisal Committee
M&E	Monitoring & Evaluation Plan
MAFF	Ministry of Agriculture, Forestry, and Fisheries
MAT	Mutually Agreed Terms
METT	Management Effectiveness Tracking Tool
MISITI	Ministry of Science, Innovation, Technology, and Industry
MoE	Ministry of Environment
MoT	Ministry of Tourism
MPSU	Management and Programme Support Unit
MSP	Medium-Sized Project
MTR	Mid-Term Review
NAP	National Action Plan
NAPA	National Action Plan for Adaptation
NBSAP	National Biodiversity Strategy and Action Plan
NC	National Communications
NCA	National Competent Authorities
NCE	Nature, Climate, and Energy
NCSA	National Capacity Self-Assessment
NESAP	National Environment Strategy and Action Plan
NFP	National Forest Program
NGO	Non-Governmental Organization
NIM	National Implementation Modality

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NIP	National Implementation Plan
NPFE	National Portfolio Formulation Exercise
OAI	Office of Audit and Investigations
OFP	Operational Focal Point
OR	Operational Reserve
PCAT	Partner Capacity Assessment Tool
PFD	Program Framework Document
PIC	Prior Informed Consent
PIF	Project Identification Form
PIMS	Project Information Management System
PIR	Project Implementation Report
PM	Project Management
PMC	Project Management Committee
PMU	Project Management Unit
POPP	Programme and Operations Policies and Procedures
PPG	Project Preparation Grant
PPM	Project and Programme Management
PRSP	Poverty Reduction Strategy Paper
RBX	Regional Bureau for (Region)
RGC	Regional Grants Committee
RTA	Regional Technical Advisor
RUA	Royal University of Agriculture
RUPP	Royal University of Phnom Penh
SBAA	Standard Basic Assistance Agreement
SCCF	Special Climate Change Fund
SDG	Sustainable Development Goal
SEA	Sexual Exploitation and Sexual Abuse
SEC	Social and Environmental Compliance
SECU	Social and Environmental Compliance Unit
SEP	Stakeholder Engagement Plan
SES	Social and Environmental Standards
SESP	Social and Environmental Screening Procedure
SH	Stakeholder
SIP	Stakeholder Improvement Plan
SMART	Specific, Measurable, Attributable, Relevant, Timely
SRM	Social and Environmental Risk Management
SSC/TrC	South-South and Triangular Cooperation
ST/SGB	Secretary-General's Bulletin
STAP	Scientific and Technical Advisory Panel
TBWP	Total Budget and Work Plan

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TE	Terminal Evaluation
TK	Traditional Knowledge
TKDL	National Traditional Knowledge Digital Library
TNA	Technology Needs Assessment
TOC	Theory of Change
TOR	Terms of Reference
TRAC	Target Resource Assignment from the Core
UN	United Nations
UNCBD	United Nations Convention on Biological Diversity
UNCCD	United Nations Convention to Combat Desertification
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNFCCC	United Nations Framework Convention on Climate Change
UNOPS	United Nations Office for Project Services
UNSDCF	United Nations Sustainable Development Cooperation Framework
UNSDCF	United Nations Sustainable Development Cooperation Framework
US	United States of America
USAID	United States Agency for International Development
USD	United States Dollar
VF	Vertical Fund
WCS	Wildlife Conservation Society
WWF	World Wildlife Fund

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DEVELOPMENT CHALLENGE

Current Development Challenge

Cambodia's biodiversity and Traditional Knowledge (TK) are facing accelerating threats due to economic development, deforestation, habitat loss, overharvesting, and rapid land-use changes. As the country transitions from a subsistence-based agrarian economy to a consumption-driven cash economy, competing demands for land from agriculture, urbanization, and infrastructure development have contributed to biodiversity loss. Despite covering about 40% of its land area with protected areas, Cambodia's biologically rich ecosystems continue to decline. Over 324 native medicinal plant species are classified as threatened, posing risks to the livelihoods of Indigenous Peoples and Local Communities (IPLCs) who depend on them for traditional medicine, food, and cultural practices. Modernization and unsustainable practices have led to the erosion of TK associated with these genetic resources.

Immediate, Underlying, and Root Causes

Biodiversity loss and ecosystem degradation in Cambodia are driven by a complex interplay of immediate, underlying, and root causes. **Immediate causes** include illegal logging, poaching, habitat destruction, and the overharvesting of non-wood forest products, all of which contribute to deforestation and the depletion of genetic resources. These pressures are exacerbated by **underlying causes**, such as weak land governance, limited community participation in biodiversity management, and ambiguous land-use policies that fail to prioritize conservation. At a deeper level, **root causes** include persistent capacity gaps, weak institutional coordination, and inadequate enforcement of conservation laws, which allow unsustainable practices to persist. Addressing these challenges requires a multi-tiered approach that strengthens legal frameworks, enhances community engagement, and improves institutional capacity to enforce biodiversity protections effectively. To summarize:

- **Immediate causes:** Illegal logging, poaching, habitat destruction, and overharvesting of non-wood forest products (deforestation).
- **Underlying causes:** Poor land governance, limited community involvement in biodiversity management, and unclear land-use policies.
- **Root causes:** Capacity gaps, insufficient institutional coordination, and inadequate enforcement of conservation laws.

Impact on Population Groups (Including IPLCs)

IPLCs—critical stewards of biodiversity—are most affected. Women and vulnerable groups face compounding challenges, as their livelihoods and food security depend on biodiversity and TK. With modern lifestyles replacing traditional practices, they are at risk of exclusion from benefit-sharing and poverty reduction opportunities. The loss of TK further reduces the communities' resilience.

Relevance to Poverty Reduction and Addressing Inequality

Biodiversity loss worsens poverty, particularly in rural communities dependent on genetic resources for subsistence and income. The project's Access and Benefit-Sharing (ABS) framework will improve IPLC

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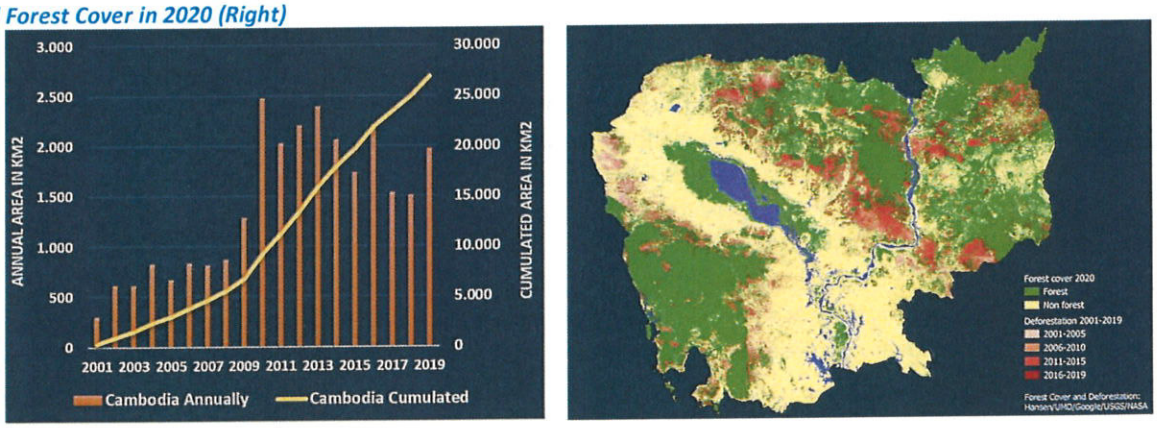
livelihoods by creating sustainable income opportunities, ensuring equitable benefit-sharing, and preserving TK.

Evidence and Data Supporting the Problem's Magnitude

A key driver that impacts primary forest and other biodiversity-rich forest areas, which are prime areas for local community engagement/benefitting from Access and Benefit Sharing (ABS) depending on the national biological heritage, is that between 2001 and 2021, Cambodia experienced rates of 29.5%, equating to 2.6 million hectares of forest loss. These losses are driven primarily by illegal logging, economic land concessions, and unsustainable harvesting. As a result, biodiversity-rich primary forests that provide critical ecosystem services and TK are disappearing, threatening IPLCs and biodiversity-based industries.

In this regard, it should be noted that the current project will not have the scope to engage in the problematics related to the nation's loss of forests. Rather, the project will rely on ongoing national processes, programs and projects (potentially supported by funding from abroad). That said, the issue of forest loss and its related negative sustainable development impacts will nonetheless be part of the project's environment, which the project will have to be observant about as part of its proposed solutions for enhancing ABS implementation in Cambodia (please see the Project Description section for project activities, outputs and outcomes).

Figure 1: Total Deforestation in Cambodia from 2001 to 2019, Measured by Annual Rate in Accumulation (Left) and Forest Cover in 2020 (Right)



Alignment with Project Design and GBFF PPG Request Justification

This section is consistent with the original GBFF PPG Request and reflects minimal adjustments made during project design refinement. These refinements primarily involve clarifying specific targets for biodiversity-rich areas and increasing engagement at the sub-national level. The project continues to address critical gaps in Cambodia's ABS system, aligning with GEF's biodiversity objectives and prioritizing sustainable resource use and benefit-sharing.

The adjustments have increased the scale of project outcomes, with the goal of 3,000 hectares of biodiversity-rich landscapes under improved management and at least 5,000 direct beneficiaries, including 50% women. The project also refines the integration of IPLC engagement, focusing on targeted capacity-building and demonstration projects that preserve TK while promoting sustainable economic outcomes.

Consistency with National, Regional, and Global Priorities

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The project is aligned with Cambodia's National Biodiversity Strategy and Action Plan (NBSAP), which emphasizes biodiversity conservation, sustainable use, and equitable benefit-sharing. It also supports the National Environment Strategy and Action Plan (NESAP) and commitments under the Nagoya Protocol on ABS, aiming to protect and restore genetic resources. Furthermore, the project contributes to Cambodia's Sustainable Development Goals (SDGs), specifically SDG 15 (Life on Land), SDG 5 (Gender Equality), SDG 2 (Zero Hunger) and SDG 1 (No Poverty).

In terms of regional and global priorities, the project addresses drivers of biodiversity loss, deforestation, and climate impacts, supporting Cambodia's contributions to the Convention on Biological Diversity (CBD) and global biodiversity targets.

Barrier 1: Inconsistent, uncoordinated application of policy, institutional and regulatory frameworks on ABS Implementation: A number of Prakas (ministerial or inter-ministerial decisions/proclamations signed by relevant Ministers), forms, and guidance documents necessary for implementing the provisions outlined in the ABS sub-decree have been drafted but remain pending formal adoption. These instruments are critical to operationalizing the ABS framework and ensuring clarity and compliance within the administrative and permitting system. They also need to be adapted to the sub-national context as well to have broader relevance. Examples include bioprospecting contract guidelines and models, bio-community protocol guidelines, and Prakas for establishing checkpoints to monitor and regulate the utilization of genetic resources. Without their formal adoption, the full functionality of the ABS framework remains hindered, leaving gaps in governance and enforcement. In addition to these regulatory tools, institutional arrangements require further development to fully operationalize the sub-decree. While the sub-decree defines the roles of the National Focal Point (NFP) and the Competent National Authority (CNA), the designation of organizations and officials responsible for implementation at the sub-national level is still lacking. This absence creates a bottleneck for effective monitoring and management of ABS-related activities at the local level, particularly in biodiversity-rich provinces where IPLCs play a critical role. From a governance perspective, there is also inadequate representation of sub-national stakeholders and a weak coordinating mechanism among these participating agencies, including the need to streamline and harmonize their processes and procedures. Furthermore, there is a need to harmonize ABS policy with a FPIC process.

The predecessor ABS project included a targeted outcome at the policy and institutional level "National policy, legal, and institutional framework in line with the Nagoya Protocol on ABS strengthened". While the project made significant progress towards the achievement of this outcome, it focused on the development of an ABS sub-decree, rather than an ABS Law. In addition, no indigenous or local communities or their network representatives, no Non-Governmental Organizations (NGOs), and no private sector entities were substantially consulted in the legislation drafting process. While the draft was approved by the cross-ministerial sub-TWG that meets twice yearly, there was not much involvement of other ministries nor sub-national government entities in either the drafting or consultation process. This situation may result in an inconsistent application of policies, institutional frameworks, and regulatory measures related to ABS implementation. Such inconsistency can pose significant challenges to the operationalization of ABS and lead to suboptimal and inequitable benefit sharing among stakeholders.

Finally, a dedicated financing mechanism for managing ABS-related revenues is essential but remains unestablished. This mechanism is critical to sustainably allocate resources at state level for conservation, capacity-building, and equitable benefit-sharing, including IPLCs. Addressing this gap is key to creating a

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robust ABS system aligned with the Nagoya Protocol, ensuring the long-term conservation and sustainable use of Cambodia's genetic resources.

Barrier 2: Lack of awareness and weak capacity on ABS Implementation (National, Sub-National and Local Level): The previous ABS project has made significant progress in raising general awareness on ABS within the government, though there was limited involvement of provincial level officials. The participation of local communities or their representatives and the research sector was very minimal, with no engagement from the private sector (expected to be a key player in ABS) and NGOs. The PMU provided specific support to MoE staff involved in facilitating the export of GRs, although this support did not include benefit sharing for local communities, was for non-commercial purposes, and involved research institutes instead of the private sector. One challenge is that much of the project's work in capacity-awareness-knowledge is not being utilized. Neither the communications strategy prepared by a consultant nor the CEPA (communications, education, and public awareness) strategy prepared by a firm are being implemented as intended.

Capacity building and raising awareness regarding genetic resource conservation, access, and prospecting is intricate and necessitates an inclusive approach involving all relevant stakeholders to develop a legitimate policy addressing these issues. The academic community, local government organizations and private industry have limited appreciation of the basic rules and rationale of existing ABS policies and frameworks resulting in the potential for noncompliance. Substantial efforts in capacity building and awareness are essential to bridge this gap, particularly with private sector, researchers and local communities. Capacity building itself is inherently complex, requiring the inclusion of stakeholders at national, provincial, and community levels, which involves training many individuals. This process demands extensive outreach, coordination, and mobilization to ensure sustainable capacity development.

Consultation during the PPG has surfaced that the academic community, provincial government units, and industry stakeholders in Cambodia have limited understanding and appreciation of the rules and rationale behind existing ABS policies, leading to poor compliance and low engagement. This has resulted in minimal applications for access to genetic resources, few transparent and well-documented negotiated bioprospecting agreements, and limited development of ABS-related products. Additionally, there is a lack of awareness among researchers and scientists regarding the relevance of patent information, contributing to the low number of patent applications from local researchers. This gap undermines opportunities for linking R&D efforts with the potential commercialization of genetic resources and associated TK. Researchers also frequently fail to declare whether their patent applications are derived from local genetic resources or TK, further complicating compliance and benefit-sharing mechanisms.

For IPLCs, the situation is compounded by a lack of awareness about existing mechanisms to protect their cultural heritage and facilitate the issuance of FPIC. Moreover, there is no systematic documentation of TK related to genetic resource utilization, nor a centralized database of ongoing or planned research activities. This lack of structure has led to inefficiencies in advancing genetic resource research toward commercialization. Sporadic documentation efforts, combined with the absence of standardized protocols for recognizing and registering TK, discourage IPLCs from sharing their knowledge. Without assurances or protections for their intellectual property rights (IPR), IPLCs are understandably reluctant to collaborate with the scientific community or the private sector. Addressing these capacity and documentation gaps is critical for enabling effective ABS implementation and ensuring the equitable sharing of benefits derived from Cambodia's genetic resources.

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Barrier 3: Absence of good practices on ABS Implementation from the initial stage of bioprospecting to R&D, product innovation and commercialization: Barriers 1 and 2 are essential to the establishment and maintenance of effective practices in ABS Implementation. If significant gaps exist within the regulatory framework, as well as in the capacity and knowledge across all stakeholder groups, achieving good practices will be challenging. Specifically, weak enforcement of policies and regulatory frameworks can result in inconsistent procedures and approval processes. Furthermore, lack of awareness and capacity leads to poor compliance and indifference. There are limited examples of best practice ABS implementations available for reference. This includes best practices related to securing FPIC, conducting hands-on research and development, commercializing research products, and sharing benefits with local communities.

ABS concepts are particularly complex, and their implications for economic development in Cambodia are challenging to fully map. However, they hold significant potential, as evidenced by Cambodia's vast genetic resources and TK, which are increasingly being recognized for their potential to contribute to commercially valuable products. Local research institutions and communities are beginning to explore the economic opportunities associated with these resources, though much remains to be done to harness their full potential. Successful ABS programs depend on locally-relevant models, experience and capacity in several specific aspects of ABS implementation, including:

i. FPIC processes, where communities and relevant authorities with established rights to genetic resources or associated TK grant informed consent;

ii. ABS contractual instruments that ensure equitable benefit-sharing;

iii. Permits and regulations authorizing and monitoring bioprospecting and the transfer of resources for research and utilization;

iv. Field procedures for ethical bioprospecting and GR collection;

v. Long-term monitoring to track the utilization of genetic resources or TK after access;

vi. Legislative measures to regulate access and utilization of Cambodia's genetic resources by both domestic and international users;

vii. Enforcement and compliance mechanisms to ensure adherence to FPIC, contracts, and benefit-sharing obligations;

viii. National and global reporting on ABS agreements and processes;

ix. Inventories, databases, and data-management systems to organize and protect genetic resources and TK;

x. Active compound discovery programs to advance R&D; and

xi. Benefit distribution mechanisms to ensure equitable sharing of monetary and non-monetary benefits.

Each of these components is critical for a robust ABS system. However, their effective implementation requires a combination of experiential learning and clear regulatory guidance. In Cambodia, there is limited practical experience with formal ABS transactions or FPIC processes. While some frameworks and

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instruments have been developed under the ABS sub-decree, their implementation has yet to gain significant traction. Local awareness of ABS and its importance remains low among communities, research institutions, and private sector actors. Users and researchers lack motivation and capacity to comply with ABS requirements, and local governments often have limited scientific expertise to support bioprospecting, secure FPICs, and facilitate equitable benefit-sharing. Additionally, the absence of a centralized inventory or database system further complicates efforts to monitor genetic resources and TK effectively.

Another key challenge is the complexity of ABS agreements and their application across diverse industries, including pharmaceuticals, agriculture, cosmetics, and food production. Without practical tools such as focused model agreements and training in negotiation, the potential for equitable benefit-sharing remains limited. Achieving tangible benefits for communities and the nation is essential to building trust and promoting the ABS agenda in Cambodia. This underscores the need for targeted capacity-building efforts and practical implementation mechanisms at all levels, particularly in areas rich in genetic resources and TK.

The project aims to address these three barriers through three interrelated fronts: The first will be the establishment of a strong national and sub-national enabling ABS framework and system to protect TK on genetic resources, while making it accessible to scientists and bioprospectors in accordance with robust agreements that protect the rights and interests of all concerned parties. The second will be a capacity building programme to raise awareness and increase understanding about the status quo of existing mechanisms under customary rights law that can provide access to genetic resources, while also putting in place the necessary regimes and protocols for permitting for research and commercialization of IKSPs and TKs. The third will conduct outreach to raise awareness on ABS implementation and support the practical demonstration in two provinces (covering up to 10 species), on how ABS can be applied to the use of IKSPs and TKs in developing commercially viable products from genetic resources in sustainable and environmentally sound ways. This component will also establish collaboration with academic institutions and non-governmental organizations to incorporate ABS topics into outreach initiatives, as well as facilitate knowledge exchange and networking at the regional and global level.

The result of not sufficiently addressing these barriers is that Cambodia misses out on potential revenue streams from royalties, partnerships, and sustainable resource management. And, without a robust ABS systems and protections for TK, Cambodia risks losing out on these benefits to international actors engaging in biopiracy and unregulated bioprospecting.

Incorporating lessons from experiences with ABS

Several studies have been undertaken to assess national and regional approaches to benefits sharing and ABS, these include (i) the published GEF-funded ABS is Genetic Resources for Sustainable Development study1, which highlights how 27 countries are "investing in biodiversity for people and planet"; (ii) a comprehensive paper Access to Genetic Resources and Benefit Sharing 25 Years on: Progress and Challenges2, which argues that there is evidence to suggest the need for a shift in the narrative on, and policy options for ABS that is adapted to a changing R&D landscape; (iii) a recent Food and Agriculture

[1] UNDP. (2019). Genetic Resources for Sustainable Development: ABS is Genetic Resources for Sustainable Development. United Nations Development Programme. Available at: https://TK.undp.org/publications/abs-genetic-resources-sustainable-development

[2] Ruiz Muller, Manuel. 2018. Access to Genetic Resources and Benefit Sharing 25 Years on: Progress and Challenges. Geneva: International Centre for Trade and Sustainable Development (ICTSD).

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Organization (FAO) survey of 48 countries on the ABS country measures accommodating the distinctive features of genetic resources for food and agriculture and associated TK on different facets of ABS implementation3; and (iv) an early study Accessing Biodiversity and Sharing the Benefits: Lessons from Implementation of the Convention on Biological Diversity4. These papers and case studies demonstrate that many countries face similar barriers to implementing successful ABS. Twenty-five years after the promulgation of the CBD, several lessons can be drawn on the prospects for creating successful national ABS policies, including the following:

1. Determination of clear access procedures for ABS requirements are essential to expedite the approval of applications and the negotiation of benefits and flexibly in application can encourage greater private sector engagement.

- No two ABS projects are exactly the same and will often vary in terms of objectives, partners involved, the scientific or the technological sector they pertain to, and the ways in which biodiversity and its components are accessed from in situ sources or an ex-situ facility and thereafter utilized. These varying scenarios require that during policy, legal and regulatory drafting, flexibilities are allowed for, which can help regulators interpret and apply the laws and regulations. Regulators should be provided with clarity from the law, but at the same time, be able to manage and implement these frameworks with the necessary discretions to enable a facilitating environment for ABS to take place.
    - For the private sector, some degree of flexibility is needed as each business model is more or less sophisticated than others, and the phases and the type of R&D involved in each case vary. These diverse factors require particular attention from regulators when deciding which frameworks and specific rules to apply.

2. There is a need to build local capacity to facilitate the effective and efficient implementation of ABS laws and policies:
    - A lack of trained evaluators and negotiators results in delayed responses for project applications and can result in missed opportunities for benefit sharing.
    - Capacity needs to be transferred to local organizations that may be involved in the negotiation of benefits.

3. Positive experiences where the primary users and stewards of biological diversity are clear beneficiaries of bioprospecting projects are likely to create a favorable political and social environment for accomplishing them.

The above lessons are strongly reinforced by the recommendations from the terminal evaluation of the previous ABS project (GEF Project ID #5769). The proposed results hierarchy and outcomes represent the most effective approach to addressing the drivers of biodiversity degradation, as they directly align with the terminal evaluation's priorities for a follow-up initiative (see UNDP Project Document **Annex 25** containing

[3] Humphries, F., Laird, S., Wynberg, R., Morrison, C. Lawson, C. and Kolesnikova, A. 2023. Survey of access and benefit-sharing country measures accommodating the distinctive features of genetic resources for food and agriculture and associated TK. First revision. Rome, FAO on behalf of the Commission on Genetic Resources for Food and Agriculture.

[4] IUCN. (2004). Accessing Biodiversity and Sharing the Benefits: Lessons from the Implementation of the Convention on Biological Diversity. International Union for Conservation of Nature.

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Annex 11 of the Cambodia ABS Project (GEF # 9741) Terminal Evaluation Report). Moreover, they incorporate proven strategies from other countries that have successfully delivered sustainable and enduring results, ensuring that this project builds on both local insights and global best practices.

- **Government investments:** The RCG has not been remiss in recognizing the potential of the country to sustainably utilize its genetic resources. There have been a number of on-going ABS related programs and initiatives of the Government that are ongoing or will be undertaking during the lifetime of this proposed GEF project these are described below and will provide lessons on which the project will build:

- **National Environment Strategy and Action Plan 2016-2023 (NESAP):** The NESAP identified capacity building for competent authorities and local communities as a priority, along with the development of a legal framework to support fair and equitable benefit-sharing from genetic resource utilization. This will be taken into account in Component 2.

- **Environment Code (drafted in 2015):** As part of its environmental governance reform, Cambodia initiated drafting the Environment Code to integrate biodiversity management, access to genetic resources, and protection of endangered species into environmental planning. This will be taken into account across all components.

- **National Forest Program (NFP) 2010-2029:** The NFP emphasized sustainable forest management, genetic resource conservation, and climate change responses. The government allocated USD 1 million to activities related to genetic conservation.

- **Capacity-Building Initiatives (2018-2021):** Recognizing gaps in ABS implementation, the government invested approximately USD 1 million in training programs for competent authorities, national focal points, and other stakeholders.

- **Coordination and Awareness Efforts (2018-2020):** Cambodia planned ABS fora to engage IPLCs, the private sector, academia, and Civil Society Organizations (CSOs), along with strengthening the Clearing House Mechanism (CHM) for ABS. These activities were budgeted at USD 5 million.

- **Development of Tools and Guidelines (2018-2021):** Approximately USD 2 million was allocated to create tools and guidelines for ABS regulation implementation.

- **Research and Development:**
    - With GIZ support, the DBD identified three plant species with commercial value in northern Cambodia, with a budget of USD 150,000.
    - ABS-related TK research received USD 1 million, and taxonomic studies at the Royal University of Phnom Penh were budgeted at USD 40,000.

- **Dedicated Annual Budgets:**
    - The government allocated USD 30,000 annually for ABS office staff capacity building, USD 25,000 for operational costs, and USD 50,000 for the recurring costs of DBD staff.
    - Laboratories at MoE and the Ministry of Health received annual budgets of USD 15,000 and USD 20,000, respectively, to promote bioprospecting activities.

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- **Establishment of Ex Situ Conservation Center (from 2018):** NCSD and MoE began work on a center for ex situ conservation and research on biological resources, with an estimated cost of USD 1.5 million.
- **Genetic Resources Management and Seed Conservation:** Collaboration between DBD and GDANCP focused on genetic resource conservation strategies, seed procurement, and management of orchards and gene banks to address climate change impacts.
- **Combating Invasive Species and Genetic Research:** DBD and NCSD worked on developing genetically resistant planting stock for high-priority species and proposed species recommendations for out-planting and seed production activities.

These initiatives have laid a foundational framework and generated valuable lessons for the ABS project to build upon. The efforts in capacity building, research on genetic resources, development of tools and guidelines, and coordination mechanisms provide practical insights into addressing gaps in ABS implementation. The ABS project will leverage these experiences to refine its strategies, particularly by scaling successful practices in training, awareness-raising, and institutional coordination while addressing persistent challenges such as integrating IPLCs into benefit-sharing mechanisms and ensuring equitable governance at all levels. These lessons will inform the project's approach to operationalizing a robust ABS system in alignment with Cambodia's national priorities and international commitments.

For information on other forest focused and community-oriented projects relevant to the target project area (but not necessarily to the immediate scope of the ABS project), please also refer to Section 2 and 3 of Annex 19: Ecosystem Restoration and Intervention in Mondulkiri and Ratanakiri Provinces.

Future narratives

The major elements influencing the need for a robust ABS system and biodiversity in Cambodia are:

- **Anthropogenic pressures on natural resources and habitat loss**: Overexploitation of wild species, habitat degradation, and illegal logging, driven by economic incentives, poverty, and limited alternative livelihood options, particularly in rural and Indigenous communities (beyond project control) (represented as a threat in the Theory of Change).
- **Climate change impacts**: Increasingly unpredictable weather patterns, hotter temperatures, and intensified flooding and droughts that exacerbate biodiversity loss and resource scarcity (beyond project control) (represented as both a threat and contributing driver / stressor in the Theory of Change).
- **Erosion / loss of TK:** Rapid shifts in lifestyles and the integration of Indigenous communities into mainstream economic activities, leading to a loss of IKSPs associated with genetic resources (represented as a threat in the Theory of Change).
- **Weak governance and institutional capacity:** Fragmented policies, limited capacity for ABS implementation, and inadequate monitoring of genetic resource use (represented as a barrier in the Theory of Change).

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- **Economic demand for medicinal plants and biodiversity-based resources:** Increased interest from domestic and international markets, driving unsustainable harvesting practices and illegal trade of high-value species (represented as a positive driver in the Theory of Change).

As such, Project interventions aim to establish a robust ABS system, promote biodiversity conservation, and foster equitable benefit-sharing that strengthens the livelihoods of IPLCs, ethnic minorities and vulnerable groups, including women, elderly and disabled among others. These efforts address the drivers above while positioning Cambodia to harness the economic and conservation potential of its genetic resources sustainably. Two key uncertainties beyond project control are, are as noted, the trajectory of climate change and the extent of economic pressures, leading to the following narratives:

Narrative 1: Lower economic pressure, moderate climate change

With steady economic conditions and increased focus on sustainable practices, anthropogenic pressures on forests and genetic resources stabilize. Strengthened ABS governance and the inclusion of IPLCs in benefit-sharing agreements foster equitable resource use, while capacity-building efforts enhance awareness and implementation of ABS policies. Although climate change causes some biodiversity stress, its impacts remain manageable, allowing IPLCs to retain and transfer TK. Medicinal plants and genetic resources thrive under improved monitoring and sustainable harvesting practices, attracting investment and contributing to community livelihoods.

Narrative 2: Moderate economic pressure, higher climate change impacts

Economic incentives drive moderate resource extraction, creating challenges for balancing conservation and development. Climate change exacerbates biodiversity stress, with more frequent flooding and extreme weather events disrupting ecosystems and livelihoods. Despite this, project interventions—such as capacity building, community engagement, and the establishment of nurseries for high-value medicinal plants—mitigate some negative effects. IPLCs play a crucial role in conservation, but erosion of TK accelerates in communities facing displacement or resource scarcity. Sustainable ABS systems begin to generate benefits, but scaling efforts will require additional support.

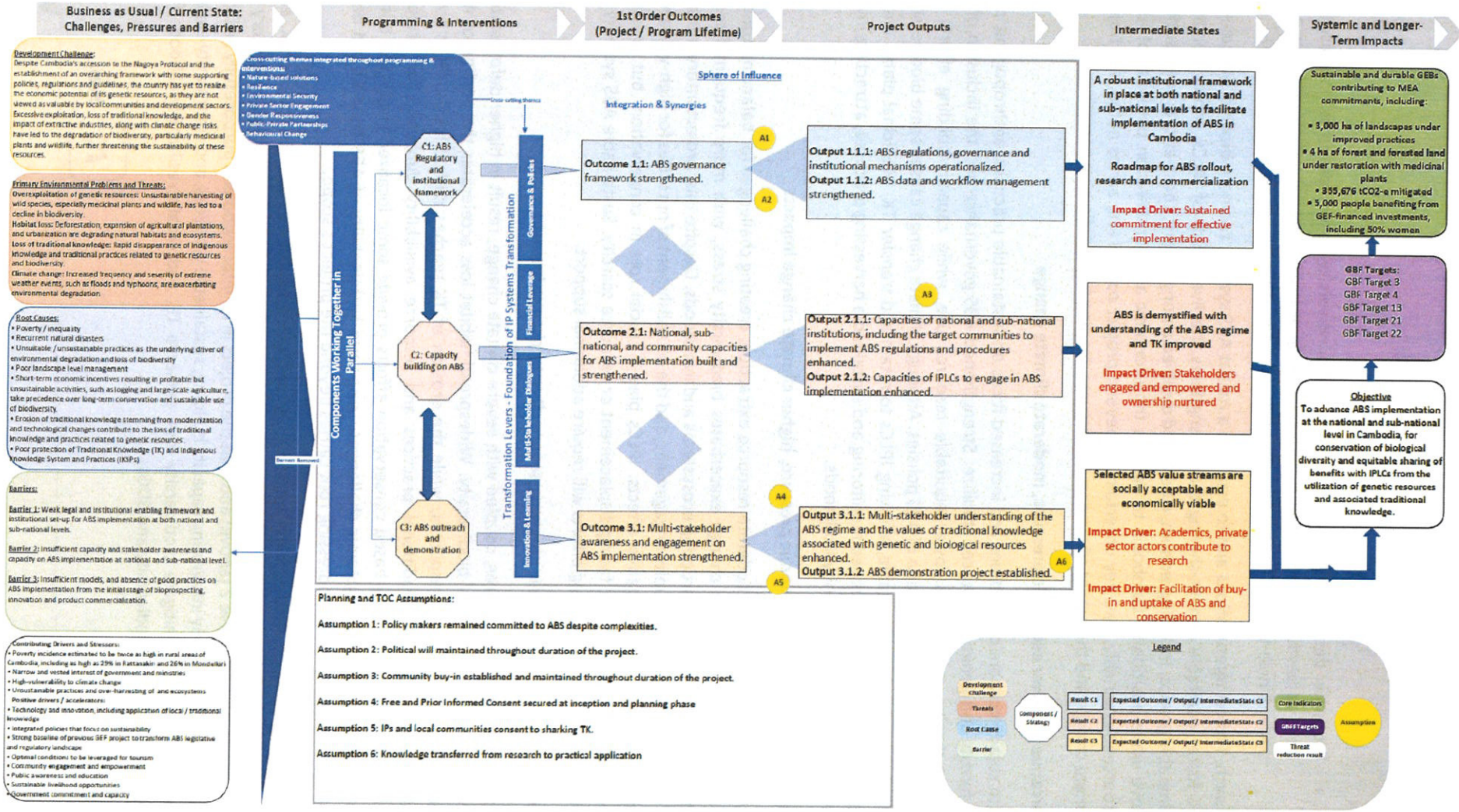
Narrative 3: Higher economic pressure, severe climate change impacts

Increased economic pressures, coupled with severe climate change, result in higher deforestation rates and the overexploitation of biodiversity. Widespread habitat loss accelerates the decline of medicinal plants and other genetic resources, while the erosion of TK reaches critical levels. IPLCs struggle to maintain livelihoods as traditional practices and resource availability diminish. The project's ABS framework and community-based conservation efforts provide some localized successes, but broader impacts are hindered by systemic challenges. Long-term sustainability of ABS benefits will depend on scaling interventions and addressing root causes beyond the project's scope.

The project seeks to address these scenarios by strengthening Cambodia's ABS framework, enhancing biodiversity conservation, and promoting equitable benefit-sharing. Cambodia's trajectory is more towards at least narrative 2 (above) and that the project in its interventions is purposefully designed with this scenario in mind. By integrating capacity building, sustainable practices, and community engagement, the project aims to mitigate biodiversity loss, preserve TK, and create resilient livelihoods for IPLCs, aligning with global biodiversity and SDGs.

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Figure 22: Theory of Change



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STRATEGY

Theory of Change Overview

The project's Theory of Change (ToC) focuses on addressing the core aforementioned barriers to ABS in Cambodia, particularly at the national and sub-national levels. It assumes that creating a robust ABS governance framework supported by capacity-building and pilot projects will result in sustainable biodiversity conservation and equitable benefit-sharing for IPLCS.

The three key lessons highlighted above from Cambodia's experiences in addressing ABS issues, as well as the predecessor ABS project and studies undertaken to assess national and regional approaches to benefits sharing and ABS, align to the barriers highlighted by this project and collectively, the three project components identified seek to overcome these barriers through: (i) Strengthening the national framework for implementing ABS; (ii) Awareness raising and capacity building for implementation of the national ABS framework; and (iii) Demonstrating benefit-sharing agreements facilitated. Figure 3 below, depicts how the lessons learned link the specific barriers faced by the RGC to the outcomes selected for this project. Taken together, the ToC addresses immediate challenges, such as weak institutional capacity, lack of legal clarity, and insufficient participation of IPLCs. Through targeted interventions—strengthening ABS regulations, raising awareness, and implementing benefit-sharing agreements—the project will contribute to long-term outcomes, including improved biodiversity conservation, strengthened IPLC livelihoods, and compliance with the Nagoya Protocol.

The three inter-related components of the project incorporate the entire value chain from identification through to commercialization and consumption. To ensure success, the project must establish a robust framework with well-defined and interconnected guidelines, regulations, and policies that support every stage of the ABS process. These regulations need to provide clarity and transparency for all stakeholders, including the State, IPLCs, researchers, and private companies. Additionally, it is crucial to develop effective models of implementation at the local level, ensuring strong community buy-in and engagement, as well as fostering women's empowerment and mainstreaming. Each transaction must be transparent, fully understood by all parties, and based on the recognition of each stakeholder's contribution. Achieving the necessary level of trust and understanding is challenging, particularly in complex political environments, but with a comprehensive framework and solid community involvement, the high transaction costs and complexities can be effectively managed. Figure 44 below also illustrates the value of a product in the market is a reflection of multiple processes that involve traditional or "informal" innovation and labor (above the arrow) and "formal" contributions to the value of the product.

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Figure 33: Lessons from previous projects and experiences in ABS and alignment to TOC

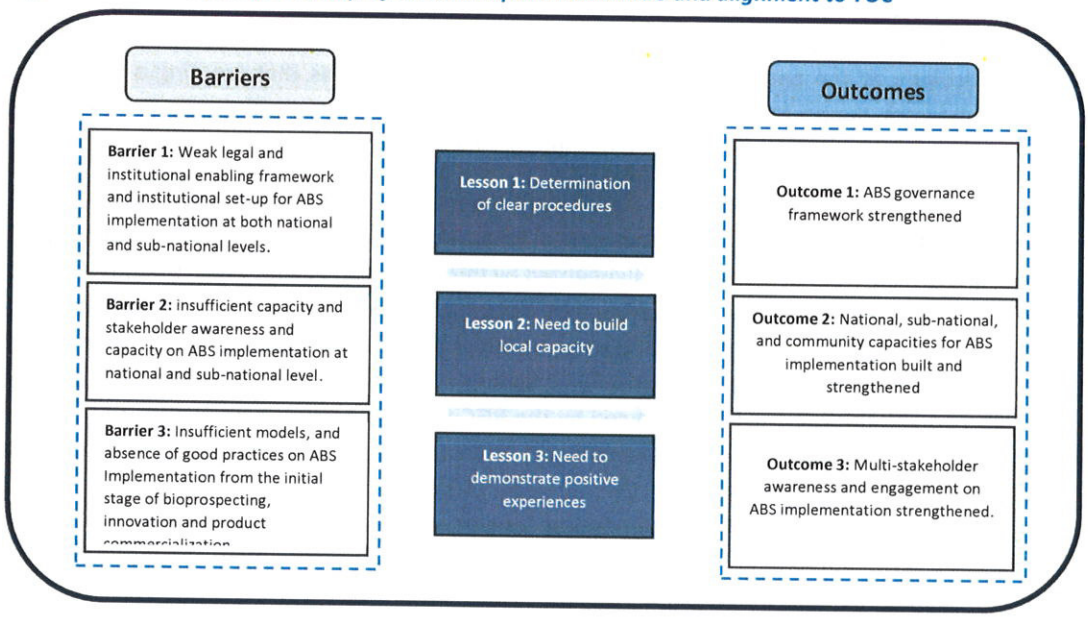
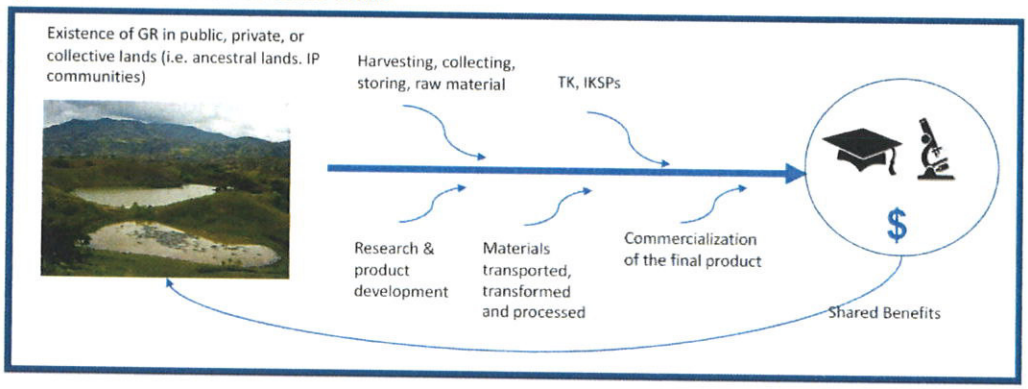


Figure 44: **End-to-end ABS value-chain**[5]



The Results Hierarchy, Selected Approach and Rationale

Components 1 and 2 will work in tandem to establish a transparent and equitable and women's centric system for managing genetic resources at each stage of the value chain, reducing transaction costs and ensuring stronger protection for biological resources. The terminal evaluation of the predecessor project highlighted that capacity building and awareness raising, while often underestimated, are inherently complex and foundational to the success of genetic resource conservation, access, and benefit-sharing. This complexity arises not only from the diverse range of stakeholders—national and local governments, academics, IPLCs, and the private sector—but also from their varying levels of understanding and unique capacity-building needs, as well as the sheer scale of individuals requiring training and engagement. Strong efforts in capacity building and awareness are needed to bridge the gap, including efforts targeting

[5] Figure adapted from: Carrizosa, Santiago, Stephen B. Brush, Brian D. Wright, and Patrick E. McGuire (eds.) 2004. Accessing Biodiversity and Sharing the Benefits: Lessons from Implementation of the Convention on Biological Diversity. IUCN, Gland, Switzerland and Cambridge, UK. xiv+316 p. 132.

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women. Furthermore, training will have a mutually beneficial and reinforcing effect on overall professional and institutional capacity of various stakeholder groups at national, sub-national and local levels to successfully implement ABS and the complex nuances therein. Intensive awareness raising and capacity building efforts will ensure that all concerned stakeholders-including local communities, ethnic minorities and IPLCs, as well as vulnerable groups including women-fully understand the principles behind the foundational ABS regime, the sub-decree, and the requirements for its implementation, and the potential benefits that can be realized to different parties. IPLCs have invested in knowledge management, for centuries, on the cultivation and conservation of valuable species of plant and organism(s) upon which they remain dependent for food security and health. However, this KM process and its keepers, the IPLCs, are constantly at risk and this effective form of stewardship, which could result in greater gain for the country, is in danger of losing out. Hence, custodians of TKs and IKSPs and biological resources should receive protection and corresponding benefits if TKs and IKSPs are expected to lead to commercial gain. The project will also help develop mechanisms that facilitate the reinvestment of benefits from ABS agreements back into biodiversity conservation and supporting local and indigenous communities through official mechanisms. The competent authorities, checkpoint authorities and other stakeholders will be brought rapidly to implementation readiness, and through the project, the recognition of need for appropriate FPIC, MAT and ABS agreements in bio-prospecting and product development processes, including execution of contracts with local communities at provincial level. The results and lessons learned from the project will also be shared, contributing to global best practices on ABS. Overall, the intent of the project is to ensure that the national economy, business community and local communities all stand to gain from the further development of Cambodia's biotechnology industry, including its participation in international partnerships and foreign investment.

Recognizing this, Component 2 of the project is designed to address these barriers comprehensively. It aims to provide tailored training and targeted awareness campaigns that cater to the specific needs of each stakeholder group, ensuring that knowledge dissemination is relevant, practical, and sustainable. Beyond this, the project seeks to establish a robust foundation for capacity building, serving as a blueprint for future training initiatives. The methodologies and tools developed under this component will create a standardized, scalable framework that can be adapted and expanded in subsequent efforts to ensure long-term sustainability and broader impact.

From a knowledge management context and linked to Component 3, the RGC has developed a communication strategy on ABS, including mechanisms for knowledge management, but this has not been fully operationalized. The Cambodia Clearing House Mechanism website was developed (https://chm-ncsd.moe.gov.kh/), albeit inactive, however it still lacks relevant ABS information. This is also limiting the possibility to reach the international and national private sector and hence the opportunities to stimulate interests in ABS deals in Cambodia. The project will revisit and augment the communications strategy and knowledge management tools as appropriate during its inception phase – approx. 3 months – while ensuring that it is aligned to the needs and mechanisms of IPLCs and other vulnerable groups. This will include mechanisms and technologies for capturing and disseminating lessons learned, for review at Project Board and ABS technical working groups in order to inform the direction and management of the project, and shared with project stakeholders as appropriate. A project completion report will document the project's achievements and lessons learned at the end of the project. Results from the project will also be disseminated within and beyond the project intervention zone through a number of existing information sharing networks and forums.

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This GEF project offers a unique opportunity to overcome critical barriers by integrating capacity building and awareness raising with tangible policy development and implementation. By doing so, it not only addresses immediate challenges but also sets the stage for transformative change. Through Component 3, the project will demonstrate a new provincial model for equitable agreements, showcasing how strategic investments in capacity building can lead to systemic improvements and sustainable outcomes in biodiversity conservation and genetic resource management. Cambodia's ABS implementation faces several challenges - represented as contributing drivers and stressors in the Theory of Change. This includes high rural poverty—reaching 29% in Ratanakiri and 26% in Mondulkiri—narrow institutional interests, vulnerability to climate change, and unsustainable resource extraction. However, positive drivers can accelerate progress, such as leveraging TK and innovation, integrating sustainability-focused policies, and building on past GEF-supported ABS reforms. Additionally, opportunities in ecotourism, community empowerment, public awareness, and sustainable livelihoods, coupled with strong government commitment, provide a solid foundation for advancing ABS and ensuring equitable benefit-sharing.

As can be seen in the ToC diagram in ***Figure 2***, the assumption is that once communities are actively engaging with the research community and applying their customary laws and community protocols to bioprospecting opportunities, these types of research will become routine and efficiently administered. The ToC also assumes that having the following (i) an institutional framework in place to facilitate implementation of ABS; (ii) a broad-based understanding of the ABS regime and TK exists; (iii) an improved roadmap for research and commercialization is in place; and (iv) selected ABS value streams are socially acceptable and economically viable then the project will achieve its objective to advance ABS implementation at the national and sub-national level in Cambodia, for conservation of biological diversity and equitable sharing of benefits with IPLCs from the utilization of genetic resources and associated TK thereby contributing to the following impacts:

- Increased wealth creation through safeguarding Cambodia's biological resources and its genetic diversity from unfair exploitation;
- Recognition, Respect, Protection and Promotion of Customary Law and Indigenous Knowledge and Practices System on access to genetic resources; and
- Improved management and sustainable use of genetic resources and biodiversity.

How the Approach Will Lead to Change

The project's strategy follows a logical progression from strengthening governance frameworks to piloting ABS agreements, which will serve as models for national expansion. The project's logical sequence involves:

- **Outputs:** Strengthened ABS governance frameworks, enhanced stakeholder capacity, and community-driven pilot projects.
- **Outcomes:** Sustainable use of genetic resources, equitable benefit-sharing, and enhanced IPLC participation.
- **Impacts:** Biodiversity conservation and improved IPLC livelihoods, as well as the broader realization of GBF Targets.

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For example, demonstration projects will generate successful ABS agreements that can be scaled nationally, creating positive feedback loops for biodiversity protection and IPLC empowerment. ABS agreements at the local level will also demonstrate the economic and ecological benefits of sustainable genetic resource management. These pilots will generate data, establish trust in the ABS framework, and create a foundation for broader policy adoption and private sector engagement.

Alignment with National and GEF Focal Area Strategies

The project is aligned with the GEF biodiversity focal area strategy by promoting the sustainable use of genetic resources, strengthening governance for ABS, and ensuring equitable benefit-sharing with IPLCs. It directly supports the implementation of the Nagoya Protocol, reinforcing Cambodia's NBSAP by integrating sustainable resource management into national policies. The project also contributes to global biodiversity objectives by improving the conservation of genetic resources and TK while fostering sustainable economic opportunities for IPLCs.

The Incremental cost reasoning remains consistent with the original GBFF PPG request, with refinements focusing on integrating IPLC-driven models, gender considerations, and digital monitoring mechanisms.

Key Assumptions and Risks

- **Internal Assumptions:** Effective coordination between stakeholders and timely implementation of demonstration projects.
- **External Assumptions:** Political stability, community acceptance, and adequate climate conditions for nurseries.
- **Risks:** Potential delays in institutional reforms and stakeholder conflicts are mitigated through capacity-building and conflict resolution mechanisms. Conflicts over benefit-sharing will be mitigated by ensuring transparency and IPLC representation in decision-making processes.

By embedding ABS into Cambodia's broader biodiversity conservation and economic development frameworks, the project ensures long-term sustainability, supporting both national and global biodiversity targets.

Evidence Supporting the Strategy

The project's strategy builds on lessons from previous GEF-funded biodiversity initiatives, particularly Cambodia's GEF ID 9741 ABS project, which underscored the importance of integrating Indigenous and local community knowledge into ABS agreements. Evaluations of that project highlighted that participatory governance enhanced compliance with biodiversity regulations, while locally negotiated benefit-sharing agreements provided new income streams for IPLCs, reinforcing the need for community-centered ABS frameworks.

International experiences further validate this approach. In Vietnam, community-driven ABS agreements led to a 35% improvement in biodiversity restoration success rates due to IPLC ownership and engagement. Similarly, a UNDP-supported ABS initiative in the Philippines demonstrated that incorporating gender-sensitive measures increased women's participation in biodiversity-related enterprises by 40%, directly contributing to poverty alleviation. These findings affirm that inclusive ABS frameworks can drive both conservation and socioeconomic benefits.

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Global research, including studies from the International Union for Conservation of Nature (IUCN), highlights the effectiveness of FPIC and MAT mechanisms, particularly when paired with digital tracking tools. Such approaches improve compliance monitoring and transparency in ABS agreements, aligning with the project's emphasis on leveraging digital technologies to streamline governance and ensure equitable benefit-sharing.

Results Hierarchy

Taken together, the ABS project is designed to create lasting positive impacts across environmental, social, and economic dimensions by strengthening biodiversity conservation, advancing equitable benefit-sharing, and empowering IPLCs and marginalized communities. Through the establishment of a robust framework for managing GR and TK, the project fosters sustainability and resilience. By prioritizing capacity building, fostering stakeholder collaboration, and promoting inclusive governance, it ensures that all stakeholders—including women, youth, and ethnic minorities—are meaningfully engaged and equitably benefit from its interventions, driving transformative change. The project is predicated on the following results hierarchy:

- **IF** the governance framework for ABS is strengthened through the formalization, adoption and roll-out of relevant regulations and measures and predicated on the ongoing commitment and emphasis on ABS issues among policy and decision-makers, AND
- **IF** knowledge of Cambodia's genetic resources is strengthened and there is a secure system in place to manage and share such information, which incorporates valuable IPLC TK, AND
- **IF** there is sufficient community buy-in for improved capacities and knowledge of government (at both national and sub-national levels) and relevant stakeholders (including IPLCs) regarding ABS procedures and respective roles are enhanced, AND
- IF the partnership and coordination between the Ministry of Environment and other line ministries is strengthened and the collaboration between these authorities and non-government stakeholders is enhanced through effective outreach and dialogues, and demonstration of benefit sharing agreements, AND
- **IF** the above conditions are achieved through an inclusive multi-stakeholder approach underpinned by a robust FPIC mechanism (also recognizing the role of IPLCs and women as agents of change), in line with international environment conventions, and benefitting from regional and global ABS networking.
- **THEN** Cambodia will have a stronger system in place to protect its biological diversity ensuring equitable sharing of benefits from the utilization of genetic resources and associated TK.
- **BECAUSE** the regulatory, institutional, capacity and collaboration constraints for effective ABS implementation have been addressed.

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Figure 55: Project at a Glance



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Expected Results

The project's interventions are purpose-built and closely align with the theory of change noted above, focus on addressing legal, institutional, and stakeholder capacity gaps related to ABS. The key expected results include:

Strengthened National ABS Governance:

- **Planned Intervention**: Develop and implement ABS legal and regulatory frameworks at national and sub-national level, aligned with the Nagoya Protocol, including policy guidelines, permit systems, and compliance monitoring.
- **Expected Result:** A fully operational ABS framework at national and sub-national levels, ensuring compliance and improved resource management.
- **Change Pathway:** The creation of clear, streamlined and tightly integrated legal and policy frameworks will enhance coordination among stakeholders and improve equitable access to and sharing of benefits derived from genetic resources.

Capacity Building for Stakeholders:

- **Planned Intervention**: Conduct targeted training programs for government officials, Indigenous Peoples and Local Communities (IPLCs), and private sector actors on ABS negotiations, monitoring, and sustainable use of genetic resources.
- **Expected Result**: Strengthened capacity of key stakeholders to implement and negotiate ABS agreements and comply with regulatory requirements.
- **Change Pathway**: Improved knowledge and skillsets among stakeholders will increase compliance and foster more equitable and sustainable ABS partnerships.

Demonstration Projects for ABS Implementation:

- **Planned Intervention:** Implement demonstration projects in biodiversity-rich areas, specifically in Ratanakiri and Mondulkiri provinces. These projects will serve as practical applications of ABS agreements, testing benefit-sharing models and conservation-oriented approaches.
- **Expected Result:** Successful pilots that demonstrate the viability of ABS agreements, supporting their adoption at a national level.
- **Change Pathway:** Demonstration projects will create replicable models that promote biodiversity conservation while providing monetary and non-monetary benefits to IPLCs.

Knowledge Management

Knowledge management is integrated across project components and focuses on capturing, sharing, and replicating lessons learned. This will involve:

- Documenting best practices from demonstration projects and regulatory frameworks.
- Disseminating knowledge products, including policy briefs, case studies, and training manuals.
- Facilitating knowledge exchanges among stakeholders through workshops and digital platforms.

In more detail, the project will be implemented via three components which are outlined as follows:

Component 1 - ABS regulatory and institutional framework
(Total Cost: USD 285,360 ; GBFF project grant requested: USD 285,360)

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This Component aims to, among other things, update and refine the current national ABS framework in accordance with the Nagoya Protocol and harmonize current policies on bioprospecting and scientific research on genetic resources and TKs and IKSPs associated with genetic resources. It will also define guidelines for a financial framework for revenue sharing. For an indicative design of the potential ABS Financial Mechanism please see Annex 28. The project will enhance multi-sectoral and inter-agency collaboration at multiple levels with regard to on-going research up until its potential for commercialization. It will also develop an integrated and comprehensive ABS road map on genetic R&D and strengthening the national systems on IPR by the researchers and IPLCs. The institutional mechanism should be able to cross-check or inform other agencies of any research undertakings and link these with the private sector for possible uptake. The MoE in consultation with the PMU will adjust and finalize the Annual Work Plan, considering any contextual and organizational changes from the time of project design, and how to best leverage the skill sets and contributions of previously identified and newly identified stakeholders at the time of implementation. They will also identify the optimal number of partners involved for the Outputs and Activities under this Component.

This component will be led by the MoE as the institution housing the national focal point for the Nagoya Protocol in coordination with the ABS Technical Working Group. The component aims to update the current national ABS framework and system and extend it to the sub-national level in accordance with (i) requirements of the Nagoya Protocol at global level; (ii) national ABS legislation established under the predecessor project; and (iii) sub-decree on Access to and Sharing of Benefits Arising from Utilization of Genetic Resources (RGC No: 104 ANK.BK) formalized in 2023. This will include harmonizing current policies and regulations, as well as prepare for their rollout at both the national and sub-national level. The project will also strengthen ABS governance through support to the ABS Technical Working Group and by enhancing multi-sectoral and inter-agency collaboration with regards to on-going research up until its potential for an ABS agreement for commercialization and conservation, and establish a functional mechanism, including an administrative system, institutional arrangements, monitoring and financing mechanism to facilitate implementation and compliance of the national ABS framework with the Nagoya Protocol, in alignment with previously established national legislation and the sub-decree. Finally, and given the complexity of procedures associated with ABS implementation, the project will implement a robust data management and workflow solution. The hypothesis is that the successful implementation of the two outputs under this component (Output 1.1.1 and Output 1.1.2) will lead to a strengthened ABS governance framework per Outcome 1.1.

As the project's GEF Executing Entity (i.e. UNDP Implementing Partner), the MoE will be the lead stakeholder on this component. It will engage other national ministries and provincial departments to ensure there is a comprehensive and streamlined ABS regime with supporting and tightly connected procedures at national, sub-national and local level. The MoE will also ensure that IPLC's and other vulnerable groups are active participants in the process and governance mechanisms put in place. Beneficiaries of this component will be different branches of government resulting in a clear and comprehensive ABS framework for Cambodia, as well as local communities from the establishment of a benefit sharing mechanism. Academic and research institutions will benefit from a transparent national database of genetic resources and TK and a workflow system, improving R&D and opportunities to commercialize Cambodia's biological assets.

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Although sometimes expressed relatively simply in global policy instruments, the legal and practical implementation of ABS is extremely complex. Workshops and consultations at the highest levels, including both key personnel within affected ministries, provincial departments and local government councils and their advisors and staff, will help these key decision-makers attain a heightened understanding of the ABS concept, get accurate answers to their questions, and communicate their particular focus areas and other areas of concern to those active in supporting and advising on the process of strengthening ABS implementation within the Cambodian context grounded in the foundations established by the predecessor project. It has been noted that, to the extent that conflicts are unresolved and/or overlaps remain among relevant ministries' mandates and practices with regard to matters covered by the NP, Cambodia's efforts for a comprehensive ABS regime will be slowed down, if not blocked entirely. Accordingly, these workshops and consultations will play a key role in achieving the level of accord among affected ministries, departments and agencies necessary in order to successfully promote and enable the project scope.

Output 1.1.1 Operationalizing ABS regulations, governance and institutional mechanisms.

The project will undertake three levels of analysis and stocktaking in support of how to augment, streamline and adapt the current ABS regime in alignment with the sub-decree:

- Studying international experience on ABS, including ABS framework and legislation analysis and research on evolving international practices to determine whether and to what extent these international practices and experiences might affect or be of use to the RGC in the strengthening of its national and sub-national and ABS framework. This will cover experiences and developments in other countries that have already adopted legislation with the goal of implementing ABS across all levels.

- Detailed analysis of the legal and physical situation in Cambodia regarding: (i) current legislative landscape and arrangements therein in areas relevant to ABS, including the manner in which existing commercial and social legislation will apply to ABS contracts and mechanisms, as well as current legislation that addresses aspects of the governance of biological and genetic resources and commodities; (ii) the extent and nature of GR and TK in the country, (iii) the current uses and known potential of those resources; and (iv) the extent to which the ABS framework (with its ability to bring a share of benefits and technology to local communities, protected areas and ethnic minorities) might provide an incentive for more effective conservation of existing ecosystems, species and ATK in order to provide a realistic analysis of the extent to which adoption of an ABS framework would have a beneficial impact on Cambodia; and

- Field investigations by government officials to Ratanakiri and Mondulkiri, directed at specifically identified practical and conceptual challenges relating to the implementation of ABS in Cambodia.

To advance the ABS framework, efforts will focus on revising the existing legislation and promoting its elevation to an ABS law, following the adoption of the sub-decree. This process will involve comprehensive consultations with Indigenous and local communities, their representatives, NGOs, and private sector stakeholders to gather input on revising the legislation to better facilitate their involvement and ensure their interests are fairly represented. Key issues to address include establishing fair compensation

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mechanisms for communities near conservation zones, ensuring that IPLCs and particularly women in these communities receive equitable benefits for their TK, and creating clear guidelines for compensating TK. Additionally, the legislation will need to tackle complex challenges, such as resolving overlaps between ministries in granting export approvals for genetic resources through consultations with key ministries, and addressing IPR for genetic resources and TK using innovative approaches tailored to the unique characteristics of these assets. Finally, the revised legislation will incorporate provisions for bio-community protocols, further strengthening the legal framework for equitable and sustainable management of genetic resources.

A number of Prakas (ministerial or inter-ministerial decisions/proclamations signed by relevant Ministers), forms, and guidance documents necessary for implementing the provisions outlined in the ABS sub-decree have been drafted but remain pending formal adoption. These instruments are critical to operationalizing the ABS framework and ensuring clarity and compliance within the administrative and permitting system. Examples include bioprospecting contract guidelines and models, bio-community protocol guidelines, and Prakas for establishing checkpoints to monitor and regulate the utilization of genetic resources. Without their formal adoption, the full functionality of the ABS framework remains hindered, leaving gaps in governance and enforcement. The core challenge in strengthening and aligning any national ABS framework is regulatory clarity—the need to ensure that all parties and officials or agencies involved in any aspect of an ABS transaction know with certainty: (i) what they need to do in order to enter into a valid ABS arrangement, (ii) what they are required to do (duties) and what they are entitled to (rights) under that arrangement, (iii) how to maximize their compliance with all requirements, and (iv) what enforcement measures exist and how to maximize their effectiveness, while minimising the need to rely on them. In order to provide such a framework, a combination of various types of hard and soft instruments must be developed that operate synergistically to create a complete picture of what the national ABS framework will require. Even if some (or many) components of this framework will be implemented through non-binding instruments, it is necessary for policy and regulatory instruments to authorise and mandate the design and development of this system. To do this, they must address the full range of ABS functionality issues.

In light of the above, the output consists of work on the four crosscutting "activity-elements" outlined in the table below.

Table 1: Four cross-cutting elements to be analyzed under Output 1.1.1

ABS Implementation Area Plan / ABS Activity element	ABS Processes Relating to GR	ABS Processes relating to TK	ABS Processes undertaken for academic and other non-commercial research purposes
1. ACCESS	Any plans, regulations, guidelines or policies must address both physical access and	Any plans, regulations, guidelines or policies must address the manner of identifying which persons or	Any plans, regulations, guidelines or policies must address the special needs and objectives where

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ABS Implementation Area Plan / ABS Activity element	ABS Processes Relating to GR	ABS Processes relating to TK	ABS Processes undertaken for academic and other non-commercial research purposes
	the right to utilise the GR	communities have a legal right to grant access to GR and what rules apply where the GR has been written down in formal compilations. In particular, this process must consider gender sensitivities.	research is academic or non-commercial
2. BENEFIT-SHARING	Any plans, regulations, guidelines or policies must address both monetary benefits and non-monetary benefits derived from utilizing the GR, and the mechanism of benefit distribution	Any plans, regulations, guidelines or policies must address the nature of benefits received / desired, and the mechanism of benefit distribution, and the rights and duties of a user holding TK entrusted to it. In particular, this process must consider gender sensitivities and needs of other vulnerable groups.	Any plans, regulations, guidelines or policies must address the benefits of such research and the rights and duties of the researcher with regard to the information developed (genetic code, compilation / confirmation of ATK, etc.)
3. COMPLIANCE	Plan must address oversight and rules relative to all stages of GR-related ABS (i.e., collection, removal, utilization and benefit-sharing)	Any plans, regulations, guidelines or policies must address oversight and rules relative to all stages of TK-related ABS (i.e., vetting information transferred, utilization and confirmation, and benefit-sharing)	Any plans, regulations, guidelines or policies must address integration with the plans developed in the other two implementation areas, giving special attention to any special rights or streamlined processes available in cases of academic or non-commercial research
4. CAPACITY-BUILDING (EXTENSION)	Any plans, regulations, guidelines or policies must address the particular capacity issues that will need ongoing extension to future users, providers and national /	Any plans, regulations, guidelines or policies must address the particular capacity issues that will need ongoing extension to future users, providers and national/regional/local authorities. In particular, this	Any plans, regulations, guidelines or policies must address the particular capacity issues that will need ongoing extension to future users, providers and

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ABS Implementation Area Plan / ABS Activity element	ABS Processes Relating to GR	ABS Processes relating to TK	ABS Processes undertaken for academic and other non-commercial research purposes
	provincial / local authorities	must address gender sensitivities and consider the impact of gender on the ability of each person to participate in the process.	national/regional/local authorities

In addition to these regulatory tools, institutional arrangements require further development to fully operationalize the sub-decree. While the sub-decree defines the roles of the NFP and the CNA, the designation of organizations and officials responsible for implementation at the sub-national level is still lacking. This absence creates a bottleneck for effective monitoring and management of ABS-related activities at the local level, particularly in biodiversity-rich provinces where IPLCs play a critical role.

Moreover, a dedicated financing mechanism to manage ABS-related revenues and funds is yet to be established. Such a mechanism is vital for ensuring the sustainable allocation of resources to support conservation, capacity-building initiatives, and equitable benefit-sharing. Addressing these gaps is essential to creating a robust and functional ABS system that aligns with the Nagoya Protocol and supports the long-term conservation and sustainable use of Cambodia's genetic resources.

With respect to ABS governance, once a complete review is conducted, it will be extended to include participation at the sub-national level. A set of harmonized and gender sensitive rules and working protocols on an inter-agency institutional mechanism will be set-up with full stakeholder participation in consultation with the TWG. The inter-agency mechanism will facilitate coordination and cross-checking with other agencies of any access and research undertakings, including the moment when change of intent occurs within research and gratuitous permits to bioprospecting and commercialization. The inter-agency mechanism will be based on an institutional study that will map out the roles and responsibilities relevant national and sub-national authorities (as well as any other agencies, including key research institutions) and will identify appropriate checkpoints that are necessary to track the development across the ABS value chain (access, research and development, innovation, commercialization and benefit sharing). The inter-agency mechanism will also involve offices of NCAs at the local level. The institutional mechanism will likely be delineated through an MOU to provide agencies with time to practice working together under harmonized rules and have the flexibility of refining them at the operational and technical level to inform policy making well. Efforts will be overseen and monitored by the TWG.

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Activities

1.1.1.1 Comprehensive stocktaking and analysis of ABS related laws and regulations, identifying which will be updated and harmonized in alignment with both core ABS legislation and the sub-decree. Working on the basis of this information, as well as the focus areas and concerns identified, a detailed policy recommendation will be developed. This document will set out the various options available, summarize the most essential information and identify the specific issues on which formal national policy guidance will be needed in the course of national framework development.

1.1.1.2 Review and formalization of an ABS institutional and governance framework, with a focus on sub-national administration and governance, in consultation with local government, communities and the private sector. Under this activity, the project will provide limited administrative, governance and secretariat support to the ABS TWG. This activity will focus on addressing the practical issues that may constitute obstacles to institutional development relevant to ABS. Until the policy and legislative decisions relating to Cambodia's overall ABS framework have been made, it is difficult to identify specific new institutions that must be formally established and in fact, in order to implement that framework.

1.1.1.3 Translation of key AWS technical legislation and the sub-decree tailored to the following target audience: government stakeholders, local communities and IPLCs.

1.1.1.4 Development and adoption of a model contract to be used between private sector entities and IPLCs. This model contract will be leveraged at sub-national level under Output 3.1.2.

1.1.1.5 Development of financial guideline on ABS and a benefit sharing mechanism unique to Ratanakiri and Mondulkiri provinces in sub-national government, communities, IPLCs and private sector etc. This activity will clarify and integrate all aspects of the ABS element, "benefit-sharing," as it will apply pursuant to Cambodia's ABS policy and other existing laws or regulations, and, will include a collaborative process to determine how "benefit-sharing" will be applied in the country. It will include analysis of: (i) how each of the types of monetary and non-monetary benefits that may be shared, with attention to how the concept of benefit-sharing will operate to ensure both actual benefit and fair sharing, within Cambodia's overall ABS framework; (ii) the relationship between the benefit-sharing element and the access element, particularly in situations where the GR or ABS was accessed from a single owner or community, but is widely held throughout the country or region; (iii) what benefit issues must be addressed in the FPIC, MAT, ABS agreement, ABS permit and other instruments (as appropriate) and processes; (iv) what flexibility there is within each particular ABS agreement negotiation, to expand, limit or specially define the scope and nature of benefit-sharing under that agreement; (v) what external factors indicate that a benefit has arisen and must be shared; (vi) how the benefit-sharing component of each ABS agreement shall be monitored and enforced and by whom; (vii) how and with whom benefit-sharing transfers are made and documented; and (viii) in the case of benefits that must be shared with multiple providers or a community, what mechanisms are needed in order to ensure a transparent and fair distribution of those benefits.

1.1.1.6 Development of guidelines on climate-resilient ABS-friendly restoration practices using medicinal and/or traditional plant species.

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1.1.1.7 Development of guidelines and procedures for documenting TK and indigenous knowledge systems and practices (IKSP).

1.1.1.8 National ABS-oriented FPIC guidelines (and verification mechanism) and relevant supporting rules and regulations, which consider gender, vulnerable populations and youth.

1.1.1.9 Creation of sub-national bioprospecting guidelines and relevant supporting rules and regulations.

Output 1.1.2 Strengthening ABS data and workflow management.

The project will take the available steps for moving from the design/theory/policy-legislation level to practical implementation of ABS. Although the exact outputs of this process must await the completion of Outputs 1.1.1, activities here may include steps such as design and establishment of monitoring and record-keeping systems, oversight mechanisms and other tools necessary to ensure that whatever unit(s) or governmental bod(ies) are tasked with ABS implementation are able to operate through and/or coordinate with: (i) other agencies and institutions which cover or relate to any aspect of ABS, (ii) various existing collections, databases and record-keeping systems relevant to ABS , and (iii) other information systems that are being or will be developed. Another key element of this activity will be the establishment of ABS checkpoints, pursuant to the national and sub-national ABS framework.

A key aspect of Cambodia's ABS system is the monitoring and tracking of the utilization of GR and TK, as well as the negotiation and implementation of MAT, particularly when GR and TK leave the country. To achieve this, a robust system for tracking utilization and ensuring compliance with MAT will be developed, supported by a digital platform serving as Cambodia's National ABS Clearing House. This platform will include a stocktaking activity of existing information systems as an initial phase to establish a unified, accessible, and integrated system. The goal is to interlink all databases related to research involving genetic resources into a national support information system, hosted by the relevant ABS authorities under the Ministry of Environment.

The National ABS Clearing House will be managed by the National Focal Point and connected to designated Competent National Authorities, checkpoints, and supporting ABS institutions. A formal directive or inter-ministerial Prakas will mandate all relevant ABS institutions to share data and generate links to their existing ABS information systems, ensuring data accessibility and consistency. The platform will simplify reporting and monitoring procedures, allowing all stakeholders, from national agencies to local entities, to access relevant information. Providers and users involved in MAT agreements will be required to report on the implementation status via this platform, promoting transparency and accountability. Additionally, the platform will facilitate matchmaking between GR providers and users, including the private sector, fostering collaboration and investment in Cambodia's genetic resources.

Recognizing the complexities outlined in Cambodia's ABS sub-decree, there is a pressing need for an effective workflow solution to operationalize the administrative and procedural requirements. Complimenting the digital platform, the workflow system will ensure that complex processes, such as permitting, compliance monitoring, and benefit-sharing, are seamlessly aligned with the sub-decree's

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provisions. By integrating workflow management into the digital platform, the system will enhance efficiency, reduce administrative burdens, and ensure compliance with the legal framework.

The Clearing House will also explore the inclusion of a National TK Digital Library (TKDL) to document Cambodia's genetic resources and associated TK, including IKSPs. This library will securely house scientific research, ethnographic data, and associated documentation, ensuring the protection of sensitive information. Development of the TKDL will involve close coordination with academic institutions, research centers, and IPLCs, ensuring that it aligns with the needs and priorities of all stakeholders. A secure and confidential database for genetic resources and TK will safeguard sensitive data and serve as a foundation for future research and policy development. This effort is critical in addressing the limited volume of existing studies on Cambodia's genetic resources and in establishing a robust knowledge base for sustainable management and equitable benefit-sharing.

Activities

1.1.2.1 Per the ESMF, a cultural heritage, GR and TK assessment along with environmental and social impact assessment (ESIA).

1.1.2.2 Develop business requirements, technical specifications and supporting use cases for both the data platform and workflow management solution, including the documentation of procedures and workflow that align to each article of each chapter in the sub-decree. Funding permitting, this may also be extended to requirements and technical specifications of an ABS financing and benefit-sharing system as part of Output 1.1.1.

1.1.2.3 Procurement of an information technology vendor.

1.1.2.4 Successful vendor to design, development and test a secure and confidential database for information related to Cambodia's genetic resources and TK – this could be a stand-alone database or it could be linked to existing digital platforms and or government infrastructure such as the Cambodia Environment Management and Information System managed by the Ministry of Environment.

1.1.2.5 Review, upgrade and operationalize the National Clearing House Mechanism in liaison with global ABS Clearing House processes or the alike to ensure alignment and technical/resource support.

1.1.2.6 Deploy solutions once fully tested and maintain them until the end of the project. This will include handover of the solution to whichever entity will operate it post-project.

<u>Component 2 - Capacity building on ABS</u>
(Total Cost: USD 323,505; GBFF project grant requested: USD 323,505; Co-financing: USD 0)

Taken together, this Component will include awareness raising and capacity building for implementation of the national ABS framework. A nation-wide communication, education and public awareness campaign on ABS and its related policies and procedures will be undertaken under this component. The capacity building will include: strengthening the research sector by improving proficiency on ABS issues; improving the capacities of national government and IPLCs to engage with private sector with regard to ABS; strengthening capacities in the assessment of research proposals including the monitoring and tracking of bioprospecting and related activities involving utilization of Cambodian genetic resources and TKs;

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strengthening capacities of IPLCs in the use of mechanisms and provisions of the key legislation, guidelines and policies to ensure their participation and recognition of their GRs associated TKs; strengthening capacities of IPLCs to manage their GRs associated TKs as well the benefits that come with it; improving negotiation skills and the potential gains for assuring just negotiations, so communicates appreciate the potential of the resources socio-economic and ecological value; monitoring of resources and impact of resources use (including potential disturbance) ; and establishment of a model research and development facility. The MoE in consultation with the PMU will adjust and finalize the Annual Work Plan, considering any contextual and organizational changes from the time of project design, and how to best leverage the skill sets and contributions of previously identified and newly identified stakeholders at the time of implementation. They will also identify the optimal number of partners involved for the Outputs and Activities under this Component.

ABS is inherently complex, requiring extensive capacity-building efforts across diverse stakeholder groups, including national and provincial government officials, research institutions, NGOs, IPLCs, and the private sector. While the MoE and members of the inter-ministerial ABS sub-technical working group have gained foundational knowledge in recent years, there remains a significant gap in awareness and capacity at the provincial level. For instance, many local officials and IPLCs lack knowledge on developing bio-community protocols and engaging effectively with potential buyers of genetic resources. This component seeks to address these challenges by implementing targeted capacity-building programs that are inclusive, practical, and sustainable, ensuring all stakeholders are equipped to participate in and benefit from Cambodia's ABS framework.

The overall ABS framework will necessarily include and concretize numerous capacity-building and outreach mechanisms, given that it will expect rural communities and individuals and officials from different levels of government to play a central and active role in its operation. This Component will consider the role of capacity building (both one-time efforts and regular ongoing capacity/awareness programmes) in the overall ABS framework. It will formally consider what supporting materials (e.g., guidelines, handbooks and other guidance documents, specifically directed to particular stakeholder groups) are needed; define the role (if any) of community protocols as capacity substitutes, and the manner in which outreach mechanisms should be integrated into the overall ABS framework. This work (the development of a long-term ABS extension program within the national and sub-national ABS framework) will be significantly impacted and assisted by the lessons learned by the project's capacity building efforts, with regard to the most significant concerns and needs of the target groups, in seeking to enhance their understanding of ABS and their ability to participate appropriately in ABS transactions.

This component will be led by the Ministry of Environment (MoE) in partnership with key government agencies, research institutions, and relevant stakeholders. It aims to build and strengthen the capacities of stakeholders at all levels on ABS policy processes, procedures, mechanisms, and implementation. A gender-responsive education and training plan will be developed - grounded in a thorough needs assessment - at the project's inception to guide awareness-raising and engagement efforts. This plan will include an analysis of communication and education needs, identification of target groups, clear communication objectives, tailored strategies and approaches, key messages, milestones, detailed activities, timeframes, budgets, and a monitoring and evaluation framework. Additionally, a gender-sensitive capacity-building plan will be designed to outline goals, objectives, activities, timelines, available resources, responsible partners, potential resource persons, and required budgets. By enhancing the capacities of national and sub-national government institutions (Output 2.1.1), as well as ensuring IPLCs

are equipped and have the necessary underpinnings to implement ABS (Output 2.1.2), the project is expected to realize Outcome 2.1, ensuring that national, sub-national, and community capacities for ABS implementation built and strengthened.

As the project's Implementing Partner , the MoE will be the lead stakeholder on this component. The MoE will also ensure that IPLC's and other vulnerable groups are active participants in the capacity needs assessment and delivery of training. All stakeholders on the ABS value chain stand to benefit from improved understanding of ABS and how to implement it.

Output 2.1.1 Building capacities of national and sub-national institutions, including the target communities to implement ABS regulations and procedures.

Through this Output, the capacity of central-government-level ministries and agencies, as well as their provincial counterparts relevant to ABS will be strengthened to support the development implementation of Cambodia's overall ABS framework. Among the issues of priority attention will be general awareness and understanding regarding ABS and particular operational needs and responsibilities, as well as staff capacity and motivation, given that there are currently few officials with any understanding of ABS concepts at all. This activity will focus on both preparation of officials to develop (or contribute to), implement and apply the policy, law and regulations that will comprise the overall ABS framework, and also to undertake interim responsibilities to support and gain experience from the pilot/demo activities undertaken under Component 3. To this end, it will consider and address the capacity of these agencies and officials with regard to the specialized needs involved in developing and implementing ABS legislation. In this connection, the project could undertake processes to train these persons regarding the particular components of ABS under the CBD and Nagoya Protocol (including FPIC, MAT, ABS contract negotiation and documentation; permit/certificate issuance, as appropriate; monitoring; establishment and operation of a benefit-sharing mechanism; coordination with relevant frameworks on genetic resources, TK, cultural resources, forests, etc.).

A comprehensive and integrated training program and other capacity-building measures for staff from the national and sub-national government agencies, local governments, and local industries shall be designed and implemented. Capacity building shall be designed for five capacity areas, namely: (1) Capacities for Access and Benefit Sharing (ABS) institutions and stakeholders to engage in a Nagoya Protocol Compliant Network; (2) Capacities to generate, access, and use information and knowledge on ABS; (3) Capacities for policy and legislation development; (4) Capacities to manage and implement policies, legislation, strategies and programs and (5) Capacities to monitor, evaluate, report and learn on ABS.

Activities

2.1.1.1 Review and update ABS related training and knowledge material and conduct gap and needs assessment. This will also include a gender analysis and social inclusion assessment.

2.1.1.2 Development of training modules to cover identified gaps based on priority needs, as well as incorporate findings from gender analysis and social inclusion assessment.

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2.1.1.3 Provide refresher capacity building sessions to the Ministry of Environment and members of the ABS sub-technical working groups.

2.1.1.4 Organize capacity building sessions for relevant sub-national administration and officials, focusing on ABS contract monitoring and checkpoint work. Depending on budget availability, this support will be provided in at least 2 provinces. Capacity development under this activity will focus on initial efforts to raise awareness of the ABS issue at the provincial level, and build capacity and awareness in relevant officials to take the actions necessary to implement the pilots at the government level of Ratanakiri and Mondulkiri provinces. It will provide the institutional environment necessary to implement the institutional arrangements developed under Output 1.1.1 and build the capacity of officials at this level to provide direct support to particular ABS negotiations undertaken through the pilot/demos, as described in Component 3 (Output 3.1.2). To the extent that particular institutional support mechanisms (data collection and management, monitoring, etc.) have been adopted on an interim basis at the central, provincial or lower levels, this activity will include efforts to enable provincial and lower level officials to utilize and contribute to the operation of those mechanisms.

2.1.1.5 Training and capacity development on the use of the data and workflow management platform, as well as the use of the expanded National CHM.

2.1.1.6 Create a research network among subnational authorities to exchange best practices and lessons discovered.

Output 2.1.2 Enhancing Capacities of IPLCs to engage in ABS implementation.

Consultations undertaken during the PPG were among the first steps in raising some level of awareness in pilot jurisdictions regarding ABS. This process will be broadened as well as deepened during implementation of the full project.

One of the key challenges in implementing the ABS framework in Cambodia lies in bridging the disparity between users and providers. Users, often commercial entities or academic institutions, are typically well-versed in formal contractual negotiations and legislative frameworks. In contrast, providers—including rural communities, IPLCs, ethnic minorities, and ex-situ collection custodians—often lack experience in these areas and may view GRs and TK primarily through the lens of their ecological value and potential contributions to social welfare and conservation, rather than their commercial applications. This disparity underscores the critical need for capacity building and awareness to ensure fair and effective ABS negotiations. The success of the ABS demonstration initiatives in Ratanakiri and Mondulkiri will depend on raising awareness and building capacity among all stakeholders, particularly in the target jurisdictions. This includes targeted training for local communities, project team members, and officials to enhance understanding of ABS compliance requirements, such as FPIC and MAT, as well as building negotiation skills for ABS contracts. Special emphasis will be placed on addressing gender-specific challenges and tailoring communications to ensure that ABS capacities are equitably enhanced for women, men, and youth, fostering inclusive and sustainable outcomes. The project will be inclusive and accommodate vulnerable groups, including the elderly and disabled, within its training program.

A comprehensive and integrated capacity-building program will be designed and implemented to enhance the abilities of IPLCs and to a lesser extent, local private sector entities specifically selected to work with

local communities as part of Output 3.1.2, to actively engage in ABS implementation in Cambodia and at the sub-national level is Ratanakiri and Mondulkiri provinces. This program will specifically focus on empowering IPLCs and local communities to participate meaningfully in ABS processes while equipping private sector entities with the knowledge to engage responsibly in bioprospecting and benefit-sharing agreements. Key activities will align with the national ABS framework and international best practices, including South-South exchanges to foster learning from successful ABS models in countries such as Malaysia and Indonesia.

All training programs will engage both women and men experts, practitioners and community facilitators. Training manuals shall be prepared for all capacity-building activities. At the end of the Project, this shall be developed as the ABS Sourcebook for future R&D and bioprospecting as well as other elements that involve Cambodian Genetic Resources and IPs, ancestral domains and IKSPs. These programs will be institutionalized through the creation of an online course that can be accessed via the MoE website and through which participants can obtain an online certificate of completion. Table 1 of the ABS Scorecard Development and Assessment Manual (see Annex 20) highlights key areas and indicators identified for assessment at the outset of the project.

Activities

2.1.2.1 Needs Assessment and Stakeholder Mapping. Conduct a comprehensive needs assessment and stakeholder mapping to identify capacity gaps among IPLCs and private sector entities. This will include consultations with community representatives, local governments, and industry stakeholders to tailor capacity-building efforts to specific needs.

2.1.2.2 Development of Training Modules and Programs. Design culturally appropriate training modules and programs focused on critical aspects of ABS, such as understanding the Nagoya Protocol, bio-community protocols, sustainable resource management, and equitable benefit-sharing. These modules will incorporate practical examples and case studies relevant to Cambodia's context.

2.1.2.3 Implementation of Targeted Training Programs. Deliver targeted training programs for IPLCs on topics such as sustainable harvesting and post-harvest practices, nursery establishment and management, biodiversity management planning, and value addition for genetic resources. There will also be modules for business acumen and skills, including negotiation of contracts. For the private sector, training will focus on ethical bioprospecting practices, compliance with ABS legislation, and developing fair agreements with IPLCs.

2.1.2.4 South-South Exchange Programs. Organize cross-visits and knowledge exchanges with countries like Malaysia and Indonesia to expose IPLCs, researchers, and government representatives to successful ABS implementation models, benefit-sharing schemes, and business practices. These exchanges will help establish benchmarks and inspire scalable initiatives in Cambodia.

2.1.2.5 Creation of an ABS Capacity-Building Toolkit. Develop a comprehensive toolkit, including training manuals, audiovisual resources, and practical guides, to institutionalize the knowledge and lessons from the program. The toolkit will be designed for continued use in future training efforts and made accessible online to ensure wide reach and long-term utility.

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The aforementioned bespoke capacity-building initiative will ensure that IPLCs are equipped to protect and sustainably utilize genetic resources while actively participating in ABS implementation. It will also foster collaboration with the private sector, promoting ethical engagement and equitable benefit-sharing, ultimately contributing to biodiversity conservation and sustainable development in Cambodia.

Component 3 - ABS outreach and demonstration
(Total Cost: USD 416,478; GBFF project grant requested: USD 416,478)

At its core this Component will demonstrating benefit-sharing agreements in Mondulkiri and Ratanakiri provinces. Under this component, a key outcome is to facilitate the negotiation of at least one ABS agreement per province. The project will support the design and review of ABS agreements so that they are in line with the national ABS framework and the provisions of the Nagoya Protocol. This component will also support community protocols of securing FPIC and MAT and ensuring the fair and equitable sharing of both monetary and non-monetary benefits for the use of the genetic material, products, and knowledge. Further under this component, conservation strategies of specific resource covered by the ABS agreement will be planned. To this end the project will develop at least 2 bio-products from local genetic resources. The identification of the bio-products as well as the underlying criteria for shortlisting of these (i.e. 10 species) will be done during the initial phase of project implementation and based on the priorities of the Executing Agency and ABS Technical Working Group, in consultation with local communities and IPLCs. While specific selection criteria will be identified by the relevant stakeholder (as part of activity 3.1.2.1) said criteria would potentially include 1) Socio-economic value, especially for local and indigenous communities, 2) Presence of associated traditional knowledge, 3) Threatened status due to overharvesting or habitat loss 4) Recognized medicinal or commercial potential 5) Well-documented traditional uses and 6) Potential for equitable benefit-sharing among stakeholders. The MoE in consultation with the PMU will adjust and finalize the Annual Work Plan, considering any contextual and organizational changes from the time of project design, and how to best leverage the skill sets and contributions of previously identified and newly identified stakeholders at the time of implementation. They will also identify the optimal number of partners involved for the Outputs and Activities under this Component.

Under this component, a key outcome is to facilitate the negotiation of at least two ABS agreements in Cambodia, establishing a provincial model for ABS implementation that integrates IPLC engagement and collaboration with the private sector. Before launching demonstration activities (Output 3.1.2), the project will prioritize fostering a comprehensive understanding of the ABS regime among stakeholders, including IPLCs, provincial authorities, and private sector entities (Output 3.1.1). This foundational step will emphasize the significance of TK associated with genetic and biological resources, highlighting its cultural, ecological, and economic value within the ABS framework.

Following this foundational work, the project will identify and develop at least two bio-products derived from high-value genetic resources, focusing on medicinal plants or species located in Ratanakiri and Mondulkiri provinces. Targeted support will be provided for research and development initiatives, aimed at creating innovative, sustainable products with strong market potential. These efforts will be complemented by assistance in navigating the permitting process for bioprospecting in accordance with Cambodia's national ABS framework and sub-decree. This includes designing and reviewing ABS agreements to align with the Nagoya Protocol and ensure the rights and interests of IPLCs are protected.

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The project will also enhance community protocols to secure Prior Informed Consent (PIC) or Free, Prior, and Informed Consent (FPIC) and Mutually Agreed Terms (MAT). These protocols will form the basis for equitable benefit-sharing arrangements, ensuring that IPLCs receive both monetary and non-monetary benefits for the use of genetic resources, derived products, and TK. A central focus will be on facilitating negotiated contracts between communities and private sector entities, fostering trust and mutual benefit while creating a replicable model for ABS implementation at the provincial level.

Lessons and best practices from the PIC/FPIC and MAT processes will be systematically documented to inform policy reforms under Component 1, ensuring continuous improvement of Cambodia's ABS framework. The project will also conduct market analyses to identify niche opportunities for bio-products in domestic and international markets. Additionally, on-the-job training will be provided for ABS Competent National Authorities (NCAs) to strengthen their capacity in managing ABS agreements and overseeing provincial-level implementation.

This comprehensive approach, beginning with fostering awareness and understanding of the ABS regime and culminating in tangible demonstrations, integrates community-driven models, biodiversity conservation goals, and market needs. It will establish a sustainable framework that not only supports Cambodia's commitments under the Nagoya Protocol but also empowers IPLCs and strengthens local economies. This integrated approach will establish a sustainable, community-driven model for ABS that can be scaled across Cambodia and will culminate in the achievement of Outcome 3.1 insofar as strengthening multi-stakeholder awareness and engagement on ABS implementation.

As the project's Implementing Partner, the MoE will be the lead stakeholder on this component. All stakeholders on the ABS value chain of priority species stand to benefit from negotiated contracts anticipated as part of Output 3.1.2, especially IPLCs and local communities that stand to benefit economically from GRs and TK in ways previously not fathomed.

Output 3.1.1 Enhancing multi-stakeholder understanding of the ABS regime and the values of TK associated with genetic and biological resources.

This Output, which is the project's main Knowledge Management "component" will support to enhance understanding of the ABS regime and the value of TK associated with genetic and biological resources. This output will raise awareness in targeted groups, including in particular women, local communities and policy makers through a communication strategy, educational materials and a public awareness campaign. At the community level, there is lack of awareness among indigenous, local communities and in particular women about the potential and availability of biological resources and associated TK. The absence of such understanding contributes towards the loss and degradation of genetic resources and of the associated TK. The absence of useful and user-friendly promotional materials and guidelines on ABS and NP is a barrier to improve conservation efforts relating to genetic resources and protecting TK. Translation of such materials into local languages is, therefore, important for the wide use of these tools by the stakeholders, plus support from appropriate training programs is needed for the holistic success of the Project. Users in particular must be informed of their obligation to share benefits equitably with the resource providers, including possible technology transfer (non-monetary benefits).

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The RGC has developed a communication strategy on ABS, but this has not been fully operationalized. The Cambodia Clearing House Mechanism website was developed (https://chm-ncsd.moe.gov.kh/) albeit inactive, however it still lacks relevant ABS information. This is also limiting the possibility to reach the international and national private sector and hence the opportunities to stimulate interests in ABS deals in Cambodia. Linked to the second challenge above, more efforts are required to engage other ministries to ensure their cooperation and policy coherence, and create awareness with various segments of the population, also noting that ABS is still a relatively new topic for the public.

This output will support the increment of enhancing understanding of the ABS regime and the value of TK associated with genetic and biological resources. Awareness-raising will be pursued through mass media (TV, radio and press, knowledge cafes, bilateral meetings, etc.) and participation in public events (fairs and exhibitions). Communication and awareness-raising materials (brochures, briefs, factsheets, manuals, etc.) will be designed and produced for use in mass media and at public events. There may also include documentary video, radio jingles, print advertisement, poster, sticker, etc. Subcontracted awareness surveys will be conducted as part of the program.

The output which, as mentioned, focuses on the project's Knowledge Management will also provide input to Activity 2.1.2.4, as well as other South-South outreach via available online regional and global platforms including UNDP communication platforms.

Activities

1.1.1.1 Conduct a target group analysis including a knowledge action plan on Nagoya Protocol and ABS.

1.1.1.2 Development of a comprehensive communication, CEPA, and action plan for promoting awareness and political support for ABS application. This strategy will entail communication systems for policy makers, general public, women, indigenous and local communities that are specifically custodians of genetic resources and TK.

1.1.1.3 Design and implementation of CEPA activities, in particular to policy makers, key decision-makers, industry, researchers through audio and visual publicity programs, public events, workshops, etc. to create awareness of the proposed national ABS law, policy and permitting systems as well as the provisions of the Nagoya Protocol. Special activities will be focused on women.;

1.1.1.4 A modest public awareness program (in English and local languages) to introduce the concept of ABS and its related applications.

1.1.1.5 Best practices and lessons of ABS documented and disseminated and TK of IPLC catalogued and made accessible to all stakeholders. All the major activities of the project shall have a Process Documentation Research to document best practices, lessons and insights learned, including documenting the role of women and other marginalized groups. These processes may include policymaking, development of protocols and guidelines, FPIC and PIC process, developing, implementing and monitoring research roadmaps, negotiating and implementing ABS agreements and supporting in-situ biodiversity conservation efforts. Results shall be published through different types of knowledge products. Learning events will also be held where academic and research institutions as well as government agencies can share progress on ABS initiatives, lessons learned, and insights gained.

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1.1.1.6 Knowledge, attitudes and practices (KAP) assessment surveys targeting specific groups (e.g., researchers, women, indigenous and local communities, and relevant industry) that may use or benefit from ABS transactions are carried out to assess enhanced awareness about national ABS law, the CBD and Nagoya Protocol.

Output 3.1.2 Establishing ABS demonstration project(s).

The success of the work under Component 1 (Establishment of a national and sub-national regulatory and institutional framework on ABS) will be closely tied to the success of the experience with ABS negotiations and oversight in Cambodia that will be developed under Component 3 and specifically under Output 3.2. In order for these demonstrations to provide the maximum useful experience, they will need to operate under pre-established demonstration legislation and institutional arrangements and be carefully overseen.

The most valuable pilot/demo negotiations are those that provide practical examples of how the overall ABS framework would work in practice. Thus, when a demo involves negotiation of a contractual-type relationship to support creation of a framework that would mandate such relationships, this would mean that the demo negotiations should themselves operate under a legal mandate, thereby providing experience with how negotiations under such a mandate would go forward, what obstacles and unexpected results occur, and other factors. Accordingly, activities under this output will focus on setting out, mandating and overseeing the specific institutional responsibilities in each province, region or other governmental level at which the pilot will operate, creating the legal foundation for the demo negotiations (including record-keeping and operational arrangements to support the pilot/demo activities) and the all important development and provision of mechanisms and guidance for the users and providers who will participate in the negotiations of pilot/demo ABS contracts, in all cases identifying and addressing gender-sensitive issues that may affect the equitable aspects of the ABS framework as implemented.

This project proposes to use subnational pilot/demonstrations in Ratakiri and Mondulkiri provinces as a primary means of gaining the experience with ABS practices that will be an essential input into the refinement of legislation at the national level, thus creating a "chicken and egg" situation regarding whether the pilots can be undertaken in a timely fashion. To circumvent this problem in a legally responsible way, it will be essential that all pilots operate through legislation that is adopted either: (1) at the provincial/local level or (2) by a village / commune or lower level governmental unit – that is, a that has been formally designated as "autonomous" by virtue of the fact that its population is composed primarily of members of ethnic minorities. Reference is made to the site selection process that will be undertaken during the project's inception phase or beforehand, if possible. Such autonomous governmental units have the legally protected ability without pre-existing national and sub-national legislation. In all pilots, the project will depend on rapid adoption of the pilot demonstration legislation, and responsible authorities in the selected provinces/regions and autonomous prefectures or counties are cooperating in preparation to act quickly when the project commences.

These demonstration projects will provide several primary benefits:

- expanded information regarding the feasibility of development of local GR and TK, and the manner in which this knowledge benefits and enables the ABS process;

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- examples of practical approaches to the ABS framework and procedures as they will apply to the pilot area and species;
- examples of how ABS can function to benefit rural residents and local communities (information which can be shared to encourage uptake and participation in connection with ABS), developed and implemented in a gender sensitive and broadly participatory manner;; and
- experience with how ABS functions under the test frameworks in the pilot/demonstration jurisdictions, which will inform the framework development processes under Outputs 1.1.1 and 1.1.2.

Activities

3.1.2.1 Research and development conducted for ten identified species and corresponding private sector entities engaged in R&D;

3.1.2.2 Selection of private sector entities through open procurement

3.1.2.3 Establish institutional responsibilities for each demo

3.1.2.4 Establish an operational mechanism and procedures for negotiation and processing related to ABS applications and documentation, including FPIC verification mechanism.

3.1.2.5 ABS agreements negotiated and implemented across Ratanakiri and Mondulkiri Provinces (including examples from medicine, healthcare and others) in the pilot-demonstration jurisdictions

3.1.2.6 Using a participatory process, including the key stakeholders involved, the key prerequisite elements (FPIC, MAT) of each planned ABS agreement are completed in compliance with the test framework of the relevant pilot-demonstration jurisdiction

3.1.2.7 Negotiate and reach agreement on each ABS arrangement in accordance with the demonstration regulatory instruments

3.1.2.8 Record-keeping and, as appropriate, issuance of internationally recognized certificate, as well as monitor and oversee execution of ABS agreements, with associated capacity building support.

3.1.2.9 Establish nurseries of traditional and/or medicinal plant species or genetic resources.

3.1.2.10 Restoration efforts of forest and forested land using saplings from nurseries.

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[6] and the GEF policy on public involvement[7].

[6] See http://www.undp.org/content/undp/en/home/operations/transparency/information_disclosurepolicy/
[7] See https://www.thegef.org/gef/policies_guidelines

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Baseline and GEF Alternative

In the baseline scenario, Cambodia's national ABS framework remains in a nascent stage, facing delays in aligning with the Nagoya Protocol and harmonizing policies related to bioprospecting and the utilization of genetic resources. Despite the adoption of a sub-decree on ABS, weak inter-agency coordination and limited technical expertise hinder its full implementation, creating uncertainty for stakeholders. Without sufficient capacity-building efforts, ministries, checkpoint authorities, and local institutions may struggle to enforce compliance, process permits, and monitor benefit-sharing agreements. This regulatory gap not only deters private sector engagement but also exposes IPLCs to risks of exploitation, where genetic resources and TK may be utilized without fair and equitable compensation.

In the absence of structured legal and institutional support, private investment in bioprospecting is likely to continue in an unregulated manner, with intermediaries and foreign entities benefiting disproportionately while local communities, vulnerable groups and women see little return. Without clear permitting and benefit-sharing mechanisms, communities in biodiversity-rich areas may fail to realize expected economic benefits, leading to disillusionment and continued reliance on unsustainable extraction of genetic resources. This lack of legal clarity also discourages research institutions from engaging in R&D initiatives, as uncertainties surrounding access and compliance requirements make bioprospecting a cumbersome and risky endeavor.

The **GEF alternative** presents an opportunity to address these gaps by strengthening Cambodia's ABS framework at both national and sub-national levels. The project will enhance legal and institutional mechanisms, streamline permitting and monitoring systems, and ensure compliance with Nagoya Protocol provisions while promoting equitable benefit-sharing for IPLCs. By formalizing ABS agreements and strengthening community protocols for securing FPIC and MAT, the project will create a structured pathway for IPLCs to actively participate in conservation efforts while receiving fair returns for their TK and biological resources. Additionally, the initiative will promote sustainable commercialization of prioritized species such as *Coscinium usitatum* (Vohr Romiet) and *Cinnamomum cambodianum* (Tepongru), supporting value chain development and market linkages for genetic resource-based products.

The project will contribute to global environmental benefits by improving biodiversity management across 3,000 hectares, restoring 4 hectares of degraded forest, and mitigating 355,543 tCO2-e. Through training and capacity-building activities, it will engage 5,000 direct beneficiaries, raising awareness of ABS principles, strengthening local governance, and ensuring the sustainable use of genetic resources. Furthermore, the establishment of a national ABS database will enhance knowledge management, supporting conservation initiatives while fostering trust between government agencies, IPLCs, and the private sector. By integrating conservation with economic incentives, the project will position ABS as a viable tool for biodiversity protection, sustainable development, and community empowerment, reinforcing Cambodia's commitment to the Nagoya Protocol and broader global biodiversity goals.

Table 2: Summary of GEF Incremental Intervention and Global Environmental Benefits

Baseline Situation	GEF Alternative	Global Environmental Benefits
Strengthened National and Sub-National ABS Framework		
Misalignment and inadequate national and sub-national governance, regulatory and	Comprehensive enabling National ABS regulatory and permitting framework aligned to	Contribution to GBF Target 13, 21 and 22.

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Baseline Situation	GEF Alternative	Global Environmental Benefits
administrative system for ABS implementation promotes overlapping and conflicting authorities and guidelines for management of genetic resources and not in line with either the Nagoya Protocol or the recently approved sub-decree. Including: (1) A national ABS framework and policies are in place (see **Annex 17**: Policy and Programme baseline Situation Analysis) but not much progress has been made on adapting to sub-national context or on bioprospecting and commercialization; (2) Access to GR has been highly bureaucratic with multiple agencies involved in issuing access and collection permits; (3) Processes for securing FPIC has not been formalized at sub-national level or has been informal; (4) Absence of coordination mechanism amongst ABS agencies at the national and sub-national level and from local to national to promote compliance: (5) No systematic way to document and register TK has resulted an opaque system of intermediaries which bypass local communities and IPLCs; and (6) No monitoring in place when gratuitous permits or its results are made commercial due to immature national CHM.	national legislation and sub-decree Fully harmonized and streamlined processes for clear procedures, protocols and guidelines for bioprospecting, research and development of GRs Functional mechanism, including administrative system, institutional arrangements, monitoring and financing mechanism in place to facilitate implementation and compliance of the national ABS framework Automated workflow system linked to the sub-decree documented and digitized A national ABS database fully integrated with any national biodiversity and genetic resources database systems to enable the collection, storage and protection of genetic resources of national interest and local and TK	Increased wealth creation and economic resilience through safeguarding Cambodia's biological resources and its genetic diversity from unfair exploitation. Development of an inclusive inter-agency governance framework for monitoring and tracking ABS implementation and GRs. Improved knowledge and experience gained through the project contributes to global knowledge of ABS. A total of 5,000 direct beneficiaries from the project at national, sub-national and local level. A national database and workflow system established for ongoing and pipeline research, utilization of Cambodia's genetic resources and documentation of TK of IPLCs, while also governing workflow in the sub-decree, including permits.
Conservation of genetic resources and biological diversity does not take account of their full economic value and benefits to current and future generations as well as the transfer of economic benefits to local communities as incentive for their conservation	A benefit sharing mechanism in place that ensures economic benefits to IPLCs and local communities A benefit sharing mechanism for the private sector to include biodiversity conservation in their business models	Restoration of 4 ha of forested land and improved management and sustainable use of 3,000 ha in Ratanakiri and Mondulkiri (though pilot ABS agreements and biodiversity management plans for sustainable in-situ conservation of genetic

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Baseline Situation	GEF Alternative	Global Environmental Benefits
Including: (1) No functional mechanism established for benefit sharing of genetic resources at community and local levels; (2) No transparent and enforceable mechanism established for FPIC at community and local levels; (3) No mechanism for investing monetary and non-monetary benefits derived from the negotiation of benefit-sharing agreements; (4) No clear policy on how benefits are allocated; (5) Rules or system of reinvesting part of benefits from GR and TK into biodiversity conservation and community development are not in place.	A system which plows back revenues derived from products and processes of genetic resources and TK to local areas where the resource is endemic or indigenous	resources and high-value species management introduced into pilot ABS agreements). Competitive pressures between uses of forest resources and biodiversity degradation and destruction reduced. Establishment and institutionalization of mechanism to channel ABS monetary benefits to local communities and IPLCs.
Capacity		
Weak institutional capacity of national and sub-national government agencies constrain the development and implementation of national and local ABS norms, weak capacity and awareness of IP and local communities who hold TK undermine the value of the genetic resources and their benefit and weak or limited understanding and awareness from the private and research sector limits the opportunities to engage on ABS partnerships. At the local level, local communities and IPLCs in both provinces have no knowledge on ABS (or how to implement the NP) and have no capacities generate, access, and use information and knowledge on ABS.	All concerned stakeholders understand the principles behind the ABS regime, the requirements for its implementation, and the potential benefits that can be realized Enhanced capacity and capability for the negotiation, implementation and monitoring of ABS among national and sub-national government staff Capacities among government and IPLCs alike, to implement ABS regulations, guidelines and procedures enhanced. Improved awareness and understanding of role and benefits of ABS	Contribution to GBF Target 13 Increased knowledge and awareness of the ABS regime and of values of biodiversity, as well as equitable steps to conserve and use it sustainably, will not only improve conservation status of species but lead to economic benefits. Improved capacity and skills among IPLCs to manage biodiversity and genetic resources lead to better long-term conservation outcomes (as measured by increase in ABS scorecard results).
Strengthened Awareness and Demonstration of ABS Agreements in Ratanakiri and Mondulkiri Provinces		
Limited in-country scientific research capacity and experience with negotiation and	2 pilot ABS project established and demonstrated	Contribution to GBF Target 4

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Baseline Situation	GEF Alternative	Global Environmental Benefits
implementation of ABS agreements constraints the capture of economic benefits of genetic resources Including: (1) Commercial GR developers would continue product development in silos at their own pace and priorities due to limited incentives, support mechanisms and precedence to pursue ABS; and (2) Industry players (pharmaceuticals, cosmetic and food producers, etc.) in Ratanakiri and Mondulkiri do not prioritize inclusive value chains of products given the lack of grounding on ABS principles, and may be satisfied to comply with the bare minimum bioprospecting laws.	Agreements compliant with national and sub-national legislation and Nagoya Protocol Demonstration of TK registers and the development of bio-community protocols Multi-stakeholder understanding of the ABS regime and the values of TK associated with genetic and biological resources enhanced On the ground experience and demonstration and lessons that will inform future negotiation of fair benefit sharing agreements	Improved knowledge and experience gained through the project contributes to global knowledge of ABS, from which lessons learned from the project will be shared and contribute to global best practices on ABS, and could help other countries to develop and implement suitable ABS and conservation frameworks and modalities. Nationally, the project will ensure that federal, provincial and local governments, as well as local communities and IPLCs all gain from Cambodia's efforts to promote R&D of genetic resources, while encouraging equitable benefit-sharing. In situ conservation measures and improved restoration in place to ensure integrity of 4 ha of forested land is maintained, leading to climate co-benefits of 355,543 tCO_2-e mitigated through the project.

The project supports the following GEF Core Indicators

Project Core Indicators		Expected at CEO Endorsement
3	Area of **land and ecosystems under restoration** (hectare)	4
4	Area of **landscapes under improved practices** (hectare)	3,000
6	**Greenhouse Gas Emissions Mitigated** (metric ton of CO_2e)	355,676
11	People benefiting from GEF-financed investments **disaggregated by sex** (count)	5,000 (2,500 men / 2,500 women)

Core Indicator 3: The estimated hectares of forest and forested land under restoration were calculated based on the $125,200 budget allocated for establishing medicinal plant nurseries. This budget is expected to support approximately 2 hectares per province at a cost of $5,000 per hectare, with the remaining funds allocated for seeds, soil, and equipment to nurture saplings until they are ready for planting. Reference is made to Activity 3.1.2.9 (Establish nurseries of traditional and/or medicinal plant species or genetic resources) and 3.1.2.10 (Restoration efforts of forest and forested land using saplings from nurseries), which will form the basis of and justification of the 4 ha under CI3.

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Core Indicator 4: The project is expected to bring 3,000 hectares of landscapes (outside of the PAs) under improved management and/or management practices, comprising 1,250 hectares surrounding community protected areas and 250 hectares within village boundaries for each of the targeted landscapes.

Core Indicator 6: The project is anticipated to mitigate 355,676 metric tons of CO2e through the restoration of 4 hectares of forests and/or forested lands, as well as 3,000 hectares of landscapes under improved management outside of protected areas. This estimate assumes a shift from a "moderate" level of forest degradation at project inception to a "low" level post-project, driven by enhanced management practices and capacity building. For details, refer Annex 21: EX-ACT.

Core Indicator 11: The number of people benefiting from the project (5,000 – 2,500female/2,500male) was estimated based on (a) the number of participants in ABS mobilization and consultation meetings; (b) average population of villages in the target landscape expected to benefit from demonstration projects under Output 3.1.2; and (c) the number of national and sub-national government staff who stand to benefit from capacity building, which the project can expect to apply learnings to their daily jobs.

Resources Required to Achieve Results:

- **Human Resources**: Project staff, legal experts, gender specialists, local coordinators, and monitoring officers.
- **Infrastructure and Equipment**: Office setups for the Project Management Unit (PMU), digital infrastructure for the ABS permit system, and training facilities.
- **UNDP and Partner Support**: Technical assistance, training programs, and monitoring support.

Partnerships: Aside from the strong partnership with the Government achieving the Global Biodiversity Framework targets requires the active participation of diverse stakeholders, including CSOs, the private sector, academia, and IPLCs alike. CSOs play a crucial role in advocacy, capacity building, and monitoring compliance with ABS regulations, ensuring that policies align with equity and sustainability principles. The private sector, particularly those in biotechnology, pharmaceuticals, and agriculture, contributes by investing in research, bioprospecting, and sustainable commercialization of genetic resources while adhering to fair benefit-sharing mechanisms. Academia and research institutions support ABS by generating scientific knowledge on biodiversity and TK systems, enabling evidence-based decision-making. Government stakeholders, including entities at both national and sub-national level, provide the legislative anchor and foundations for a strong ABS regime. Engaging IPLCs is essential, as they are custodians of genetic resources and TK, holding invaluable insights into sustainable resource use and conservation. Recognizing and integrating their rights and contributions ensures ethical bioprospecting, strengthens biodiversity governance, and enhances the equitable sharing of benefits, fostering both conservation and socio-economic development.

Currently, there are no active initiatives or projects specifically dedicated to ABS in Cambodia. However, the project will actively monitor emerging initiatives and partnerships relevant to ABS during its implementation. Additionally, the project will, as mentioned, collaborate with research institutions and private sector entities that have expressed interest in ABS, recognizing their critical role in advancing scientific research, product development, and commercialization of genetic resources. Engaging these stakeholders will foster innovation and help build a more robust ABS framework that encourages investment, ensures compliance, and facilitates equitable benefit-sharing with IPLCs. For more details on how the project will work and hereby partner with stakeholders please see the Stakeholder Engagement section below and the description of the project components above.

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Risks and Assumptions: The project is categorized as Moderate Risk, with six of the eleven social and environmental principles and standards triggered: Human Rights, Gender Equality, Accountability, Biodiversity Conservation, Cultural Heritage, and Indigenous Peoples (IP)TK Rights (See *Table 3*). Key risks involve economic exclusion, inequitable benefit-sharing, and unclear ownership of genetic resources (GR) and TK (TK). Ensuring transparent governance, inclusive consultation and decision-making, and accessible grievance mechanisms is critical to safeguarding participation and rights.

Table 3: Applicable overarching principles and project-level risks and magnitude (optional)

Overarching Principle / Project-level Standard	Triggered	Risk Level
Principle: Leave No One Behind		
Principle: Human rights	✓	Moderate
Principle: Gender Equality and Women's Empowerment	✓	Moderate
Principle: Sustainability and Resilience		
Principle: Accountability	✓	Moderate
Standard 1: Biodiversity Conservation and Sustainable Natural Resource Management	✓	Moderate
Standard 2: Climate Change and Disaster Risks		Not triggered
Standard 3: Community Health, Safety and Security		Not triggered
Standard 4: Cultural Heritage	✓	Moderate
Standard 5: Displacement and Resettlement		Not Triggered
Standard 6: Indigenous Peoples	✓	Moderate
Standard 7: Labour and Working Conditions		Not triggered
Standard 8: Pollution Prevention and Resource Efficiency		Not triggered
Number of risks in each risk rating category		
High	-	
Substantial	-	
Moderate	6	
Low		
Total number of project risks	10	
Overall Project Risk Categorization	Moderate	
Number of safeguard standards triggered	3	

In accordance with UNDP Social and Environmental Standards (SES) policy, the Social and Environmental Screening Procedure (SESP) was applied during the Project Preparation Grant (PPG) phase. The analysis identified ten risks, with nine classified as Moderate and one as Low. Projects with Moderate Risk require targeted measures throughout the project lifecycle. During the PPG phase, a comprehensive assessment focused on key issues, including the rights of IP, gender equality, sustainability, and resilience.

To address these risks and align with SES standards, the following management tools have been developed:

- Environmental and Social Management Framework (ESMF)

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- Indigenous Peoples Planning Framework (IPPF)
- Comprehensive Stakeholder Engagement Plan (SEP)
- Gender Analysis and Gender Action Plan (GAP)

Additionally, FPIC procedures and a project-level Grievance Redress Mechanism (GRM) have been established and will be updated during project implementing period. The GRM will include both provincial and national-level oversight, ensuring accessibility and transparency through wide dissemination of information and a tracking system for complaints. Stakeholders may submit grievances at any time to the Project Management Unit (PMU), UNDP, or the GEF.

Although project provinces have been identified, specific locations for on-the-ground activities remain undefined. As such, the relevance and significance of risks may vary across sites. During the first six months of the project, further site-specific screenings will be conducted to confirm risks and refine necessary assessments and management measures. A clean SESP template and checklist, included in the ESMF, will be used for this purpose. Similarly, any new activities introduced during implementation will undergo the same screening process, ensuring dynamic and adaptive risk management.

Targeted measures focus on sustainable use of biodiversity conservation, respecting cultural heritage, and securing FPIC from IP. These actions will help prevent overharvesting, exploitation, and the misappropriation of cultural practices, while fostering equitable benefit-sharing and recognizing the contributions of marginalized groups, particularly women, in managing genetic resources and TK. *Table 4* below outlines identified risks, categorized by magnitude, along with specific assessment and management measures. These measures emphasize inclusive governance, compliance with legal frameworks, and culturally appropriate stakeholder engagement, ensuring alignment with UNDP SES principles and standards. Key areas of focus include the rights of IPLCs, gender equity, biodiversity conservation, and private sector engagement.

Table 4: Description of Project Social and Environmental Safeguard Risks, Significance, Assessments, and Management Measures

Identified Risks	***Significance***	***Assessment and management measures***
Risk 1: Duty-bearers may lack the capacity to meet project obligations (P2), particularly on the required safeguarding Indigenous Peoples and Local Communities (IPLCs), and marginalized communities.	Moderate	Assessment measures: • The project will conduct targeted assessments to evaluate potential impacts on the rights of IPLCs, marginalized groups, and vulnerable populations, ensuring human rights risks are identified early and integrated into project design. It will assess the adequacy of FPIC processes for IPLCs, ensuring proper documentation and revisiting FPIC at each project stage. The project will also evaluate the capacity of government agencies and institutional stakeholders to implement human rights obligations, addressing capacity gaps through tailored programs and monitoring their effectiveness. Finally, it will ensure the inclusion of marginalized and vulnerable groups, such as ethnic minorities and women, in project design and decision-

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Identified Risks	*Significance*	*Assessment and management measures*
		making, monitoring mechanisms to prevent discrimination and promote equitable benefits. Management Measures: • Under Output 1.1.1, Activity 1.1.1.5 the project will enhance the capacity of duty-bearers to implement ABS and human rights standards by organizing workshops and providing technical assistance on human rights, FPIC, and inclusive governance. These capacity-building programs will include gender-sensitive approaches and focus on Indigenous Peoples' rights and FPIC. • Under Output 2.1.2, the project will engage IPLCs in ABS by establishing clear FPIC guidelines to ensure consultations are continuous, transparent, inclusive, and well-documented throughout all project stages, guaranteeing IPLCs are fully informed and have given consent for activities affecting their resources. Additionally, the project will strengthen ABS capacity by conducting needs assessments, designing tailored training programs for IPLCs and the private sector, facilitating South-South exchanges for knowledge sharing, and developing a comprehensive, accessible ABS toolkit for long-term use. These efforts will emphasize sustainable resource management, equitable benefit-sharing, and compliance with ABS legislation, with a focus on Cambodia's specific context. • Under Outputs 2.1.1 and 3.1.1, addressing inclusive governance, decision-making, and benefit-sharing for marginalized groups, the project will (i) develop inclusive platforms for decision-making, (ii) facilitate community dialogues and stakeholder meetings, (iii) ensure equal representation of marginalized groups in decision-making bodies, and (iv) monitor how these groups influence decisions. • A participatory approach, as detailed in the Stakeholder Engagement Plan, will ensure the project avoids discriminatory impacts on IPLCs, ethnic minorities, vulnerable groups, women, and other marginalized populations.
Risk 2: Rights-holders, such as IPLCs may lack awareness of their rights and the mechanisms available to claim them, limiting their participation in ABS and equitable benefit-sharing. Inadequate legal protections could	Moderate	Assessment Measures: • Screen and evaluate the current level of awareness and understanding among IPLCs regarding their rights and benefit-sharing mechanisms, as well as assess the strength of existing legal protections for IPLCs' resources. Management Measures: • Same as risk 1, under Output 1.1.1, the project will strengthen the ABS regulatory framework to ensure robust legal protections for IPLCs' rights over GR. This includes integrating clear legal provisions for protecting IPLCs from

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Identified Risks	*Significance*	*Assessment and management measures*
expose IPLCs to resource exploitation.		resource exploitation and ensuring they benefit fairly from ABS agreements. • Under Outputs 3.1.1, 3.1.2, the Project will conduct awareness campaigns and training to inform IPLCs about their rights, ABS mechanisms, and equitable benefit-sharing opportunities. These campaigns will help increase their understanding of how to claim their rights. Training will focus on their roles in resource management, benefit-sharing, and protecting their TK and will establish inclusive platforms to ensure IPLCs are actively involved in decision-making processes related to ABS agreements and resource management. • Cross-cutting: Outputs 1.1.2, 3.1.1, the project will continuously monitor the enforcement of legal protections for IPLCs through regular evaluations of the ABS regulatory framework and track the participation of IPLCs in decision-making processes and benefit-sharing to ensure their rights are fully exercised and protected.
Risk 3: The project may reproduce discrimination against women by limiting their participation in decision-making processes and restricting their access to ABS benefits (P10, P11).	Moderate	Assessment Measures: • The project identifies risks of gender-based discrimination and barriers to women's participation in decision-making and benefit-sharing processes. Through a cross-cutting GAP, it ensures the collection and analysis of gender-disaggregated data to monitor women's participation in ABS activities, including decision-making and equitable benefit-sharing. Women's involvement will be continuously tracked throughout the project to address gaps effectively. • Under Component 2 (Output 2.1.1) and Component 3 (Output 3.1.1), the project will assess the incorporation of gender-sensitive mechanisms in capacity-building activities, ensuring equitable participation. It will also evaluate whether women are receiving ABS benefits proportionate to men, tracking both the percentage of benefits allocated to women and their involvement in benefit-sharing processes. Additionally, the SEP and GAP will identify barriers to women's full participation and ensure the accessibility and effectiveness of grievance mechanisms in addressing gender-sensitive issues. Management Measures: • The project's management measures for gender-related risks will address cross-cutting issues, ensuring the inclusion of marginalized gender identities, such as individuals from IPLCs, through the GAP. Gender-sensitive consultations will identify barriers to women's participation, such as cultural norms or resource constraints, and implement targeted strategies to ensure equitable participation and access to benefits. • The GAP and SEP will integrate gender-responsive capacity-building programs and inclusive consultations, encouraging women's involvement in ABS processes (Output 2.1.1) and

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Identified Risks	*Significance*	*Assessment and management measures*
		decision-making forums. Benefit-sharing mechanisms (Outputs 2.1.1 and 3.1.1) will equitably distribute benefits, with quotas or guidelines to ensure women's representation. Gender-disaggregated indicators will track women's involvement and equity in benefit-sharing, while a culturally appropriate grievance mechanism will ensure accessibility and address gender-specific grievances.
Risk 4: Risk of overharvesting and unsustainable extraction of GR may lead to biodiversity loss	Moderate	Assessment Measures: • Targeted assessments (or scoped SESA) will be conducted under Outputs 1.1.1, 1.1.2, 2.1.2, 3.1.2 to evaluate the implementation of sustainable extraction guidelines and regulations for GR (under ABS Sub-decree). Assess the involvement of IPLCs in managing the sustainable use of GR and ensuring conservation practices are followed. Assess the compliance of stakeholders (e.g., companies, community members) with ABS laws and regulations aimed at protecting biodiversity. Evaluate the risk of genetic resource depletion by tracking extraction rates and comparing them to sustainable levels. And regularly monitor biodiversity health through environmental impact assessments and biodiversity health indicators. Management Measures: • The project will simplify the ABS Sub-decree guidelines and establish with clear compliance measures to safeguard GR and prevent resource depletion. A biodiversity monitoring framework will track ecosystem health, detect early signs of degradation, and guide adaptive management through periodic monitoring and biodiversity health checks. • To ensure sustainability, the project will train and empower IPLCs in the targeted provinces as biodiversity stewards, actively involving them in monitoring and decision-making. A regulatory mechanism will be established to enforce compliance with the ABS Sub-decree, conduct regular audits, and impose penalties for non-compliance. Additionally, awareness programs will engage communities and stakeholders, promoting sustainable use of genetic resources and biodiversity conservation
Risk 5: The project may negatively impact IPLCs' rights and access to GR and traditional livelihoods due to weak protection and consultation processes.	Moderate	Assessment Measures: • Evaluate the implementation and documentation of FPIC processes under Output 2.1.2, including consultations on ABS agreements, genetic resource access, and benefit-sharing. • Assess the quality and frequency of culturally appropriate and inclusive consultations with IPLCs for Outputs 3.1.1 and 3.1.2, ensuring they occur early and in languages understood by IPLCs. • Under Output 2.1.1, assess IPLCs' involvement in decision-making bodies and governance mechanisms, ensuring ABS

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Identified Risks	*Significance*	*Assessment and management measures*
		agreements protect their rights to GR and TK with fair benefit-sharing provisions. • Review the effectiveness of legal and policy frameworks under Output 1.1.1 to protect IPLCs' rights, ensure access to GR, and safeguard TK. Management Measures: • Implement FPIC processes and adhere to ESMF and IPPF frameworks to avoid risks related to land acquisition and forced evictions, safeguarding IPLCs' rights and ensuring full participation and consent. • Ensure FPIC is applied throughout the project with culturally appropriate and transparent consultations, integrating IPLCs' perspectives and guaranteeing their representation in ABS governance. • Under Output 1.1.1, collaborate with local authorities and the Ministry of Environment to enhance legal protections for IPLCs, draft ABS agreements safeguarding GR and TK, and establish clear benefit-sharing mechanisms ensuring IPLCs' ownership and control of their resources.
Risk 6: The commercialization of IP' cultural practices and TK without proper consultation and protection could lead to exploitation and loss of cultural heritage.	Moderate	Assessment Measures: • Under Outputs 1.1.1, 1.1.2, 2.1.2, 3.1.2, the project will incorporate an Intangible Cultural Heritage Impact Assessment (CHIA) in line with UNDP and UNESCO guidelines to evaluate risks to IPLCs' cultural heritage from GR and TK commercialization, ensuring safeguards are in place to prevent adverse impacts. It will confirm that FPIC has been obtained and documented for any use of IPLCs' cultural practices or TK, particularly for commercial activities. The project will also assess IPLCs' inclusion in culturally appropriate decision-making processes and verify that ABS agreements include provisions protecting IPLCs' TK from unauthorized use, ensuring they retain control and ownership of their cultural heritage Management Measures: • The project will develop an Integrated Cultural Heritage, GR, and TK Management Plan based on CHIA results, outlining processes to establish TK values and GR significance, including sacred sites and human-nature interactions. • The ESMF, IPPF, and SEP provide guidance for respecting IPLCs' rights and ensuring culturally appropriate engagement in line with UNESCO principles. The project will apply documented FPIC for any use of IPLCs' cultural heritage or TK, safeguarding ownership and control in ABS agreements with equitable benefit-sharing. IPLCs will be included in decision-making and governance, and the project will regularly monitor commercial activities to ensure compliance with ABS agreements and FPIC
Risk 7: Unclear ownership of GR and TK	Moderate	Assessment Measures:

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Identified Risks	*Significance*	*Assessment and management measures*
can undermine ABS governance, creating confusion over benefit-sharing mechanisms and potentially excluding PLCs, and marginalized groups, including women and ethnic minorities (P.5), from accessing project benefits and participating in decision-making processes.		• The project will review legal frameworks and policies to assess clarity on GR and TK ownership, particularly for IPLCs, and evaluate benefit-sharing mechanisms to ensure equity and rightful ownership. It will assess IPLC involvement in decision-making processes to ensure consultations are inclusive and transparent and will monitor ABS agreements for compliance with national laws, ensuring IPLCs' rights are upheld. Management Measures: • The project will amend legal frameworks (Output 1.1.1) to explicitly recognize IPLCs' ownership of GR and TK, ensuring ABS agreements clearly define ownership rights and include transparent benefit-sharing mechanisms (Outputs 2.1.1, 3.1.1) for IPLCs, women, and marginalized groups. • Capacity-building programs (Output 2.1.2) will empower these groups to assert ownership, participate in governance, and negotiate benefits, with FPIC ensuring meaningful inclusion and representation in decision-making. • A monitoring system (Output 1.1.2) will track compliance with ownership provisions and equitable benefit-sharing, implementing corrective actions if needed.
Risk 8: Risk of gender-based discrimination/violence (GBV) related to social norms, cultural dynamics, and project engagement. The project may exacerbate GBV risks (P12)	Moderate	Assessment Measures: • Conduct a risk assessment to identify GBV risks from changes in power dynamics, evaluate community safety measures for protecting women and vulnerable groups, and ensure policies on worker behavior prevent GBV in worker-community interactions. Management Measures: • Output 3.1.2, develop and implement GBV prevention and awareness programs tailored for local communities and project staff. These programs should include training on power dynamics, community engagement, and safe behaviour. • Output 1.1.1, introduce strict codes of conduct for project workers, ensuring zero tolerance for GBV and ensuring worker-community interactions are respectful and safe. • Output 2.1.1, work with local authorities to establish secure zones, community awareness programs, and support services for women affected by GBV and implement safety protocols for women and vulnerable groups in communities impacted by the project.
Risk 9: Lack of accessible grievance mechanisms (P.14) for IPLCs and marginalized groups may cause unresolved	Moderate	Assessment Measures: • Evaluate the GRM's accessibility for IPLCs and marginalized groups, ensuring it is user-friendly, culturally appropriate, and available in local languages. Monitor its effectiveness in resolving grievances promptly and

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Identified Risks	*Significance*	*Assessment and management measures*
conflicts and social tension.		addressing conflicts related to IPLCs' rights, resource access, or participation to prevent social tensions. Management Measures: • The project will develop and implement a culturally appropriate and accessible GRM tailored to IPLCs and marginalized groups, operating in local languages and accounting for cultural contexts. • Under Output 2.1.1, awareness campaigns will inform these groups about the GRM and its use, with information provided in culturally relevant formats. • Output 1.1.2 ensures the GRM resolves grievances promptly, with clear timelines, regular updates, and a feedback loop to improve its effectiveness. • Under Output 2.1.2, GRM staff will be trained on cultural sensitivities and the specific rights and needs of IPLCs and marginalized groups to ensure respectful and effective grievance handling.
Risk 10: Involvement of private sector partners with weak ABS policies may lead to social or environmental harm, including violations of human rights in project areas.	Low	Assessment Measures: • All private sector partners to be engaged through the project – either directly or as co-financiers, will be subject to risk screening applying UNDP's Private Sector Due Diligence policy. Additionally, the project will evaluate the alignment of private sector partners' policies with national and international ABS standards, including compliance with human rights obligations and environmental safeguards. Management Measures: • The project will establish a prequalification process to review private sector partners' ABS policies and ensure compliance with project standards. • Involve IPLCs in the oversight of private sector activities, conducting consultations to gather input on social and environmental impacts. • Include strong human rights and environmental protection clauses in ABS agreements with private sector partners, covering resource use, benefit-sharing, and community engagement. • Set up a compliance team to monitor private sector activities, enforce corrective actions, and publish regular reports on partner performance. • Create a dedicated grievance channel within the GRM for private sector-related issues, ensuring accessibility to IPLCs, and training staff to handle grievances promptly and effectively. • The project will not engage and/or support any companies that have caused or potentially harm local communities and IP.

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Identified Risks	*Significance*	*Assessment and management measures*

In addition to the above risks identified through the project Social and Environmental Screening Procedures, the project also includes risks identified in the GEF CEO Endorsement Request and which is presented below for ease of reference. In this connection, it should be noted that the listed risks a) Climate, b) Environment and Social and c) Stakeholder are aligned with the SESP findings. The full list of project risks is included in Annex 5: UNDP Risk Register.

RISK CATEGORIES	RATINGS	ASSESSMENT AND MITIGATION MEASURES
		CONTEXT
Climate	Low	**Risk:** Overall, Cambodia faces significant vulnerability to extreme weather events which are increasingly frequent and intense due to climate change. Given the high level of stakeholder engagement, including at the community level, unexpected adverse weather could potentially introduce delays to the project schedule and impede its completion, although impact on the project given its scope and short duration is negligible. Reference is also made to Annex F: Social and Environmental Screening Procedure (SESP) herein and the UNDP Project Document Annex 24: Climate Screening Report. **Mitigation** To mitigate these risks, project activities will be designed with climate resilience in mind (e.g., incorporating remote meeting options as a contingency). This approach aims to limit potential delays and help ensure that results remain sustainable and are not compromised by extreme climate-related weather events.
Environment and Social	Moderate	**Risk:** Several risks were identified during the project's SESP (Reference made to Annex F herein). A summary of the key risks include: 1. **Limited Capacity of Stakeholders**: There is a risk that stakeholders, including government institutions, IPLCs, and private sector actors, may have limited capacity to engage effectively in ABS governance and implementation. 2. **Risks to Traditional Knowledge**: The project may pose risks to TK, including the potential for exploitation or misappropriation of cultural heritage, GR and TK. 3. **Gender Exclusion**: There is a risk of gender exclusion, where women and other vulnerable groups may not fully participate in or benefit from the project's activities. 4. **Environmental Harm**: Unsustainable harvesting of resources could lead to environmental harm, affecting biodiversity and ecosystem health. **Mitigation** To mitigate risks, the project will include: • Helping to ensure FPIC from IPLCs for activities affecting their resources or knowledge. • Protecting cultural heritage, GR and TK from misuse. • Promoting gender equality to enhance women's and vulnerable groups' participation.

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		• Implementing a Grievance Redress Mechanism (GRM) for accessible and transparent resolution of concerns. These measures aim to ensure the ABS project is environmentally sustainable, socially inclusive, and culturally appropriate, contributing to Cambodia's sustainable development.
Political and Governance	Moderate	**Risk:** There is a risk that insufficient political willingness and commitment to adopt and operationalize ABS regulations and other institutional mechanisms. This issue may stem from government officials' lack of awareness and understanding of complex ABS concepts, as well as the need for a simpler, clearer, and more streamlined regulatory framework for ABS, particularly regarding benefit sharing. These factors could result in governance regulations that do not align with stakeholder objectives and interests, leading to suboptimal outcomes and sustainment challenges for ABS in Cambodia. **Mitigation** Comprehensive stakeholder engagement at national, provincial, and community levels is planned to ensure that stakeholders' interests are well understood and reflected in the ABS governance framework, and to invest in capacity building to enhance the knowledge of affected stakeholders.
INNOVATION		
Institutional and Policy	Moderate	**Risk:** The lack of a comprehensive national ABS legal framework including clear and well understood ABS regulations may result in inconsistencies and inefficiencies in the execution of ABS agreements. It is essential to strengthen the existing framework to ensure alignment with international standards, such as the CBD and NP. There is also a need for capacity building among national authorities and stakeholders to effectively manage and monitor ABS activities. This includes providing training on ABS legislation and developing administrative systems for permitting and monitoring and strengthening data management for genetic resources. **Mitigation** To mitigate this risk, the project will prioritize finalizing and adopting clear ABS regulations aligned with the sub-decree. Capacity-building initiatives will be a foundational anchor to demystify the complexities associated with ABS legislation and implementation. The project will train national authorities, IPLCs, and stakeholders in ABS legislation, permitting, compliance monitoring, and benefit-sharing. A robust digital ABS Clearing House and workflow management system will centralize data, streamline processes, and enhance transparency, while stakeholder engagement and monitoring mechanisms will ensure accountability and foster collaborative agreements. Taken together, these measures will strengthen institutional capacity and ensure effective ABS implementation in Cambodia.
Technological	Moderate	**Risk:** The development of the ABS database and workflow system may face delays or inefficiencies due to poorly documented business requirements or challenges in finding skilled IT professionals with experience in ABS systems within Cambodia.

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		This could lead to incomplete or misaligned system functionalities, affecting usability and compliance with project objectives. **Mitigation** To address this, the project will ensure comprehensive stakeholder consultations and expert input during the design phase to produce clear, detailed business requirements. Additionally, the procurement process will prioritize vendors with demonstrated expertise in similar systems, while offering capacity-building opportunities for local IT professionals to support long-term system sustainability.
Financial and Business Model	Moderate	**Risk:** The financial and business model risks associated with ABS projects in Cambodia are significant due to the complexity and novelty of these initiatives. Effective management of ABS projects requires the coordination of multiple stakeholders, which can lead to operational inefficiencies and delays. Navigating the regulatory frameworks presents considerable challenges and may necessitate substantial resources to ensure compliance. It is crucial to engage with and secure the support of local communities, governments, and other stakeholders for the success of ABS projects, though achieving this can be challenging. **Mitigation** To manage this risk, the project will select and operate demonstration projects that will be managed and monitored closely. Key learnings from these projects will be documented and utilized to inform subsequent ABS projects. This approach will also ensure that project capacity is available for the demonstration projects.
		EXECUTION
Capacity for Implementation	Low	**Risk:** Comprehensive and detailed consultations among relevant stakeholders will be undertaken throughout the project's development and implementation. **Mitigation** The project will identify the capacity gaps and actively strengthen the capacity of stakeholders involved to lead/participate in relevant activities and continue these beyond the project's duration.
Fiduciary	Low	**Risk:** Project administration, including financial management and procurement, for more efficient delivery will be managed by the Ministry of Environment under NIM with Government as IP who already have experience via the predecessor ABS project . The residual risk therefore is low. **Mitigation** No mitigation warranted other than standard checks and balances and governance mechanisms. It will be important however to ensure there is seasoned management able to hit the ground running on a project with only a 2.5 year time horizon.
Stakeholder	Moderate	**Risk1:** To help ensure the success of the project, it is essential to engage and align a diverse group of stakeholders from international, national, provincial, and community levels, as well as the academia and the private sector. It is particularly important to ensure meaningful and equitable participation of indigenous peoples and local communities in FPIC, decision-making, and benefit-sharing processes.

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		Given the differing priorities and agendas of the stakeholder groups, there is a possibility that aligning the groups may take longer than the project timelines. To address this risk, a detailed stakeholder engagement plan has been created to ensure timely and comprehensive engagement with these stakeholders. **Mitigation1:** Ensure robust stakeholder engagement plan and seasoned PMU and consultants with experience to translate these plans into action. Risk 2: Lack of private sector buy-in may limit financial contributions to the ABS mechanism, reducing the project's sustainability and impact. Mitigation 2: The project will engage early with companies during implementation to co-develop ABS agreements, demonstrate benefit-sharing models, and showcase commercial value through pilot cases to build trust and incentivize participation.
Other		
Overall Risk Rating	Moderate	

As the work/interventions outlined in the project's safeguard documentation are seen as critical, and with the project's duration is limited, the UNDP Country Office will work closely with PMU (IP) to fulfilling the project's safeguards commitments, as appropriate.

Stakeholder engagement: Under the project, several key stakeholders have been identified that will play a critical role in delivering on the anticipated project objectives, including government entities, the private sector, research and academia, as well as local communities and civil society. The project outlined a strategy to ensure stakeholders are engaged throughout, including:

- **Target Groups:** Ministry of Environment (MoE) and its Provincial Departments, Ministry of Agriculture, Forestry and Fisheries (MAFF), Ministry of Commerce (MoC), Ministry of Tourism (MoT) and its Provincial Department, private sector, research and academia, provincial, district, and commune authorities for Mondulkiri and Ratanakiri provinces, and local communities including community leaders, chiefs, members, and women's, youth, and indigenous groups. The project will directly engage throughout meetings, capacity building workshop, community consultations, stakeholder consultation workshops, focus group discussions (FGD), key informant interview (KII), and field survey. These engagement processes involve two-way communication, allowing stakeholders to ask questions, provide feedback, and influence decision-making. The project will actively document stakeholder feedback and incorporate it into project implementation wherever feasible to improve project outcomes. The engagement will ensure that stakeholders have access to and are aware of mechanisms to submit concerns about the social and environmental impacts of a project.
- **Other Potentially Affected Groups**: International agencies such as UNESCO, FAO, IFAD, World Bank, USAID, ADB, and the EU and NGOs and CSOs such as WWF, CI, WCS will be engaged in raise

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awareness about ABS, TK, and the value of GR through outreach campaigns and the establishment of ABS demonstration projects.

Mechanisms and strategies for stakeholder involvement will ensure that the relevant shareholders receive and share information and provide their inputs in the planning, design, implementation, monitoring and evaluation of project initiatives and play a role in sustaining the initiatives during and after the closure of the project.

During project preparation, a preliminary stakeholder analysis was undertaken in order to identify key stakeholders, assess their interests in the project and define their roles and responsibilities in project implementation. The table below lists the key stakeholders associated with establishing a national ABS framework in Cambodia.

Table 5: Stakeholder Roles and Engagement in the project

	Stakeholder	Role	Engagement in Project Outputs
Government Entities	Ministry of Environment (MoE)[8] and its Provincial Departments for Mondulkiri and Ratankiri provinces.	As the implementing entity, the Ministry of Environment (MoE) will play a central role in coordinating activities under this project. Given their mandate for ABS, the MoE will be the core stakeholder in all activities involving benefit sharing of TK and GR according to the ABS project. These include the development and operationalization of ABS regulations and institutional mechanisms, enhancing the capacity of national and sub-national institutions, and IPLCs to implement ABS regulations and engage in ABS deals, and raising awareness about ABS, TK, and the value of GR through outreach campaigns and the establishment of ABS demonstration projects.	Component 1 (Outputs 1.1.1 and 1.1.2) Component 2 (Outputs 2.1.1 and 2.1.2) Component 3 (Outputs 3.1.1 and 3.1.2)
	Ministry of Agriculture, Forestry and Fisheries (MAFF)[9]	MAFF will support actions involving the benefit sharing of TK and GR according to the ABS project. These include coordinating and supporting the capacity of national and sub-national institutions, and IPLCs to implement ABS regulations and engage in ABS deals, and raising awareness about ABS, TK, and the value of GR through outreach campaigns and the establishment of ABS demonstration projects.	Component 2 (Outputs 2.1.1 and 2.1.2) Component 3 (Outputs 3.1.1 and 3.1.2)
	Ministry of Commerce (MOC)[10]	MOC will support actions involving the benefit sharing of TK and GR according to the ABS project. These include coordinating and supporting the capacity of national and sub-national institutions, and IPLCs to implement ABS regulations and engage in ABS deals, and raising awareness about ABS, TK, and the value of GR through outreach	Component 2 (Outputs 2.1.1 and 2.1.2) Component 3 (Outputs 3.1.1 and 3.1.2)

[8] The ABS Technical Working Group consists of representatives from relevant sector ministries, including Environment, Health, Agriculture, Forestry and Fishery, Planning, Water Management, Industry, Commerce, Economic and Finance, and Culture. These ministries were consulted during the PPG phase

[9] Ibid

[10] Ibid

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	Stakeholder	Role	Engagement in Project Outputs
		campaigns and the establishment of ABS demonstration projects.	
	Ministry of Industries, Science, Technology, and Innovation (MISTI)[11]	MISTI is taking care of intellectual property registration who will be working closely within the ABS sub-technical working group on Clearing House Mechanism. MISTI hold the authority to permit the importing of medicine.	Component 1 (Outputs 1.1.1 and 1.1.2) Component 2 (Outputs 2.1.1) Component 3 (Outputs 3.1.1 and 3.1.2)
	Ministry of Health (MoH)[12]	MoH has a National Centre of Traditional Medicine who gives license to traditional healers, provide training, and doing the research and documents the important medicinal plants and usage.	Component 1 (Outputs 1.1.1 and 1.1.2) Component 3 (Output 3.1.2)
	Ministry of Tourism (MoT)[13] and its Provincial Department for Mondulkiri and Ratankiri provinces.	MoT, and its provincial departments will support actions involving the benefit sharing of TK and GR according to the ABS project. These include coordinating and supporting the capacity of national and sub-national institutions, and IPLCs to implement ABS regulations and engage in ABS deals, and raising awareness about ABS, TK, and the value of GR through outreach campaigns and the establishment of ABS demonstration projects.	Component 2 (Outputs 2.1) Component 3 (Outputs 3.1.1 and 3.1.2)
	Provincial, district, and commune authorities for Mondulkiri and Ratankiri provinces.	Provincial, district, and commune authorities will be involved in the project in coordinating the capacity of sub-national institutions and IPLCs to implement ABS regulations and engage in ABS deals, and raising awareness about ABS, TK, and the value of GR through outreach campaigns and the establishment of ABS demonstration projects. Moreover, these authorities will play a key role in responding to and addressing grievances and complaints under the project.	Component 2 (Outputs 2.1.1 and 2.1.2) Component 3 (Outputs 3.1.1 and 3.1.2)

[11] Ibid
[12] Ibid
[13] Ibid

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	Stakeholder	Role	Engagement in Project Outputs
Local Communities	Community leaders/village chiefs	Community leaders and village chiefs will be part of various coordination platforms and forums, such as stakeholder consultations and awareness-raising on ABS. They will be engaged in ABS capacity building under the project and play a role in engaging in ABS deals, participating in FPIC and mutual agreements during GR and TK contracts with users, and actively participating in the decision-making process. Moreover, these leaders and chiefs will act as the first tier in responding to and addressing grievances and complaints under the project.	Component 2 (Outputs 2.1.1 and 2.1.2) Component 3 (Outputs 3.1.1 and 3.1.2)
	Local community members	The local community members are the holders of GR and TK and know how to sustainably use and harvest these resources. They are the primary beneficiaries of the project. They will play a critical role in achieving the project objectives. They will be engaged in ABS capacity building under the project and play a role in engaging in ABS deals, participating in FPIC and mutual agreements during GR and TK contracts with users, and actively participating in the decision-making process.	Component 2 (Outputs 2.1.1 and 2.1.2) Component 3 (Outputs 3.1.1 and 3.1.2)
	Women's, Youth and Indigenous groups	Social inclusion is a key consideration in the impact of this project's interventions. Representatives from various vulnerable groups, including women, youth, and indigenous people, will be empowered in the decision-making process. The project will engage them in ABS capacity building and involve them in ABS deals, participating in FPIC and mutual agreements during GR and TK contracts with users, and actively participating in the decision-making process. These groups will bring unique perspectives that will ensure that ABS is cross-cutting and inclusive.	Component 2 (Outputs 2.1.1 and 2.1.2) Component 3 (Outputs 3.1.1 and 3.1.2)
Private Sector	Pharmaceutical company(ies)	Pharmaceutical companies will be the potential users of GRs and TKs in medical development products. They will engage in the project such as raising awareness about ABS, TK, and the value of GR through outreach campaigns and the establishment of ABS demonstration projects. They have the potential to make ABS deals, share benefits from GR and TK commercialization with the government and IPLCs, and adhere to ABS regulations.	Component 3 (Outputs 3.1.1 and 3.1.2)
	Cosmetics company(ies)	Cosmetic companies will be the potential users of GR and TK in cosmetic development products. They will engage in the project such as raising awareness about ABS, TK, and the value of GR	Component 3 (Outputs 3.1.1 and 3.1.2)

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	Stakeholder	Role	Engagement in Project Outputs
		through outreach campaigns and the establishment of ABS demonstration projects. They have the potential to make ABS deals, share benefits from GR and TK commercialization with the government and IPLCs, and adhere to ABS regulations.	
	Agricultural processing company	Agricultural processing companies will be the potential users of GR and TK in agricultural development products. They will engage in the project such as raising awareness about ABS, TK, and the value of GR through outreach campaigns and the establishment of ABS demonstration projects. They have the potential to make ABS deals, share benefits from GR and TK commercialization with the government and IPLCs, and adhere to ABS regulations.	Component 3 (Outputs 3.1.1 and 3.1.2)
Research and academia	Universities and specialized research institutes	Universities will be potential users of GRs and TKs in research and development products. They will engage in the project by raising awareness about ABS, TK, and the value of GR through outreach campaigns and the establishment of ABS demonstration projects. This stakeholder group also includes specialized research institutes such as: • Royal University of Phnom Penh (RUPP): Department of Biology and Biotechnology focuses on biodiversity, plant research, and medicinal plant studies. • Royal University of Agriculture (RUA): Conducts research on sustainable agriculture, traditional plant knowledge, and the genetic diversity of medicinal plants. • Institute of Technology of Cambodia (ITC): Engages in research on bioactive compounds, biotechnology applications, and genetic resources for medicinal purposes. • Cambodian Agricultural Research and Development Institute (CARDI): Specializes in the conservation and study of plant genetic resources, including medicinal and traditional crop species. These institutions are key players in advancing biodiversity conservation and bioprospecting efforts in Cambodia. Collectively, this stakeholder group has the potential to make ABS deals,	Component 3 (Outputs 3.1.1 and 3.1.2)

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	Stakeholder	Role	Engagement in Project Outputs
		research the benefits of GR and TK, share knowledge with the government and IPLCs, and adhere to ABS regulations. Furthermore, as part of Component 3, academic and research organizations will play a role in researching the commercial viability and potential of the 10 priority species, especially related to the CHM and in the context of the database in Output 1.1.1.	
	Researchers and Students	Researchers and Students will be potential users of GRs and TKs in research and development products. They will engage in the project by raising awareness about ABS, TK, and the value of GR through outreach campaigns and the establishment of ABS demonstration projects. They have the potential to make ABS deals, research the benefits of GR and TK, share knowledge with the government and IPLCs, and adhere to ABS regulations.	Component 3 (Outputs 3.1.1 and 3.1.2)
International Agencies	Development partners	The project will coordinate with several ongoing and/or planned initiatives from various development agencies-- (including UNESCO, Food and Agriculture Organization (FAO), International Fund for Agriculture Development (IFAD), World Bank, USAID, Asian Development Bank (ADB), and the European Union (EU) -- to raise awareness about ABS, TK, and the value of GR through outreach campaigns and the establishment of ABS demonstration projects. These development partners can support advocacy for ABS policies, the FPIC process, address capacity needs, and tackle regulatory and institutional challenges.	Component 3 (Outputs 3.1.1 and 3.1.2)
	NGOs and CSOs	As with development partners, several NGOs and CSOs are active in the project area (WWF, CI, WCS, FFI). The project will seek synergies with these organizations for the implementation of project activities. Involvement will include ensuring complementarity between initiatives, as well as acting as potential service providers during implementation. These NGOs and CSOs can support advocacy for ABS policies, the FPIC process, address capacity needs, and tackle regulatory and institutional challenges.	Component 3 (Outputs 3.1.1 and 3.1.2)

The Comprehensive Stakeholder Engagement Plan is prepared in alignment with the UNDP's SES to promote transparency, inclusivity, and meaningful participation throughout the project lifecycle. The comprehensive SEP ensures that all stakeholders, including IPLCs, women, and marginalized groups, are effectively informed, consulted, and involved in decision-making processes. The main engagement strategies of the comprehensive SEP are to (i) facilitate two-way communication between stakeholders and the project; (ii) foster trust and collaboration to improve project outcomes; and (iii) ensure that

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grievances and concerns are addressed through accessible mechanisms. Moreover, FPIC is clearly stipulated in the comprehensive SEP and the Indigenous Peoples Planning Framework (IPPF) annexes to (i.e. Annex 7 and 8b) .

South-South and Triangular Cooperation (SSC/TrC): South-South cooperation is a central pillar of this project, fostering knowledge exchange and collaboration between Cambodia and other countries with advanced ABS systems and successful biodiversity-based economic models. Regional exchanges with countries such as Malaysia and Indonesia, known for their effective bioprospecting programs and equitable benefit-sharing arrangements, will provide invaluable learning opportunities. These exchanges will include cross-visits to observe ABS implementation firsthand, consultations with policymakers, and engagement with research and private sector entities. Cambodia's stakeholders—including IPLCs, researchers, government officials, and private sector representatives—will gain insights into effective governance frameworks, sustainable harvesting techniques, and strategies for integrating TK into ABS agreements.

The project also aligns with UNDP's multi-country program for strengthening human resources, legal frameworks, and institutional capacities to implement the Nagoya Protocol. Participation in regional forums and learning platforms under this program will enable Cambodia to share its experiences while drawing on the lessons of neighbouring countries. By connecting Cambodian stakeholders to regional and global ABS networks, the project aims to establish benchmarks, adopt proven practices, and foster long-term partnerships. These efforts will not only enhance the effectiveness of ABS implementation in Cambodia but also help the country position itself as a regional leader in biodiversity conservation and equitable benefit-sharing. Through these cooperative mechanisms, the project will help bridge gaps in capacity, strengthen regional solidarity, and support the scaling of innovative ABS models across Southeast Asia.

In addition, to bring the voice of Cambodia 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 Access to Benefit Sharing. The project will provide regional cooperation opportunities with countries implementing initiatives on Access to Benefit Sharing in geopolitical, social and environmental contexts relevant to the proposed project in Cambodia.

Gender equality and Women's Empowerment: The gender analysis highlighted several gender-related issues within the proposed ABS project. Key challenges included a lack of awareness about the project, income instability affecting women's participation, discrimination, and the need for properly organized production and sales groups for TK and GR. Additionally, there were concerns about potential GBV, with women experiencing higher rates of domestic violence, sexual violence, and other forms of GBV in the targeted project area. Moreover, women have limited access to information, education, and training opportunities, necessitating communication and capacity development strategies. Addressing these issues through integrated project interventions and incorporating women's feedback can build gender-responsive measures and promote gender equality and women's empowerment. Furthermore, the Gender Action Plan (GAP) has been prepared to address these gender-related issues. The GAP aims to (i) address gender-specific barriers to participation in project activities; (ii) ensure equitable access to benefits for women, men, and marginalized genders; and (iii) prevent any unintended GBV or exclusion. The GAP highlights the importance of considering the distinct roles of women in managing GR and TK systems.

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Throughout the GAP, the project aims to ensure that at least 40% (2,000 women) of the beneficiaries are women. Specifically, under Component 1, the project will include gender-sensitive consultations to identify barriers to women's participation, such as cultural norms, resource constraints, or limited access to information about ABS regulations and institutional mechanisms. Additionally, the project will integrate a monitoring framework to track women's involvement and ensure equity in benefit-sharing, with regular reporting on participation and access.

To address the capacity challenges faced by women, under Component 2, the project will implement gender-responsive, capacity-building programs specifically designed for women, youth, and IPLCs. These programs will focus on equipping women with skills in resource management, ABS legal rights, and negotiation, using gender-sensitive approaches to empower them in engaging in ABS deals, participating in FPIC and mutual agreements during GR and TK contracts with users, and actively participating in the decision-making process.

Lastly, under Component 3, the project will support the dissemination and contracting of TK or GR products owned by women or women's groups, providing them with economic opportunities and livelihood improvements. Regarding GBV, the project will integrate GBV prevention mechanisms, addressing limited sensitivity to local cultural dynamics and gaps in community safety protocols or codes of conduct during ABS project implementation activities. Moreover, the project will ensure the accessibility of grievance mechanisms for women and monitor the reporting and resolution of gender-sensitive issues.

The project will hire an experienced and qualified gender specialist to support the implementation of the GAP, ensuring that the GAP addresses gender-related issues and aligns with UNDP and GEF policies and strategies.

Knowledge: The project will produce various knowledge products, complementary to the products created during the previous project, to support the implementation of the ABS framework and raise awareness. They will be used on one side during the implementation of the project, which allows stakeholders to get acquainted to them and to be improved for better use, and will be made available to relevant stakeholders and the public for further dissemination and reach. These products are adapted to the three main outcomes.

- Under Outcome 1 the project will focus on the operationalization of ABS regulations by developing and approving prakas, forms, and guidance documents to support the ABS sub-decree. These documents will be translated and tailored for key stakeholders, including Indigenous Peoples and Local Communities (IPLCs). Additionally, a digital CHM will be established to track the utilization of Genetic Resources (GR) and IKSP in compliance with Mutually Agreed Terms (MAT). This system will interlink databases and research, creating a comprehensive National ABS Clearing House to ensure data accessibility, consistency, transparency, and accountability.
- For Outcome 2, the project will create knowledge materials specifically targeted at enhancing understanding of ABS among national and sub-national government agencies and local industries. This includes an ABS Capacity-Building Toolkit with manuals, audiovisual resources, and other materials tailored to the audience's current level of understanding. Furthermore, training programs, including online training with certification, will be developed to empower IPLCs and enhance their engagement in ABS implementation.

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- Under Outcome 3, the project will develop educational materials and communication strategies to raise awareness of project stakeholders within the targeted areas (e.g. IPLCs). User-friendly promotional materials and guidelines on ABS and the Nagoya Protocol will be created and translated into local languages. These materials will be disseminated through relevant mass media (e.g. TV, radio, press, meetings) and public events to improve conservation efforts related to genetic resources and TK.

Through these efforts, the project aims to create visibility for the ABS related legislation, knowledge and lessons learned. In line with the agreement on IPR and use of the logo on the project's deliverables and disclosure of information the project will, with regard to its knowledge products and other materials produced by the project, 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 Policy14 and the GEF policy on public involvement[15].

Innovativeness, Sustainability and Potential for Scaling Up:

Innovation: This project represents Cambodia's first comprehensive initiative to operationalize the full spectrum of the Nagoya Protocol, encompassing bioprospecting, R&D, product innovation, and commercialization, while establishing a robust ABS framework across national, sub-national, and local levels. Key innovations include integrating customary laws and bio-community protocols of IPLCs into ABS mechanisms, ensuring protections for IPLCs in line with legal provisions. While these tools exist within Cambodia's legislative framework, they remain underutilized and poorly understood outside certain civil society groups. The project aims to bridge this gap by empowering communities to apply their customary laws and protocols when negotiating bioprospecting agreements, thereby creating a decentralized and context-specific institutional mechanism. This approach reduces administrative bottlenecks typically faced by national agencies and provides a direct avenue for communities to participate as equal partners in ABS processes.

The project also seeks to maximize the potential of priority genetic resources (GRs) by combining TK, current usage, and R&D insights. This includes applying internationally recognized tools such as compliance certificates and monitoring checkpoints to strengthen ABS governance. For the first time, IPLCs and researchers will collaboratively define research objectives and negotiate equitable benefit-sharing, creating a transformative model for ABS in Cambodia. This innovative approach establishes a multi-benefit arrangement that strengthens biodiversity conservation, empowers IPLCs, and incentivizes sustainable resource use.

Sustainability: The project is designed to ensure environmental, institutional, social, and financial sustainability:

- **Environmental Sustainability:** By strengthening national and local capacities to implement ABS, the project aligns genetic resource utilization with biodiversity conservation goals. Through targeted pilot initiatives, such as sustainable harvesting and the cultivation of medicinal plants,

14 See http://TK.undp.org/content/undp/en/home/operations/transparency/information_disclosurepolicy/
15 See https://TK.thegef.org/projects-operations/policies-guidelines

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monetary and non-monetary benefits will be generated and reinvested directly into conservation initiatives within Community Protected Areas (CPAs) and Key Biodiversity Areas (KBAs). For example, nursery establishment and sustainable harvesting models in demonstration sites will provide IPLCs with ongoing financial benefits while preserving biodiversity. By partnering with IPLCs, who possess extensive TK and existing land stewardship practices, the project embeds long-term ecosystem management within local governance structures.

- **Institutional Sustainability:** The project builds capacity across government agencies, research institutions, private sector stakeholders, and IPLCs, fostering a functional ABS management structure. This includes the development of standardized negotiation and monitoring protocols, digital workflow management solutions, and a functioning ABS Clearing House Mechanism. A key activity is the establishment of a robust training program focused on ABS contract negotiation and compliance, which will be embedded within national institutions and local administrative systems. By harmonizing national policies with the Nagoya Protocol and supporting the ABS Technical Working Group, the project ensures that governance frameworks are both legally compliant and adaptable to future challenges. One example is the integration of ABS procedures into existing MoE regulations to streamline decision-making and enforcement.

- **Social Sustainability:** The project empowers IPLCs through tailored capacity-building programs that train community members to negotiate ABS agreements, secure FPIC, and establish Mutually Agreed Terms (MAT). The demonstration projects in Ratanakiri and Mondulkiri will provide IPLCs with practical experience in ABS implementation by participating directly in benefit-sharing agreements tied to resource use, such as medicinal plant harvesting and biodiversity research partnerships. By fostering community ownership of biodiversity-based economic opportunities, IPLCs will gain long-term benefits and develop enduring partnerships with private sector actors. The project also delivers workshops for private sector entities and researchers to ensure that future bioprospecting activities are conducted ethically and sustainably.

- **Financial Sustainability:** A transparent permit system under Component 1 will attract private investment in bioprospecting, creating a steady flow of financial benefits for IPLCs and ecosystems. For instance, partnerships with pharmaceutical companies or research institutions will generate royalties and resource-use fees, which will be reinvested into local conservation projects. One example is the establishment of benefit-sharing funds within community governance bodies to support biodiversity restoration and sustainable livelihoods. Additionally, guidelines for reinvesting ABS-derived revenues in biodiversity conservation will be formalized, ensuring long-term financial sustainability and equitable distribution of benefits. The project's support for sustainable business models, such as the commercialization of natural products, will further enhance financial resilience in target areas.

Potential for Scaling Up: The RGC is committed to replicating and scaling project outcomes across provinces, sectors, and species. The project's capacity-building initiatives will create a pool of skilled GR producers, equipped with ABS knowledge and negotiation skills, and strengthen NCAs' ability to ensure Nagoya Protocol compliance. Demonstration projects will establish scalable models for bioprospecting and ABS agreements, supported by digital platforms like the national clearinghouse. With 24 distinct IP groups inhabiting biodiversity-rich ancestral lands, there is significant potential to expand TK-based enterprises, supported by rigorous monitoring and the TK repository developed under Output 1.2.

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The GEF-8 ABS project in Cambodia therefore, offers significant potential for replication in other biodiversity-rich countries, particularly those with high levels of traditional knowledge and Indigenous Peoples and Local Communities (IPLCs) involvement in natural resource management. The project's approach—anchored in strong institutional and legal frameworks, practical demonstration sites, and digital infrastructure—provides a replicable blueprint for operationalizing ABS under the Nagoya Protocol. Its focus on building negotiation capacity among IPLCs, creating transparent permitting and monitoring systems, and piloting benefit-sharing arrangements rooted in local priorities allows for adaptable implementation in diverse socio-ecological contexts. Countries facing similar challenges—such as limited coordination among agencies, weak permitting systems, or untapped potential of traditional knowledge—can benefit from Cambodia's integrated ABS model.

The project's implicit exit strategy, built around the establishment of a nationally owned and community-embedded ABS mechanism, is one of the project's most compelling features. By strengthening governance, enabling sustainable financing, and empowering IPLCs through benefit-sharing and enterprise development, the project creates a self-reinforcing system for biodiversity conservation and community livelihoods. Financial mechanisms under development will ensure that revenues from bioprospecting and resource utilization are reinvested into community conservation priorities. Institutional reforms and capacity-building programs will be embedded within national systems, and demonstration models will provide the practical foundation for replication. In short, the project not only delivers tangible short-term outcomes but lays the groundwork for long-term sustainability, scalability, and regional influence in advancing ABS implementation.

Digital Solutions[16]: The proposed project will adopt several digital solutions to enhance the planning, monitoring, and adaptive management of ABS of Genetic Resources (GR) and IKSP in Cambodia. Central to the project, under Outcome 1, is the implementation of a CHM that ensures data accessibility, consistency, transparency, and accountability. This mechanism will also facilitate matchmaking between GR and IKSP providers and users, streamlining administrative and procedural requirements outlined in the ABS sub-decree, thereby making the system more efficient and ensuring compliance with legislation. Additionally, the project will explore the creation of a National TK Digital Library to securely host scientific research, ethnographic data, and associated documentation, while ensuring the needs of different stakeholders and the security and confidentiality of data. To enhance integration, the project will explore possibilities to connect this database and platform to existing infrastructure in Cambodia and align it with the global ABS Clearing House. Moreover, the communication and outreach strategies that will be developed to disseminate knowledge and raise awareness will look towards digital solutions, including mobile internet and social media to enhance reach and stakeholder engagement.

[16] *Please see the Guideline "Embedding Digital in Project Design".*

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PROJECT MANAGEMENT

Cost Efficiency and Effectiveness

The project leverages several cost-efficient strategies to deliver maximum results within the allocated resources. These include:

- **Integrated Project Components**: By combining regulatory development, capacity building, and demonstration projects under a unified framework, synergies are created that reduce duplication and ensure cost-effective outcomes. The outputs, such as community-led ABS agreements, provide high return on investment by addressing biodiversity conservation and local livelihoods simultaneously.
- **Knowledge from Predecessor Projects**: Lessons from Cambodia's previous ABS projects (e.g., GEF ID 9741) have been incorporated, reducing startup costs and improving implementation efficiency. For example, the earlier project demonstrated that community-driven ABS agreements can be successfully scaled when regulatory clarity and community engagement are prioritized.
- **Portfolio and Partnership Management**: The project utilizes a multi-stakeholder approach, integrating efforts with ongoing national biodiversity initiatives and partnerships with UNDP, the Ministry of Environment (MoE), and local organizations. Shared monitoring systems and co-location of resources enhance learning and cost efficiency.
- **Digital Solutions**: The deployment of a digital ABS Clearing House Mechanism and workflow management systems reduces long-term operational costs by streamlining compliance monitoring and data management. The initial investment in technology minimizes administrative overheads and transaction costs over time.

Project Management Arrangements:

The project will be managed by the MoE as the Implementing Partner, using UNDP's Full National Implementation Modality (NIM). A dedicated Project Management Unit (PMU) will be established in Phnom Penh, supported by local coordinators in the demonstration sites of Ratanakiri and Mondulkiri provinces. The PMU will be responsible for daily project management, reporting to the Project Board, and coordinating stakeholder inputs.

Project Board Composition:

- Chair: Secretary of State of the MoE
- Beneficiary Representatives: IPLC leaders and community representatives
- Provincial Departments of Environment
- MAFF
- Private sector and development partners

The Project Board ensures strategic oversight, reviewing work plans, approving key deliverables, and addressing risks. The PMU will act as the Secretariat, ensuring effective board engagement and timely approvals.

Audit and Accountability Arrangements

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Financial and operational audits will follow UNDP's and GEF's established protocols, ensuring transparency and compliance. Independent audits will be conducted annually, with the PMU responsible for addressing audit recommendations.

Collaborative Arrangements

Collaboration with related projects and national initiatives will enhance the project's impact. For example:

- Joint stakeholder consultations with other biodiversity projects will reduce costs and ensure consistent messaging.
- Cross-sector coordination through the ABS Technical Working Group will address institutional overlaps and streamline benefit-sharing mechanisms.
- Knowledge exchanges with successful ABS initiatives in the region will foster learning and best practice adoption.

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PROJECT RESULTS FRAMEWORK

Contribution to the Sustainable Development Goal (s):

- **Goal 1:** End poverty in all its forms everywhere
- **Goal 2:** End hunger, achieve food security and improved nutrition and promote sustainable agriculture
- **Goal 5:** Achieve gender equality and empower all women and girls
- **Goal 15:** Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

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

OUTCOME 3: By 2028, people in Cambodia, especially those at risk of being left behind, benefit from a healthier, gender-inclusive natural environment.

Applicable Output(s) from the UNDP Strategic Plan: *2.1; 4.1; 4.2; 6.1; E.3*

Project title and Quantum Project Number: Advancing ABS implementation in Cambodia

Objective and Outcome Indicators (no more than a total of 20 indicators)		Data Source	Baseline	Mid-term Target	End of Project Target	Data Collection Methods	Risks/Assumptions
Project Objective:	***To advance ABS implementation at the national and sub-national level in Cambodia, for conservation of biological diversity and equitable sharing of benefits with IPLCs from the utilization of genetic resources and associated TK.***						
	Mandatory Indicator 1: # direct project beneficiaries disaggregated by gender (individual people, No.) **GEF Core Indicator 11** 1.1 Female (50%) 1.2 Male (50%)	For Ratanakiri and Mondulkiri: a) # of people in participating communities. b) # of government officials at national and sub-national level.	1.1 0 (0 Male / 0 Female) 1.2 0 (0 Male / 0 Female)	**n/a - no mid-term evaluation**	1.1 2,500 (1,250 Male / 1,250 Female, of which 10% consists of vulnerable populations, including the elderly and disabled)	a) aggregation of lists of participating people, including IPLC and ethnic minorities, in each of the targeted villages in Ratanakiri	***Assumption:*** *At least one target village per province with sufficient population to enable achievement of the end-of-project target* ***Risk:*** *In the absence of a strong business case, value proposition and*

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Project title and Quantum Project Number: Advancing ABS implementation in Cambodia							
Objective and Outcome Indicators (no more than a total of 20 indicators)		**Data Source**	**Baseline**	**Mid-term Target**	**End of Project Target**	**Data Collection Methods**	**Risks/Assumptions**
		.			1.2 2,500 (1,250 Male / 1,250 Female, of which 10% consists of vulnerable populations, including the elderly and disabled)	and Mondulkiri province. b) compile and record number of national and sub-national government officials engaged by the project, from attendance and training lists.	*sustained training in the commercialization genetic resources, there is a risk of community and government apathy and disinterest in the project*
	Mandatory Indicator 2: Area of landscapes under improved management (hectares; excluding protected areas) **GEF Core Indicator 4** 2.1 Hectares Target Area 1 (Ratanakiri Province) 2.2 Hectares Target Area 2 (Mondulkiri Province)	Contents of ABS Community Contracts	2.1 0 ha 2.2 0 ha	**n/a - no mid-term evaluation**	2.1 1,500 ha 2.2 1,500 ha	a) Data from ABS Contract b) Monitoring Reports	***Assumption:*** *Conservation / commercialization of selected genetic species are aligned to principles improved landscape management* ***Assumption:*** *Presence of communities in Ratanakiri and Mondulkiri with availability of a total of*

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Project title and Quantum Project Number: Advancing ABS implementation in Cambodia							
Objective and Outcome Indicators (no more than a total of 20 indicators)		**Data Source**	**Baseline**	**Mid-term Target**	**End of Project Target**	**Data Collection Methods**	**Risks/Assumptions**
							1,500 ha (including 1,250 ha of forest in community protected areas and 250 ha of community land within village boundaries) for improved management within each the targeted landscapes ***Risk:*** *Given the focus on ABS, there is a risk that landscape benefits from conservation of priority genetic resources will be negligible* ***Risk:*** *In the absence of a strong business case, value proposition and sustained training in the commercialization genetic resources, there is a risk of community and government apathy and disinterest in the project*
	Mandatory Indicator 3: Greenhouse Gas Emissions Mitigated (metric ton of CO_2e)						

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Objective and Outcome Indicators (no more than a total of 20 indicators)		**Data Source**	**Baseline**	**Mid-term Target**	**End of Project Target**	**Data Collection Methods**	**Risks/Assumptions**
	GEF Core Indicator 6 3.1 Target Area (Ratanakiri and Mondulkiri Provinces)	EX-ACT Tool	3.1 0 tCO2-e	**n/a - no mid-term evaluation**	3.1 355,676 tCO2-e	a) Data from achievements against Core Indicators 3 and 4 b) Monitoring Reports	***Assumption:*** *It is assumed that the improved management of landscapes and restoration of degraded forested areas will lead to sustained carbon sequestration. It presumes that reforested areas and sustainably managed landscapes will remain protected, with no significant reversals due to deforestation, land degradation, or competing land uses over the project duration and capitalization period.* ***Risk:*** *There is a risk that land-use change driven by agricultural expansion, illegal logging, or economic land concessions could offset the anticipated carbon sequestration benefits. If restoration areas are not*

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Project title and Quantum Project Number: Advancing ABS implementation in Cambodia							
Objective and Outcome Indicators (no more than a total of 20 indicators)		**Data Source**	**Baseline**	**Mid-term Target**	**End of Project Target**	**Data Collection Methods**	**Risks/Assumptions**
							effectively protected or if enforcement mechanisms are weak, carbon gains may not be sustained, reducing the overall GHG mitigation impact of the project.
	Indicator 4: Gender-responsive ABS Agreements negotiated with IPLCs and ethnic minorities (No.) 4.1 Target Area 1 (Ratanakiri Province) 4.2 Target Area 2 (Mondulkiri Province)	Number of signed and legally binding documents between the users and producers of TK and GRs	4.1 **0** 4.2 **0**	**n/a - no mid-term evaluation**	4.1 **1** 4.2 **1**	Secure copies of signed ABS Agreements between IPLCs / ethnic minorities and private sector entity	***Assumption:*** *Willingness of the concerned community/IP to reach an agreement with the user* ***Risk:*** *Lack of agreement on the terms of contract*
Project component 1	***ABS regulatory and institutional framework***						
Outcome 1: ABS governance framework strengthened	**Indicator 5:** Number (#) of ABS guidelines and regulatory instruments adopted and operational at						

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Project title and Quantum Project Number: Advancing ABS implementation in Cambodia							
Objective and Outcome Indicators (no more than a total of 20 indicators)		**Data Source**	**Baseline**	**Mid-term Target**	**End of Project Target**	**Data Collection Methods**	**Risks/Assumptions**
	national and sub-national level. 5.1 National 5.2 Sub-national	Number of adopted and operational guidelines at national and sub-national level	5.1 National **0** 5.2 Sub-national **0** Legal and regulatory framework for ABS exists, but not all provisions of Nagoya Protocol are incorporated in the current framework, nor do they provide guidance for sub-national implementation	**n/a - no mid-term evaluation** **n/a - no mid-term evaluation**	5.1 **1** inter-agency framework for monitoring and tracking TK and GR in place Financial guidelines and mechanism to channel ABS monetary benefits to local communities finalized, institutionalized and ready for testing 5.2 **2** guidelines based on sub-decree developed and approved with input of sub-national personnel, IPLCs and ethnic minorities	Secure copies of officially updated and adopted national and sub-national guidelines, including at minimum, 2 sub-decree translations, financial guidelines and model contract Project reporting and supported publications Government reports	***Assumption:*** *The Government of Cambodia is fully committed to the conservation and sustainable use of the country's genetic resources and the augmentation of ABS legislation and regulatory guidelines to create a robust national and sub-national framework* ***Risk****: Potential delays in approval of draft policy would delay the development and operationalization of the regulatory and institutional framework* ***Risk:*** *Potential misalignment between institutional mandates and interests, preventing an effective coordination mechanism from being established* ***Risk:*** *Lack of consensus*

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Project title and Quantum Project Number: Advancing ABS implementation in Cambodia							
Objective and Outcome Indicators (no more than a total of 20 indicators)		**Data Source**	**Baseline**	**Mid-term Target**	**End of Project Target**	**Data Collection Methods**	**Risks/Assumptions**
							among the stakeholders during the development of detailed rules and regulations
	Indicator 6: Gender-responsive harmonized rules and regulations in place for the implementation of the Nagoya Protocol at the sub-national level 6.1 National ABS-oriented FPIC guidelines and relevant supporting rules and regulations, which consider gender, vulnerable populations and youth 6.2. Sub-national bioprospecting guidelines and relevant supporting rules and regulations	Officially adopted ABS FPIC guidelines and bioprospecting guidelines Official correspondence, government notices and directives	6.1 National **0** 6.2 Sub-national **0** While some rules, regulations and guidelines for ABS exist, they are not aligned to the recently approved sub-decree, therefore propagating the uncoordinated and inconsistent application of ABS framework at the sub-national context	**n/a - no mid-term evaluation** **n/a - no mid-term evaluation**	6.1 Gender-responsive ABS FPIC guidelines and relevant gender-sensitive supporting rules and regulations <u>adopted</u> 6.2 Sub-national bioprospecting guidelines and relevant supporting rules and regulations <u>adopted</u>	Secure copies of officially updated and adopted sub-national bioprospecting and ABS FPIC guidelines Obtain copies of official correspondence, government notices and directives	***Assumption:*** *Political willingness and commitment for setting-up an administrative system for implementation of ABS-oriented FPIC guidelines* ***Risk:*** *Misalignment of institutional mandates and interests, preventing the guidelines from being adopted*

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Project title and Quantum Project Number: Advancing ABS implementation in Cambodia							
Objective and Outcome Indicators (no more than a total of 20 indicators)		**Data Source**	**Baseline**	**Mid-term Target**	**End of Project Target**	**Data Collection Methods**	**Risks/Assumptions**
	Indicator 7: A secure and integrated database and workflow system to catalogue genetic resources, TK and to manage sub-decree procedures and workflow	A fully deployed and operational ABS database and workflow management system	No single place to find centralized and curated information on ABS/GR/TK, or to manage sub-decree procedures and workflow	**n/a - no mid-term evaluation**	1 database and workflow management system established, integrated with the CBD ABS Clearing-House Mechanism and institutionalized for on-going and pipeline researches, TK of IPLCs, and access permits	Release notes and deployment information	***Assumption:*** *Platform to be built within MoE infrastructure and to be hosted and maintained by the RGC post-project* ***Assumption:*** *Existence of off the shelf solution that can meet requirements of the project out of the box within minimal or no customization* ***Risk:*** Possible to find an IT firm to develop an integrated platform with available budget ***Risk:*** *There is a risk that this product may need to be scoped on the basis of available budget once responses and price from tender is received*
Outputs to achieve Outcome 1	**1.1:** Operationalizing ABS regulations and institutional mechanisms. **1.2:** Strengthening ABS data and workflow management.						
Project component 2	***Capacity building on ABS***						
Outcome 2: National, sub-	**Indicator 8:** Number of beneficiaries						

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Project title and Quantum Project Number: Advancing ABS implementation in Cambodia							
Objective and Outcome Indicators (no more than a total of 20 indicators)		**Data Source**	**Baseline**	**Mid-term Target**	**End of Project Target**	**Data Collection Methods**	**Risks/Assumptions**
national, and community capacities for ABS implementation built and strengthened.	(national and sub-national institutions, and IPLCs) with strengthened capacities on ABS implementation. 8.1 Number of trained (a) national and (b) sub-national government personnel using newly acquired skills in their professional roles following training 8.2 (a) number of IPLCs trained to engage in ABS implementation; and (b) ABS Capacity Development Scorecard results among IPLCs	Pre- and post-survey of stakeholders applying training in their professional roles Training lists and ABS Capacity Development Scorecard results	8.1(a) 0 8.1(b) 0 8.2(a) 0 8.2(b) Non-existent IPLC capacity for ABS implementation in Ratanakiri and Mondulkiri (baseline to be validated during project inception)	**n/a - no mid-term evaluation** **n/a - no mid-term evaluation**	8.1(a) 200 8.1(b) 200 8.2(a) 500 (50% women and 10% vulnerable populations) 8.2(b) TBD (target to be set once baseline score established at inception)	Post-training survey to sub-national government personnel 3-6 months following training Review of training lists, along with ABS Capacity Scorecard conducted during Inception phase to establish baseline and repeated at operational closure	***Assumption:*** *target audiences for training and awareness raising and other capacity building activities are committed to participate in project activities* ***Assumption:*** *no verifiable sub-national stakeholders leveraging ABS subject-matter expertise in their professional role* ***Risk:*** *Government staff turn-over, especially trained technical staff, may affect the project negatively*
Outputs to achieve Outcome 2	**2.1:** Building capacities of national and sub-national institutions, including the target communities to implement ABS regulations and procedures. **2.2:** Enhancing capacities of IPLCs to engage in ABS implementation.						

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Project title and Quantum Project Number: Advancing ABS implementation in Cambodia							
Objective and Outcome Indicators (no more than a total of 20 indicators)		**Data Source**	**Baseline**	**Mid-term Target**	**End of Project Target**	**Data Collection Methods**	**Risks/Assumptions**
Project component 3	***ABS Outreach and demonstration***						
Outcome 3: Multi-Stakeholder Awareness and engagement on ABS implementation strengthened.	**Indicator 9:** Number of knowledge products on ABS and TK associated with genetic and biological resources and successful cases developed and disseminated through the project knowledge management system;	Validation of tangible knowledge products developed and disseminated	9.1 **0** ABS knowledge products developed and disseminated	**n/a - no mid-term evaluation**	9.1 **10**, including at least 2 ABS products identified for commercialization in both Ratanakiri and Mondulkri province, with 1 contract in place between local ethnic minorities and a private sector entity for each province.	Communication strategy and knowledge management plan. Decisions documented by ABS Technical Working Group and/or sub-national governance mechanisms Contents of ABS contract.	***Assumption:*** *Selected GR species with high yielding traits and potential commercial application will be determined in within project timeframe based on research and needs assessment* ***Risk:*** *Coordination mechanisms between relevant IPLC and local ethnic minorities and research/academic groups and private sector not generated*
	Indicator 10: Number of medicinal plant nurseries in the target landscape	Medicinal plant nurseries established in selected communities in (a) Ratanakiri; and (b) Mondulkiri	10.1(a) 0 10.1(b) 0	**n/a - no mid-term evaluation**	10.1(a) 2 10.1(b) 2	Physical and/or photographic validation of nurseries	***Assumption:*** *selected genetic resources can be cultivated as opposed to naturally occurring* ***Risk:*** *There is a risk that high value genetic species will not grow in a nursery type environment*
	Indicator 11: Gender-smart and ABS compliant value chain strategy and roadmap for						***Assumption:*** *Value chains will be completed in timely fashion to lay the*

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Project title and Quantum Project Number: Advancing ABS implementation in Cambodia							
Objective and Outcome Indicators (no more than a total of 20 indicators)		**Data Source**	**Baseline**	**Mid-term Target**	**End of Project Target**	**Data Collection Methods**	**Risks/Assumptions**
	identified genetic resources mapped (no) 11.1 Ratanakiri Province 11.2 Mondulkiri Province	Value chains with supporting strategies and roadmap developed for selected genetic resources in Ratanakiri and Mondulkiri provinces, based on academic reports and publications from researchers and academic institutions	11.1 0 11.2 0	**n/a - no mid-term evaluation**	11.1 One **final** value chain strategy and roadmap for Ratanakiri Province **approved and ready for implementation** 11.2 One **final** value chain strategy and roadmap for Mondulkiri Province **approved and ready for implementation**	Project annual reports; validation of draft and final value chain strategy and roadmap	*foundation for a viable ABS agreement* ***Risk:*** *There is a risk that conflicting institutional mandates could result in a roadmap that cannot be developed* ***Risk:*** *There is a risk that political processes take longer than anticipated, resulting in final documentation not being approved or ready for implementation by the end of the project*
Outputs to achieve Outcome 3	**3.1:** Enhancing Multi-stakeholder understanding of the ABS regime and the values of TK associated with genetic and biological resources. **3.2:** Established ABS demonstration project(s).						
Project component	**Monitoring & Evaluation**						
Outcome 4: Project-level monitoring and evaluation.	**Indicator 12:** Effective project-level monitoring and evaluation, in compliance with UNDP and mandatory GEF-	Annual PIRs Operational gender and safeguards architecture Terminal Evaluation	0 annual PIRs 0 operationalized gender and safeguards architecture 0 Terminal Evaluation	**n/a - no mid-term evaluation**	2 annual PIRs 1 Terminal Evaluation 2 SESP reviews and updates (year 1&2)	Document Review	***Assumptions:*** *Project management unit is fully operational and has capacity for effective monitoring.*

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Objective and Outcome Indicators (no more than a total of 20 indicators)		**Data Source**	**Baseline**	**Mid-term Target**	**End of Project Target**	**Data Collection Methods**	**Risks/Assumptions**
	specific monitoring and evaluation requirements.	Report with supporting UNDP Country Office (CO) management response					***Risks:*** *Delays in project implementation reduce the level of impact, particularly in early stages of implementation.*
Outputs to achieve M&E Outcome	Gender-responsive project monitoring and independent terminal evaluation						

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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[16]. 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:

1. 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.
2. Discuss the roles and responsibilities of the project team, including reporting lines, stakeholder engagement strategies and conflict resolution mechanisms.
3. Review the results framework and monitoring plan.
4. 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.
5. 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.
6. Review financial reporting procedures and budget monitoring and other mandatory requirements and agree on the arrangements for the annual audit.
7. Plan and schedule Project Board meetings and finalize the first-year annual work plan. Finalize the TOR of the Project Board.
8. 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 Core Indicators:

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The GEF Core indicators included as Annex 13 will be used to monitor global environmental benefits and will be updated for reporting to the GEF prior to the TE (due to the size and project duration the project will not have a MTR). Note that the project team is responsible for updating the core indicators status. The updated monitoring data must be shared with TE consultants prior to required evaluation missions, so these can be used for subsequent groundtruthing. 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): Due to the project duration the project will not have a MTR

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. To meet the submission deadline, final TE reports must be completed and submitted to BPPS NCE team no later than 2 months in advance of the deadline to allow sufficient time for internal review/clearance that is required prior to submission.

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.

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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.

Monitoring Activity							
	Results Monitoring	**Indicators**	**Targets**	**Description of indicators and targets**	**Frequency**	**Responsible for data collection**	**Means of verification**
Track results progress	***Objective:*** *To advance ABS implementation at the national and sub-national level in Cambodia, for conservation of biological diversity and equitable sharing of benefits with IPLCs from the utilization of genetic resources and associated traditional knowledge.*	**Indicator 1:** # direct project beneficiaries disaggregated by gender (individual people, No.) **GEF Core Indicator 11** 1.1 Female (50%) 1.2 Male (50%)	**n/a - no mid-term evaluation** **End-of-project targets:** 1.1 2,500 (1,250 Male / 1,250 Female, of which 10% consists of vulnerable populations, including the elderly and disabled)	For Ratanakiri and Mondulkiri: a) # of people in participating communities. b) # of government officials at national and sub-national level.	Annual, for inclusion in the PIR	Project Coordinator / MoE	a) aggregation of lists of participating people, including IPLC and ethnic minorities, in each of the targeted villages in Ratanakiri and Mondulkiri province. b) compile and record number of national and sub-national government officials

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Monitoring Activity							
	Results Monitoring	**Indicators**	**Targets**	**Description of indicators and targets**	**Frequency**	**Responsible for data collection**	**Means of verification**
			1.2 2,500 (1,250 Male / 1,250 Female, of which 10% consists of vulnerable populations, including the elderly and disabled)	Targets derived on the basis of commitments made in the GBFF concept.			engaged by the project, from attendance and training lists.
		Indicator 2: Area of landscapes under improved management (hectares; excluding protected areas) **GEF Core Indicator 4** 2.1 Hectares Target Area 1 (Ratanakiri Province) 2.2 Hectares Target Area 2 (Mondulkiri Province)	**n/a - no mid-term evaluation** **End-of-project target:** 2.1 1,500 ha 2.2 1,500 ha Targets determined through due diligence during the PPG phase in consultation with government.	Presence of communities in Ratanakiri and Mondulkiri with availability of a total of 1,500 ha (including 1,250 ha of forest in community protected areas and 250 ha of community land within village boundaries) for	Annual, for inclusion in the PIR	Project Coordinator / MoE	a) Data from ABS Contract b) Monitoring Reports

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Monitoring Activity							
	Results Monitoring	**Indicators**	**Targets**	**Description of indicators and targets**	**Frequency**	**Responsible for data collection**	**Means of verification**
				improved management within each the targeted landscapes			
		Indicator 3: Greenhouse Gas Emissions Mitigated (metric ton of CO2e) GEF Core Indicator 6 3.1 Target Area (Ratanakiri and Mondulkiri Provinces)	**n/a - no mid-term evaluation** **End-of-project target:** 3.1 355,676 tCO2-e Targets determined on the basis of EX-ACT tool results	Based on EX-ACT Tool results for GEF Core Indicators 3 and 4	At time of Terminal Evaluation	Project Coordinator	a) Data from achievements against Core Indicators 3 and 4 b) Monitoring Reports
		Indicator 4: Gender-responsive ABS Agreements negotiated with IPLCs and ethnic minorities (No.) 4.1 Target Area 1 (Ratanakiri Province)	**n/a - no mid-term evaluation** **End-of-project target:** 4.1 1 4.2 1	Number of signed and legally binding	At time of Terminal Evaluation	Project Coordinator	Secure copies of signed ABS Agreements between

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Monitoring Activity							
	Results Monitoring	**Indicators**	**Targets**	**Description of indicators and targets**	**Frequency**	**Responsible for data collection**	**Means of verification**
		4.2 Target Area 2 (Mondulkiri Province)	Targets determined through due diligence during the PPG phase in consultation with government.	documents between the users and producers of TK and GRs			IPLCs / ethnic minorities and private sector entity
	Outcome 1: *ABS governance framework strengthened*	**Indicator 5:** Number (#) of ABS guidelines and regulatory instruments adopted and operational at national and sub-national level. 5.1 National 5.2 Sub-national	**n/a - no mid-term evaluation** **End-of-project target:** 5.1 **1** inter-agency framework for monitoring and tracking TK and GR in place Financial guidelines and mechanism to channel ABS monetary benefits to local communities finalized,	Number of adopted and operational guidelines at national and sub-national level	Annual, for inclusion in the PIR	Project Coordinator / MoE	Secure copies of officially updated and adopted national and sub-national guidelines, including at minimum, 2 sub-decree translations, financial guidelines and model contract Project reporting and supported publications Government reports

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Monitoring Activity							
	Results Monitoring	**Indicators**	**Targets**	**Description of indicators and targets**	**Frequency**	**Responsible for data collection**	**Means of verification**
			institutionalized and ready for testing 5.2 **2** guidelines based on sub-decree developed and approved with input of sub-national personnel, IPLCs and ethnic minorities Targets determined through due diligence during the PPG phase in consultation with government.				
		Indicator 6: Gender-responsive harmonized rules and regulations in place for the implementation of the Nagoya Protocol at the sub-national level	**n/a - no mid-term evaluation**				

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Monitoring Activity							
	Results Monitoring	**Indicators**	**Targets**	**Description of indicators and targets**	**Frequency**	**Responsible for data collection**	**Means of verification**
		6.1 National ABS-oriented FPIC guidelines and relevant supporting rules and regulations, which consider gender, vulnerable populations and youth 6.2. Sub-national bioprospecting guidelines and relevant supporting rules and regulations	**End-of-project target:** 6.1 Gender-responsive ABS FPIC guidelines and relevant gender-sensitive supporting rules and regulations adopted 6.2 Sub-national bioprospecting guidelines and relevant supporting rules and regulations adopted Targets determined through due diligence during the PPG phase in consultation with government.	Officially adopted ABS FPIC guidelines and bioprospecting guidelines Official correspondence, government notices and directives	Annual, for inclusion in the PIR	Project Coordinator / MoE	Secure copies of officially updated and adopted sub-national bioprospecting and ABS FPIC guidelines Obtain copies of official correspondence, government notices and directives
		Indicator 7: A secure and integrated database and workflow system to catalogue	**n/a - no mid-term evaluation** **End-of-project target:**	A fully deployed and operational	At time of Terminal Evaluation	MoE	Software release

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Monitoring Activity							
	Results Monitoring	**Indicators**	**Targets**	**Description of indicators and targets**	**Frequency**	**Responsible for data collection**	**Means of verification**
		genetic resources, traditional knowledge and to manage sub-decree procedures and workflow	1 database and workflow management system established, integrated with the CBD ABS Clearing-House Mechanism and institutionalized for on-going and pipeline researches, traditional knowledge of IPLCs, and access permits Targets determined through due diligence during the PPG phase in consultation with government.	ABS database and workflow management system			notes and deployment report
	Project Outcome 2: National, sub-national, and community capacities for ABS implementation built and strengthened.	**Indicator 8:** Number of beneficiaries (national and sub-national institutions, and IPLCs) with strengthened	**n/a - no mid-term evaluation**				

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Monitoring Activity							
	Results Monitoring	**Indicators**	**Targets**	**Description of indicators and targets**	**Frequency**	**Responsible for data collection**	**Means of verification**
		capacities on ABS implementation. 8.1 Number of trained (a) national and (b) sub-national government personnel using newly acquired skills in their professional roles following training 8.2 (a) number of IPLCs trained to engage in ABS implementation; and (b) ABS Capacity Development Scorecard results among IPLCs	**End-of-project target:** 8.1(a) 200 8.1(b) 200 8.2(a) 500 (50% women and 10% vulnerable populations) 8.2(b) TBD (target to be set once baseline score established at inception) Targets determined through due diligence during the PPG phase in consultation with government.	Pre- and post-survey of stakeholders applying training in their professional roles Training lists and ABS Capacity Development Scorecard results	Annual, for inclusion in the PIR	Project Coordinator	Post-training survey to sub-national government personnel 3-6 months following training Review of training lists, along with ABS Capacity Scorecard conducted during Inception phase to establish baseline and repeated at operational closure
	Project Outcome 3: Multi-Stakeholder Awareness and	**Indicator 9:** Number of knowledge products on ABS	**n/a - no mid-term evaluation**	Validation of		Project Coordinator	Communication

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Monitoring Activity							
	Results Monitoring	**Indicators**	**Targets**	**Description of indicators and targets**	**Frequency**	**Responsible for data collection**	**Means of verification**
	engagement on ABS	and traditional knowledge associated with genetic and	**End-of-project target:** 9.1 10, including at least 2 ABS products identified for commercialization in both Ratanakiri and Mondulkri province, with 1 contract in place between local ethnic minorities and a private sector entity for each province. Targets determined through due diligence during the PPG phase in consultation with government.	tangible knowledge products developed and disseminated	Annual, for inclusion in the PIR		strategy and knowledge management plan. Decisions documented by ABS Technical Working Group and/or sub-national governance mechanisms Contents of ABS contract.
		Indicator 10: Number of medicinal plant nurseries in the target landscape	**n/a - no mid-term evaluation** **End-of-project target:** 10.1(a) 2 10.1(b) 2 Targets	Medicinal plant nurseries established in selected communities in (a) Ratanakiri;	At time of Terminal Evaluation	Project Coordinator	Physical and/or photographic validation of nurseries

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Monitoring Activity							
	Results Monitoring	**Indicators**	**Targets**	**Description of indicators and targets**	**Frequency**	**Responsible for data collection**	**Means of verification**
			determined through due diligence during the PPG phase in consultation with government.	and (b) Mondulkiri			
		Indicator 11: Gender-smart and ABS compliant value chain strategy and roadmap for identified genetic resources mapped (no) 11.1 Ratanakiri Province 11.2 Mondulkiri Province	**n/a - no mid-term evaluation** **End-of-project target:** 11.1 One final value chain strategy and roadmap for Ratanakiri Province approved and ready for implementation 11.2 One final value chain strategy and roadmap for Mondulkiri Province	Value chains with supporting strategies and roadmap developed for selected genetic resources in Ratanakiri and Mondulkiri provinces, based on academic reports and publications from researchers and academic institutions	At time of Terminal Evaluation	MoE	Project annual reports; validation of draft and final value chain strategy and roadmap

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Monitoring Activity							
	Results Monitoring	**Indicators**	**Targets**	**Description of indicators and targets**	**Frequency**	**Responsible for data collection**	**Means of verification**
			approved and ready for implementation Targets determined through due diligence during the PPG phase in consultation with government.				
	Project Outcome 4: Project-level monitoring and evaluation.	**Indicator 12:** Effective project-level monitoring and evaluation, in compliance with UNDP and mandatory GEF-specific monitoring and evaluation requirements.	**n/a - no mid-term evaluation** **End-of-project target:** 2 annual PIRs 1 Terminal Evaluation 2 SESP reviews and updates (year 1&2)	Annual PIRs, Operational gender and safeguards architecture, Terminal Evaluation Report with supporting UNDP Country Office management response	Annual	Project Coordinator	Document Review

Monitoring Activity			
	Frequency/Timeframe	**Expected Action**	**Partners (if joint)**
Inception Workshop and Report	Inception Workshop within 2 months of the First Disbursement	Inception workshop organized for 80 people.	N/A
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.	N/A

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Monitoring Activity			
	Frequency/Timeframe	**Expected Action**	**Partners (if joint)**
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.	N/A
Monitor all applicable safeguards management frameworks and/or plans and gender action plans	ongoing	Details as per ESMF.	N/A
Supervision Missions	Annually	Feasibility based on available and/or surplus budget.	N/A
Learning and Learning Missions	As needed	Relevant lessons are captured by the project team and used to inform management decisions.	N/A
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.	N/A
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.	N/A
Annual GEF Project Implementation Report (PIR)	Annually typically between June-September	Mandatory contribution by Project Team, CO and RTA. Strengths and weaknesses will be reviewed by project management and used to inform decisions to improve project performance	N/A
Project Review (Project Board)	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.	See composition of Project Board

Evaluation Plan

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Evaluation Title	Partners (if joint)	Related Strategic Plan Output	UNSDCF/CPD Outcome	Planned Completion Date	Key Evaluation Stakeholders
Independent Terminal Evaluation (TE)	N/A	*2.1; 4.1; 4.2; 6.1; E.3*	*OUTCOME 3: By 2028, people in Cambodia, especially those at risk of being left behind, benefit from a healthier, gender-inclusive natural environment.*	By the TE submission date included on cover page of Project Document (i.e. 1 April 2028)	TE to be supported and Facilitated by the PMU against stakeholders responsible for delivery of results

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[17]	*$0*
M&E required to report on progress made in reaching GEF core indicators and project results included in the project results framework	*$16,000*
Preparation of the annual GEF Project Implementation Report (PIR)	*$0*
Monitoring of all applicable safeguards management frameworks and/or plans and gender action plans	*$0*
Supervision missions	*$0*
Learning missions	*$0*
Independent Mid-term Review (MTR):	*Will not be completed for this project, not required per GEF policy.*
Independent Terminal Evaluation (TE):	*$34,000*
TOTAL indicative COST	***$50,000***

[17] Inception workshop costs of $5,000 covered under Output 2.1.2 and not included in M&E. See budget note 18 in TBWP.

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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 Ministry of Environment
The Implementing Partner is the entity to which the UNDP Administrator has entrusted the implementation of UNDP assistance specified in this signed 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 Implementing Partner 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.
- Overseeing the management of project risks as included in this project document and new risks that may emerge during project implementation.
- Procurement of goods and services, including human resources.
- 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.

Responsible Parties: At the project design stage, it was decided that Responsible Parties would not be necessary. However, this will be re-evaluated during project implementation, as well as at the time of project inception. If necessitated, any Responsible Party(ies) would prior to selection be reviewed following UNDP rules and procedures, the preparation of HACT micro-assessments to establish relevant capacities, risk levels and cash-transfer modalities will be undertaken as needed. RTA will be consulted before engaging the responsible party (ies) during the implementation stage.

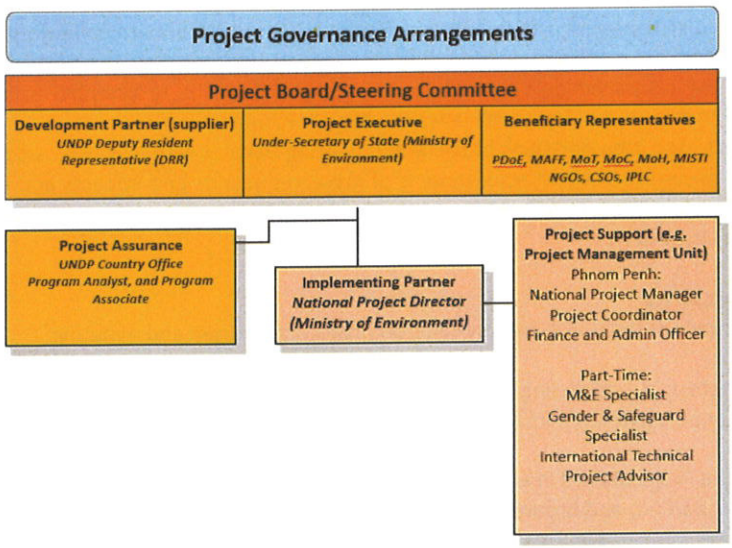
Project stakeholders and target groups: Stakeholders were identified and consulted during the project preparation in order to assess their needs, expectations, and to ensure their consent. For the list of stakeholder consulted please see Annex 18. Stakeholders will continue to be involved throughout project implementation as set out in Annex 7 Comprehensive Stakeholder Engagement Plan, as well as per the partnerships described in Section IV – Results and Partnerships.

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 Delegation of Authority (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 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 the GEF). The segregation of functions and firewall provisions for UNDP in this case is described in the next section.

Section 2: Project governance structure

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Second line of defense

- Regional Bureau oversees RR and Country Office compliance at portfolio level.
- BPPS RTA oversees technical quality assurance and GCF/GEF compliance. BBPS NCE PTA oversees RTA function.
- UNDP NCE Executive Coordinator and Regional Bureau Deputy Director can revoke DOA/cancel/suspend project or provide enhanced oversight.

A representative of the UNDP Country Office 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:

a) **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:

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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:

- ✓ 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:

- ✓ Consensus decision making:
  - The project board provides overall 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 Bureau for Policy and Programme Support () Nature, Climate and Energy (NCE) 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.

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- 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 (Director Implementation Modality -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 Secretary of State, Ministry of Environment.
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 representativesare the Provincial Department of Environment, the Ministry of Food and Agriculture, the Ministry of Tourism, Ministry of Commerce, Ministry of Health, the Ministry of Science, Innovation, Technology, and Industry (MISITI, NGOs/CSOs and IPLC.
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 is representative of the UNDP Country Office.

b) **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

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and provide board members with the required documentation required to perform their duties. The UNDP representative playing the main project assurance function is the head of NCE team.

c) **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.

The National Project Manager (appointed by MoE) will be assisted by the Admin and Finance Officer (Phnom Penh), a Project Coordinator (recruited by PMU/MoE), as well as part-time positions such as M&E Specialist, Gender and Safeguards Specialist, and International Technical Project Advisor.
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 the National Project Manager.

The PMU acts as the Secretariat to the Project Board is expected to prepare and attend all Project Board meetings and support Project Board processes. The Terms of Reference for staff of the PMU are provided in Annex 6.

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FINANCIAL PLANNING AND MANAGEMENT

The total cost of the project is *USD* 1,182,877. This is financed through a GBFF grant of USD 1,182,877 administered by UNDP. 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.

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

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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[18]. 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 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.

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

TOTAL BUDGET AND WORK PLAN

Total Budget and Work Plan			
Quantum Business Unit	UNDP-KHM		
Quantum Project ID:	TBD	Quantum Project Title:	*As in Quantum*
Quantum Award ID:	TBD	Quantum Award Title:	*As in Quantum*
UNDP-GEF PIMS No.	9985		
Implementing Partner	*The Ministry of Environment*		

Quantum Outcome (GEF Component)	Quantum Output (GEF Outcome)/Quantum Activity (GEF Output)	Quantum Responsible Party (UNDP, IP, or Responsible Party)	Quantum Fund ID	Quantum Donor ID	Quantum Budgetary Account Code	Quantum Budget Account Description	Amount Year 2025 (USD) (1 month)	Amount Year 2026 (USD) (12 months)	Amount Year 2027 (USD) (12 months)	Amount Year 2028 (USD) (5 months)	Total (USD)	See Budget Note: *(reference as number, not as letter)*
1. ABS regulatory and institutional framework	1.1 ABS governance framework strengthened	*MOE*	*62182*	*010003*	*71200*	*International Consultants*	-	38,850.00	20,850.00	10,050.00	69,750.00	1 , 6
					71300	*Local Consultants*	-	70,117.00	2,917.00	2,566.00	75,600.00	2 , 7
					71600	*Travel*	-	16,300.00	4,000.00	-	20,300.00	4
					72100	*Contractual Services-Companies*	-	20,000.00	0.00	-	20,000.00	8
					72800	*Information Technology Equipmt*	-	50,000.00	10,000.00	10,000.00	70,000.00	10
					74200	*Audio Visual&Print Prod Costs*	-	750.00	0.00	0.00	750.00	5
					75700	*Training, Workshops, Meetings*	-	27,720.00	1,240.00	0.00	28,960.00	3 , 9
	Total Outcome 1.1						0.00	223,737.00	39,007.00	22,616.00	285,360.00	
Total Component 1							**0.00**	**223,737.00**	**39,007.00**	**22,616.00**	**285,360.00**	
	2.1 National, sub-national, and				*71200*	*International Consultants*	-	6,300.00	6,300.00	3,150.00	15,750.00	11 , 16

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2. Capacity building on ABS	community capacities for ABS implementation built and strengthened	*MOE*	*62182*	*010003*	*71300*	*Local Consultants*	-	66,967.00	20,417.00	9,566.00	96,950.00	17 , 12
					71600	*Travel*	7,200.00	55,000.00	39,300.00	-	101,500.00	14 , 19
					74200	*Audio Visual&Print Prod Costs*	-	11,700.00	6,605.00	1,500.00	19,805.00	15, 20
					75700	*Training, Workshops, Meetings*	5,000.00	51,000.00	33,500.00	0.00	89,500.00	18 , 13
	Total Outcome 2.1						12,200.00	190,967.00	106,122.00	14,216.00	323,505.00	
	Total Component 2						**12,200.00**	**190,967.00**	**106,122.00**	**14,216.00**	**323,505.00**	
3. ABS Outreach and Demonstration	*3.1 Multistakeholder awareness and engagement on ABS implementation strengthened*	*MOE*	*62182*	*010003*	*71200*	*International Consultants*	-	16,800.00	16,800.00	8,400.00	42,000.00	21 , 26
					71300	*Local Consultants*	-	49,917.00	8,417.00	2,566.00	60,900.00	22
					71300	*Local Consultant*	1,700.00	55,400.00	20,400.00	7,500.00	85,000.00	27
					71600	*Travel*	-	100,000.00	39,200.00	7,200.00	146,400.00	24 , 29
					72300	Materials & Goods	-	0.00	20,000.00	-	20,000.00	30
					72400	*Communic & Audio Visual Equip*	0.00	1,500.00	1,500.00	0.00	3,000.00	25
					74200	*Audio Visual&Print Prod Costs*	0.00	2,100.00	1,878.00	1,500.00	5,478.00	31
					75700	*Training, Workshops, Meetings*	-	30,000.00	18,700.00	5,000.00	53,700.00	23 , 28
	Total Outcome 3.1						1,700.00	255,717.00	126,895.00	32,166.00	416,478.00	
	Total Component 3						**1,700.00**	**255,717.00**	**126,895.00**	**32,166.00**	**416,478.00**	
M&E	*M&E*	*MOE*	*62182*	*010003*	*71600*	*Travel*	-	6,000.00	6,000.00	4,000.00	16,000.00	32
					71300	*Local Consultant*	-	-	-	6,000.00	6,000.00	33
		total MOE					-	6,000.00	6,000.00	10,000.00	22,000.00	
		UNDP	*62182*	*010003*	*71200*	*International Consultants*	-	-	-	28,000.00	28,000.00	34
		Total UNDP					0.00	0.00	0.00	28,000.00	28,000.00	
Total M&E							**0.00**	**6,000.00**	**6,000.00**	**38,000.00**	**50,000.00**	
Project Management Cost (PMC)	*PMC*	*MOE*	*62182*	*010003*	*71800*	*Contractual services - Imp Partn*	1,440.00	32,880.00	32,880.00	10,960.00	78,160.00	35
					72800	*Information Technology Equipmt*	-	4,600.00	1,500.00	1,500.00	7,600.00	36

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					72400	Communic & Audio Visual Equip	-	2,640.00	2,640.00	880.00	6,160.00	37
					72500	Supplies	-	1,114.00	1,000.00	-	2,114.00	38
		Total MoE					1,440.00	41,234.00	38,020.00	13,340.00	94,034.00	
		UNDP	62182	010003	74100	Professional Services	-	4,500.00	4,500.00	4,500.00	13,500.00	39
		Total UNDP					-	4,500.00	4,500.00	4,500.00	13,500.00	
Total Project Management Cost							**1,440.00**	**45,734.00**	**42,520.00**	**17,840.00**	**107,534.00**	
Total Project Grant							15,340.00	722,155.00	320,544.00	124,838.00	1,182,877.00	

Budget Notes

Budget Note No.	Budget Note (Description)
1	• *ABS Legal Specialist to develop model contracts (15 days X $750) = $11,250.* • *International expert to develop the implementation plan for the ABS framework or institution covering human resource, coordination, technical, legal, information and other needs / requirements for fully operationalizing an ABS mechanism throughout the two provinces (15 days x $750) = $11,250* • *International Technical Project Advisor (including travel to Cambodia) – 5 days per months for 2.5 years at a rate of $750 per day. Rate split across multiple Outputs to provide technical guidance for implementation of project activities. = $15,750*
2	• *Local expert to development of four guidelines as follows:* *Guideline to support procedures in the sub-decree* *· One financial guideline on abs benefits sharing mechanism* *· One guideline on ABS friendly restoration practices using medicinal and/or traditional plant species* *· One guideline on traditional knowledge and indigenous knowledge systems and practices (35 days x $350) = $12,250* • *Local consultant to do the two translations of the sub-decree and key ABS documents (1 tailored for government and 1 adapted to local communities and IPLCs) (15 days x $350) = $5,250* • *Local consultant to do national ABS-oriented FPIC guidelines and relevant supporting rules and regulations, which consider gender, vulnerable populations and youth (20 days x $350) = $7,000* • *Local expert to do sub-national bioprospecting guidelines and relevant supporting rules and regulations (20 days x $350) = $7,000* • *Local expert to review and formalize the ABS institutional framework, with focus on sub-national administration (32 days x $350) = $11,200*

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3	• 4 National consultation workshop, 40 people/workshop. $3,000/workshop which included the venue, backdrop, and materials. 4 workshop x $3,000 = $12,000 • 4 Sub-National consultation workshop, 40 people/workshop. $3,000/workshop which included the venue, backdrop and materials. 4 workshop x $3,000 = $12,000
4	• Travel for local consultant (5 consultants), data collection (one time per consultant). $740/trip. $740 x 5 consultants = $3,700. Travel for the sub-national consultation workshop, 2 workshop/province, 2 province, $2,000/province. 2 workshops x 2 provinces x $2,000 = $8,000. Travel for IPLC from their community to provincial town, participate in consultation workshop. 10 IPLCs/workshop, DSA and travel approximate $100/person/workshop. $100 x 10 IPLCs x 4 workshops = $4,000. Travel for International consultants (2 consultants, 1 trip each) to Cambodia, facilitate the consultation meeting and stakeholder meeting. flight ticket and DSA approximate $2,300/trip/consultant. = $4,600
5	• Printing and Distribution Costs to support material development
6	• International Technical Project Advisor (including travel to Cambodia) – 5 days per months for 2.5 years at a rate of $750 per day. Rate split across multiple Outputs to provide technical guidance for implementation of project activities. = $31,500
7	• ABS Platform Designer – Lead Technical Architect and Designer for data and workflow platform (40 days x $350) = $14,000 • National consultant – Business Analyst to develop business requirements for data and workflow platform (30 days x $350) = $10,500 • Local consultant as M&E Expert (25 days for year 2, 25 days for year3, 22 days for year 4), (72 days x 350$ = $25,200), sub-total for Outcome 1.1= $8,400 ** Rate split across multiple Outcome to support on tracking project's progress against workplan and set indicators = $8,400
8	• Data specialist company to support for the implementation of data and workflow platform of ABS databased. The budget as package. = $20,000
9	• 2 day-training for National staff who are the focal point on data and workflow platforms, 4 workshop, 10 person/training, $1,000/workshop. 4 workshops x $1,240 = $4,960. The cost include venue, and training material.
10	• Information technology and software to be purchased for Data and workflow: TOTAL = $50,000 Initial Purchase, $10,000 in each of Year 2 and 3 for Support and Maintenance Cost
11	• International Technical Project Advisor (including travel to Cambodia) – 5 days per months for 2.5 years at a rate of $750 per day. Rate split across multiple Outputs to provide technical guidance for implementation of project activities. = $5,250
12	• Local expert on Capacity Needs Assessment (25 days x $350) = $8,750 • Local expert on knowledge Transfer and Training Material Development to review and update ABS Related Material (26 days x $350) = $9,100 • Local specialist of E&S/IP/Gender specialist to support the assessments, management, development and implementation of SES frameworks and plans, etc (68 days x $350) = $23,800 • Local expert to conducting targeted assessments and Implementation of ESMF, SEP, GAP, FPIC, IPPF, Biodiversity, CH, GR and TK Use Monitoring and Management Plan etc. (64 days x 350) = $22,400
13	• 10 sub-national workshop (2day-workshop), 40 person/workshop, $3,500/workshop. 10 workshop x $3,500 = $35,000 • 5 National training workshop (2day-workshop), 40 persons/workshop, $3,500/workshop. 5 workshop x $3,500 = $17,500
14	• Travel for local consultant (2 consultants) to do needs assessment (one time per consultant). $1,000/trip. $1,000 x 2 consultants = $2,000 • Travel for the sub-national training workshop, 5 workshops/province, 2 provinces, $2,400/trip. 5 workshops x 2 provinces x $2,400 = $24,000 • Travel for consultants to the field to implement SES, ESMF, SEP, GAP, FPIC, IPPF, 6 trips, $1,000/trip. $100 x 6 trips = $6,000 • Travel for PMU to support on implementation of SES, ESMF, SEP, GAP, FPIC, IPPF, 6 trips, $1,000/trip. $1,000 x 6 trips = $6,000
15	• Training manual, communication materials

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16	• *International Technical Project Advisor (including travel to Cambodia) – 5 days per months for 2.5 years at a rate of $750 per day. Rate split across multiple Outputs to provide technical guidance for implementation of project activities. = $10,500*
17	• *Local expert on Capacity Needs Assessment (30 days x $350) = $10,500* • *Local consultant to develop ABS capacity toolkit, including training manual, audiovisual resource, and practical guide for training to IPLC and futur use, and provide capacity building to IPLC (40 days x $350) = $14,000* • *Local consultant as M&E Expert (25 days for year 2, 25 days for year3, 22 days for year 4), (72 days x 350$ = $25,200)* ***Rate split across multiple Outcome to support on tracking project's progress against workplan and set indicators = $8,400*
18	• *Inception Workshop, 80 people, $5,000* • *8 capacity building workshops in Mondulkiri province, 35 people/workshop, $2,000/workshop (including venue, and materials). 8 workshop x $2,000 = $16,000* • *8 capacity building workshops in Ratanakiri province, 35 people/workshop, $2,000/workshop (including venue, and materials). 8 workshop x $2,000 = $16,000*
19	• *Travel for sub-national and IPLC to the inception workshop, 40 people, $180/person/trip(40 people x $180) = $7,200* • *Travel for needs assessment (for 2 provinces). $2,000/province. $2000 x 2 provinces = $4,000* • *Travel for the capacity building workshop at both Ratanakiri and Mondulkiri provinces, 8 workshops/province, $800/trip, 2 provinces x 8 workshop x $800 = $12,800* • *Travel for IPLCs to participate in capacity building, 20 IPLCs/training, 16 training (for 2 province), DSA and travel approximate $100/person. 20 people x 16 trainings x 100 = $32,000* • *International travel for south-south exchange visit to Malaysia/Indonesia. 4 People = $5,500 (Flight ticket and DSA)* • *Travel arrangement within Malaysia/Indonesia for south-south exchange visit = $2,000*
20	• *Printing toolkit, recording audiovisual resource, printing guides*
21	• *International Technical Project Advisor (including travel to Cambodia) – 5 days per months for 2.5 years at a rate of $750 per day. Rate split across multiple Outputs to provide technical guidance for implementation of project activities. = $21,000*
22	• *Local expert to develop the communication strategy (development of materials and awareness campaign) (30 days x $350) = $10,500* • *Local expert on populating Clearing House Mechanism (national consultant 2 days per month starting from year 2) – 48 days in Year 2 and 3 (55 days x $350) = $19,250* • *Biodiversity specialist to do the detail survey covering Ratanakiri and Mondulkiri on Species (35 days x $350) = $12,250* • *Cultural specialist to compile on Traditional Knowledge related to the target landscape for demonstration and extension. (30 days x $350) = $10,500* • *Local consultant as M&E Expert (25 days for year 2, 25 days for year3, 22 days for year 4), (72 days x 350$ = $25,200)* ***Rate split across multiple Outcome to support on tracking project's progress against workplan and set indicators = $8,400*
23	• *2 National workshops on awareness and communication to support capacity building, 50 people/workshop, $2,500/workshop. 2 workshop x $2,500 = $5,000* • *6 sub-national workshop on awareness and communication to support capacity building, 50 people/workshop, $2500/workshop. 6 workshop x $2,500 = $15,000* • *Final Workshop, 80 people, $5,000*
24	• *Travel for local consultant to do biodiversity analysis for 2 provinces, $2,500/province. 2 provinces x $2,500 = $5000* • *Travel for local authority (2 people) to support analysis for 2 provinces, $500/province/person. 2 people x 2 provinces x $500 = $2,000* • *Travel for IPLC (3 people) to support analysis for 2 provinces, $500/province/person. 3 people x 2 provinces x $500 = $3,000*

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	• *Travel for the sub-national workshop, 3 workshop/province, 2 provinces, $2,000/trip. 3 workshops x 2 provinces x $2,000 = $12,000* • *Travel for IPLCs to participate in sub-national workshop, 6 workshops (for 2 provinces), 20 people/workshop. $100/person/workshop (DSA and Travel). 6 workshops x 20 people x $100 = $12,000* • *Travel for sub-national and IPLC to the final workshop, 40 people, $180/person/trip. (40 people x $180) = $7,200*
25	• *Communications, postage and related costs*
26	• *International Technical Project Advisor (including travel to Cambodia) – 5 days per months for 2.5 years at a rate of $750 per day. Rate split across multiple Outputs to provide technical guidance for implementation of project activities. = $21,000*
27	• *Local biodiversity expert to comprehensive analyze 10 identify species, and work with business engagement expert for the demo project in both provinces(35 days x $350) = $12,250* • *Local consultant to support and design 2 nurseries – 1 for Ratanakiri and 1 for Mondulkiri, 45 days per province, $500/day(50 days x $500 x 2 provinces) = $50,000* • *Local business engagement expert linking between private sector and ABS project for the business model, and follow the procedure of ABS sub-decree(65 days x $350) = $ 22,750*
28	• *Series of ABS sub-technical working group to discuss and make decision on ABS demo project, 10 meetings, 20 persons/meeting, $600/meeting (half day)(10 meetings x $600) = $6,000.* • *Series of meeting consultation with IPLC (both provinces) on ABS demo project, contract, SES and FPIC. 10 meetings per province, 30 people/meeting, $600/meeting (half day) (10 meetings x 2 provinces x $600) = $12,000.* • *Series of meeting with sub-national on ABS demo project. 6 meeting/province, 35 people/meeting, $600/meeting (6 meetings x 2 provinces x $600) = $7,200.* • *1 National Workshop on ABS Demo project, 80 people/workshop, $3,500/workshop (1 workshop x $3,500) = $3,500*
29	• *Transportation for MoE officials and communities to support nursery establishment, and maintenance 1 nursery for Mondulkiri and 1 nursery for Ratanakiri province, for 2 years = $8,000* • *Cost for tree planting/reforestation activities on the ground (food and travel allowance for local officials, local communities, refreshment during field planting activities, transportation of seedlings) at $1,000 per ha, aims for 4ha. $1,000 x 4 ha = $4,000* • *Travel for the meeting of ABS demo project with sub-national authority, and IPLC for both Mondulkiri and Ratanakiri province, with total of 43 trips for both province, $2,000/trip, 43 trips x $2,000 = 86,000* • *Travel for sub-national and IPLC to the 1 national workshop on ABS Demo project, 40 people/workshop, 1 workshop, $180/person/trip (40 people x 1 workshop x $180) = $7,200*
30	• *Materials to support 2 nurseries (watering system, pest control, and facilities)*
31	• *Training manual, communiation materials*
32	• *Travel for monitoring cost 2.5 years = $16,000*
33	• *Local consultant for TE = $6,000*
34	• *International consultant for TE = $28,000 (including travel to Cambodia)*
35	• *Part time (50%) Project coordinator to coordinate the project's on-going, reporting, manage consultants, and follow the workplan. Salary is included seniority, insurance, 13th month salary, tax and other benefits. Expect 4% annual increment. Monthly rate = $2,880($2,880 x 29 months x 50%) = $41,760* • *Project Finance & Admin officer to support project (28 months x 1,300) = $36,400*
36	• *Computer for PMU ($1,300 x 2 people) = $2,600* • *Est. Accounting system for MOE = 2,000(one time) & renew software license- 1,500/year plus other ICT supplies*

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37	• *Telephone card allowance for 2 project staff (est. 10 per staff & per month), internet connection-200/month ($220/month x 28 months) = 6160*
38	• *Office stationery, Ink, photocopy, other logistic support*
39	• *Audits: $4,500/year (3 years x $4,500) = $13,500*

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LEGAL CONTEXT

This project document shall be the instrument referred to as such in Article 1 of the Standard Basic Assistance Agreement (SBAA) between the Government of (country) and UNDP, signed on 19 December 1994. All references in the SBAA to "Executing Agency" shall be deemed to refer to "Implementing Partner."

This project will be implemented by the Ministry of Environment ("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.

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RISK MANAGEMENT

1. Consistent with the Article III of the SBAA , 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://TK.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;

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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 (SES) (http://TK.undp.org/ses) and related Accountability Mechanism (http://TK.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.

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ANNEXES

Annex I:	GEF Budget Template (available from BPPS NCE-VF)
Annex 2:	Project map and Geospatial Coordinates of project sites
Annex 3:	Multi-year Workplan
Annex 4:	UNDP Social and Environmental and Social Screening Procedure (SESP)
Annex 5:	UNDP Risk Register
Annex 6:	Overview of Technical Consultancies/Subcontracts
Annex 7:	Stakeholder Engagement Plan
Annex 8.a:	Environmental Social Management Framework (ESMF)
Annex 8.b:	Indigenous People Planning Framework (IPPF)
Annex 9:	Gender Analysis and Gender Action Plan
Annex 10:	Procurement Plan
Annex 11:	GEF CEO Endorsement/Approval
Annex 12:	Terms of Reference for Project Board and Project Team
Annex 13:	GEF Core Indicators Worksheet
Annex 14:	GEF Project Taxonomy
Annex 15.a:	PCAT
Annex 15.b:	HACT
Annex 16:	UNDP Project Quality Assurance Report
Annex 17:	Policies and Program Baseline Situational Analysis
Annex 18:	Stakeholder Consultation Report
Annex 19:	Ecosystem Restoration Intervention Analysis
Annex 20:	Capacity Development Score Card Assessment Manual
Annex 21:	GHG Estimate/FAO ExAct tool
Annex 22:	Landscape Profile and Situation Analysis
Annex 23:	Biodiversity Profile
Annex 24:	Climate Screening Report
Annex 25:	TE (Past ABS Project) Annex11 Elements of Future Cambodia ABS 2.0 Project
Annex 26:	Business Requirements and Specification for ABS database and workflow
Annex 27:	Address HQ, STAP review, GEFSEC and GEF Council comments and recommendations
Annex 28:	Indicative Design of an ABS Financial Mechanism for Cambodia

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