Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F







United Nations Development Programme

Project title: Safeguarding Zanzibar's Forest and Coastal Habitats for Multiple Benefits		
Country(ies): United Republic of Tanzania (Zanzibar)	**Implementing Partner (GEF Executing Entity):** Department of Forest Development under Ministry of Agriculture, Irrigation, Natural Resources and Livestock (MAINL)	**Execution Modality**: *Full National* Implementation Modality (NIM)
Contributing Outcome (UNSDCF/CPD, RPD, GPD): 1. Cooperation Framework 2022 -2027: Outcome 2. People in the United Republic of Tanzania, especially the most vulnerable, contribute to and benefit from more inclusive and gender-responsive management of natural resources, climate change resilience, disaster risk reduction and increased use of efficient renewable energy. **UNDP Strategic Plan Output: 4.1 Natural resources** protected and managed to enhance sustainable productivity and livelihoods **Output indicator 4.1.2.** Natural resources that are managed under a sustainable use, conservation, access, and benefit-sharing regime: *Area of terrestrial and marine protected areas created or under improved management practices (hectares);*		
UNDP Social and Environmental Screening Category: High	**UNDP Gender Marker:** GNE2	
Quantum Award ID: 1535408	**Quantum Project ID:** 01005310	
UNDP PIMS ID number: *5670*	**GEF Project ID number:** *9400*	
LPAC meeting date: *3 September 2025*		
Last possible date to submit to GEF: 6 May 2025		
Latest possible CEO endorsement date: 4 June 2025		
Project duration in months: 72		
Planned start date: 29 January 2026	**Planned completion date:** 28 January 2032	
Expected date of Mid-Term Review (MTR) submission to the GEF: *29 January 2029*	**Expected date of Terminal evaluation (TE) submission to the GEF:** 29 July 2032	
Expected Operational Closure Date: *29 October 2032*	**Expected Financial Closure Date:** *29 April 2033*	
Brief project description: Natural resources in Zanzibar are under increasing pressure from overexploitation, unsustainable land-use practices, and the impacts of climate change. Actions will be implemented to safeguard Zanzibar's terrestrial and coastal habitats for multiple benefits by addressing the drivers of deforestation, land degradation, and biodiversity loss, while contributing to climate change mitigation and supporting environmentally sustainable income generating activities. Policy and institutional frameworks will be strengthened to improve sustainable natural resource and protected area management. Community-driven Forest management will be strengthened, including through gender responsive measures to ensure equitable access to and benefit sharing of natural resources, and the adoption of sustainable forest and land management as well as climate-smart agriculture practices will be promoted. Wildlife corridors will be established connecting		

Initial
AM

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

core protected areas in the island of Unguja, and forest remnants will be protected in Pemba by improving the management and conservation of lands under community management. Good practices and lessons learned, including on gender mainstreaming, will be documented and systematized to enable replication and upscaling of successful interventions and to improve knowledge on biodiversity conservation, sustainable land-use practices and climate change mitigation options available in Zanzibar.

FINANCING PLAN	
GEF Trust Fund grant (GEF)	USD5,181,671
UNDP TRAC resources	USD1,000,000
(1) Total Budget administered by UNDP	**USD6,181,671**
(2) Total confirmed co-financing to this project not administered by UNDP	**USD**25,000,000
(3) Grand-Total Project Financing (1)+(2)	**USD31,181,671**

SIGNATURES:

Signature: *print name below* **Permanent Secretary Ministry of Finance**	**Agreed by Government Development Coordination Authority**	**Date/Month/Year:** *within 6 months of GEF CEO endorsement* 17th February 2026
Signature: *print name below* **Permanent Secretary Ministry of Agriculture, Irrigation, Natural Resources and Livestock** 16 Mar 2026	**Agreed by Implementing Partner**	**Date/Month/Year:** *within 6 months of GEF CEO endorsement* 16th Febmary 2026
Signature: *print name below* DocuSigned by: Shigeki Komatsubara F54C0E2E2770467... **Resident Representative UNDP Tanzania**	**Agreed by UNDP** Signed by:	**Date/Month/Year:** *within 6 months of GEF CEO endorsement* 16th March 2026

Initial
AM

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

TABLE OF CONTENTS

I. Development Challenge 6
1.1 Threats to Ecosystems 7
1.2 Relevance to National Development Policies 11
1.3 Relevance to Global Environment Issues 13
1.4 Relevance to the Sustainable Development Goals 13
1.5 Barriers 13
1.6 Baseline Scenario 15
II. Strategy 16
2.1 Strengthening Policy and Institutional Frameworks 16
2.2 Improvement of Protected Area Management 16
2.3 Support to Community Forest Management 16
2.4 Promotion of Sustainable Land-Use Practices 17
2.5 Project Components 18
2.6 Project Target Areas 19
III. Results and Partnerships 20
3.1 Expected Results 20
PROJECT MANAGEMENT 47
IV. Project Results Framework 48
VII. Monitoring and Evaluation (M&E) Plan 55
Evaluation Plan 62
VIII. Governance and Management Arrangements 64
IX. Financial Planning and Management 69
X. Total Budget and Work Plan 72
XI. Legal Context 78
XII. Risk Management 78
XIII. Mandatory Annexes 82
Annex 1. GEF Budget Template (Available in a separate attachment) 82
Annex 2. Project Map and geospatial coordinates of the project sites 82
Annex 3. Multiyear work plan 85
Annex 4. UNDP Quantum Risk Register 24
Annex 5: UNDP Social and Environmental Screening Procedure Template (v. July 2022) 34
Annex 6. Overview of Project Staff and Technical Consultancies/subcontracts 32
Annex 7. Stakeholder engagement plan 45
Annex 8. Environmental Social Management Framework (ESMF) 55
Annex 9. Indigenous Peoples Planning Framework (IPPF) 76
Annex 10. Gender Analysis and Gender Action Plan 80
Annex 11. Procurement Plan – for first year of implementation (Indicative) 90
Annex 12. Co-financing letters: (Attached separately) 92
Annex 13.1 GEF Core indicators (Attached separately) 92
Annex 13.2 METT (Attached separately) 92
Annex 14. GEF Taxonomy 93
Annex 15. Partners Capacity Assessment Tool and HACT assessment (Attached separately) 98
Annex 16. UNDP Project Quality Assurance Report (Attached separately) 98
References 99

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Abbreviations & Acronyms

AFOLU	Agriculture, forestry and other land uses
CBD	Convention on Biological Diversity
CFM	Community Forest Management
CFP	Community Forest Pemba
CITES	Convention on International Trade in Endangered Species of Wild Fauna and Flora
CMG	Community Management Group
CoFMA	Community Forest Management Agreement
CPD	Country Programme Document
CSA	Climate-smart agriculture
CSO	Civil society organization
DDOF	Department of Forestry and Non-Renewable Natural Resources
DOE	Department of Environment
ERC	Evaluation Resource Center (UNDP)
ESMP	Environmental and Social Management Plan
FPIC	Former Prior Informed Consent
FYDP	Five-tear development plan
FVPO	First Vice President's Office
GAP	Gender Action Plan
GDP	Gross Domestic Product
GEF	Global Environment Facility
GEF IEO	GEF Independent Evaluation Office
GHG	Greenhouse gas
IAS	Invasive alien species
ICS	Improved cook stoves
IP	Implementing Partner
JCBNP	Jozani-Chwaka Bay National Park
JECA	Jozani Environnemental Association
JMFR	Jambiani-Muyuni Forest Reserve
JUMIJAZA	Umbrella NGO managing the COFMA network
RELEVANT PUBLIC INSTITUTION	Kizimbani Agricultural Training Institute
KPFR	Kiwengwa-Pongwe Forest Reserve
MAINL	Ministry of Agriculture, Irrigation, Natural Resources and Livestock
MoBEF	Ministry of Blue Economy and Fisheries
MKUZA	Zanzibar's Strategy for Growth and Reduction of Poverty
MMFR	Msitu Mkuu Forest Reserve
MNRT	Ministry of Natural Resources and Tourism (Tanzania)
MoLWEE	Ministry of Lands, Water, Energy and Environment
MUMKI	Community Conservation Group for Kiwengwa
M&E	Monitoring and evaluation
NDC	Nationally Determined Contribution
NEMC	National Environment Management Council (Tanzania)
NGENARECO	Ngezi Natural Resources Conservation Organization
NGO	Non-Governmental Organization
NIM	National Implementation Modality
NPAB	National Protected Areas Board
NTFP	Non-Timber Forest Product
NVNR	Ngezi-Vumawimbi Nature Reserve
PA	Protected area
PB	Project Board
PD	Project Director
PIR	Project Implementation Report
PM	Project Manager
PMU	Project Management Unit

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

RGZ	Revolutionary Government of Zanzibar
RKFR	Ras Kiuyu Forest Reserve
ROAR	Results Oriented Annual Report (UNDP)
RP	Responsible partner
SBAA	Standard Basic Assistance Agreement
SCC	Shehia (village) Conservation Committee
SDG	Sustainable Development Goal
SECU	Social and Environmental Compliance Review Unit (UNDP)
SEDCA	South Environmental Development Conservation Association
SESP	Social and Environmental Procedure
SLM	Sustainable Land Management
SFM	Sustainable Forest Management
SIDS	Small Island Developing State
ZECO	Zanzibar Electricity Corporation
SUZA	State of Zanzibar University
t	tonne
tCO_2e	tonnes of carbon dioxide equivalent
TSh	Tanzanian Shilling
UNCCD	United Nations Convention to Combat Desertification
UNDP	United Nations Development Programme
UNDP IEO	UNDO Independent Evaluation Office
UNFCCC	United Nations Framework Convention on Climate Change
URT	United Republic of Tanzania
ZABSAP	Zanzibar Biodiversity Strategy and Action Plan
ZASDP	Zanzibar Agricultural Sector Development Program
ZSC	ZABSAP Steering Committee
ZST	ZABSAP Technical Committee

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

I. DEVELOPMENT CHALLENGE

1. Zanzibar is a Small Island Developing State (SIDS) that is a semi-autonomous region of the United Republic of Tanzania (URT), located in the Indian Ocean and separated from the country's mainland by a narrow channel. Zanzibar is an archipelago with two main islands: Unguja (1,660 km^2) and Pemba (988 km^2), and more than 50 smaller islands. In 2012, the total population of Zanzibar was estimated at 1.3 million people, with an average intercensal annual growth rate of 2.8%. An estimated 49% of the population is under the age of 18. The average household size is 5.1 persons (8.6 persons in female-headed households). The population is evenly distributed between urban (47%) and rural (53%) areas. The capital, Zanzibar City, located on the west coast of the island of Unguja, concentrates about one third of the archipelago's urban population (Government of Tanzania, 2014).

2. The economy of Zanzibar is based primarily on the use of natural resources, with agriculture, fisheries and forestry sectors contributing to approximately one third of the Gross Domestic Product (GDP) and to more than 90% of the archipelago's exports.

3. Approximately 30% of the population in Zanzibar live below the poverty line. Close to 80% of the population depend on agricultural activities for their livelihoods (RGZ, 2014) (The World Bank, 2014). Food security remains an important challenge, with 11% of the population not earning enough to meet food needs and only 50% of households considered food secure (RGZ, 2017).



Figure 1. Map of Zanzibar – Unguja and Pemba

4. Coastal communities in rural areas pursue a combination of practices based on agriculture, fishing, tree cropping and forest products. Tourism is a growing economic sector that represents close to half (50%) of the archipelago's GDP. The sector is a major contributor to foreign-exchange earnings, foreign direct investment, employment and income diversification. The number of visitors to Zanzibar more than doubled during the first decade after 2000. Visitors are attracted to Zanzibar by a combination of historic, cultural and natural attractions (RGZ, 2014) (The World Bank, 2014). Stone Town, the city's historic centre, is a World Heritage Site.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

5. **Biodiversity.** Zanzibar harbours a rich biodiversity, including globally significant endemic plant and animal species. Given the restricted range and small populations of endemic species found in Zanzibar, combined with habitat loss and fragmentation, and pressure from anthropogenic activities, the survival of many of these species is increasingly threatened. Endemic species in Zanzibar include mammals, e.g. red colobus monkey (*Piliocolobus kirkii: EN*[1]), Pemba flying fox (*Pteropus voeltzkowi: VU*), Aders' duiker (*Cephalophus adersi: CR*), Pemba blue duiker (*Philantomba monticola*) and a Suni subspecies (*Neotragus moschatus moschatus*); birds, e.g. Pemba green pigeon (*Treron pembaensis: VU*), Pemba scops owl (*Otus pembaensis: VU*) and Pemba white-eye (*Zosterops vaughani*); reptiles, e.g. Pemba worm snake (*Mochlus pembanum*); amphibians, e.g. *Kassina jozani* (a species of frog: EN); and plants, e.g. Pemba aloe (*Aloe pembana: CR*) and Pemba palm (*Dypsis pembana*: VU*).* Near endemic species are also found in Zanzibar and include Aders' duiker (*Cephalophus adersi*), small-eared galago (*Otolemur garnettii*)*,* Zanzibar galago (*Galagoides zanzibaricus*) and black and rufous sengi (*Rhynchocyon petersi*). The survival of many of these species depends on the interconnectivity of the few remaining forest patches and protected areas (PAs) (Wildlife Conservation Society, 2011). The conversion of forests to agricultural lands and other land uses contributes to a fragmented landscape with isolated forest patches, many of which are too small to sustain viable population of key species, including the red colobus monkey, Aders' duiker, and endemic Suni (Wildlife Conservation Society, 2011).

6. The PAs system in Zanzibar consists of one National Park (Jozani-Chwaka Bay National Park (JCBNP)), nine Forest Reserves and six marine conservation areas. In addition, 16,500 ha of mangrove forests are protected, and the government maintains over 9,000 ha of forest plantations. Communities participate in the direct management of 75,000 ha of lands under Community Forest Management Agreements (CoFMAs). In total, 116,000 ha (1,160 km^2) or 44% of the land in Unguja and Pemba is under different categories of protection and management. The management of all terrestrial PAs in Zanzibar is responsibility of Department of Forestry and Non-Renewable Natural Resources (DDOF), while marine PAs are managed by the Department of Fisheries.

Table 1. Overview of protected areas, government forest plantations, mangroves forests and areas under community management in Unguja and Pemba.

Name	Area	Location
National parks		
Jozani-Chwaka Bay National Park	6,434 ha	Unguja
Forest reserves		
Jambiani-Muyuni Forest Reserve	4,212 ha	Unguja
Kichwele Forest Reserve	637 ha	Unguja
Kiwengwa-Pongwe Forest Reserve	3,040 ha	Unguja
Malilini Forest Reserve	406 ha	Pemba
Masingini Forest Reserve	566 ha	Unguja
Msitu Mkuu Forest Reserve	180 ha	Pemba
Ngezi-Vumawimbi Nature Reserve	2,900 ha	Pemba
Ras Kiuyu Forest Reserve	270 ha	Pemba
Ufufuma – Pongwe Corridor Forest Reserve	1,988 ha	Unguja
Government forest plantations		
Chaani-Masingini Forest Plantation	420 ha	Unguja
Dunga-Jendele Forest Plantation	887 ha	Unguja
Kibele Forest Plantation	2,929 ha	Unguja
Maziwang'ombe Forest Plantation	100 ha	Pemba
Rubber Plantations	633 ha	Pemba
Mangroves		
Mangrove Forest Reserves	16,489 ha	Unguja/Pemba
Community managed areas		
Areas under CoFMAs	75,000 ha	Unguja/Pemba

Source: (RGZ, 2017a) and stakeholder consultations

1.1 Threats to Ecosystems

[1] CR; Critically Endangered; EN = Endangered; VU = Vulnerable (IUCN, 2018)

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

7. Ecosystems in Zanzibar are increasingly under pressure by a combination of factors, including deforestation, and unsustainable land-use practices (Table 2), with the effects of environmental degradation being compounded by the impacts of climate change.

Table 2. Threats to ecosystems in Zanzibar in order of priority in terms of biodiversity conservation

Threats	Level	Drivers (causes)
Forest clearing and conversion	**Very high**	• Expansion of agricultural lands • Extraction of fuelwood for charcoal production and household consumption • Extraction of wood for timber production and building materials • Insufficient access to modern and affordable sources of energy • Expansion of infrastructure for tourism, energy and transport
Unsustainable land-use practices	**Very high**	• High human population density • Shifting-agriculture systems • Limited technical know-how on sustainable land-use alternatives • Conflict and competition for agricultural lands
Mangrove overexploitation	**High**	• Extraction for timber, building materials, fodder, firewood and tannins • Clearing for aquaculture, seaweed farming, and salt production
Climate change	**Moderate**	• Climate variability • Sea-level rise

8. **Ecosystem degradation**. High forests, Zanzibar-Inhambane coral rag scrub forests[2] and mangroves are the predominant natural ecosystems in Zanzibar, but they are under increasing pressure. Approximately 80% of the population depend on forests for at least some part of their livelihoods. Forests are important sources of fuelwood, timber, fruits, nuts, medicinal products and fodder, they provide shelter for wildlife, and are becoming an attraction for the increasing number of tourists visiting the islands. Coral rag forests cover 71,000 ha (45%) in Unguja and 15,100 ha (15%) in Pemba. From 1989-90 to 2012, the coral rag forest area in Unguja declined by 15,200 ha (17.6%, 0.9%/year) and in Pemba by 700 ha (4.4%, 0.2%/year). Forests are converted to agricultural lands or cleared for expansion of settlements as well as for transport, energy and tourism infrastructure.

9. Mangrove forests are present in 5,300 ha (3%) of Unguja and 11,200 ha (11%) of Pemba (RGZ, 2017a). Between 1990 and 2012, the mangrove area in Unguja declined by 550 ha (9%, 0.4%/y). In addition to the disappearance of mangroves in Unguja, a drastic reduction took place in growing stock, falling from 41 m^3/ha in 1992/93, to 18.9 m^3/ha in 2013, whereas in Pemba, the mangrove growing stock has remained stable at around 39 m^3/ha (RGZ, 2013a). Despite having been gazetted and placed under conservation management, mangrove forests in Zanzibar continue to be a source of construction poles, fodder, fuelwood and timber for fishing vessels (The World Bank, 2014). Mangrove forests also support tourism, beekeeping and fishing (e.g., crab capture), and provide ingredients for traditional medicine, dying and tanning. Salt extraction practices in coastal areas of Pemba -and to a lesser degree in Unguja- involve clearing mangroves for the construction of salt pans. The salinity in areas close to salt-production sites increases substantially, limiting the growth of mangrove trees and further disrupting these ecosystems. There are approximately 100 ha of salt pans in Zanzibar, most of them in Pemba. (The World Bank, 2014).

[2] Zanzibar-Inhambane scrub forest on coral rag only occurs in the coastal areas of Kenya and Tanzania. The scrub forests are intermediate in structure between forest and bushland (and thicket) and are usually 10 - 15 m high. Trees (woody plants with well-defined and upright boles) are usually present, but do not form a closed canopy. Smaller woody plants (principally bushes and shrubs) contribute at least as much as the trees to the appearance of this vegetation type, which grows on a substrate of shallow soils that overlie limestone composed of old coral reef material.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

10. Firewood represents approximately 55% of the total energy demand in Zanzibar, with an additional 14% coming from charcoal and 6% from agricultural residues (e.g., coconut plantations). Electricity contributes less than 5% of the final energy demand in Zanzibar. Electricity in Zanzibar is sourced from the mainland and transmitted by submarine transmission lines to both Unguja and Pemba. Most of the electricity is supplied to users from the tourism, commercial and industrial sectors, and less than 60% of households are connected to the grid.

11. **Approximately** 25% of the charcoal consumed in Zanzibar is produced locally, with the rest being brought in boats from the mainland. Charcoal producers in Zanzibar are required to purchase licenses for the extraction of fuelwood and for the transportation of charcoal. In practice, only a small fraction of producers meets these requirements. Licenses for the extraction of fuelwood for charcoal production are issued by either *Shehia* (village) conservation committees (SCCs) in areas under community management, or by DDOF elsewhere. The cost of a fuelwood license is TSh 2,500 (approx. one US dollar) per tree harvested. Permits for the transportation of charcoal are issued by DDOF at a cost of TSh 500 (USD 0.24) per bag (20 – 25 kg).[3] Most of the firewood and charcoal demand in Zanzibar comes from domestic and institutional cooking. Firewood is used for cooking by 75% of all households in Zanzibar (93% of rural households and 47% of urban households), while charcoal is used mainly by urban households (45% of urban households use charcoal for cooking). From 2004/05 to 2009/10, the fraction of the energy demand by households that is met by using charcoal increased by 5%, with a corresponding decrease in the fraction that is supplied by firewood. Agricultural residues contribute a significant fraction of household energy demands (9%), but the contribution of other energy sources to meet cooking demands in Zanzibar is very small (Table 3) (Owen, 2011) (UNIDO, 2015).

12. Most firewood and charcoal are burnt in traditional cook stoves with low efficiency (7-12%). The use of improved cook stoves (ICS) is not widespread in Zanzibar. ICS are produced locally by individuals or groups of individuals, including women, in small workshops. The main types of ICS available in rural areas in Zanzibar are made of clay, fired in artisanal kilns. The price of an ICS is relatively low, at TSh 5,000 – 8,000 (USD 2 – 4). The quality and durability of the products varies greatly, creating a disincentive to households to purchase and use ICS. Still, available ICS have an efficiency of 20-30%, potentially cutting in half the volume of firewood and charcoal required by households.[4]

Table 3. Household energy demand in Zanzibar (2011)[5]

Energy source	Annual demand	Energy equivalent (TJ)	Fraction
Firewood	528,100 t	8,186	73.7%
Charcoal	43,700 t	1,267	11.4%
Agricultural residues	80,000 t	960	8.6%
Kerosene	10.5 M litres	358	3.2%
Electricity	89 GWh	321	2.9%
LPG	180 t	8	0.1%
TOTAL		**11,100**	

13. Estimates of the volume of biomass that could be harvested sustainably from tree plantations, agroforestry systems and agricultural lands in Zanzibar are reported as close to 0.45 million m^3/year (2012). However, the aggregated demand by households, commercial and institutional users is three times that value (1.34 million m^3/year). A fraction of the difference between the supply and demand is covered by imports of charcoal and firewood, but the balance is sourced from forests, mangroves and other ecosystems in the archipelago following unsustainable practices that put pressure on the ecosystems and biodiversity (RGZ, 2013a).

[3] Interviews with DFNR staff in 2018.
[4] Idem.
[5] Owen 2011, Household energy demand in Zanzibar

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

14. During the 22-year period from 1989/90 to 2012, shifting agriculture and livestock herding were the main drivers for deforestation and land-use conversion in Unguja and Pemba (Table 4, Table 5). While settlements have expanded over the past decades -particularly in Unguja, most of the expansion has been over agricultural lands, mainly on lands previously under agroforestry production systems (RGZ, 2013a). Shifting-agriculture systems on the islands have seen a progressive reduction in the length of the rotation period, from the customary 10-15 years to periods as short as 1-2 years. Such short rotation periods do not allow for the restoration of soil properties, leading to land degradation and diminished agricultural outputs. Another factor contributing to land degradation is stone mining, which is practiced in some areas of Zanzibar. These activities imply the removal of protective vegetation, leaving the soil vulnerable to degradation. In 2011, approximately 100 excavation sites were identified in Unguja and Pemba, mostly in coral rag areas (The World Bank, 2014).

15. Resulting from differences in soil and vegetation types, the distribution of agricultural activities varies between Pemba and Unguja. In Pemba 74% of land is cultivated, while in Unguja 42% is cultivated. Mixed cropping is the most common farming practice, and the most important crops grown are cassava, rice, bananas, sweet potatoes, fruits and vegetables. Cloves and spices are grown mainly for export markets. Small-scale subsistence farming is the most prevalent modality, with land holdings usually as small as 0.2 ha. With little exception (e.g. rice production) fields are not irrigated and farmers practice rain-fed agriculture. Rainwater harvesting infrastructure is scarce and, despite a few demonstration projects, water harvesting practices are not widespread. Industrial fertilizers are not widely used, with only 13% of agricultural producers using them and the majority applying different forms of farm and composted manure to their fields. Livestock production is limited in Zanzibar due to the shortage of grazing areas. Most livestock producers follow traditional practices, and the quality and productivity of their operations are usually low (The World Bank, 2014).

Table 4. Land-use change in Unguja (1989/90 to 2012)

Land use cover category	**Area 1989/90**		**Area 2012**		**Difference**	
	ha	%	ha	%	ha	%
Coral rag forests	85,254	54%	70,042	44%	-15,212	-18%
Mangroves	5,829	4%	5,274	3%	-555	-10%
Tree plantations and high forests	7,141	4%	3,714	2%	-3,427	-48%
Agroforestry and mixed woody vegetation	38,328	24%	35,441	23%	-2,887	-8%
Agriculture and settlements	21,714	14%	42,363	27%	+20,649	+95%
Other	-	-	1,503	1%	+1,503	-
TOTAL	**158,267**		**158,337**			

Table 5. Land-use change in Pemba (1989/90 to 2012)

Land use cover category	**Area 1989/90**		**Area 2012**		**Difference**	
	ha	%	ha	%	ha	%
Coral rag forests	12,360	12%	12,371	12%	+11	0%
Mangroves	*	*	11,214	11%	*	*
Tree plantations and high forests	2,235	2%	3,843	4%	+1,608	+72%
Agroforestry and mixed woody vegetation	62,851	62%	52,101	51%	-10,750	-17%
Agriculture and settlements	10,565	11%	20,156	20%	+9,591	+91%
Other	-	-	1,484	2%	+1,484	-
TOTAL	**101,168**		**101,168**			

* The results from the assessment of the mangrove area in Pemba in 1989/90 are inconclusive. Source: (RGZ, 2013a)

16. **Climate change**. While Zanzibar´s contribution to global greenhouse gas (GHG) emissions is minor, the country is highly vulnerable to the impacts from climate change. The main foreseen impacts from climate change include sea-level rise, increased rainfall variability, and an increase in the intensity and frequency of extreme weather events affecting Zanzibar. The results from climate change models regarding projected changes in precipitation in Zanzibar are inconclusive, but generally coincide in forecasting an increase in intra- and inter-annual precipitation variability. Inter-annual variability is expected to increase due to more pronounced large-scale climate events such as *El Niño* and *La Niña.*

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

17. Intra-annual variability will lead to higher average precipitation during wet-season months (i.e., March to May, November to December), and lower average precipitation during the dry-season months (June to October). Expected increases in precipitation variability would lead to an increase in flooding and drought hazards, which may put at risk the livelihoods of agricultural producers, the supply of drinking water to urban and rural households, and the integrity of housing and public infrastructure, including roads and bridges.

18. The increased rainfall variability makes agricultural producers in Zanzibar particularly vulnerable to climate change since the majority of these practice rain-fed agriculture. Changes in precipitation patterns have already impacted agricultural communities, including events in 2006/07, when drought reduced agricultural production, leading to a food crisis in 2008 that affected 20% of the population in Zanzibar. Extreme weather events, including storms, strong winds and intense rain events, put lives at risk and bring economic losses due to the disruption of economic activities and damages to infrastructure and other assets. Sea-level rise leads to beach erosion and threatens coastal ecosystems, including mangroves and beaches, which are important to support local livelihoods. The increase in sea levels also puts at risk key infrastructure, including new port developments, roads and tourism assets. Coastal ecosystems and water supplies are vulnerable to saltwater intrusion and increased salinity in aquifers (WATKISS, 2012) (The World Bank, 2014).

19. Zanzibar's GHG emissions are comparatively small and heavily concentrated on AFOLU sources. GHG emissions were estimated and reported by the Global Climate Adaptation Partnership for the study on "The Economics of Climate in Zanzibar" prepared with support from UK Aid, for the Revolutionary Government of Zanzibar (RGZ). According to estimates in the report, in 2010, total annual GHG emissions in Zanzibar were 763.000 tonnes of carbon dioxide equivalent (tCO_2e) or 0.6 tCO_2e per capita. Agriculture contributes 28% of the total amount and forestry and other land uses with another 29%. The high fraction of GHG emissions from forestry and other land uses is a result from deforestation and biomass extraction for fuelwood, timber and other uses.

20. Under the current trends, GHG emissions from AFOLU are expected to grow more than fourfold by 2030 (WATKISS, 2012). Over to 75% of the archipelago's energy demand is met by biomass (i.e. charcoal, firewood and agricultural residues), with a smaller fraction (20%) contributed by gasoline and diesel-mostly for transportation and by electricity (5%). Biomass is used primarily for cooking in firewood or charcoal stoves. Charcoal is produced locally or brought on boats from the mainland (RGZ, 2014).

1.2 Relevance to National Development Policies

21. **Forestry** and biodiversity conservation are rooted in Zanzibar´s environmental policies and social and economic development plans. Community forest management (CFM), agricultural development and a strong PAs system are three elements that are part of the strategies to meet the environmental and development goals of Zanzibar´s policies and plans. Zanzibar has experience using CFM concepts and tools to manage natural resources in forests and agricultural lands.

22. **The** RGZ has adopted the third Zanzibar Strategy for Growth and Reduction of Poverty of Zanzibar for 2016 – 2020 (MKUZA III). The objective of the strategy is to achieve "social and economic prosperity to reach middle-income status" by 2020. The strategy is organized around five key result areas: (i) sustainable and inclusive growth, (ii) human capital development, (iii) quality services, (iv) environmental sustainability and climate resilience, and (v) good governance. MKUZA III identifies the expansion of CFM as a key strategic action to achieve its objective on environmental sustainability (RGZ, 2017). CFM is also promoted by Zanzibar's Forest Policy (1999), as a mechanism for improving natural resources management and providing benefits to communities living close to forest reserves and conservation areas in Zanzibar (RGZ, 1999). In Zanzibar, CFM is implemented by means of CoFMAs.

23. The establishment and management of areas under CFM are regulated by the Forest Resources Management and Conservation Act No. 10 (1996). Under these regulations, communities, represented by SCCs, enter into agreements with DDOF to share responsibilities and obligations over the management of natural resources within their territories (RGZ, 1996). Actions to achieve the

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

government's goals related to the expansion and strengthening of CoFMAs are described in Zanzibar's National Forest Resources Management Plan (2015 – 2025). The plan has seven goals, the fourth of which is related to forests under community management. The goal aims at ensuring that at least 50% of community forests are sustainably managed. The strategy to achieve the goal includes (i) strengthening CoFMAs, (ii) promoting tree planting, (iii) reducing the demand for firewood, (iv) preventing and managing forest fires, and (v) promoting honey production (RGZ, 2014a). The (intended) nationally determined contribution ((i)NDC) by the URT lists actions to mitigate change in the forestry sector, including upscaling CFM and promoting reforestation and conservation initiatives (Government of Tanzania, n.d.). Similarly, Zanzibar's Climate Change Strategy (2014 – 2030) also proposes the promotion of CoFMAs to achieve climate change mitigation objectives and aims at enhancing carbon sequestration in natural ecosystems (RGZ, 2014).

24. The promotion of a productive and sustainable agricultural sector is a main objective under the key result area on sustainable and inclusive growth of MKUZA III (RGZ, 2017). The Agricultural Sector Policy of Zanzibar (2003) links agricultural development to poverty reduction and to the sustainable management of natural resources, including addressing threats posed by unsustainable fuelwood collection and the extraction of forests products (incl. timber). The policy identifies several barriers to the sustainable development of the agricultural sector, including limited of access to knowledge, technologies, infrastructure (e.g. irrigation), agricultural inputs and agricultural extension services (RGZ, 2003). Zanzibar's Climate Change Strategy highlights the challenges presented by the unsustainable use of natural resources and the low productivity of the agricultural sector. The strategy discusses climate mitigation options linked to climate-smart agriculture (CSA) -including agroforestry-, and the large-scale adoption of ICS (RGZ, 2014).

25. The strategy on growth and poverty reduction defines the protection of marine and terrestrial ecosystems as one of the major objectives under the key result area on environmental sustainability and climate resilience. The strategy sets targets for the fraction of marine and terrestrial areas to be put under protection (from 16% in 2015, to 20% in 2020) and on the area to be reforested/afforested (3,200 ha by 2020). The strategy also proposes the establishment of a National Protected Areas Board (NPAB) (RGZ, 2017). Zanzibar's Environmental Policy (2013) defines strategies for the establishment and management of PAs in the marine and terrestrial environment and echoes the call in MKUZA III for the establishment of a NPAB (RGZ, 2013). Zanzibar's Environmental Management Act (2015) provides faculties to the Minister responsible for terrestrial and marine natural resources, in consultation with the Minister responsible for environmental management, to designate new PAs and to enact regulations for the management of these areas (RGZ, 2015).

26. **Tanzania**´s National Biodiversity Strategy and Action Plan (NBSAP) for 2015-2020 has a goal to improve the integrity of country's ecosystems, contributing to the wellbeing and socio-economic development of the country. The NBSAP sets national targets in line with the Aichi targets under the Convention on Biological Diversity (CBD). While the NBSAP is focused mainly on Tanzania's mainland, the project will contribute to several of the targets defined therein, including Aichi Target 5 on reducing the rate of degradation and fragmentation of ecosystems and the loss of habitats; Target 7 on agriculture and biodiversity policies, laws and strategies to promote sustainable management of forests, agricultural and aquaculture ecosystems; Target 11 on increasing marine PAs and managing effectively both terrestrial and marine PAs; Target 14 on restoring and safeguarding ecosystems that provide essential services, taking into account the needs of women and local and vulnerable communities; and, Target 15 on enhancing ecosystem resilience and the contribution of biodiversity to carbon stocks through conservation and restoration, thereby contributing to climate change mitigation and adaptation, and combating desertification (URT, 2015).

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

1.3 Relevance to Global Environment Issues

27. More effective implementation of national strategies and plans to conserve biodiversity and manage land-use will help Zanzibar pursue a more sustainable, lower carbon development pathway. Improved PA management, including better integration with lands under CFM, will help protect critical ecosystem services and globally significant populations of flora and fauna, some of which are endemic to Zanzibar. By safeguarding key natural habitats, the project will also directly contribute to arresting trends in land degradation. By reducing deforestation and promoting sustainable land-use practices, the project will contribute to reduce GHG emissions and to enhance the removal of carbon dioxide from the atmosphere. GHG emissions reductions and enhancement of removals are estimated at 685,000 tCO2e over 20 years as a result of the project's planned activities on AFOLU. Successful implementation of Zanzibar's environmental and forestry policies will ensure that the archipelago contributes to Tanzania's overall achievement of the objectives under multilateral environmental agreements, including the NBSAP under CBD, the (i)NDC under the United Nations Framework Convention on Climate Change (UNFCCC) and the United Nations Convention to Combat Desertification (UNCCD). The project will facilitate the implementation in Zanzibar of the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) and the regional agreement on "Zanzibar Declaration on the Illegal Trade of Timber and Forest Products" of 2015.

1.4 Relevance to the Sustainable Development Goals

28. In Tanzania, the Sustainable Development Goals (SDGs) are framed by the country's Development Vision 2025 and implemented in accordance with five-tear development plans (FYDP). The second development plan (FYDP II) is now in effect, focusing on mainstreaming SDGs into development and investment frameworks. In Zanzibar, SDGs have been incorporated into the Zanzibar Development Vision 2050 (ZDV50) which is a long-term national development plan formulated to guide Zanzibar's overall development agenda from the year 2020 to 2050. It serves as a successor plan to Vision 2020 and has the overall aspiration of lifting Zanzibar economically and socially to attain Upper-Middle Income Status by 2050 by prioritizing inclusive and pro-poor policies that target wide-reaching strategic considerations of the economic, social, political and environmental dimensions.

a) Goals 1, 2 and 8, on ending poverty and hunger and promoting food security, sustainable agriculture and productive and decent work, which are affected by limited access to sustainable agricultural practices, forest-based activities and alternative livelihoods;
b) Goal 5, on achieving gender equality, which is limited by inadequate participation and representation of different groups in decision-making processes and by restricted access to economic and social development opportunities;
c) Goal 7, on ensuring access to sustainable sources of energy, which is limited by households' strong reliance on unsustainable sources of biomass; and,
d) Goals 13, 14 and 15, on reversing global and local environmental impacts on terrestrial and coastal ecosystems and addressing climate change, which are threatened by unsustainable land-use practices.

1.5 Barriers

29. Barriers to effectively reduce the pressure on natural resources and biodiversity in Zanzibar include (i) ineffective policy and institutional frameworks; (ii) strong reliance on natural resources and insufficient capacity to enable uptake of sustainable land management (SLM) and forest management (SFM) practices.

30. **Ineffective policy and institutional frameworks and weak enforcement of regulations relevant to enabling integrated sustainable natural resource management**. Fragmented policy, planning and regulatory frameworks, weak institutional capacity and insufficient cross-sectoral coordination hamper adequate integration of environmental sustainability aspects into development pathways (particularly with respect to Zanzibar's fragile and limited terrestrial and coastal forestry resources). Policy frameworks governing environmental management and climate change in Zanzibar are often incompatible with those governing development preventing conservation values to be included in cost-

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

benefit analyses that support decision-making. As a result, different ministries and departments have responsibilities and activities that are not adequately aligned to enable effective and cross-sectoral sustainable management of the island's natural resources.

31. Limited government funding for sustainably managing land and forest resources, including PAs, has led to sub-optimal management of the islands' fragile habitats. Sector-led implementation of initiatives affecting natural resources often contributes to the unsystematic implementation of related policies (e.g. agriculture, forestry, tourism, water, lands, environment, etc.) by government departments and agencies. Given the small size of the islands and the proximity of people to the natural resources that they depend on, pressures on the environment are contributing to the accelerated degradation of critical ecosystems that not only support subsistence and livelihoods but underpin the national economy.

32. A strategic cross-sectoral approach, grounded in capacity enhancement of key institutions, to support implementation of the current environment policy, planning and legislative framework in Zanzibar is required to ensure coordinated and adequately funded action on the ground. There is scope to follow a development path that enables economic growth while taking into consideration environmental impacts through enhanced integration of sustainable forestry and land management objectives in planning and implementation processes.

33. **Reliance on natural resources and insufficient capacity to enable uptake of SLM and SFM practices**. Combined with rapid population increase (leading to a higher demand for settlements, agriculture and other infrastructure developments, uncontrolled encroachment of urban settlement into fertile land for agriculture and water catchments, and increasing fuel wood collection), biodiversity loss and land degradation are accelerating in Zanzibar, even within the boundaries of PAs. These threats are accelerated by low technical know-how by farmers and communities, and inadequate extension and outreach to promote sustainable farming and land use practices and limited land-use planning. The result of low agricultural production and limited alternative livelihoods is not only land degradation through encroachment, but a vicious cycle of poverty. A combination of factors affect the livelihoods of agricultural producers in Zanzibar, among others:(i) land-related competition and conflicts, (ii) poor water management practices, including encroachment of agricultural activities into water bodies, lack of irrigation and water harvesting infrastructure, and (iii) insufficient management and financial skills, (The World Bank, 2014). While Zanzibar has taken important steps towards the conservation of natural resources, including the gazettement of all high forests and mangrove forests as PAs or Forest Reserves (The World Bank, 2014), there are still gaps in the capacity and experience required for developing and implementing sustainable practices at the required scale. Factors limiting the widespread adoption of SLM and SFM practices include: (i) ineffective land use planning (ii) weak enforcement of forest-related regulations, (iii) land tenure uncertainty, (iv) land- and resources-related conflicts (The World Bank, 2014). Efforts to enhance livelihoods by promoting community-centred initiatives that support effective co-management[6] of wildlife and their habitats, restoration and rehabilitation of degraded landscapes, climate change mitigation and sustainable local income generation are essential. CoFMAs provide an important opportunity to engage more communities in the structured management of fragile forest habitats, however, they are insufficiently capacitiated to be used to their full potential.

[6] This document refers to co-management as "the sharing of power, responsibilities, rights, and duties between government and local resource users". In the specific Zanzibar context, co-management refers to the sharing of responsibilities for forest and wildlife protection and livelihood development opportunities between CoFMAs and responsible Government partners.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

1.6 Baseline Scenario

34. The project builds on experiences and lessons learned from the programme on "Conservation of Natural Forests (*Hifadhi ya Misitu ya Asili* - HIMA)" that facilitated the adoption of CoFMAs in 57 sites across Zanzibar and promoted sustainable land-use practices and alternative livelihoods. The programme offered a wide range of supporting activities to participating communities including environmental education, incentive payments, and support for the development of alternative livelihoods (both forest and non-forest based). The HIMA project (2010-2014) was a joint initiative by CARE International and the governments of Norway and Zanzibar. DDOF was the primary implementing partner.

35. The project also draws lessons from and builds on the results from the GEF-supported project on "Extending the Coastal Forest Protected Area Subsystem in Tanzania" (GEF-4, GEF ID 3428, USD 3.55 million, 2009-2014) that supported the expansion and strengthening of the system of PAs in Zanzibar. Even though the terminal evaluation of the project deemed the results only marginally satisfactory, the experience provided valuable lessons regarding the expansion and strengthening the PAs systems in United Republic of Tanzania (URT) and the promotion of CFM. Major shortcomings of the project, including the failure to establish a NPAB and the lack of progress in setting a conservation management framework, have been taken into consideration during the design of the current project proposal.

36. Investments during the implementation of the project will be framed by the Zanzibar Agricultural Sector Development Program (ZASDP). ZASDP will be implemented over a ten-year period (2019-2029) with the objective to transform the agriculture sector in Zanzibar in order to accelerate economic growth, reduce poverty, increase food security, increase private-sector involvement and investments, and contribute to the environmental sustainability of the sector. The tentative budget for ZASDP is USD 148 million over ten years and is composed of resources from the national budget and contributions from donors and development partners. The proposed project on "Safeguarding Zanzibar's Forest and Coastal Habitats for Multiple Benefits" has been included as one of the potential sources of financing the programme.

37. ZASDP will have four main results areas: (i) enhanced enabling environment for agricultural transformation, (ii) strengthened climate resilience and sustainable natural resources management, (iii) expanded rural infrastructure, and (iv) intensified and competitive value chains. The first results area will review and revise the governance of the agricultural sector to improve institutional coordination, strengthen agricultural organizations and cooperatives, facilitate access by agricultural producers to financing, and improve the overall business environment of the agricultural sector in Zanzibar. The second results area will mainstream concepts on sustainable natural resources management across the agricultural sector and institutions, improve the access to sustainable agricultural technologies, strengthen the provision of agricultural extension services, and incorporate considerations on climate change adaptation into agriculture policies, plans and projects. The third results area will invest in transportation, irrigation and energy infrastructure, and improve facilities for the commercialization of agricultural products (e.g. markets, cold storage, etc.). Lastly, the fourth results area will support agro-industrial initiatives and efforts to add value to agricultural commodities.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

II. STRATEGY

38. The project objective is to safeguard Zanzibar's terrestrial and coastal habitats for multiple benefits by implementing a landscape approach. The project will achieve this objective by means of four complementary and interrelated strategies that will be adopted at the national and local levels, involving stakeholders from national and local governments, local communities, civil society organizations (CSOs) and academic and research institutions. The project´s strategies will focus on (i) strengthening policy and institutional frameworks to improve governance over natural resources, (ii) improving the management of the existing PA network, (iii) strengthening CFM, and (iv) promoting the adoption of SFM, SLM and CSA practices. Activities at the local level will be implemented in project sites that have been selected and prioritized based on their ecological functions and potential roles for biodiversity conservation and socio-economic development of local communities. Also see Theory of Change diagram below for visualisation of how components and activities are interrelated.

2.1 Strengthening Policy and Institutional Frameworks

39. In accordance with the Articles of the Union of Tanganyika and Zanzibar, the RGZ has authority over the management of renewable natural resources in Zanzibar. RGZ has adopted policies and regulations on natural resources management, including (i) the Forest Resources Management and Conservation Act No. 10 of 1996, (ii) the National Forestry Policy for Zanzibar (1999), (iii) the Agricultural Sector Policy of Zanzibar (2003), (iv) the Zanzibar Environmental Policy of 2013, and (v) the National Land Policy of Zanzibar (2018). These policies provide a sound framework for the management of renewable natural resources. However, implementation of the policies and enforcement of related regulations is weak, limited by scarce human, technical and financial resources. The ongoing process of decentralization and devolution of matters related to agriculture and natural resources management presents additional challenges to authorities in Zanzibar. This strategy will contribute to removing the first barrier identified above, improving the efficiency and coordination of the policy and institutional frameworks for natural resources management in Zanzibar. The project will contribute to strengthening the implementation of policies and the enforcement of regulations, in particular those related to the illicit trade in endangered species, fuelwood extraction (incl. charcoal production) and conservation of forest and mangrove ecosystems. This strategy will be implemented primarily through Component 1.

2.2 Improvement of Protected Area Management

40. Existing management and technical gaps in Zanzibar's PAs system will be addressed and government's capacity to adequately manage natural resources in and around PAs will be enhanced to enable better planning and monitoring of PAs management activities and to an improved enforcement of regulations regarding PAs. The project will contribute to the improvement of the management of the network of terrestrial PAs in Zanzibar, including establishing two new reserved forests, reclassifying on existing reserved forest as Zanzibar's second national park, elaborating and updating PAs management plans, and strengthening the patrolling and enforcement capabilities in areas managed by DDOF. The strategy to improve the management of PAs will be delivered mainly by outputs under Component 2 but it will also be linked to the policy development and institutional strengthening to be achieved under Component 1.

2.3 Support to Community Forest Management

41. Zanzibar has experience using participatory and CFM principles and tools to manage natural resources in forests and agricultural lands. In Zanzibar, CFM is implemented by means of CoFMAs, regulated by Zanzibar's Forest Resources Management and Conservation Act No. 10 of 1996 and implemented in accordance with the "Community Forest Management Guidelines" (CoFMA Guidelines) of 2011. The objective of CoFMAs is to grant communities "clear and secure rights to plan, manage and benefit from local forest resources, on a sustainable basis, to help meet local needs, stimulate income generation and economic development, and enhance environmental stability" (RGZ, 2011). The enforcement of the provisions in CoFMAs is a responsibility shared by DDOF and the corresponding District Council. There are currently 57 CoFMAs in Zanzibar covering approximately 75,000 ha. Under existing CoFMAs,

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

communities have committed to reduce the rate of deforestation (on average by 60%) in the lands under their responsibility. However, evaluation and enforcement of these commitments are not carried out systematically. The strategy to support CFM will contribute to eliminate barriers related to the inefficient institutional framework for natural resources management and to the weak enforcement of regulations, including the enforcement of commitments under CoFMAs. Improved capacities of communities engaged in CoFMAs, and the authorities supporting them, will contribute to a more effective

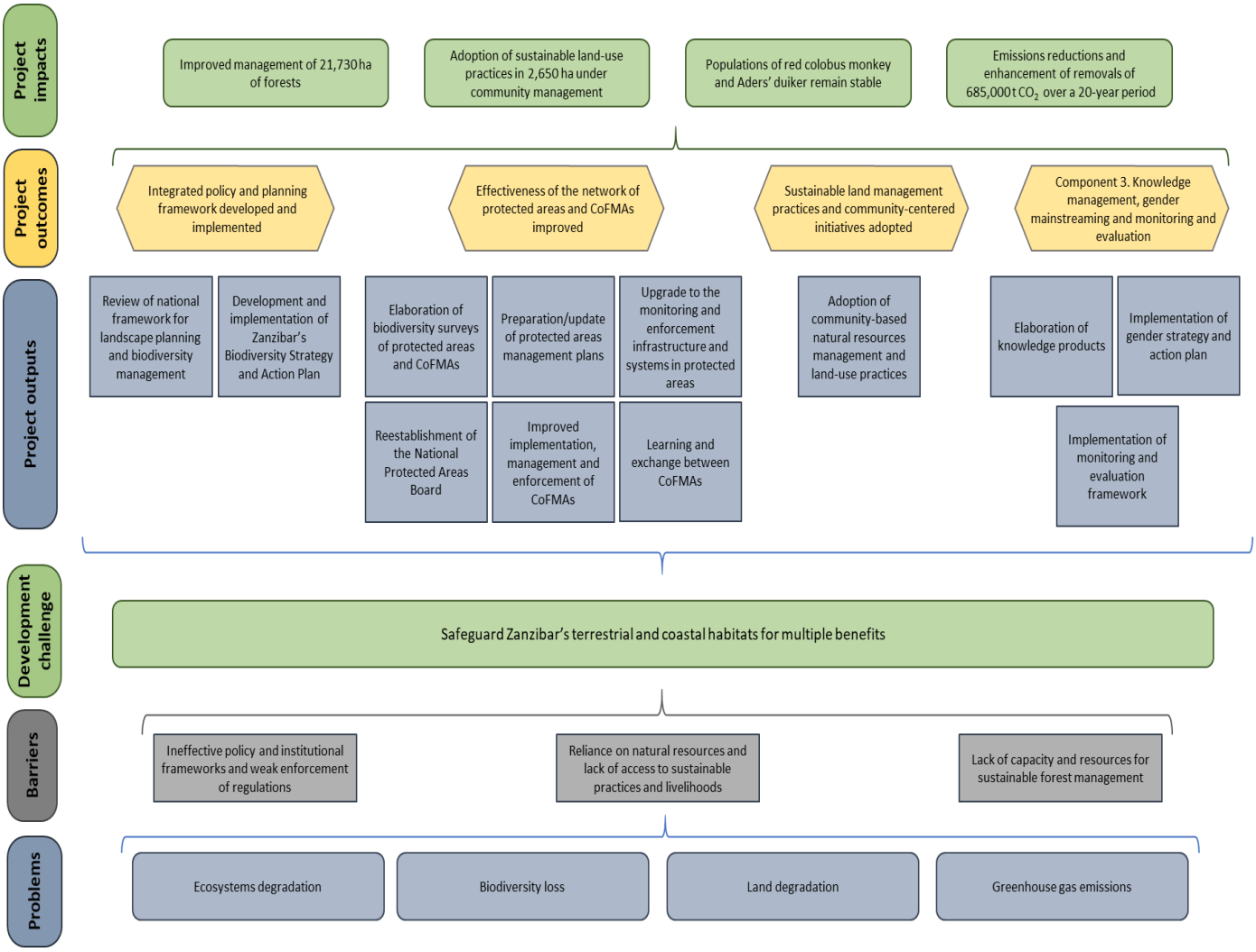


Figure 2. Theory of Change

implementation of commitments adopted under COFMAs. Components 2 and 3 will aim to strengthen the management, monitoring and enforcement of CoFMAs, building the capacities of communities, CSOs, District Council authorities and DDOF.

2.4 Promotion of Sustainable Land-Use Practices

42. Traditional land-use practices in Zanzibar combine high-impact practices such as shifting-agriculture, with comparatively lower-impact practices like agroforestry production systems. Despite the long tradition with and relatively wide acceptability of low-impact production systems, efforts to document, improve and validate these practices in Zanzibar have seen limited success. Access to information on improved, climate-resilient agricultural practices is limited and the related agricultural extension services are limited in scope. The adoption of sustainable land-use practices, followed by the documentation and dissemination of successful experiences, will contribute to improving local capacities for the adoption of these practices in Zanzibar and to removing the barriers related to the limited capacities for the adoption of these practices.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

43. Component 2 will contribute to improving the access to knowledge on climate-resilient, biodiversity compatible, land-use practices in Zanzibar, strengthening agricultural extension services and providing financial support (grants) for the adoption of such practices in the project areas.

44. Given the increasing competition and pressure over agricultural lands in Zanzibar, a strategy to promote sustainable land-use practices may fall short of its objectives and must be complemented with actions to enable alternative livelihoods, including sustainable tourism, sustainable extraction of non-timber forestry products (NTFPs), the production of ICS and others. The incorporation of income-generation activities as part of a conservation strategy has been identified as a key success factor by previous experiences in Zanzibar, including the GEF-supported project on "Extending the Coastal Forest Protected Area Sub-system in Tanzania" (GEF ID 3428) (UNDP, 2014). Activities by the proposed project to promote sustainable land-use practices will be complemented by actions by ZASDP to comprehensively address barriers to the adoption of these practices. Actions by the ZASDP include measures to, inter alia, (i) provide irrigation, energy, transportation and commercialization infrastructure, (ii) address land-tenure conflicts, (iii) expand financial services to the agricultural sector, (iv) improve agricultural research and technology development and deployment, and (v) reduce vulnerability to climate change of agricultural producers (incl. provision of early warning services).

2.5 Project Components

45. To achieve the intended outcomes, the project will implement three overall complementary components on (i) policy and institutional development, (ii) improved management of key areas for biodiversity conservation, and (iii) knowledge management, gender mainstreaming and monitoring and evaluation.

46. **Component 1. Strengthening the policy and institutional framework for effective biodiversity and ecosystem management**. This component will address gaps in the implementation and enforcement of national policies and regulations in Zanzibar related to natural resources management, including land use management, biodiversity conservation and climate change. Outputs under this component will include the review of the policies and regulations related to land-use, forestry and environmental management, and the elaboration and implementation of Zanzibar's Biodiversity Strategy and Action Plan (ZABSAP). The activities under this component will enhance capacities and skills of national authorities in Zanzibar to enforce these policies and regulations.

47. **Component 2. Strengthening the management of Zanzibar's existing network of protected areas and areas under community forest management**. Outputs under this component will improve the conservation of key natural ecosystems in Zanzibar, including through the establishment of wildlife corridors between PAs in Unguja and the conservation of remnants of forests with high biodiversity value in Pemba. Outcomes include a review of PAs management plans, enhancing the infrastructure, equipment and skills for the protection of PAs; improving the management and oversight of CoFMAs, and promoting the adoption of sustainable land-use practices and alternative livelihoods in CoFMAs on or around wildlife corridors in Unguja and forests remnants in Pemba.

48. **Component 3. Knowledge management and gender mainstreaming:** Outputs under this component will record and systematize the project's experiences and lessons learned, with a view to improving the body of knowledge on biodiversity, sustainable land-use practices and climate change mitigation options available in Zanzibar. A gender mainstreaming plan will be implemented as part of this component to ensure that project activities are gender responsive and promote social inclusion.

49. **Component 4. Monitoring and Evaluation:** the project will be monitored and evaluated in accordance with GEF and UNDP policies and requirements.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

2.6 Project Target Areas

50. Priority areas for project interventions were selected based on their ecological functions and importance for biodiversity conservation. Since habitat loss and fragmentation are key drivers of biodiversity loss in Zanzibar, strong emphasis was given to the role that sites can play in maintaining or re-establishing connectivity between PAs and high protection areas within CoFMAs. Project areas were selected in consultation with the RGZ to re-establish six main wildlife corridors in Unguja and to improve the conservation of the few forest remnants in Pemba. The six corridors prioritized connect three key PAs in Unguja: Jozani-Chwaka Bay National Park (JCBNP), Kiwengwa-Pongwe Forest Reserve (KPFR) and Jambiani-Muyuni Forest Reserve (JMFR). The corridors in Unguja and areas linked to forest remnants in Pemba include areas under community management. The location of the PAs, forest remnants and CoFMAs that are part of the project areas is shown in Figures 3 and 4.

51. Species observed along the proposed corridors in Unguja include: African civet, bush baby, bush pig, crested guinea fowl, elephant shrew, four-toed elephant shrew, helmeted guinea fowl, hyrax, red colobus money, slender mongoose, Sykes monkey, suni, vervet monkey, Zanzibar giant rat, and various species of duiker (incl. Aders' duiker) and squirrel (incl. red bush squirrel). Species observed in the proposed areas in Pemba include African civet, blue duiker, Javan civet, Pemba flying fox and vervet monkey.

52. Additional details on the selected project areas are provided in Annex 2.

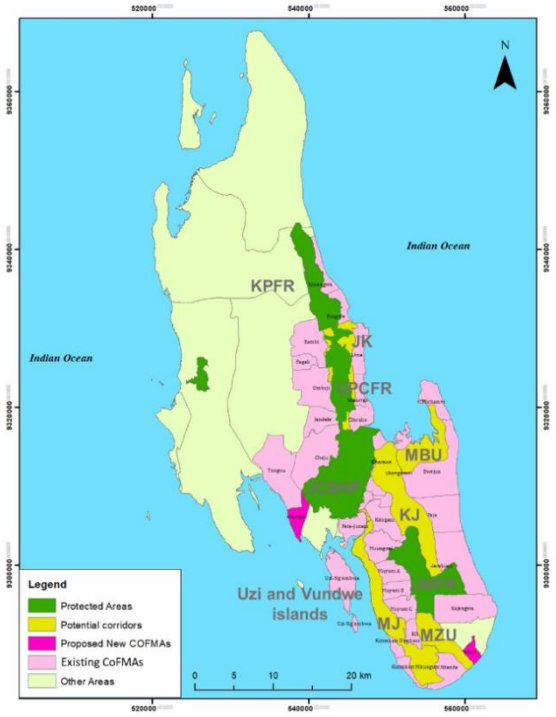


Figure 3: Proposed project target areas on Unguja

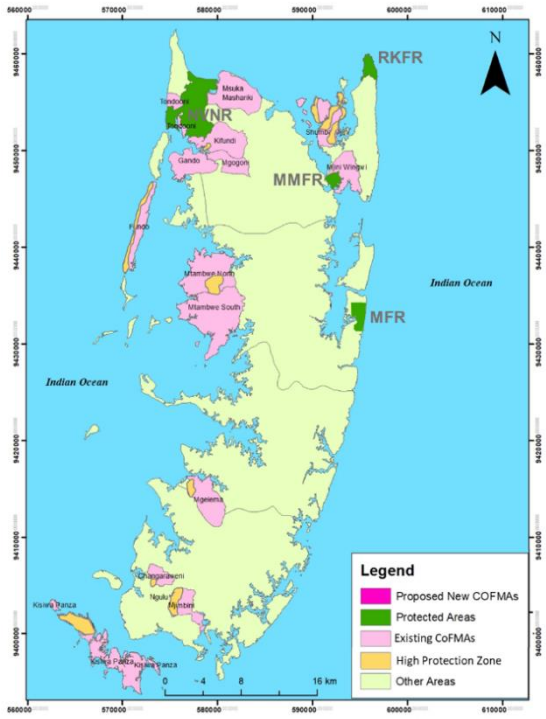


Figure 4: Proposed project target areas on Pemba

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

III. RESULTS AND PARTNERSHIPS

3.1 Expected Results

53. The objective of the project is to safeguard key terrestrial and coastal forest ecosystems on Zanzibar through a landscape approach and so deliver multiple benefits to the people inhabiting the islands. The objective will be achieved through three interrelated components on policy development, strengthening of PAs and areas under CFM, and on knowledge management, gender mainstreaming and monitoring and evaluation (M&E). Together, these components will enable effective co-management of forest ecosystems and the wildlife they support, by enhancing national-level and local-level capacities for the sharing of power, responsibilities, rights, and duties to protect forests while enabling sustainable use of natural resources to support livelihoods and income generation.

54. To ensure that appropriate safeguards measures are in place, an Environmental & Social Impact Assessment (ESIA) will be undertaken, and an Environmental & Social Impact Management Plan (ESMP) prepared within the first six months of project implementation, to further refine risk identification and mitigation strategies, as well as to establish a system for monitoring these risks. Based on the findings, required management plans (e.g, Indigenous Peoples Plan, Resettlement/Livelihood Action Plan) will be developed and implemented as appropriate. The project will ensure that FPIC is adhered to and will not initiate high risk activities until ESIA and ESMP have been finalised[7].

Component 1. Strengthening Zanzibar's Policy and Institutional Framework for Effective Biodiversity Conservation and Natural Resource Management

55. The enabling environment for biodiversity conservation and environmentally sustainable management of natural resources on Zanzibar will be improved under this component by removing policy and institutional barriers. Relevant policy frameworks will be reviewed and strengthened, and a biodiversity strategy and action plan will be developed and implemented. Targeted capacity enhancement activities will contribute to making the project gains sustainable and replicable.

Outcome 1.1. Gender inclusive and responsive integrated policy and planning framework developed and implemented to promote effective biodiversity conservation and ecosystem management to support Zanzibar's national development.

Output 1.1.1 Gender inclusive review of national framework (including policies, regulations and institutions) for land and forest management and biodiversity conservation.

56. The project will support the review of policies, regulations and institutional frameworks that are relevant for sustainable land and forest management and biodiversity conservation and, identify ways to strengthen their implementation and enforcement. Review of sector policies and regulatory frameworks will be gender responsive and address gender inequalities; support mainstreaming of environmental sustainability and biodiversity conservation aspects in sector plans, taking into account the need to facilitate climate change adaptation and mitigation. The process of mainstreaming sustainability and biodiversity conservation will contribute to the adoption of sustainability indicators by national planning systems in Zanzibar, including eco-friendly investment guidelines

57. In particular, the project will support the review and harmonization of the Land Tenure Act (No. 12 of 1992), the Environmental Management Act (No. 3 of 2015), and the Forest Resources Management and Conservation Act (No. 10 of 1996). RGZ, with support from the Food and Agriculture Organization of the United Nations (FAO) will also complete the review of the Zanzibar Agriculture Policy (2002). Reviews will ensure to establish linkages with relevant policies such as the Zanzibar Investment Policy (2004) and Zanzibar Environmental Policy (2013). Relevant regulations, including regulations on the

[7] See Annex G for more details.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

production and commercialization of charcoal, will also be reviewed to improve their effectiveness. In addition, the project will ensure **the review of the Zanzibar Forestry Policy (1995)** to align it with current national and international standards on biodiversity conservation, climate change adaptation, and sustainable forest management.

Output 1.1.2 Gender inclusive development and implementation of a Zanzibar Biodiversity Strategy and Action Plan, building on sectoral strategies and plans, including the long-term forestry plan, national spatial plan and climate change strategy, to promote effective terrestrial and coastal forest management and sustainable land use

58. The United Republic of Tanzania (URT) adopted its first **National Biodiversity Strategy and Action Plan (NBSAP)** in 2001, followed by an updated version covering **2015–2020**. A new NBSAP for **2025–2030** is currently under preparation. Under this project, Zanzibar team will develop a **Zanzibar Component of NBSAP –Implementation Strategy including a Dissemination Plan** to ensure that the national biodiversity targets are effectively localized in Zanzibar, financed, and communicated across the islands. While the existing NBSAP provides broad national guidance, it places greater emphasis on mainland ecosystems and institutions; thus, a tailored Zanzibar strategy is essential to address the archipelago's unique biodiversity priorities, governance structures, and coastal-forest ecosystems. The Zanzibar NBSAP Implementation Strategy will be fully aligned with the URT NBSAP (2025–2030), as well as with **Zanzibar Vision 2050**, **MKUZA III**, and other relevant sectoral policies and frameworks.

59. The process will be led by the First Vice President's Office (FVPO) through the Department of Environment (DoE), which has the legal mandate for coordinating biodiversity and environmental matters in Zanzibar. The DoE will coordinate with key sectors—including the Ministry of Lands, Water, Energy and Environment (MoLWEE), the Ministry of Agriculture, Irrigation, Natural Resources and Livestock (MAINL), the Ministry of Information, Culture, Tourism and Sports, District Councils, the State University of Zanzibar (SUZA), and civil society organizations—to ensure broad participation. The DoE will oversee a Zanzibar NBSAP Implementation Steering Committee and Technical Working Group to guide the process, supported by national and international experts who will facilitate the integration of global best practices

60. The process to prepare the ZABSAP Implementation Strategy will focus on (i) mainstreaming biodiversity into development frameworks—particularly forests, wildlife conservation, tourism, energy, agriculture and water sectors; (ii) maintaining and enhancing ecosystem goods and services; and (iii) reducing ecosystem and community vulnerability to climate change. A comprehensive capacity assessment will be undertaken to guide training and support for implementation:

61. The Process will include:

- A stocktaking and target-setting exercise to identify Zanzibar's biodiversity priorities and align them with the Post-2020 Global Biodiversity Framework and the URT NBSAP 2025–2030. This exercise will be carried out by a technical team under the facilitation of a national consultant to ensure alignment with national priorities and local realities.
- Stakeholder consultations and validation workshops in Unguja and Pemba to ensure inclusive engagement of women, youth and community groups.
- The development of a financing strategy to guide resource mobilization for the Zanzibar NBSAP Implementation Strategy; and
- The establishment of a monitoring, evaluation and reporting framework, with gender-specific indicators to track progress and report toward national and CBD commitments

62. Development of the ZABSAP Implementation Strategy will be prioritized during the early phase of project implementation, with a finalized document expected within two years. Awareness and capacity-building activities will be conducted in a gender-responsive manner to promote women's active participation and leadership in implementation. There will be c**onsultations and validation workshops** conducted in both Unguja and Pemba to ensure inclusive participation of women, youth, and

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

community stakeholders, followed up by formulation of a **financing strategy** to guide resource mobilization for the Zanzibar NBSAP Implementation Strategy.

Component 2. Strengthened Management of Zanzibar's Network of Protected Areas and Areas Under Community Forest Management

63. The conservation of key natural ecosystems in Zanzibar will be improved, including through the establishment of wildlife corridors between PAs in Unguja and the protection of remnant forests with high biodiversity value in Pemba. Ufufuma – Pongwe under gazettement process – management plan under development with support of EU Critical Ecosystem Partnership fund (CEPF). PA management plans will be reviewed, and capacities enhanced for improved PA management, including through community-driven actions. The adoption of sustainable land-use practices and environmentally sustainable income generating activities will be promoted in CoFMAs on or around wildlife corridors in Unguja and forests remnants in Pemba, to reduce pressures that result in degradation of the local ecosystems and biodiversity declines.

Outcome 2.1. Improved effectiveness of the network of protected areas and areas under community forest management leads to the protection of vulnerable ecosystems, especially mangroves, native forests and other habitats of global significance

Output 2.1.1 Detailed surveys of key areas for biodiversity conservation including mangrove forests and high-conservation value forests undertaken to establish or update baselines, identify priority sites for PA management interventions and establish wildlife corridors

64. On Zanzibar, MAINL through Department of Forestry (DoF)DOF and in collaboration with DoE, is responsible for reviewing and approving all biodiversity surveys in accordance with the Forest Resources Management and Conservation Act No 10 of 1996. The most comprehensive biodiversity surveys conducted thus far are those of mammals, birds (only for NVNR), reptiles, amphibians, fish, invertebrates, and plant species completed for the JCBNP in 2002 and NVNR in 2005, with support from CARE. More recently, a population assessment was conducted for Zanzibar's endemic red colobus in 2017 with support from WCS, and botanical surveys in JCBNP, KPFR and Masingini Forest Reserves were conducted by DDOF in 2018. There have been no complete surveys in areas under CoFMA management and, in PA buffer areas and areas connecting PAs. In addition, little investment has been made thus far in enhancing capacities for the management of a centralised, open-access biodiversity database. Regular surveys and a functioning up-to-date database are required to provide information relevant to understanding the current status of biodiversity, as well as (potential) threats and enable informed decision-making relevant to conservation and management actions. Biodiversity Survey in KNVFR conducted in 2023 with support from WCS - Rain Trust Fund. Census for Pemba flying fox with Tim Caro and Prof. Monica (American), ecological monitoring survey Ngezi-Vumawimbi DOFand Kiwengwa – Pongwe survey in 2023

65. The project will support biodiversity surveys in Unguja and in Pemba for prioritised species, building on methodologies used for the above-mentioned surveys, and working closely together with other stakeholders. The survey in Unguja will cover the areas connecting KPFR, to JCBNP, to JMFR, including the corridors in areas under CFM to be incorporated into the wildlife corridors proposed by the project. The survey in Pemba will cover NVNR, Msitu Mkuu, Ras Kiuyu, Malilini Forest Reserves and the buffer areas administered by communities under CoFMAs. Surveys will take place twice during project implementation, taking into account seasonality aspects. The project will furthermore put a strategy in place through the NBSAP Implementation Strategy (see Output 1.1.2) to facilitate regular future monitoring.

66. The surveys will provide information necessary for adequate planning and execution of project activities. In particular, the survey findings will provide information required for the delivery of the project outputs related to the national PAs strategy (output 2.1.6.) and PA management plans (2.1.2). The results from the surveys will also inform the definition and implementation of land-use activities in areas under CoFMA management allowing the effective integration of the management of these

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

areas with the conservation objectives of the proposed wildlife corridors. The surveys will also provide updated information to be recorded in the project's M&E plan, including details on the status of selected indicator species: red colobus monkey (*Piliocolobus kirkii*) and Aders' duiker (*Cephalophus adersi*). Potential collaborations and partnerships with the Wildlife Conservation Society (WCS), local universities and research institutions will be sought to support the delivery of the biodiversity surveys to be implemented with support from the project and to strengthen local capacities to conduct this type of research work. Women will be equitably consulted and engaged in learning activities related to sustainable natural resources management including access to community grants.

67. The activities under this project output will include:

a) **Preparation and approval of biodiversity surveys guidelines**. The guidelines will provide information on the planning, implementation and reporting of biodiversity surveys in Zanzibar. The information to be provided will include details on sampling and surveying methods, including ethical consideration on the handling of animal specimens, species classification and documenting practices
b) **Elaboration of biodiversity surveys**. One survey in each island will be completed to assess the status (abundance/density), distribution, movement and migratory patterns, as applicable, of plants, mammals, reptiles, fish and invertebrate species in the project areas. The surveys will also help determine the presence of invasive alien species (IAS) in the project areas. Surveys will be conducted in accordance with the approved biodiversity surveys guidelines.
c) **Design and development of Zanzibar open-access biodiversity database.** Results from the biodiversity surveys will be compiled in a database to support biodiversity monitoring and to provide information for the management of the network of PAs, buffer areas and areas connected through wildlife corridors. An assessment will be conducted to inform the design of the database, determine which institution would be best placed for its longer-term management, and facilitate linkages with other Government as well as academic institutions for data sharing.
d) **Capacity enhancement. Gender inclusive** training will be provided for biodiversity database management and updating addressing the needs and capacities of women and other special groups. Experts from DDOF and DoE will be trained in the application of the biodiversity surveys guidelines for the planning, implementation, evaluation and approval of surveys conducted directly by DDOF or by third parties. As part of this activity, the project will train experts who will monitor biodiversity trends in collaboration with MAINL, DDOF and DoE. These experts will generate and communicate information to support the biodiversity monitoring framework to be defined under ZABSAP.

Output 2.1.2 New PA are established, and management plans are developed or updated for core protected areas. Management plans include improved management and restoration of forest and wetland ecosystems, as well as zones between them ensuring connectivity and maintenance of conservation values

68. Protected Area management in Zanzibar is the responsibility of MAINL, through DDOF (terrestrial PAs) and the Ministry of Blue Economy, Department of Marine Conservation (marine PAs). MAINL can establish new PAs and change the classification of existing areas. The project will support the established of two new Forest Reserves in Zanzibar: (i) Uzi and Vundwe islands in Unguja(done) and (ii) Mtambwe North and South (Pemba). The project will also support the process to reclassify Ngezi-Vumawimbi Nature Reserve (NVNR) to become the second national park in Zanzibar.

69. The Forest Policy for Zanzibar and the Forest Resources Management and Conservation Act No. 10 of 1996 stipulate the preparation of management plans for Forest Reserves (including surrounding areas). According to Act No. 10 of 1996, forest area management plans must be prepared in consultation with local communities and define actions to involve local communities in the management of forest resources. Management plans must detail the practices on forest protection (including forest fire, pests and diseases prevention and control), logging, afforestation and reforestation to be the undertaken on the forested areas. Management plans must also establish a zoning plan within each area and define the management strategy for each zone.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

70. Most Forest Reserve management plans in Zanzibar need to be reviewed in accordance with Act No. 10 of 1996. These areas include JCBNP, KPFR, NVNR, MMFR and RKFR. Due to its comparatively recent establishment, JMFR and UPCFR do not have a management plan (see Table 6). The project will support the update of the management plans for the five PAs included in the project areas and the preparation of the first management plan for JMFR. Development of management plans will ensure equitable consultation and engagement of women, gender issues are mainstreamed, and gender inclusive awareness raising and capacity enhancement conducted.

Table 6. Status of protected areas management plans

Protected area	Management plan
Jozani-Chwaka Bay National Park (JCBNP)	2003 – 2007
Kiwengwa-Pongwe Forest Reserve (KPFR)	2012 – 2016
Jambiani-Muyuni Forest Reserve (JMFR)	No plan in place
Malilini Forest Reserve (MFR)	2015 – 2018
Msitu Mkuu Forest Reserve (MMFR)	2015 – 2018
Ngezi-Vumawimbi Nature Reserve (NVNR)	2007 – 2015
Ras Kiuyu Forest Reserve (RKFR)	2015 – 2018
Ufufuma – Pongwe Corridor Forest Reserve (UPCFR)	No plan in place
Masingini NFR	No plan in place
Mangrove Forest Reserve	No plan in place
Mtambwe North and South	No plan in place

71. There are important areas of mangrove forests to the south of JCBNP that connect to Uzi Island and should become part of the proposed Uzi and Vundwe islands wildlife corridor. A fraction of these mangrove forests will be incorporated into a new CoFMA (Kikungwi) that will be established with support from the project. The remaining mangrove forests in this area would remain outside areas managed under PAs or CoFMAs, presenting a risk for their management and conservation. In order to manage the risk to these areas, the project will support the preparation of management plans for these mangrove forests. The plans, once agreed, would be implemented by the District Councils in Relevant public institution and Kusini.

72. Activities under this output will be conducted in close consultation with all relevant stakeholders while ensuring adherence to safeguards principles (see Annex 5 for more details), and include:

a) **Surveying and demarcation of PAs boundaries**. Staff from DDOF will survey and mark the boundaries of the two new proposed forest reserves on Uzi and Vundwe islands in Unguja (done) and around the forest remnants in Mtambwe North and South. A third survey will be completed to reconfirm the boundaries of Ngezi-Vumawimbi. The land surveys will be used as an input to the consultations with stakeholders for the establishment of the two new forest reserves and the new national park.
b) **Stakeholder consultations**. Gender inclusive consultations will be organized and conducted to ensure application of Free, Prior and Informed Consent (FPIC) and to receive inputs from stakeholders potentially affected by the establishment of the new forest reserves and the reclassification of Ngezi-Vumawimbi as a national park. Consultation will include members of the neighboring communities, district authorities, tourism operators and other stakeholders.
c) **Issuance of orders by MAINL**. Following consultations with stakeholders, MAINL will elaborate and issue the relevant orders for the establishment of the two new forest reserves and the reclassification of Ngezi-Vumawimbi as Zanzibar's second national park.
d) **Elaboration of guidelines for the preparation of PAs management plans.** The guidelines will provide details for the incorporation of considerations on climate change mitigation and adaptation, community engagement and safeguards mechanisms, as well as gender mainstreaming into PAs management plans in Zanzibar. The guidelines will also provide details to improve the assessment and response to issue related to biodiversity conservation, including aspects of habitat restoration and connectivity. The project will draw from the experience by the private marine PA such as Chumbe Island and others to incorporate lessons on financial management, sustainable tourism and ecosystem management in the proposed guidelines.
e) **Elaboration/update of PAs management plans**. Gender responsive Management Plans will be updated for PAs that had plans prepared in the past and those developing new plans. The project will also

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

elaborate management plans for new forest reserves and for existing forest reserves for which no management plans have been prepared.

f) **Training of PAs staff.** Officials from DDOF and MAINL will receive training on the preparation and implementation of management plans for terrestrial PAs. Trainings will include topics such as (i) climate change mitigation and adaptation, (ii) gender mainstreaming, (iii) stakeholder involvement, conflict resolution and safeguards principles, and (iv) financial planning and management.

Output 2.1.3. Gender inclusive capacity for community forest management is strengthened.

73. The basic principles and requirements for CFM in Zanzibar are defined in section V of the Forest Resources Management and Conservation Act No. 10 of 1996. These principles and requirements are further elaborated in the CoFMA Guidelines, issued by the Ministry of Agriculture and Natural Resources in 2011. CoFMAs are established at the Shehia level, the smallest administrative unit in Zanzibar. Members of a Shehia (Shehia Assembly) elect their local government or Shehia Council. Interested community members can constitute a Community Management Group (CMG) to enter into a CoFMA with DDOF. A CoFMA must receive the approval by the corresponding Shehia Assembly and District Council. The final approval of a CoFMA is granted by the Minister of Agriculture and the agreement is recorded in the official gazette. A Shehia Conservation Committee (SCC) is designated as the manager of the area under CoFMA management.

74. As part of their obligations and privileges, SCCs can impose fees and fines on forest-related activities conducted in their territories. Supervision of the implementation of CoFMAs is a shared responsibility between DDOF and the corresponding District Council. In addition to monitoring the implementation of CoFMAs, DDOF and District Councils are expected to assist communities in the management of lands under CoFMAs, enhancing capacities and providing technical assistance on issues related to forests and environmental management, biodiversity conservation and climate change. The CoFMA Guidelines provide instructions on all stages of the identification, negotiation, implementation, evaluation and renewal of these agreements (RGZ, 2011). Options for women to be engaged in members of COFMAs patrol teams will be explored and ensure that training on use of SMART facilitate active participation of men and women.

75. SCCs are designated by the Shehia Assembly and should have between 15 and 35 members. *The **Government CoFMA Guidelines**, which will formally define the structure, roles, and functions of SCCs and their sub-committees, **need to be developed and adopted early in the project's implementation phase**.* To facilitate participatory management and accountability, SCCs can constitute the following gender inclusive sub-committees:
    a) **Community forest management contact persons**: The 5-person sub-committee provides technical guidance to members of the community and will serve as community liaisons in case of grievances[8];
    b) **Patrol team**: The team of 12 – 15 individuals patrols forest areas to detect and report violations to the terms of the CoFMA and/or other natural resources regulations;
    c) **Village savings and loans trainers**: The 5-member sub-committee leads the adoption of village savings and loans instruments, a form rural microfinance mechanism sometimes adopted by SCCs; and,
    d) **Shehia Land Use Planning Committee**: A 15–20-member sub-committee that oversees the implementation and review of **Shehia Land Use Plans** developed under CoFMAs (RGZ, 2011). The committee must include women, youth, and vulnerable groups to ensure inclusive land-use governance and equitable decision-making.

76. While Zanzibar has been successful at establishing CoFMAs in a relatively large fraction of the territory, the implementation and supervision of these agreements have been challenged by limited financial, human and technical resources. This problem has been compounded by an increasing lack of common

[8] Also see Annex 8 – ESMF section 8 on accountability and grievance redress mechanisms. Grievance redress mechanisms will be further detailed during project inception.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

understanding about the intended goals of CoFMAs, as some stakeholders emphasize the conservation objectives of CoFMAs while others focus on the opportunities provided by CoFMAs to raise revenue and/or improve local livelihoods. The origin of the lack of a common understanding regarding the objectives of CoFMAs can be in part attributed to the fact that the mandate of DDOF is limited to the management of forest resources, while the forestry Act. 10 of 1996 provides for the establishment of CoFMAs on any type on land in Zanzibar, including agricultural lands.

77. Under this output, the project will contribute to improving the capacities of SCCs, District Councils and DDOF for the implementation, monitoring and evaluation of CoFMAs. The activities to be supported by the project include the following:

a) **Evaluation of the status of implementation of 81 existing CoFMAs**. The evaluation will be completed in two phases:
   - **(i) Diagnosis**. A sample of CoFMAs will be evaluated against the provisions contained in the CoFMA Guidelines and the level of achievement of the commitments included in the agreements between CMGs and DDOF. This phase will produce lessons learned and recommendations for the revision of the CoFMA Guidelines (see next activity).
   - **(ii) Improvement.** All CoFMAs will be evaluated to assess the level of progress and to produce recommendations for the improvement of their performance. The provisions in the revised CoFMA Guidelines will guide this phase of the evaluation process.

b) **Review and approval of CoFMA (agreement) and Guidelines**. The guidelines will be reviewed following a participatory, gender-responsive process and taking into consideration the results from the first phase of the evaluation of existing CoFMAs. The revision of the CoFMA Guidelines will emphasize the role of CoFMAs on biodiversity conservation and climate change mitigation and will fully incorporate gender-responsive considerations.

c) **Gender inclusive training and technical backstopping**. Members of SCCs and their sub-committees, including women, in CoFMAs that are included in the project areas will receive training and technical assistance on issues related to safeguards, gender mainstreaming, land-use planning, natural resources management, biodiversity conservation, climate change mitigation and adaptation, and management. Technical backstopping will be provided by focal points housed at the participating District Councils.

d) **Establishment of new CoFMAs**. The revised CoFMA guidelines will be tested during the establishment of new CoFMAs in the project areas (linked to Output 2.1.2).

Output 2.1.4. Gender inclusive learning and exchange between CoFMAs facilitated

78. The experience with CFM and CoFMAs in Zanzibar dates back to the mid-1990s. Since then, 57 CoFMAs have been established over a significant fraction of the territory of Zanzibar. However, the more than 20 years of experience with CFM in Zanzibar have not been systematized and valuable lessons and experiences have not been documented and shared. Additionally, key elements of the CFM model sought in Zanzibar have not been fully developed and continue to present challenges to communities engaged in CoFMAs and to the authorities overseeing and supporting the process. Among others, these challenges include: [9]

a) **Limited participation**. Provisions in the Forest Resources Management and Conservation Act No. 10 of 1996 and in the CoFMA Guidelines of 2011 create mechanisms to promote active participation by individual members of the communities engaged in CoFMAs, however, in practice, participation is often limited in scope and not fully representative of all groups or sectors.

b) **Ineffective integration of land uses**. The design and management of CoFMAs has lacked an effective integrated land-use management approach, which takes into consideration different and often conflicting land uses (i.e. conservation, agriculture, settlements, etc.). Obstacles to the effective management of different land uses have an origin in limited access to technical skills and knowledge related to integrated land-use management but are also the result of institutional frameworks that limit the ability of authorities to support and enforce integrated land management. Specifically, the mandate of DDOF, which is limited to the management of forest resources, has been a limiting factor for the adoption of integrated land-use management approaches.

[9] Based on interviews with DFNR staff in 2018 and on (Eilola, Fagerholm, Mäki, & Käyhkö, 2015).

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

c) **Deficient monitoring and reporting.** The CoFMA Guidelines include provisions for the monitoring and evaluation of the implementation of agreements in a range of dimensions, including biodiversity conservation, climate change mitigation and socio-economic development. However, these provisions are rarely enforced and evidence on the impacts from individual CoFMAs is scarce and non-systematic. Factors contributing to the limited adoption of monitoring and evaluation processes include the limited access to appropriate monitoring practices, but also generally low levels of record-keeping and accountability by SCCs.

79. In addition to the evaluation and review of CoFMA Guidelines and the training of communities engaged in CoFMAs under output 2.1.3. (above), the documenting and sharing of experiences gathered by individual SCCs and communities is seen as a valuable and cost-effective approach to address some of the challenges faced by the CFM model in Zanzibar. Groups of communities engaged in CoFMAs are represented by sub-regional associations, including Jozani Environmental Conservation Association (JECA) – Unguja, South Environmental Development Conservation Association (SEDCA) - Unguja, Mtandao wa Uhifadhi wa misitu Kiwengwa/ Pongwe (MUMKI) - Unguja, Ngezi Natural Resources Conservation Organisation (NGENARECO) - Pemba, and Community Forest Pemba (CFP). The national association Jumijaza represents all the communities participating in CoFMAs. Ngezi – Vumawimbi Heritage Organisation (NVHO)- Pemba, JUMIMA (Jumuiya ya Uhifadhi Misitu Masingin – Unguja.

80. These national and sub-regional associations are key project stakeholders who will help facilitate exchange of knowledge and experiences between CoFMAs. Activities under this output will facilitate the identification and sharing of knowledge and experiences between CoFMAs. Knowledge gaps identified during these dialogues will be addressed with support from local universities and short-term consultancies. Activities under this output will be implemented in coordination with output 2.1.3. and will include:

a) **Gender inclusive workshops and site visits.** Workshops and site visits will serve to showcase relevant experiences by SCCs and share with other communities the solutions they implemented to address challenges that are common to communities engaged in CoFMAs.
b) **Knowledge products and learning materials**. Knowledge products will include booklets, brochures, videos, document templates and other tools to address knowledge gaps identified by communities. These products will be elaborated in a language and format that is accessible to the intended users. Collaboration with local universities will be sought, including through short-term research and the sponsorship of graduate theses, dissertations and research projects.
c) **Compilation and documentation of lessons learned and best practices**. Experiences and lessons learned identified during workshops, site visits and other activities promoting the dialogue among communities will be identified, documented and disseminated.

Output 2.1.5. Gender responsive systems and infrastructure in key protected areas are upgraded to improve monitoring, evaluation and enforcement

81. Following the gap analysis to be completed under Output 2.1.6 and the update/preparation of management plans for the participating PAs, the project will contribute to the improvement of the equipment and infrastructure available to park rangers in these areas. The investments required will include vehicles, communication and field equipment. These investments will allow park authorities to enforce poaching and logging regulations within PAs, including in areas currently out of reach.

82. The project will conduct a thorough gender responsive assessment of existing infrastructure and equipment available to park rangers for monitoring of biodiversity status, encroachment, etc., and law enforcement, including an evaluation of yearly Government budget allocations to support procurement and maintenance. Based on this evaluation as well as an investment prioritization exercise and commitment of co-financing from the Government, GEF-funds may be invested to procure items such as all-terrain vehicles, motorcycles, boats, computers, VHF radio and GPS equipment, digital cameras, etc.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

83. The project will support the adoption in participating PAs of the Spatial Monitoring and Reporting Tool (SMART)[10] to improve patrolling and enforcement of regulations. SMART is an open source, non-proprietary tool that facilitates the planning and execution of activities for the enforcement of regulation in protected and managed areas. The tool supports the collection, analysis and reporting of information on illegal activities and law enforcement. Park rangers, PA managers, and members of community patrol teams in areas under CoFMA management will receive training on the use the tool and the equipment required for its deployment (incl. SMART trackers). Training on SMART technologfies will ensure equal participation of men and women.

84. Park rangers and management staff at the selected PAs will be trained to address critical gaps identified during the preparation of PAs management plans. Training to be provided to staff include issues relevant to management, anti-poaching, crime scene investigation and evidence gathering, biodiversity monitoring, and fire management, as well as safeguards-related issues (e.g. FPIC, avoiding human rights abuses, conflict resolution).

Output 2.1.6. Gender inclusive National Protected Areas Board is re-established, leading to the development and implementation of an updated national PAs strategy

85. The Environmental Management Act 2015 stipulated the creation of a National Protected Areas Board (NPAB) to be responsible for the national PAs system in Zanzibar. The board was given the role to: (i) formulate and coordinate policies on PAs; (ii) recommend areas for designation as PAs; (iii) approve PA management plans; and, (iv) designate the institutions to manage individual PAs (RGZ, 1996a). The establishment of the NPAB is reiterated by Zanzibar's Environmental Management Policy (2013), as part the policy's implementation strategies to meet the objective on sustainable management of biodiversity and ecosystems. However, before the NPAB was fully operational, Act No. 2 was repealed and replaced by the Environmental Management Act No. 3 of 2015, which is silent on the establishment and functions of the NPAB. While the functions assigned to the NPAB have been fulfilled by DDOF (terrestrial PAs) and the Department of Fisheries (marine PAs), the absence of a coordination role at a higher level has left a gap in the national PAs system in Zanzibar. The project will address this gap, supporting the establishment of a gender inclusive NPAB to fulfil the roles originally defined in the Environmental Management for Sustainable Development Act No. 2 of 1996. The project will ensure equitable engagement and participation of women in the consultation process for the establishment of NPAB. Since the Environmental Management Act No. 3 contains no provisions on the NPAB, the revision of the Act, to be completed under output 1.1.1., will be a precondition for the re-establishment of the NPAB.

86. Following the establishment of the NPAB, the board will coordinate the elaboration of an updated national PAs strategy to implement the actions to be set by ZABSAP related to PAs in Zanzibar. The process to update the national PA strategy will promote the participation of key decision-makers and stakeholders (incl. communities engaged in CoFMAs) and ensure equitable engagement and participation of women and men. The strategy will be accompanied by a gender responsive action plan for the management and strengthening of the national PAs system. During implementation of the action plan, awareness raisng and capacity enhancement will be conducted in a gender responsive manner to encourage equal attendance and participation of men and women.

87. The activities to support the establishment and operation of the NPAB will include:

a) **Design of the NPAB**. The objectives, composition and role of the NPAB will be defined in detail, taking into consideration existing frameworks for management of terrestrial and marine PAs. The NPAB roles and objectives will be in line with the overall objectives and strategies on biodiversity conservation to be set by the ZABSAP, including the need to ensure cross-sectoral coordination and collaboration. Rules of procedure for the NPAB will be defined as part of the design of the board. The design of the NPAB will include the definition of a multi-annual budget and the identification of funding sources.

[10] www.smartconservationtools.org.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

b) **NPAB consultation process.** A consultation process with relevant ministries, local authorities, government agencies, NGOs and CSOs involved in the management the national PAs system in Zanzibar will provide input to the design of the NPAB and inform the process for its establishment.
c) **Establishment of the NPAB.** A government decision, directed by MAINL, will provide the mandate for the coordination and management role of the NPAB.
d) **Preparation of a PA system gap analysis.** The gap analysis will provide relevant information for the elaboration of the national PAs strategy and will support the prioritization of the investment in participating PAs to be financed under Output 2.1.5.
e) **Elaboration of national PAs strategy and action plan.** The strategy for the management of PAs in Zanzibar will define the actions on PAs to be defined in the ZABSAP (see Output 1.1.2) and provide a detailed action plan to deliver on the objectives to be set by the ZABSAP. An action plan for the management of PAs will provide a roadmap for the accomplishment of these targets.
f) **National PA strategy consultation process.** A consultation process will be part of the elaboration of the national PA strategy and action plan. Relevant Ministries, local governments, research organizations, NGOs and CSOs will participate in the process.
g) **Capacity enhancement.** The project will provide resources to facilitate visits by members of the institutions represented in the newly established NPAB to the National Environment Management Council (NEMC) in mainland Tanzania, which has similar functions to those of NPAB.

Outcome 2.2: Gender responsive sustainable land management practices and community-centred initiatives are adopted to support: i) effective co-management of forest ecosystems; ii) rehabilitation and restoration of degraded landscapes; and iii) sustainable local income generation

Output 2.2.1 Gender and youth responsive community based natural resource management and land use practices supported in target sites supporting livelihood diversification.

88. The project will promote sustainable forest and land management practices to ensure that land-use practices maximize opportunities for biodiversity conservation, reversing land degradation, and contributing to climate change adaptation as well as mitigation. In line with the activities implemented under Outcome 1 aimed at strengthening policy and institutional frameworks and enabling co-management between government and local resource users, communities will be supported to increase their capacities for the effective management of forest ecosystems. Sustainable land-use practices to be supported by the project will be based on detailed assessments of appropriate methods that take into account local needs and opportunities, including for instance:

~~a)~~ Reforestation (including mangrove forests)
b) Agroforestry
c) Forest farming (plantation/woodlots)
d) Conservation agriculture
e) Assisted natural regeneration (including mangrove forests)
f) Controlled grazing
g) Fire control
h) Residue management (i.e. residues burning)
i) Water management
j) Tree nurseries
k) Botanical garden
l) Herbarium
m) Primary and Secondary School environmental clubs, environmental related youth innovation challenges

89. Members of communities engaged in CoFMAs in the project areas will receive technical support from the project to identify and evaluate needs and opportunities for the adoption of the sustainable land-use practices and alternative livelihoods. The project will also assist these communities with the preparation of requests for grants. These grants will facilitate the adoption of the sustainable land-use practices and alternative livelihoods to be promoted by the project. Community members will be able

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

to request resources for establishing agroforestry systems, developing woodlots for the provision of fuelwood, and adopting conservation agriculture practices. Community members will also be able to request resources that are necessary for the achievement of the forest and mangrove conservation and restoration objectives included in CoFMAs to be agreed with DDOF. Activities on water management, including water harvesting practices, will also be eligible for grants since they enable sustainable agricultural practices, improve agricultural production and reduce the vulnerability to climate change (RGZ, 2007). Grants may cover the cost of seedlings, agricultural inputs, fencing hardware, water tanks and pipe and small tools.

90. Members of communities engaged in CoFMAs in the project areas, supported by the project, may also identify and prepare requests for grants to support the adoption of alternative livelihoods. These livelihoods may include community-based ecotourism activities, beekeeping and small-scale production of ICS. Communities may request resources to receive assistance to prepare business plans, research markets and design products. Resources for the procurement of small productive assets (e.g. beehives, storage rooms, kilns to produce ICS, etc.) could also be provided to community members when appropriate justification is provided.

91. All grants will be disbursed during the project execution period and all activities financed by these grants will be completed by project end. Grants will be approved, disbursed and managed by the Forestry Development Fund. The fund was created by the Forest Resources Management and Conservation Act No. 10 of 1996 to finance activities related to reforestation, agricultural extension and research, and to provide grants to individuals or groups managing forests. The operation of the fund was further detailed by the Forestry Development Fund regulations of 2001. However, these regulations have proven insufficient to ensure a strong governance of the fund which has resulted in a limited scope of implementation of the fund, especially with regards to the full utilization of all the revenue sources foreseen by Act No. 10. The project will facilitate the revision of the Forestry Development Fund regulations of 2001, strengthening the governance, ensuring that equality aspects and gender concerns are taken into account in disbursement decision-making processes, and putting in place safeguards to ensure accountability and transparency of the fund. The improved governance of the fund and a financial strategy to be produced with support from the project will allow for the effective mobilization of resources to finance activities related to the sustainable management of forests and natural resources in Zanzibar.

92. Communities engaged in CoFMAs in project areas will also receive agricultural extension services from District Councils. The provision of extension services in Zanzibar has been gradually decentralized and most services are now provided by personnel from District Councils. Currently, extension services are provided by ward and block extension agents, with technical support provided locally by District agriculture, fisheries, forest and environment officers. Officials in District Councils receive technical support and training from subject matter experts from the different departments under MAINL, including the Departments of Agriculture, DDOF, and Livestock Development. Personnel providing agricultural extension services will receive training supported by the project to improve the services that are available to communities in the project areas. Training will be provided by a relevant public institution in collaboration with the Ministry.

93. Community Technical Facilitators (CTFs) such as CBOs, CSOs, extension officers, community development officers in Unguja and Pemba will assist community members during the identification and preparation of grant requests. Grants to be allocated by the project shall support the implementation of commitments on sustainable land-use and forest and mangrove conservation adopted by communities under CoFMAs. Grants requests from members of communities engaged in CoFMAs in the project areas will be evaluated in accordance with procedures to be approved by the Project Board. Proactive actions will be taken to ensure that women are supported to access grants and agricultural extension services.

94. Activities under this project output will promote the adoption of environmentally sustainable land use practices by members of communities engaged in CoFMAs in the project areas, while simultaneously empowering youth as active agents of change in biodiversity conservation, climate action, and sustainable land management. Recognizing that the long-term sustainability of ecosystem

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

management in Zanzibar depends on the meaningful engagement of young people who constitute the majority of the population the project will strengthen youth led innovation, learning, and awareness through school and community-based environmental education, and promote youth participation in local decision-making processes related to natural resource management. These efforts will include establishing and supporting environmental clubs, organizing innovation challenges on nature based and climate smart solutions and providing mentorship and small grants to youth led initiatives, ensuring that women and young people are equitably represented in all capacity building and livelihood activities supported by the project. These activities will include:

a) **a) Review and approval of Forestry Development Fund regulations.** The review of the regulations of the Forestry Development Fund will improve the governance of the fund and allow the mobilization of resources from the different sources of revenue included in the Forest Resources Management and Conservation Act No. 10 of 1996. The improved governance of the fund will ensure that grants managed by the fund are allocated and disbursed with full transparency and accountability.
b) **Elaboration of a financial strategy for the Forestry Development Fund.** The financial strategy will identify, evaluate and prioritize financial sources that the Forestry Development Fund could pursue to raise resources to support activities on sustainable land-use and natural resources management in Zanzibar.
c) **Gender-inclusive training for agricultural and forestry extension personnel.** The relevant public institution, in collaboration with **MAINL**, will design and deliver tailored training modules for District level agricultural, livestock, and forestry extension officers and subject-matter experts to strengthen their capacity in SFM, SLM, and CSA practices
d) **Technical support to communities adopting sustainable land-use practices.** Extension agents from participating District Councils, in collaboration with the **Commissioner of Lands**, will provide on site technical assistance to CoFMA communities, with special focus on women farmers and vulnerable groups.
e) **Strengthening the allocation and management of grants.** CTFs will assist CoFMA members particularly women and youth in preparing grant proposals for sustainable land-use and livelihood activities. Procedures developed by the FDF and PMU will ensure transparent evaluation and disbursement and will include specific gender-responsive targets for grant allocation.
f) **Gender-responsive implementation and monitoring.** The project will ensure that all training, assessment, and grant-allocation processes reflect the distinct needs and capacities of women and men. Partnerships will be established with women's economic-empowerment NGOs and local media to promote inclusive participation and visibility of women's leadership in sustainable resource management.
g) **Technical support to communities adopting sustainable land-use practices.** Members of communities, including women farmers, engaged in CoFMAs in the project areas will receive technical support from agricultural, livestock, and forestry extension agents from participating District Councils in collaboration with the Commissioner of Lands for the adoption of SFM, SLM, and CSA practices. The joint engagement will ensure that land-use interventions are technically sound, legally compliant, and aligned with the broader land use planning frameworks and tenure arrangements established under the Government of Zanzibar.
h) **Strengthening the adoption of sustainable land-use practices and livelihoods.** Members of CoFMAs in project areas, including women, will receive assistance from CTFs for the preparation of grants requests for the adoption of sustainable land-use practices and livelihoods. All grants allocated will support the implementation of commitments adopted in CoFMAs. The management of the Forestry Development Fund and the Project Management Unit (PMU) will prepare procedures for the evaluation, disbursement and monitoring of grants allocated by the project. These procedures will be approved by the Project Board. Specific targets for the allocation of grants to women will be adopted as part of these procedures.
i) **The project will ensure that assessments for sustainable resource management and land-use practices consider the specific needs and abilities of women.** Trainings will take place in a gender responsive manner, NGOs focused on women's economic empowerment will be actively engaged in assessments and training, and allocation of grants for the adoption of sustainable land-use practices will consider the specific needs of men and women.
j) **Establishment and support of environmental clubs** in primary schools, secondary schools, and colleges across the project districts in Unguja and Pemba. These clubs will serve as platforms for

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

environmental education, hands-on learning, and leadership development, with special focus on biodiversity, forest conservation, and climate resilience.

k) **Annual Youth Environmental Innovation Challenges.** The project will organize annual competitions focused on nature-based solutions, such as mangrove restoration, sustainable agriculture, and eco-enterprises. These challenges will encourage creativity and innovation among youth, and reward scalable ideas that contribute to environmental sustainability and livelihoods.
l) **Facilitation of knowledge exchange** between school clubs, youth groups, and community-based natural resource management structures (CoFMAs and CFMs). The exchanges will promote peer learning, intergenerational dialogue, and collaboration on environmental projects.
m) **Organization of annual "Youth for Nature" forums.** Winning ideas and innovations from youth challenges will be showcased during annual forums linked to **Blue Economy** and **Biodiversity Days**. These events will connect youth innovators with NGOs, academia, and private-sector partners for mentorship, networking, and investment opportunities.
n) **Support for youth-led storytelling and awareness campaigns.** The project will facilitate creative outreach through short videos, theatre, poetry, art, and social media to amplify youth voices and raise awareness of biodiversity conservation and sustainable livelihoods.

95. Implementation of this output will be coordinated through **MAINL**, in collaboration with the **Ministry of Education and Vocational Training**, **youth organizations**, and **District Councils**. Partnerships will be sought with the **State University of Zanzibar (SUZA)**, **media outlets** and NGOs active in youth and environmental empowerment to provide technical support, mentorship and visibility for youth led initiatives.

96. Gender balance and inclusivity will be central to this output. Youth engagement activities will ensure equitable participation of **young women and men** and will deliberately target **rural and disadvantaged schools** to reduce the participation gap in environmental decision-making.

Outcome 3.1. Knowledge management, monitoring and evaluation and gender mainstreaming supports adaptive management and stakeholder's engagement.

Output 3.1.1. Knowledge management supports policy making and systematizes lessons learned.

97. The project will improve the knowledge available on the links between sustainable land-use practices, natural resource management, biodiversity conservation, climate change mitigation and the management of public lands and lands under CFM. For this purpose, the project will identify, and document lessons learned and produce case studies regarding the adoption of SFM, SLM and CSA practices in the context of climate change mitigation and biodiversity conservation in PAs and areas bordering and/or connecting PAs. The lessons learned will inform policy action in Zanzibar and other countries promoting CFM and strengthening networks of PAs.

Activities under this output will include:

a) **Elaboration and implementation of a knowledge management and communications strategy**. The project will elaborate a communications strategy that will guide the projects efforts to systematize knowledge and disseminate lesson learned and support gender inclusive and responsive activities at all levels
b) **Documentation and dissemination of lessons learned and good practices.** The project will analyse, document and disseminate lessons learned and case studies with examples of good practices resulting from the implementation of project activities. Dissemination methods will be specifically adapted to target audiences (e.g. online blogs, social media posts, brochures, booklets, storytelling, etc).
c) **Preparation of policy briefs.** The project will elaborate and disseminate policy recommendations based on the experiences gathered by the project. The main audience for the policy briefs will be authorities in Zanzibar, but also in Tanzania's mainland and in other countries.
d) **Collaboration with other initiatives.** The project will elaborate and maintain a plan to coordinate and collaborate with relevant initiatives and projects implemented in Zanzibar, on Tanzania's mainland and in countries in East and Southern Africa.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Output 3.1.2. Gender mainstreaming strategy implemented to support project implementation

98. A detailed gender analysis and action plan were completed during project preparation (Annex 10). The gender analysis evaluated the different views and needs of women, people living with disabilities and other groups with regards to natural resources management, land-use practices and income generating activities to be promoted by the project. The gender action plan defines measures to be incorporated by the project to ensure these views and needs are incorporated into the project activities and that all groups have equitable access to benefits and are part of relevant decision-making processes. The implementation of the gender action plan will be monitored with gender specific indicators and targets (see section VII on the M&E plan).

99. The project activities under this output include, (i) empowering women by targeting and involving them in planning processes, policy and legislation reviews, capacity enhancement and outreach activities, (ii) inviting gender-focused NGOs to participate in meetings, workshops and discussion groups, and (iii) actively involving gender-focused NGOs in activities aimed at enabling sustainable land management and alternative environmentally sustainable income generation.

Component 4: Monitoring and Evaluation

Outcome 4.1: Participatory M&E results are used to guide adaptive management, collate and share lessons, in support of up-scaling.

Gender-specific results, gender action plan, social and environmental safeguards will be regularly monitored and reported on, including in PIRs, MTRs and TEs.

Output 4.1.1. Monitoring and evaluation support adaptive and effective project management and active participation from stakeholders

100. The M&E plan (section VII) will actively engage stakeholders and facilitate learning and adaptation by the project team. The M&E plan will enable identification of changes in the social, environmental and political circumstances that may affect project implementation and the achievement of intended results, including adequate engagement of stakeholders as well as ensuring that gender issues are mainstreamed (also see Stakeholder Engagement Plan Annex 7 and Gender Action Plan Annex 10). The project team should anticipate and respond to these external factors, adjusting the project's assumption and updating the assessment of risks. The project will ensure gender inclusive and responsive data collection and reporting. M&E processes will ensure equal participation of men and women; collect sex disaggregated data and information. Activities under this output include, inter alia, (i) inception workshop; (ii) regular reporting including through Project Board meeting minutes, quarterly reports and Annual PIRs; (iii) mid-term review; and, (iv) terminal evaluation (for additional details, refer to section VII).

101. Agreement on intellectual property rights and use of the logo on the project's deliverables and disclosure of information**:** To accord proper acknowledgement to the GEF for providing grant funding, the GEF logo will appear together with the UNDP logo on all promotional materials, other written materials like publications developed by the project, and project hardware. Any citation on publications regarding projects funded by the GEF will also accord proper acknowledgement to the GEF. Information will be disclosed per relevant policies, notably the UNDP Disclosure Policy[11] and the GEF policy on public involvement[12].

102. Resources required to achieve the expected result: Implementation of the project will require technical, financial, and logistical resources to deliver the expected results. The key inputs to delivery of the project outputs include PMU staff, consultants and capacity building related procurements such as workshop

[11] See http://www.undp.org/content/undp/en/home/operations/transparency/information_disclosurepolicy/

[12] See https://www.thegef.org/gef/policies_guidelines

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

venues and equipment. UNDP oversight inputs will be provided by the UNDP CO, Regional Technical Advisor and Vertical Funds Compliance Unit at HQ level. Project assurance functions will be undertaken in line with UNDP project management guidelines. UNDP staff will activate a risk log to continuously monitor evolving conditions and horizon scanning for informing programme management decisions. In addition to CO staff support, as required staff missions from HQ and Regional Office to ensure quality support to the Implementing Partner in roll out of activities will be planned. Costs for execution goods and services have been detailed in the multi-year budget under Section VIII while UNDP oversight costs are covered by the Agency fees.

103. Partnerships: The project integrates and will continue to build on lessons learned and successes from previous interventions relevant to natural resources management in Zanzibar through the establishment of partnerships. The Project Manager (see section VI) will elaborate and agree on a collaboration plan with the initiatives listed below and any other relevant initiative identified during project execution.

Table 7. Related projects and initiatives

Project / Initiative	Relationship to the proposed GEF project
GEF-IFAD. "Reversing land degradation trends and increasing food security in degraded ecosystems of semi-arid areas of Tanzania" (GEF ID 9132). Funding: USD 7.15 million Duration: 60 months (2017 – 2022)	The project implemented by International Fund for Agricultural Development (IFAD) is financed by GEF under the Food Security Integrated Approach Pilot. The project is promoting sustainable land and water management practices in selected areas in Tanzania, including Micheweni District in northern Pemba. The project applies a landscape approach to reconcile competing land uses in targeted areas. The project is executed by the Vice President's Office (VPO) of the URT, while IFAD acts as implementing agency. Lessons learned on implementation of the landscape approach and adoption of sustainable land-use practices will be incorporated in activities as part of the proposed GEF project on safeguarding Zanzibar's terrestrial and coastal habitats. Activities in Pemba, particularly in Micheweni District, will be closely coordinated to avoid the duplication of efforts and facilitate synergies.
GEF-UN Environment. "Supporting the implementation of integrated ecosystem management approach for landscape restoration and biodiversity conservation in Tanzania" (GEF ID 9524) Funding: USD 11.2 million Duration: 60 months (2018 – 2023)	The project implemented by UN Environment and executed by VPO aims at strengthening natural resource management and restoring degraded landscapes in Tanzania. While the areas targeted by the project are all located in Tanzania's mainland, the experience with land and forest restoration practices will be useful to the proposed project in Zanzibar. The project on the mainland will also implement a landscape approach to reconcile different objectives by a variety of land users. The activities to develop the policy and institutional frameworks for sustainable land restoration on the mainland will be monitored by the proposed project to draw lessons and ensure that the policy framework developed in Zanzibar is compatible with the one on the mainland. Experiences with the adoption of the landscape approach will be shared and discussed.
GEF-UNDP. "Enhancing the Forest Nature Reserves network for biodiversity conservation" (GEF ID 9071). Funding: USD 4.1 million Duration: 60 months (2014 – 2019)	The project aims at improving the management of PAs on Tanzania's mainland, developing management skills, and equipping and training the staff assigned to these areas. The project is implemented by the Tanzania Forest Services, under the Ministry of Natural Resources and Tourism. This project provides relevant information for the proposed activities on improving the management of PAs in Zanzibar. The lessons learned from implementing this project will be made available to partners in Zanzibar.
GEF-UNDP. "Combating poaching and the illegal wildlife trade in Tanzania through an integrated approach" (GEF ID 9156) Funding: USD 5,4 million Duration: 36 months (2019 – 2021)	The project will address issues related to the illegal wildlife trade in Tanzania through an integrated approach. At the national level, the project will support the Government of Tanzania in strengthening the enabling environment by enhancing legislative and policy frameworks (Component 1). At the landscape level, the project will contribute to strengthening the capacity of Tasking and Coordination Groups (TCGs), improve multi-institutional collaboration and increase the level of their cooperation with local communities, business and NGOs in nine targeted ecosystems (Component 2). The project facilitates increased involvement of local communities in wildlife enforcement and monitoring activities, and address the need for enhanced sustainable livelihood opportunities to reduce dependency on vulnerable habitats and wildlife, and a campaign will be undertaken to raise awareness on issues relevant to biodiversity conservation and wildlife crime among targeted

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

	audiences (Component 3). Linkages will be established to ensure that Zanzibar benefits from knowledge sharing (e.g. through participation in relevant workshops and trainings, dissemination of printed/online information, etc).
GEF-UNDP. "Reducing Maritime Trafficking of Wildlife between Africa and Asia" (GEF ID 9400) Funding: USD 2.0 million Duration: 36 months (2019 – 2021)	The project will address the international illicit wildlife trade passing through sea ports in East Africa (Mombasa, Dar es Salaam and Zanzibar) and Asia (e.g. Laem Chabang and Surabaya). The project seeks to increase capacities to prevent, detect and intercept illicit wildlife trafficking. While most activities will focus on the ports of Mombasa and Dar es Salaam, key activities to improve the capacities at the Zanzibar port are also proposed. The proposed activities to strengthen capacities at the port of Zanzibar will contribute to the implementation of CITES regulations in Zanzibar.
UNDP. "Enhancing Climate Change for Livelihood in Zanzibar" Funding: USD 1.0 million Duration: 36 months (2019 – 2021)	The project aims to (i) strengthen institutional capacity of the Climate Change Secretariat (CCS) and other key stakeholders; (ii) increase the availability and use of meteorological and spatial information; (iii) implement pilot activities on the ground on strategic yet usually overlooked sectors (i.e. tourism) and areas (i.e. urban); and (iv) strengthen the capacity of RGZ to mobilize and manage financial resources to address climate change.
AfDB/IFAD. "Market Infrastructure Value Addition and Rural Finance Programme (MIVARF)" Funding: USD 158 million Duration: 120 months (2010 – 2020)	The objective of the project is to improve farmers' access to markets and increase the share of value added by small- and medium-scale producers, which will ultimately enhance food security and improve the socio-economic welfare of the farmers and small- and medium- scale producers. The project's activities will contribute to reduce the barriers for the adoption of sustainable agricultural practices to be promoted by the project on "Safeguarding Zanzibar's Forest and Coastal Habitats for Multiple Benefits".

Co-financing source	**Co-financing type**	**Co-financing amount**	**Included in project results?**	**If yes, list the relevant outputs**
Government (Revolutionary Government of Zanzibar)	*In kind*	*25,000,000*	*no*	
UNDP	Cash	1,000,000	Yes	Component 2, 3, M & E & PMC

- In addition to the UNDP/GEF funding, the project will build synergies with ongoing and developing projects including internal sources, i.e., in-kind (salaries for MAINL & MoBEF, ongoing support to COFMAs, other projects directly and/indirectly supporting biodiversity conservation, of particular coastal forests: mangrove restorations including Blue Economy initiatives (Mangroves and coastal/Beach areas, vegetated); DoE restorations, research works). Different sources of finances by the government will be supporting parallel efforts that are addressing conservation and environmental issues in Zanzibar. These will ensure significant synergistic efforts with GEF support to achieve the project objective. For instance:
  - i) ***Zanzibar Green Legacy Initiative (2022 -2027):*** The initiative aims to plant 12.5 million of trees in different places of Zanzibar including coastal areas. It will be implemented through Public-Private Partnership framework.
  - ii) ***Biodiversity Finance Initiative (BIOFIN) in Zanzibar (2022 – 2025):*** The initiative prioritized 13 Finance solutions that would strive to reduce the financial gaps in biodiversity conservation in Zanzibar. Each finance solution aims to realize one or more of the four financial-related key results: generates revenues; realigns expenditures focusing to biodiversity conservation; enhances to deliver better (cost-effectiveness); and avoids future expenditures in biodiversity conservation likely to be imposed by different threats to biodiversity.
  - iii) Another source of support is through collaboration between RGoZ and other development partners in implementing projects related to biodiversity conservation and management.
  - iv) Non-government entities, mainly NGOs, Community Based Organizations (CBOs), and private companies are actively involved in biodiversity conservation and management across terrestrial, coastal and marine ecosystems.
  - v) The private sector also collaborates with communities on projects related to conservation and environmental restorations including beach cleaning, restoration of coral reefs and mangroves, coastal areas, conservation of PAs and environmental education.
  - vi) Co-financing from UNDP supports activities under a) Component 2: i) Parallel community-based activities aimed at environmentally sustainable development in Zanzibar, at an estimated US$ 406,516

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

over the project period of 6 years ii) Procurement of vehicles - 2 Toyota Hard Top vehicles (US$ 45,000 each) for support programmatic activities; b) Component 3: i) Support to gender mainstreaming through additional targeted activities including further assessments and training, estimated at US$ 50,000 in the first year of project implementation; ii) Contributions to knowledge management and communication including consultants to support the production of photo-reportages, (photo) blogs, posters, and other communication outputs for targeted audiences, at an estimated US$ 40,000 over the project period of 6 years; c) M & E – i) Salary of M & E Expert who will work under the supervision of the PM and will be responsible for the monitoring and evaluation activities of the project - $144,000 d) PMC – i) Purchase of 1 vehicle for PMU @ $45,000 in the first year of project implementation ii) covering 30% of Project Manager's salary ($54,000), iii) enabling participation in workshops, lesson-sharing exchanges opportunities, and key meetings linked to project $85,525 and iv) covering other project overhead costs totaling $83,959.

vii) Co-financing estimates for MAINL and MF&P are based on the proportion of interventions included within the ambitious Zanzibar Agricultural Sector Development Program (ZASDP) that is expected to directly or indirectly contribute to the achievement of the intended outcomes of the GEF-funded project, and which is costed for a total of US$ 167,526 million over the 10-year period of 2019-2028. This includes a proportion of actions under i) Results Area 1 of the ZASDP that focuses on enhancement of the enabling environment through improved governance, sector coordination, and empowering cooperatives and stakeholder groups (total US$ 27,019; estimated co-financing contribution to intended outcomes of GEF project US$6,930); ii) Results Area 2 on strengthened resilience and sustainable natural resource management (total US$ 32,647; co-financing US$ 20,114); Results Area 3 on enhanced rural infrastructure (total US$ 100,692; co-financing US$ 33,564); and Results Area 4 on intensified and competitive value chains (total US$ 7,168; co-financing US$ 919). In addition, parallel co-financing estimates are based on a number of other relevant ongoing and planned projects under MAINL, Ministry of Blue Economy and Fisheries and MF&P, including on women's economic empowerment through seaweed value chain development, mariculture, and climate resilience (up to a total of US$86,717,011 of which an estimated US$ 10,033,506 is considered relevant in contributing to the intended outcomes of the GEF-funded project). $15,000,000 of the co-financing will be provided through MAINL and $10,000,000 through the President's Office Finance and Planning of Zanzibar. In total, co-financing is estimated as $26,000,000 (co-financing ratio of 1:5).

Elements of cost-effectiveness for the project implementations

- ***Use of in-kind support:*** Various in-kind resources will be used in the project implementations to reduce the cash-resources that would have been of a necessary need given the development status of Zanzibar. Its low development level has significantly constrained its cash financial capacity to address conservation issues, in this case the coastal forests. The in-kind co-financing includes the use of available facilities and equipment in addition to those to be added by the project in specific components. Without this approach, the total project budget could have gone too high to implement. In most cases, project implementers will be the same employees in the Ministry, Departments and public Agencies. No new salaries will be set for them. For other project-related costs to potential implementers outside their working stations, especially field visits, the payments will be in accordance with the existing government arrangements in line with UNDP policies and procedures. This would also ensure cost-effective project implementations.

- ***Use of cost-effective approaches for engagement of communities*** to most of the project activities related to Community Forest Management Areas (CoFMAs). Communities are willing to participate/engage in various activities related to their CoFMAs at a very cost-effective support for the necessary aspects of the activities that necessitate for the financial support for its executions.

- ***Avoided impact of inflations on the TZS currency for project estimate budgets in USD Currency.*** This would also ensure no significant impact of potential inflations to the currency and subsequently to project implementation activities.
- ***Use of cost-effective facilities where necessary for stakeholders' engagements.*** In case the engagements take place in areas where there are not any conducive government facilities, alternative cost-effective places will be opted.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

104. Risks and Assumptions: Several risks were identified that could possibly affect implementation of the project and successful achievement of its intended outcomes (see Table 8 below, UNDP Risk Log Annex 4, SESP Report and ESMF Annex 8). As per standard UNDP requirements, the project will monitor risks continuously and report on the status of risks on a quarterly basis (as recorded in the UNDP Quantum risk Register) and annually during the PIR.

105. Risks will be reported as critical when the expected impact and probability are high (i.e., when impact is rated as 5, and when impact is rated as 4 and probability is rated at 3 or higher)[13]. Management responses to critical risks will be reported to the GEF in the annual PIR.

106. The safeguards screening report and the **Environmental and Social Management Framework (ESMF**) will be posted for public disclosure, in line with UNDP's SES Policy. Further safeguards risk screening and assessments and resulting risk management plans, as described in the SESP, will also be publicly disclosed, in line with UNDP policy and commensurate with the identified risks. The project's environmental and social risk management measures will be prepared during the inception phase of project implementation, based on the framework, and informed by the ESIA, and commensurate to the risks envisaged. No project activities that are rated high risk will begin until this plan has been drafted, disclosed (in line with UNDP's policy), and approved by the Project Steering Committee, and management measures are in place. The **Project Board (Steering Committee)** is mandated, *inter alia*, to ensure that the project is implemented in accordance with standards that ensure management for development results, best value for money, fairness and transparency.

Table 8. Risks and mitigation measures

#	Risk description	Risk Category and Sub-category *(including Risk Appetite)*	Impact, Likelihood & Risk Level *(see Annex 3 Risk Matrix)*	Risk Owner *(individual accountable for managing the risk)*	Risk Treatment and Treatment Owner
1	There is a risk that grievances due to economic displacement/loss of assets by local communities are not adequately addressed. As a result of ineffective Grievance Redress Mechanism. This could impact enjoyment of human rights, loss of livelihood opportunities and increase poverty and inequality in affected communities.	1. SOCIAL AND ENVIRONMENTAL (1.3. Grievances (Accountability to stakeholders) - UNDP Risk Appetite: CAUTIOUS	Likelihood: 4 - Highly likely Impact: PLEASE SELECT Risk level: MODERATE (equates to a risk appetite of EXPLORATORY)	MAINL Project Director, UNDP Programme Officer	Risk Treatment 1.1: Project will implement ESIA, ESMP and updated SESP within first 6 months of implementation. Risk Treatment Owner: Project Manager Risk Treatment 1.2: Project will actively engage stakeholders at all levels to facilitate awareness, ownership, and buy-in. FPIC principles will be adhered to where relevant. The project Stakeholder Engagement Plan includes a Grievance Redress Mechanism that will immediately be activated in case any concerns are raised by partners or beneficiaries about human rights infringements, adverse socio-economic or environmental impacts directly or indirectly attributed to project implementation. Risk Treatment Owner: Project Manager

[13] UNDP 2016. Environmental and Social Screening Procedure

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

#	Risk description	Risk Category and Sub-category *(including Risk Appetite)*	Impact, Likelihood & Risk Level *(see Annex 3 Risk Matrix)*	Risk Owner *(individual accountable for managing the risk)*	Risk Treatment and Treatment Owner
2	There is a risk that the establishment of new Protected Areas (PA) and ecological corridors could lead to economic displacement as a result of inadequate and meaningful participation of PA and CoFMA adjacent communities, and socio-economic assessments during project design. This will impact on the livelihoods and the Cultural Heritage of Indigenous Peoples/local communities.	1. SOCIAL AND ENVIRONMENTAL (1.8. Displacement and resettlement) - UNDP Risk Appetite: CAUTIOUS	Likelihood: 4 - Highly likely Impact: 4 - Extensive Risk level:	MAINL Project Director, UNDP Programme officer	Risk Treatment 2.1: … These risks will be fully assessed by the **ESIA,** including the **Cultural Heritage Impact Assessment (CHIA)**, and managed through the **ESMF**, **Indigenous Peoples Planning Framework (IPPF), Process Framework (PF), ESMP,** and **Cultural Heritage Management Plan (CHMP)**, which will be developed within the first 6 months of project implementation, with particular focus on assessing potential impacts of establishing new PA's/corridors in addition to ensuring that GRM is established. Risk Treatment Owner: Project Manager
					Risk Treatment 2.2: …Free, Prior Informed Consent process, following established procedures for community engagement that apply in Tanzania, and in which the consent of the Village Assembly is required before any activities that affect the community can be carried out. Risk Treatment Owner: Project Manager
					Risk Treatment 2.3: … Further screening and assessment of the impacts will be carried out as part of the scoped ESIA to inform the identification of specific measures relevant to the affected PA adjacent communities to avoid, minimize and mitigate these risks throughout the project's lifespan. PA and CoFMA specific social and cultural impacts will be identified, especially for activities where the final selection of CoFMAs and corridors has not yet been made by the communities themselves. Risk Treatment Owner: Project Manager
					Risk Treatment 2.4: Site identification and boundary demarcation will be done in close consultations with Indigenous Peoples with the aim of securing their consent through **FPIC** processes, participatory mapping, and validation.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

#	Risk description	Risk Category and Sub-category *(including Risk Appetite)*	Impact, Likelihood & Risk Level *(see Annex 3 Risk Matrix)*	Risk Owner *(individual accountable for managing the risk)*	Risk Treatment and Treatment Owner
					Risk Treatment Owner: Project Manager
3	There is a risk that duty bearers may not possess the capacity to meet their obligations and rights holders may lack the capacity to claim their rights, as a result of fragmented policy, planning and regulatory frameworks, weak institutional capacity and insufficient cross-sectoral coordination. This will lead to the marginalization or exclusion of vulnerable groups from decision-making processes and the project's benefits.	1. SOCIAL AND ENVIRONMENTAL (1.1. Human rights) - UNDP Risk Appetite: CAUTIOUS	Likelihood: 3 - Moderately likely Impact: 4 - Extensive Risk level: MODERATE (equates to a risk appetite of EXPLORATORY)	UNDP Deputy RR, MAINL Project Director	Risk Treatment 3.1: Enhance capacity of relevant authorities and targeted communities, including Indigenous Peoples, to ensure that they receive adequate training to actively participate in project interventions, incorporate lessons learned, and uptake good of practices. Risk Treatment Owner: Project Manager
					Risk Treatment 3.2: …the project's participatory component will build on the **Stakeholder Engagement Plan and Gender Action Plan** that were developed during PPG. Consultation arrangements throughout the project will be structured specifically to include poor and other vulnerable groups, across all community groupings (Outputs 1.1.1, 1.1.2, 2.1.2, 2.1.4, and 2.1.6). Stakeholder consultation will also be central to the methodology of the **Strategic Environmental and Social Assessment (SESA)** and the **targeted ESIA** which will, in all aspects, pay particular attention to the needs of the poorest sections of society and their participation in the decision-making process. Risk Treatment Owner: Project Manager
					Risk Treatment 3.3: Impact mitigation measures will be developed specifically to attend to the needs and concerns of poor and vulnerable groups. These will ensure that land use rights, including customary rights, land tenure and use rights are considered and mainstreamed throughout, applying the principles of **Free, Prior and Informed Consent** where relevant implementation of a project-level **Grievance Redress Mechanism**, and regular monitoring. Risk Treatment Owner: Project Manager

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

#	Risk description	Risk Category and Sub-category *(including Risk Appetite)*	Impact, Likelihood & Risk Level *(see Annex 3 Risk Matrix)*	Risk Owner *(individual accountable for managing the risk)*	Risk Treatment and Treatment Owner
4	There is a risk of inadequate integration of gender equity and women empowerment actions during the implementation of the project as a result of limited gender analysis and planning during design phase of the project activities. This could potentially reproduce discriminations against women, preventing them to access the project's opportunities and benefits.	1. SOCIAL AND ENVIRONMENTAL (1.2. Gender equality and women's empowerment) - UNDP Risk Appetite: CAUTIOUS	Likelihood: 3 - Moderately likely Impact: 4 - Extensive Risk level: MODERATE (equates to a risk appetite of EXPLORATORY)	MAINL Project Director	Risk Treatment 4.1: The **Gender Analysis** and **Gender Action Plan (GAP)** will inform the project throughout its lifecycle. The plan pays particular attention to existing discriminations against women and establishes mechanisms to reduce the risk that these discriminations are inadvertently reproduced in project implementation. Risk Treatment Owner: Project Manager
					Risk Treatment 4.2: Implementation of project activities will ensure that; gender expertise is available within the PMU. Relevant consultancy TORs include gender-related tasks/deliverables; development of national legal frameworks and policy reviews are gender responsive and address gender inequalities. Risk Treatment Owner: Project Manager
					Risk Treatment 4.3: … Women are equitably consulted and engaged in learning activities related to sustainable NRM; Training opportunities are tailored to the specific needs and capacities of men and women; men and women have equal opportunity to access grants (Output 2.1.1); women are equitably consulted and engaged in design of PA management plans; Gender issues are mainstreamed in the design of the management plans; upon implementation of the management plans, awareness raising and capacity enhancement are conducted in a gender-responsive manner. PA strategy and action plan mainstreams gender concerns (Output 2.1.2Risk Treatment 4.3: Women are equitably consulted and engaged in learning activities related to sustainable NRM. Risk Treatment Owner: Project Manager
					Risk Treatment 4.4: Training awareness opportunities are tailored to the specific needs and capacities of men and women; men

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

#	Risk description	Risk Category and Sub-category *(including Risk Appetite)*	Impact, Likelihood & Risk Level *(see Annex 3 Risk Matrix)*	Risk Owner *(individual accountable for managing the risk)*	Risk Treatment and Treatment Owner
					and women have equal opportunity to access grants (Output 2.1.1) Risk Treatment Owner: Project Manager
					Risk Treatment 4.5: women are equitably consulted and engaged in design of PA management plans. Risk Treatment Owner: Project Manager
					Risk Treatment 4.6: Gender issues are mainstreamed in the design of the management plans; upon implementation of the management plans. Risk Treatment Owner: Project Manager
					Risk Treatment 4.7: PA strategy and action plan mainstreams gender concerns (Output 2.1.2). Risk Treatment Owner: Project Manager
5	There is a risk that the planned livelihoods diversification (ecotourism, beekeeping, and small-scale production of ICS) may not be adequate alternatives for an equitable access to and benefit sharing, as a result of inadequate stakeholder consultation and socio-economic assessment to establish needs of the target communities. This could impact the uptake of the livelihood options and affect community support for the establishment of wildlife corridors, effective PA management and adoption of resilient SLM practices	1. SOCIAL AND ENVIRONMENTAL (1.12. Stakeholder engagement) - UNDP Risk Appetite: CAUTIOUS	Likelihood: 3 - Moderately likely Impact: 3 - Intermediate Risk level: MODERATE (equates to a risk appetite of EXPLORATORY)	MAINL Project Director	Risk Treatment 5.1: Meaningful consultation with local communities and Indigenous Peoples, implemented through the **Stakeholder Engagement Plan** and **FPIC** will promote, dialogue, and reach agreements for the adoption of environmentally sustainable land-use practices by members of communities engaged in CoFMAs in the project areas (Output 2.2.1) Risk Treatment Owner: Project Manager
					Risk Treatment 5.2: The project will ensure that for sustainable land management and-use practices consider the specific needs and abilities of women. Risk Treatment Owner: Project Manager
					Risk Treatment 5.3: Trainings will take place in a gender responsive manner, NGOs focused on women's economic empowerment will be actively engaged in assessments and training, and allocation of grants for the adoption of sustainable land-use practices will consider the specific needs of men and women. Risk Treatment Owner: Project Manager

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

#	Risk description	Risk Category and Sub-category *(including Risk Appetite)*	Impact, Likelihood & Risk Level *(see Annex 3 Risk Matrix)*	Risk Owner *(individual accountable for managing the risk)*	Risk Treatment and Treatment Owner
6	There is a risk of inadvertent introduction of invasive alien species (IAS) as a result of inappropriate or inadequate efforts to rehabilitate and reforest deforested area. This could adversely impact the ecosystems integrity.	1. SOCIAL AND ENVIRONMENTAL (1.4. Biodiversity conservation and sustainable natural resource management) - UNDP Risk Appetite: CAUTIOUS	Likelihood: 3 - Moderately likely Impact: 3 - Intermediate Risk level: MODERATE (equates to a risk appetite of EXPLORATORY)	MAINL, Project Director	Risk Treatment 6.1: Implementation of an **ESIA**, will focus also on risks related to introduction of IAS (Output 2.1.1). The management of this risk will be included into the **ESMP**, based on ESIA findings. Risk Treatment Owner: Project Manager
7	There is a risk that the proposed SLM practices such as agroforestry, ecotourism and agriculture may be affected by extreme weather conditions such as drought and flooding as a result of inadequate climate risk profiling, analysis and adaptation planning. This could result in reduced project development impact.	1. SOCIAL AND ENVIRONMENTAL (1.5. Climate change and disaster risks) - UNDP Risk Appetite: CAUTIOUS	Likelihood: 3 - Moderately likely Impact: 4 - Extensive Risk level: MODERATE (equates to a risk appetite of EXPLORATORY)	MAINL Project Director	Risk Treatment 7.1: By protecting coastal PAs and forests and strengthening livelihoods (Output 2.2.1), the project will directly contribute to enhancing environmental and socio-economic resilience to the impacts of climate change. Risk Treatment Owner: Project Manager Risk Treatment 7.2: This risk examined during the **ESIA**, based on the **ESMF**, and included in the **ESMP**. Risk Treatment Owner: Project Manager
8	There is a risk that the engagement of law enforcement personnel and community guards could lead to potential harassment and abuse in local and indigenous communities as a result of inadequate human rights awareness among law enforcement personnel. This could negatively impact the ability to enjoyment of human rights in the affected communities.	5. REPUTATIONAL (5.3. Code of conduct and ethics) - UNDP Risk Appetite: CAUTIOUS	Likelihood: 4 - Highly likely Impact: 3 - Intermediate Risk level: SUBSTANTIAL (equates to a risk appetite of OPEN)	MAINL Project Director, UNDP Programme Officer	Risk Treatment 8.1: … The risk will be screened on a location-specific basis as ranger/guards are recruited and targeted assessments undertaken. Risk Treatment Owner: Project Manager Risk Treatment 8.2: Awareness and training will be undertaken for law enforcement personnel and target communities on human rights, ethics and code of conduct. Risk Treatment Owner: Project Manager
9	There is a risk of insufficient institutional capacity to implement the project as a result of limited project	3. OPERATIONAL (3.8. Capacities of the partners) - UNDP Risk Appetite:	Likelihood: 3 - Moderately likely Impact: 3 - Intermediate	MAINL Project Director, UNDP Deputy RR	Risk Treatment 9.1: A capacity building plan will be implemented based on results of the assessment completed during project design. Risk Treatment Owner: Project Manager

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

#	Risk description	Risk Category and Sub-category *(including Risk Appetite)*	Impact, Likelihood & Risk Level *(see Annex 3 Risk Matrix)*	Risk Owner *(individual accountable for managing the risk)*	Risk Treatment and Treatment Owner
	management capacity and bureaucracy in decision making especially related to procurement. This could negatively impact the speed at which project activities are implemented and quality of project results.	EXPLORATORY TO OPEN	Risk level: MODERATE (equates to a risk appetite of EXPLORATORY)	Project Director	Risk Treatment 9.2: A competent project management unit will be established to support partners implement activities. Risk Treatment Owner: Project Director
				Project Director	Risk Treatment 9.3: The project will engage NGOs and other execution support partners to enhance delivery of project activities. Risk treatment Owner: Project Director
				Project Board, UNDP Programme Officer	Risk Treatment 9.4: Ensure close `quality assurance and oversight support. Risk Treatment Owners: UNDP EFP

107. Stakeholder Engagement: The design of the project was closely coordinated with the government through Ministry of Agriculture, Irrigation, Natural Resources and Livestock (MAINL), and actively engaged a range of stakeholders to ensure that the needs and priorities of stakeholders at all levels, including women and indigenous people, were expressed, and considered in the formulation of activities. Project stakeholders were identified and mapped during the design of the project concept (PIF) as well as during the project preparation phase.

108. Through implementation of activities described under Component 3 and in the Stakeholder Engagement Plan (Annex 7), the project will work with a range of partners and beneficiaries including government representatives, local communities, NGOs, and academic and research institutions, with the aim of strengthening joint abilities to protect key forests and mangrove areas, while generating local as well as global environmental benefits in terms of biodiversity, land degradation, SFM and climate change mitigation.

109. The main objective of the Stakeholder Engagement Plan is to ensure that the interests and priorities of the different stakeholder groups and sectors are taken into account during relevant phases of project development and implementation. Specific objectives of the plan include:

a) Informing stakeholders to ensure a common understanding of project goals and approaches.
b) Generating project buy-in and appropriation by targeted partners and beneficiaries.
c) Identification of priority interventions and strategies to achieve the intended outcomes of the project.
d) Identification of opportunities for synergies and partnerships, including co-financing and institutional cooperation.
e) Validation of the intervention strategy and targets by its key stakeholders.
f) Facilitation of participatory M&E mechanisms.
g) Establishment of grievance mechanisms.

110. The Stakeholder Engagement Plan describes methods to target and engage stakeholders, depending on the specific actor and stage of project implementation. In addition, the project will develop a communication strategy (see Output 3.1.1) that will take into consideration the stakeholder engagement plan and can be adapted depending on the stage of the project, and in response to feedback from stakeholders, as well as the grievance redress mechanism. Contents and format of information dissemination will be specifically adapted to targeted audiences, their educational background, cultural contexts, and languages, in order to obtain the highest possible levels of understanding and buy-in.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

111. Methodologies used by the project to target and engage stakeholders and beneficiaries will depend on the actor, and the stage of project implementation and will include:
    a) **Project Board**: Meetings with the Project Board will be organized on a regular basis to ensure relevant partners remain actively engaged in monitoring progress and steering the implementation of project activities towards its intended outcomes.
    b) **Workshops**: Workshops will be used to inform and actively engage larger groups of stakeholders in consultation processes, generating buy-in and sharing knowledge.
    c) **Strategic / informal meetings**: Meetings will be held bilaterally or with groups with the purpose of informing stakeholders and/or obtain agreement on issues of importance for successful project implementation. Group meetings will also form an important means of communication at the community level.
    d) **Liaisons**: CoFMA representatives, community leaders, elders, religious leaders, etc. may be used as liaisons, for instance between beneficiaries and other project partners.
    e) **Field visits**: Regular visits of project staff and other stakeholders (e.g. Government and other partners; UNDP staff, midterm/final review consultants) to project target sites will be fundamental for engaging with beneficiaries, ensuring continued buy-in and commitment as well as to review progress in implementation, flag and address risks.
    f) **Exchange visits**: Project partners and beneficiaries may be selected to participate in visits to other sites/countries in order to exchange knowledge and learn from good practices and successful approaches implemented elsewhere that could be replicated in Zanzibar.
    g) **Free Prior informed consent (FPIC)**: Before establishment of new PA/CoFMa areas and corridors between existing PA/CoFMas, social and environmental assessments including FPIC will be undertaken. Site identification and boundary demarcation will be done in close consultations with local communities with the aim of securing their agreement through FPIC processes participatory.
    h) In addition to the above-mentioned engagement tools, which will be used to reach and engage stakeholders, the project will develop a gender responsive communication strategy that will take into consideration the stakeholder engagement plan and can be adapted depending on the stage of the project, and in response to feedback from stakeholders, as well as the grievance mechanism.

112. South-South and Triangular Cooperation: Learning opportunities and potential technology transfer from peer countries will be explored during project implementation. To present opportunities for replication in other countries, the project will codify good practices and facilitate dissemination through global on-going South-South and global platforms, such as Africa Solutions Platform, the UN South-South Galaxy knowledge sharing platform and PANORAMA[14]. In addition, in order to bringing the voice of Zanzibar to global and regional fora, the project will explore opportunities for meaningful participation in Match-Making events, as well as specific global events, where UNDP could support engagement through side events and other meetings in the global development discourse on biodiversity conservation and sustainable landscape management. The project will furthermore provide opportunities for regional cooperation with countries that are implementing initiatives on community forest and natural resources management through a landscape approach in geopolitical, social and environmental contexts relevant to the proposed project in Zanzibar. For example, Rwanda is investing in the restoration of forest landscapes strengthening CFM and supporting sustainable agricultural practices and alternative livelihoods (GEF ID 9385). The proposed project will contribute the knowledge and experience on these topics by documenting and disseminating lessons learned, best practices and successful technologies and business models. Component 3 will include activities to plan and maintain collaboration with relevant initiatives in Tanzania and other countries in East and South Africa.

113. The project will leverage on global ongoing South-South and global platforms, such as Africa Solutions Platform, the UN South-South Galaxy knowledge sharing platform and PANORAMA to present opportunities for replication in other countries, and to facilitate dissemination[15]. In addition, to bring the voice of Tanzania/Zanzibar 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 biodiversity and climate change mitigation. The project will furthermore provide opportunities for regional cooperation with countries that are

[14] https://panorama.solutions/en

[15] https://panorama.solutions/en

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

implementing initiatives on biodiversity, sustainable land management and climate change in geopolitical, social and environmental contexts relevant to the proposed project in Zanzibar.

114. Gender Equality and Women's Empowerment: The project incorporates specific actions to ensure maximisation of opportunities to mainstream gender-related issues and empower women (also see Output 3.1.2 and the Gender Analysis & Action Plan - Annex 10), including following:

- Specifically target women and involving them in planning processes, policy and legislation reviews, capacity enhancement and outreach activities.
- Invite gender-focused NGOs to participate in meetings, workshops and discussion groups.
- Actively involve gender-focused NGOs in activities aimed at enabling sustainable land management and alternative environmentally sustainable income generation.

The following table summarizes the proposed actions to mainstream gender across the project (more details available in Annex 10):

Section	Responsible	Gender mainstreaming actions
Project Management & Implementation	MAINL UNDP	• Consider gender balance in establishing the Project Management Unit. • Ensure that gender expertise is available within the PMU (through awareness raising and training). • Ensure that relevant consultancy TORs include gender-related tasks/deliverables.
Output 1.1.1 Gender inclusive review of national framework and establishment of platform to strengthen cross-sectoral coordination	Relevant Government partners, PMU	• Ensure national legal frameworks and policy reviews are gender responsive and address gender inequalities.
Output 1.1.2 Gender inclusive development & implementation of Zanzibar Biodiversity Strategy and Action Plan	MAINL PMU	• Women are equitably consulted and engaged in ZABSAP design; any knowledge gaps and needs of women are addressed in advance of consultations to enable their active participation. • The ZABSAP is designed to be gender responsive • Upon implementation of the Action Plan, awareness raising, and capacity enhancement are conducted in a gender-responsive manner, to encourage women's attendance and active participation.
Output 2.1.2 Management plans are developed or updated for core protected areas.	MAINL PMU	• Women are equitably consulted and engaged in design of PA management plans. • Gender issues are mainstreamed in the design of the management plans. • Upon implementation of the management plans, awareness raising and capacity enhancement are conducted in a gender-responsive manner.
Output 2.1.3. Gender inclusive capacity for community forest management is strengthened	MAINL PMU	• Explore opportunities for women to be engaged as members of CoFMA patrol teams. • Ensure that training on use of SMART facilitate both men and women's attendance and active participation.
Output 2.1.5. Gender responsive systems and infrastructure in key protected areas are upgraded to improve monitoring, evaluation and enforcement	MAINL PMU	• Explore opportunities for women to be engaged as members of CoFMA patrol teams. • Ensure that training on use of SMART facilitate both men and women's attendance and active participation.
Output 2.1.6. Gender inclusive National Protected Areas Board is re-established, leading to the development & implementation of updated PA strategy	MAINL PMU	• Women are equitably consulted and engaged in consultation process for NPAB. • Women (at least 50%) are included as members of the NPAB. • Women are equitably consulted and engaged in design of PA strategy and action plan. • PA strategy and action plan mainstreams gender concerns. • Upon PA strategy and action plan implementation, awareness raising, and capacity enhancement are conducted in a gender-responsive manner, to encourage women's attendance and active participation.
Output 2.2.1 Gender responsive community-based natural resource management and land-use practices are supported in target sites.	MAINL PMU	• Assessments for sustainable resource management and land-use practices consider the specific needs and abilities of women. • Training will take place in a gender responsive manner. • NGOs focused on women's economic empowerment will be actively engaged in assessments and training.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Section	Responsible	Gender mainstreaming actions
		• Allocation of grants for the adoption of sustainable land-use practices takes into account the specific needs of men and women.
Output 2.2.2 – Youth engagement and innovation strengthened through environmental clubs and innovation challenges	MAINL PMU	• Apply a **minimum 50% female participation target**, design **gender-sensitive training and mentorship programmes**, and establish **specific recognition for female- or mixed-gender-led innovations**. • Collaboration with women's and youth organizations will help address gender barriers in access to information, leadership, and resources. • All youth-related indicators will be **sex-disaggregated**, and communication activities will **highlight women's leadership and innovation** in environmental conservation.
Output 3.1.1. Knowledge management supports policy making and systematizes lessons learned	MAINL PMU	• Development of targeted communication strategy that raises awareness on and builds support for gender focused activities at all levels.
Output 3.1.2. Gender mainstreaming strategy implemented	MAINL PMU	• Implementation of gender action plan through active participation of the PMU, Government and other project partners.
Output 4.1.1. M&E supports adaptive and effective project management and participation from stakeholders	MAINL PMU	• M&E processes ensure to collect sex segregated data and information. • Women are actively engaged and consulted in data collection and reporting processes. • Gender-specific results, gender action plan; social and environmental safeguards will be regularly monitored and reported on, including in PIRs, MTRs and TEs.

115. Innovativeness, Sustainability and Potential for Scaling Up: The project will contribute to improving long-term environmental sustainability of natural ecosystems and productive lands in Zanzibar through the adoption of SFM, SLM and CSA practices. The monitoring and enforcement of agreements in CoFMAs related to conservation of forests and natural resources will be improved. Management of PAs will be improved by means of building capacities of staff, updating management plans and providing equipment that is required for the efficient management of these areas. Financial sustainability will be achieved by (i) review and improvement of the regulations and management of the Forestry Development Fund; (ii) improving the capacities of SCCs to raise and manage financial resources, including income from fees and fines; (iii) promoting the adoption of income generating agricultural and alternative livelihoods activities by members of communities engaged in CoFMAs. The landscape approach and CFM mechanisms to be supported by the project have both the objective of ensuring strong community engagement, hence contributing to social sustainability aspects. Activities to promote this participation, build the skills of communities and facilitate the exchange of experiences and lessons have been incorporated to ensure that the project responds to the needs and views of the ultimate beneficiaries. A stakeholder engagement plan has been prepared to plan and execute specific actions to promote the participation and involvement of communities in the project activities. Systematic capacity development of governmental organizations (in particular DDOF, MAINL and DOE), NGOs and CSOs (e.g. SCCs, Jumijaza, etc.) will strengthen the institutions responsible for natural resources management in Zanzibar and contribute to institutional sustainability. While most efforts by the project will be focuses on existing organizations, new institutions to be supported by the project, like the NPAB, will address key gaps in the planning, management and decision-making process related to PAs and natural resources. The establishment of new institutions will be accompanied by the adoption of financial strategies and multi-annual budget to ensure the sustainability of these institutions.

116. Potential for scaling up. The project will provide a model for engagement with communities that could be replicated in other regions in Zanzibar. Improving the CFM model in use in Zanzibar, including the revised CoFMA guidelines, will provide valuable tools and lessons for the expansion of the model to other areas of the archipelago. The experiences and lessons learned will also inform communities and authorities engaged in CFM in Tanzania and other countries in Africa. The improvement to PAs management practices and skills will be readily transferable to PAs not prioritized for the project, but still important for natural resources management and biodiversity conservation in Zanzibar. Lessons learned will be relevant to improve the management of the network of PAs in Tanzania. Collaboration with related initiatives in other African countries will be supported by a communication and knowledge management strategies that will ensure that experiences and lessons learned are shared with relevant stakeholders in other countries (e.g., Kenya, Uganda, etc.).

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Digital Solutions[16]***:*** *As part of Output 2.1.5. Gender responsive systems and infrastructure in key protected areas are upgraded to improve monitoring, evaluation and enforcement, the project will procure items such as computers and GPS equipment, digital cameras to facilitate data capture as part of protected management effectiveness. Mapping and surface collections during cultural heritage assessment will utilise technologies such as GIS and other, non-invasive methods (e.g., magnetometry, ground penetrating radar, LIDAR) to assess the potential presence of buried archaeological sites.*

PROJECT MANAGEMENT

1. Cost Efficiency and Effectiveness

Based on the project Theory of Change and pathway, the following strategies will be deployed to achieve maximum results within available resources: i) strengthening partnership interface involving several state institutions; ii) SSTC as a key resource for implementation of project activities; and iii) greater engagement with other projects in the CO and government partners to leverage on co-financing resources. To enhance cost effectiveness, the project will be implemented through the respective national institutions in line with the NIM arrangements and, wherever possible, in cost-sharing mode as part of co-financing mobilisation. As the project is implemented within National Implementation Modality it will be fully aligned to national policy frameworks thus reducing potential duplication of effort. Aligning the project with existing UN programmes under the Delivering as One and common chapter frameworks will offer cost effective measures to leverage in implementing the activities with minimal costs. UNDP will undertake joint operations especially – monitoring and procurement with other partners, to improve the cost effectiveness of project.

2. Project Management

A Project Management Unit (PMU), hosted by DDOF, will support the PM implementing the project. The PMU will be staffed by the Project Manager, and a Project Assistant. 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. A technical Advisor (TA) (international) will be recruited to support the team on part time basis. Activities on the ground, in particular those to promote sustainable land-use practices by communities engaged in CoFMAs will be supported and overseen by Community Technical Facilitators (CFs) based in Unguja (1) and Pemba (1).

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. Project audit costs will be shared with other projects in the country office as part of the annual NIM/NEX audit exercise. The project will participate in joint review meetings with other CO initiatives as part of learning and building synergies within the environment portfolio.

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

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

IV. PROJECT RESULTS FRAMEWORK

This project will contribute to the following Sustainable Development Goals: *Goal 1. End poverty in all its forms everywhere; Goal 13. Take urgent action to combat climate change and its impacts; and 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*
This project will contribute to the following country outcome included in the UNSDCF /Country Programme Document:
Cooperation Framework 2022 -2027: Outcome 2. *People in the United Republic of Tanzania, especially the most vulnerable, contribute to and benefit from more inclusive and gender-responsive management of natural resources, climate change resilience, disaster risk reduction and increased use of efficient renewable energy*
This project will be linked to the following output of the UNDP Strategic Plan (2022-2025): *4.1 Natural resources protected and managed to enhance sustainable productivity and livelihoods*

	Objective and Outcome Indicators (No more than a total of 15 -16 indicators)	Data Source (Baselines and Targets)	Baseline	Mid-term Target	End of Project Target	Data Collection Methods	Risks and Assumptions
Project Objective: Safeguard key terrestrial and coastal forest ecosystems on Zanzibar through a landscape approach, and so deliver multiple benefits to the people inhabiting the islands	**Indicator 1 (Core Indicator 1.2):** Terrestrial protected areas under improved management for conservation and sustainable use (hectares).	Baseline and targets are based on the WCS protected area spatial planning for Unguja and Pemba Islands, Zanzibar report, 2012; METT administered during PPG, 2018	0 ha	0 ha	22,225 ha	Information will be collected through the use of the METT scorecard to assess protected area management effectiveness.	Local community members who have encroached on some of the PAs are voluntarily willing to relinquish those areas to allow the improvement of the networks of PAs.
	An area will be considered under improved management when and if the METT score registers a positive trend from the baseline. The following areas apply:		<u>METT scores</u>	<u>METT scores</u>	<u>METT scores</u>		
	Jozani-Chwakwa (JCBNP): 6,434 ha Jambiani-Muyuni FR (JMFR): 4,212 ha Kiwengwa-Pongwe FR (KPFR): 3,040 ha Malilini FR (MFR): 406 ha Msitu Mkuu FR (MMFR): 180 ha Ngezi NR (NVNR): 2,900 ha Ras Kiuyu (RKFR): 270 ha Ufufuma – Pongwe FR (UPCFR): 1,988 ha Kidikotundu-Nongwe-Vundwe FR (KNVFR): 771 ha Mtambwe North and South (MNS): 2,204 ha Masingini 566 ha		JCBNP: 66 JMFR: 40 KPFR: 53 MFR: 37 MMFR: 45 NVNR: 53 RKFR: 49 UPFR: 58 KNVFR: 44 MNS: 45	JCBNP: 76 JMFR: 70 KPFR: 72 MFR: 65 MMFR: 71 NVNR: 74 RKFR: 73 UPFR: 71 KNVFR: 68 MNS: 65	JCBNP: 92 JMFR: 88 KPFR: 83 MFR: 84 MMFR: 85 NVNR: 85 RKFR: 85 UPFR: 82 KNVFR: 84 MNS: 80		

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

	Objective and Outcome Indicators (No more than a total of 15 -16 indicators)	Data Source (Baselines and Targets)	Baseline	Mid-term Target	End of Project Target	Data Collection Methods	Risks and Assumptions
	Indicator 2: (Core indicator 4.1) Area of community forests put under improved management to benefit biodiversity	Baseline and targets are based on the WCS protected area spatial planning for Unguja and Pemba Islands, Zanzibar report, 2012	0	MTR: 7,000	EoP: 21,730	Official gazette (for approved CoFMAs), Reports by Forestry Development Fund on approved grants from land-use practices in areas under CFM.	Local communities are willing to participate in the project activities.
	Indicator 3 (Core indicator 4.3) Area of Landscape under sustainable land management in production systems (ha)	Baseline and targets are based on Tanzania LDN Report 2018	0	1000	2,650	LDN assessment report	Climate conditions remain favorable for crops and tree growth; Famers will be willing to adopt climate smart agriculture technologies and practices, and have necessary skills
	Indicator 4:(Core Indicator 6.1) GHG emissions mitigated (Emissions avoided or Carbon sequestered) in the AFOLU Sector from	EX-ACT tool for the target landscapes 2018	0	46,400 tCO_2e	685,000 tCO_2e	Field surveys and assessments	Climate conditions remain favorable for crops and tree growth; Famers will be willing to adopt climate smart agriculture technologies and practices, and have necessary skills
	a) reduction in deforestation,		0	a) Reduced deforestation: 12.8ktCo2e	a). Reduced deforestation: 189 ktCO2e (280 ha)		
	b) increase in carbon stocks from i) reforestation and in ii) agricultural lands under agroforestry systems and		0	b-i). Reforestation: 7.5 ktCO2e (250 ha) b-ii). Agroforestry: 22.1	b-i). Reforestation: 111 ktCO2e (250 ha) b-ii).		

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

	Objective and Outcome Indicators (No more than a total of 15 -16 indicators)	Data Source (Baselines and Targets)	Baseline	Mid-term Target	End of Project Target	Data Collection Methods	Risks and Assumptions
	iii) annual agriculture under CSA practices (tCO_2e)			ktCO2e (1,200 ha) b-iii) CSA: 4.0 ktCO2e (1,200 ha)	Agroforestry: 326 ktCO2e (1,200 ha) b-iii) CSA: 59 ktCO2e (1,200 ha)		
	Indicator 5:(C**ore Indicator 11**) # direct project beneficiaries disaggregated by gender (at least 50% women). In the context of this indicator, direct beneficiaries are defined as members of households that have participated and received support from project activities.	Targets based on estimated number of people that will be involved in COFMAs, participating in capacity building activities, benefit from livelihood investments and protected area management.	0	6,000 (45% men, 55% women)	18,000 (45% men, 55% women)	Sex disaggregated data sheets of all project meetings and beneficiaries	Stakeholders' willingness to participate and take up project initiatives
Component/Outcome 1: Gender responsive integrated policy and planning framework to promote effective biodiversity and ecosystem management that supports Zanzibar's national development, developed and implemented	**Indicator 6:** Zanzibar Biodiversity Strategy and Action Plan (ZABSAP) and implementation plan are adopted and under implementation	BIOFIN Policy and Institutional Review for Zanzibar, 2022	ZABSAP and implementation plan do not exist (target included in NBSAP 2025- 2030)	ZABSAP and implementation plan are adopted	ZABSAP and implementation plan are being implemented	Published ZABSAP and action plan.	Willingness and active participation of stakeholders in the review process
	Indicator 7: Number of Institutions with **c**apacity to promote effective biodiversity and ecosystem management as measured by UNDP Capacity Development Scorecard	Capacity Development Scorecard report 2018	0	9 of 12 institutions meet the mid-term target	12 of 12 institutions meet the end of project target	Annually Data will be collected through the use of UNDP Capacity Development Scorecard	Managers authorize participation of staff in trainings and capacity building activities.
			Capacity development scorecards	**Capacity development scorecards**	**Capacity development scorecards**		
			DNFR: 35	DNFR: 40	DNFR: 45		
			DoA: 34	DoA: 40	DoA: 45		
			DoE: 23	DoE: 40	DoE: 45		
			District Councils	**District Councils**	**District Councils**		

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

	Objective and Outcome Indicators (No more than a total of 15 -16 indicators)	Data Source (Baselines and Targets)	Baseline	Mid-term Target	End of Project Target	Data Collection Methods	Risks and Assumptions
			Central: 30	Central: 31	Central: 43		
			Chake Chake: 23	Chake Chake: 34	Chake Chake: 45		
			Micheweni: 15	Micheweni: 31	Micheweni: 45		
			Mkoani: 19	Mkoani: 34	Mkoani: 45		
			Kaskazini A: 23	Kaskazini A: 30	North A: 43		
			Kaskazini B: 21	Kaskazini B: 27	North B: 44		
			Kusini: 16	Kusini: 30	South: 44		
			Wete: 18	Wete: 31	Wete: 41		
			Jumijaza: 14	Jumijaza: 30	Jumijaza: 45		
Outputs to achieve outcome 1	*Output 1.1.1 Gender inclusive Review of national framework (including policies, regulations and institutions) for land and forest management and biodiversity conservation*						
	Output 1.1.2 Gender inclusive development and implementation of a Zanzibar Biodiversity Strategy and Action Plan, building on sectoral strategies and plans, including the long-term forestry plan, national spatial plan and climate change strategy, to promote effective terrestrial and coastal forest management and sustainable land use						
Component/ Outcome 2.1: Effectiveness of the network of PAs and COFMAs is improved and leads to the protection of vulnerable ecosystems, especially mangroves, native forests and other	**Indicator 8:** # of protected areas with management plans prepared/updated and implemented.	Based on Tanzania National Biodiversity Strategy and Action Plan 2015 (to be updated)	6 PAs have outdated Management plans: JCBNP, KPFR, NVNR, MFR, MMFR, and RKFR. Two protected areas have no management plan: JMFR and UPCFR (to be updated)	8 PAs have management plans are prepared/updated: (1) JCBNP, (2) KPFR, (3) JMFR, (4) NVNR, (5) MFR, (6) MMFR, (7) RKFR and (8) UPCFR (to be updated)	8 PAs with plans being implemented:(1) JCBNP, (2) KPFR, (3) JMFR, (4) NVNR, (5) MFR, (6) MMFR, (7) RKFR and (8) UPCFR to be updated	Approved management plans (management plans approved)	Government has technical and financial resources are adequate to implement the management plans

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

	Objective and Outcome Indicators (No more than a total of 15 -16 indicators)	Data Source (Baselines and Targets)	Baseline	Mid-term Target	End of Project Target	Data Collection Methods	Risks and Assumptions
habitats of global significance	**Indicator 9:** CoFMA guidelines are revised to include provisions on biodiversity conservation and climate change mitigation, and to improve the monitoring and enforcement of agreements. Approved guidelines are adopted and implemented	Baseline and targets based on Zanzibar's National Forest Resources Management Plan (2015 – 2025) – add as an activity in output 1- to update	CoFMA Guidelines of 2011 (update) create mechanisms to promote active participation by individual members of the communities engaged in CoFMAs	CoFMA guidelines are revised and adopted	Revised CoFMA guidelines are implemented	Approve COFMA guidelines Reports by the newly established management authority	RGZ allocates staff to the CITES Desk
	Indicator 10: Change in status of key indicator species:	Baseline based on WCS protected area spatial planning for Unguja and Pemba Islands, Zanzibar report, 2012. Targets based on reproductive rates	a). Population of red colobus monkey: 5,862 individuals [1]	a). Population increases to 5962	a). Population increases to 6062	Field inventories, Biodiversity surveys (priorities in initial activities)	Technical capacities to monitor biodiversity are developed
	a). Red colobus monkey (*Piliocolobus kirkii*)						
	b). Aders' duiker (*Cephalophus adersi*)		b). Population of Aders' duiker: (TBD). To be assessed by DDOF and WCS	b). TBD in the first 6 months of inception	b). TBD in the first 6 months of inception		
Outputs to achieve outcome 2.1	*Output 2.1.1 Detailed surveys of key areas for biodiversity conservation including mangrove forests and high-conservation value forests undertaken to establish or update baselines, identify priority sites for PA management interventions and establish wildlife corridors*						
	Output 2.1.2 New PA are established, and management plans are developed or updated for core protected areas. Management plans include improved management and restoration of forest and wetland ecosystems, as well as zones between them ensuring connectivity and maintenance of conservation values						
	Output 2.1.3. Gender inclusive capacity for community forest management is strengthened						
	Output 2.1.4. Gender inclusive learning and exchange between CoFMAs facilitated						
	Output 2.1.5. Gender responsive systems and infrastructure in key protected areas are upgraded to improve monitoring, evaluation and enforcement						
	Output 2.1.6. Gender inclusive National Protected Areas Board is re-established, leading to the development and implementation of an updated national PAs strategy						
Component/ Outcome 2.2. Adoption of sustainable land management practices and community-centred	**Indicator 11:** New areas under sustainable production systems, including	Targets estimated based on proposed project interventions in the target landscapes	0 ha	900 ha	2,650 ha	Field visits, Reports by the Forestry Development Fund on grants allocation	Local communities are willing to participate in the project activities.
	a). agroforestry,		a). agroforestry: 0	a). agroforestry: 432ha	a). agroforestry: 1,200 ha		

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

	Objective and Outcome Indicators (No more than a total of 15 -16 indicators)	Data Source (Baselines and Targets)	Baseline	Mid-term Target	End of Project Target	Data Collection Methods	Risks and Assumptions
initiatives that support: (i) effective co-management of forest ecosystems; (ii) restoration and rehabilitation of degraded forest landscapes; and (iii) sustainable local income generation.	b). CSA		b). CSA on annual crops: 0	b). CSA on annual crops: 432ha	b). CSA on annual crops: 1,200 ha	Project reports	
	c). reforestation, in areas of participating CoFMAs (ha)		c). Reforestation: 0	c). Reforestation: 84.9 ha	c). Reforestation: 250 ha		
	Indicator 12: Household income from Initiatives on sustainable livelihoods by targeted communities in participating CoFMAs (e.g. beekeeping, ICS, ecotourism, etc.) contribute to increasing household income benefiting at least 50% women	**TBC**	To be defined after target households are identified during the first six months of inception phase	To be defined after target households are identified	To be defined after target households are identified	Field visits, Project reports, Reports by the Forestry Development Fund on grants allocation.	Local communities are willing to participate.
Outputs to achieve outcome 2.2	*Output 2.2.1 Gender and Youth responsive community-based natural resource management and land-use practices are supported in target sites (including CoFMAs) to increase or maintain natural forest and mangrove cover and sustain the flow of ecosystem services, while supporting livelihood diversification and innovation*						
Component/ Outcome 3: Knowledge Management & Gender Mainstreaming	**Indicator 13:** Number of best practices on sustainable land-use demonstrated, documented for upscaling or replication	**NA**	0	At least 3 best practices including on ecotourism, demonstrated, documented, and accompanied by actionable replication and scaling-up plans.	At least 5 best practices demonstrated, documented and with plans for replication	Published case studies and policy briefs. Project reports	capacity to document lessons and best practices exists in the PMU
	Indicator 14: Percentage of grants under output 2.2.1. awarded to women or to initiatives led by women (at least 50%)	Targets anchored to Zanzibar Blue Economy Gender Strategy & ZADEP gender-inclusive commitments; precise baseline to be confirmed at inception.	0%	30%	50%	Project reports	Women led initiatives exist in the project area
Outputs to achieve outcome 3	*Output 3.1.1. Knowledge management supports policy making and systematizes lessons learned*						
	Output 3.1.2. Gender mainstreaming strategy implemented to support project implementation						

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

	Objective and Outcome Indicators (No more than a total of 15 -16 indicators)	Data Source (Baselines and Targets)	Baseline	Mid-term Target	End of Project Target	Data Collection Methods	Risks and Assumptions
Component/Outcome 4: Monitoring and Evaluation (M&E) Outcome 4.1: Participatory M&E results are used to guide adaptive management, collate and share lessons, in support of up-scaling.	**Indicator 15:** Quality rating of project implementation (MTR and TE) as per UNDP/GEF requirements	Targets based on 2021 UNDP guidance for MTR and TE quality assessment	*NA*	*Satisfactory*	*Satisfactory*	Mid term Review and Terminal Evaluation Reports	Implementation progresses as planned
Outputs to achieve outcome 4	*Output 4.1.1. Monitoring and evaluation support adaptive and effective project management and active participation from stakeholders*						

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

V. MONITORING AND EVALUATION (M&E) PLAN

3. 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.**

4. 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[17]. The M&E plan and budget included below will guide the GEF-specific M&E activities to be undertaken by this project.
5. 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 during the Project Inception Workshop and will be detailed in the Inception Report.

Minimum project monitoring and reporting requirements as required by the GEF

6. Inception workshop and report: A project inception workshop will be held within 2 months from the First disbursement date, with the aim to, amongst others:
    a. Familiarize key stakeholders with the detailed project strategy and discuss any changes that may have taken place in the overall context since the project idea was initially conceptualized that may influence its strategy and implementation.
    b. Discuss the roles and responsibilities of the project team, including reporting lines, stakeholder engagement strategies and conflict resolution mechanisms.
    c. Review the results framework and monitoring plan.
    d. Discuss reporting, monitoring and evaluation roles and responsibilities and finalize the M&E budget; identify national/regional institutes to be involved in project-level M&E; discuss the role of the GEF OFP and other stakeholders in project-level M&E.
    e. Update and review responsibilities for monitoring project strategies, including the risk log; SESP report, Social and Environmental Management Framework (where relevant) and other safeguard requirements; project grievance mechanisms; gender strategy; knowledge management strategy, and other relevant management strategies.
    f. Review financial reporting procedures and budget monitoring and other mandatory requirements and agree on the arrangements for the annual audit.
    g. Plan and schedule Project Board meetings and finalize the first-year annual work plan. Finalize the TOR of the Project Board.
    h. Formally launch the Project.

7. GEF Project Implementation Report (PIR)An: 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.

8. GEF Core Indicators: 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 MTR and TE. Note that the project team is responsible for updating the indicator status. The updated monitoring data should be shared with MTR/TE consultants prior to required evaluation missions, so these can be used for subsequent ground truthing. The methodologies to be used in data collection have been defined by the GEF and are available on the GEF website. The required Protected Area Management Effectiveness Tracking Tool (METTs) have been prepared and the scores included in the GEF Core Indicators.

9. An independent mid-term review (MTR) will be completed by the mid-point of the project. The terms of reference, the MTR process and the final MTR report will follow the standard templates and MTR guidance for UNDP-supported GEF-financed projects available on the UNDP Evaluation Resource Center.

[17] See https://www.thegef.org/gef/policies_guidelines

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

The MTR must be submitted to the GEF by the mid-point of the project but no later than 48 months after CEO Endorsement

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

11. The MTR will be 'independent, impartial, and rigorous. The evaluators 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 under review.

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

13. The final MTR report and MTR TOR will be publicly available in English and will be posted on the UNDP ERC by 29 January 2029. A management response to MTR recommendations will be posted in the ERC within six weeks of the MTR report's submission to the GEFTe.

Terminal Evaluation (TE):

14. 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.

15. 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).

16. 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.

17. 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 the BPPS-NCE.

18. 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.

19. 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.

20. 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.

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

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

22. **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.

Results monitoring	Indicators	Target	Descriptions	Frequency	Responsible for data collection	Means of verification
Project Objective: Safeguard key terrestrial and coastal forest ecosystems on Zanzibar through a landscape approach, and so deliver multiple benefits to the people inhabiting the islands	**Indicator 1:** (Core Indicator 1.2) Terrestrial protected areas under improved management for conservation and sustainable use (hectares).	MTR= 22,225ha; EoP= 22,225ha	This indicator refers to the number of hectares of protected area whose management has been improved. terrestrial protected areas are totally or partially protected areas that are designated as national parks, natural monuments, nature reserves, or wildlife sanctuaries; protected landscapes; and scientific reserves. The category includes IUCN protected area Categories I–VI. An area will be considered under improved management. If the score increases over the life of the project, the protected area hectares should be counted. Any increase in METT score will satisfy the threshold for this indicator. The following areas apply: JCBNP= 6,434 ha; JMFR= 4,212 ha; KPFR= 3,040 ha; MFR= 406 ha; MMFR= 180 ha; NVNR= 2,900 ha; RKFR= 270 ha; UPCFR= 1,988 ha; KNVFR= 771 ha; MNS= 2,204 ha;	Mid-term and end-of-project	MAINL	The main data source for this indicator is the Management Effectiveness Tracking Tool (METT) score, which is calculated using the GEF-7 BD tracking tool (https://www.thegef.org/documents/gef-7-biodiversity-protected-area-tracking-tool).
	Indicator 2 (Core indicator 4.3): Area of Landscape under sustainable land management in production systems.	MTR: 7,000ha; EoP: 21,730ha	A forested area will be considered under SFM when and if: (i) corresponding community adopts/reaffirms commitments to conserve that area under a CoFMA that has been approved by the Minister of Agriculture, and (ii) measures to implement the commitment under the	Annually	DDOF	Project reports (PIR, MTR and TE)

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Results monitoring	Indicators	Target	Descriptions	Frequency	Responsible for data collection	Means of verification
			approved CoFMA have been verified on site by DDOF staff.			
	Indicator 3: (Core Indicator 6) GHG emissions mitigated (Emissions avoided or Carbon sequestered) from**:**	MTR: 46,400 tCO2e EoP: 685,000 tCO2e	This indicator refers to the total reduction of GHG emissions and enhancement of sinks and reservoirs reported in tons of carbon dioxide equivalent (CO2 e). This element requires information on the quantity of carbon (tons CO2 e) stored or not emitted in forests and soils as a result of the project, the duration of accounting period, and the anticipated start year of accounting.	Mid Term Review and Terminal Evaluation	DDOF	MTR and Terminal Evaluation Report; Ex-Ante Carbon-balance Tool (EX-ACT) of the Food and Agriculture Organization of the United Nations (FAO) or the GEF's Carbon Benefits Project tools for estimating benefits.
	a) reduction in deforestation,	a). Reduced deforestation: MTR=12.8ktCo2e; EoP=189 ktCO2e;				
	b) increase in carbon stocks from i) reforestation and in ii) agricultural lands under agroforestry systems and iii) annual agriculture under CSA practices (tCO_2e)	b-i). Reforestation: MTR= 7.5ktCo2e; EoP=111 ktCO2e b-ii). Agroforestry: MTR=22.1ktCo2e; EoP=326 ktCO2e b-iii) CSA: MTR=4ktCo2e; EoP: 59 ktCO2e				
	Indicator 4:(C**ore Indicator 11**) # People benefiting from GEF-financed investments disaggregated by sex (direct project beneficiaries);	MTR: 6,000 EoP: 18,000 (45% men & 55% Women)	This indicator captures the number of individual people who receive targeted support or assistance from a given GEF-financed project or program and/or who use the specific resources that the project maintains or enhances. Direct beneficiaries are all individuals receiving either targeted support or high intensity of support. In the context of this indicator, direct beneficiaries are defined as members of households that have participated and received support from project activities.	Annually	Project Manager	Project reports
Component/Outcome 1: Gender responsive integrated policy and planning framework to promote effective biodiversity and ecosystem management that	**Indicator 5**: Zanzibar Biodiversity Strategy and Action Plan (ZABSAP) and implementation plan adopted and under implementation	At MTR=ZABSAP and implementation plan are adopted; EoP= ZABSAP and implementation	Published ZABSAP and action plan.	MTR and TE	DDOF	Published ZABSAP Meeting minutes Project reports; Mid-Term Review and Terminal Evaluation Reports

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Results monitoring	Indicators	Target	Descriptions	Frequency	Responsible for data collection	Means of verification
supports Zanzibar's national development, developed and implemented.		plan are being implemented				
	Indicator 6: Number of institutions with capacity to promote effective biodiversity and ecosystem management as measured by UNDP Capacity Development Scorecard	MTR=9 of 12 institutions; EoP=12 of 12 institutions	Capacity development scorecards: Central Government (DFNFR=35; DoA=34; DoE=23); District Councils (Central=30; Chake Chake=23; Micheweni=15; Mkoani=19; North A=23; North B=21; South=16; Wete=18; Jumijaza=14)	MTR and TE	UNDP	UNDP Capacity Development Scorecard at MTR and TE
Component/ Outcome 2.1: Effectiveness of the network of PAs and COFMAs is improved and leads to the protection of vulnerable ecosystems, especially mangroves, native forests and other habitats of global significance	**Indicator 7:** # of protected areas with management plans prepared/updated and implemented	At MTR=8 PAs with Management plans are prepared/updated; EoP= 8 PA with management plans being implemented	PA with management plans prepared/updated and implemented for the following protected areas: (1) JCBNP, (2) KPFR, (3) JMFR, (4) NVNR, (5) MFR, (6) MMFR, (7) RKFR and (8) UPCFR	Annually	DDOF	Published management plans
	Indicator 8: CoFMA guidelines are revised to include provisions on biodiversity conservation and climate change mitigation, and to improve the monitoring and enforcement of agreement. Approved guidelines are adopted and implemented	At MTR= CoFMA guidelines are revised and adopted; EoP= Revised CoFMA guidelines implemented	Published CoFMA guidelines.	MTR and TE	DDOF	Record of approval decision; implementation reports
	Indicator 9: Change in status of indicator species: a) red colobus monkey (Piliocolobuskirkii)	At MTR a) 5962; At EoP a) 6062	Population of red colobus monkey increases from baseline while that of Aders' duiker increase from the baseline that will be established at the beginning of the project	Annually	DDOF	Field monitoring reports, Biodiversity inventory reports. Midterm Review and Terminal Evaluation reports
	b) Aders' duiker (Cephalophusadersi)	At MTR: b) TBD; At EoP: b) TBD		Annually	DDOF	Field monitoring reports, Biodiversity inventory reports. Midterm Review and Terminal Evaluation reports
				Annually	DDOF	

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Results monitoring	Indicators	Target	Descriptions	Frequency	Responsible for data collection	Means of verification
Component/ Outcome 2.2: Adoption of land management practices and community-centred initiatives that support: (i) effective co-management of forest ecosystems habitats; (ii) restoration and rehabilitation of degraded forest landscapes; and (iii) sustainable local income generation.	**Indicator 10:** New areas under sustainable production systems, including agroforestry, CSA and reforestation, in areas of participating CoFMAs (ha)	MTR=900ha; EoP=2650ha (MTR: Agroforestry=432ha ; CSA=432ha; reforestation=84.9ha; EoP: Agroforestry=1200ha; CSA=1200ha; Reforestation=250)	Captures the landscape area that is in production (e.g., agriculture, rangeland, and whose soil, air, and water managed in a sustainable manner)			Field reports, annual, midterm review and terminal evaluation reports
	Indicator 11: Household income from Initiatives on sustainable livelihoods by targeted communities in participating CoFMAs	To be determined after target households are identified during the first six months of inception phase.	Revenue earned from beekeeping, ICS, ecotourism, etc. contributes to increasing household income.	Annually	DDOF	Consultant reports, field visit reports, Reports by the Forestry Development Fund on grants allocation.
Component/ Outcome Output 3.1.1. Knowledge management supports policy making and systematizes lessons learned	**Indicator 12:** Number of best practices on sustainable land-use demonstrated, documented and up scaled for replication	At MTR= 3 best practices; EoP= 5 best practices demonstrated, documented and with plans for replication	Published case studies and policy briefs.	Annually	MAINL	Consultant reports Project activity reports, MTR, TE
Output 3.1.2. Gender mainstreaming strategy implemented to support project implementation	**Indicator 13:** Percentage grants under output 2.2.1. awarded to women or to initiatives led by women (at least 50% women**)**	MTR=30%; EoP=50%	Captures disbursed grants and capacity building towards women led initiatives	Annually	MAINL	Forest Development Fund and project reports
Component/ Outcome 4.1: Participatory M&E results are used to guide adaptive management, collate and share lessons, in support of up-scaling.	**Indicator 14:** Quality rating of project implementation (MTR and TE) as per UNDP/GEF requirements	MTR-Satisfactory Rating; TE-Satisfactory Rating	Based on completeness, balanced, evidence, consistence, clarity	Annually (PIR), MTR and TE Report	PMU/ UNDP	Mid-term and TE

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Monitoring Activity			
	Frequency/Timeframe	**Expected Action**	**Partners (if joint)**
Inception Workshop and Report	Inception Workshop within 2 months of the First Disbursement	As per above description	N/A
Track results progress (see above table for details)	Annually during PIR, at mid-point and closure	Slower than expected progress will be addressed by project management.	N/A
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 implementation of i) ESMF; ii) Gender Action Plan iii) ESMP; iv) Stakeholder Participation and Engagement Plan; v) Grievance Redress Mechanism; vi) Indigenous Peoples Planning Framework (IPPF); vii) Process Framework (PF) and Cultural Heritage Management Plan (CHMP).	ongoing	Observed noncompliance is brought to the attention of the project board for guidance and management. Include implementation progress in project reporting.	N/A
Supervision Missions	Annually	Identifies issues brought to the attention of the project board, IP and UNDP for adaptive management decision making.	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)	At least annually	Any quality concerns or slower than expected progress should be discussed by the project board and management actions agreed to address the issues identified.	NA
Technical Advisory Group meetings	At least once every six months	Provide technical and scientific guidance to the PMU and PB.	NA

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Evaluation Plan

Evaluation Title	Partners (if joint)	Related Strategic Plan Output	UNSDCF/CPD Outcome	Planned Completion Date	Key Evaluation Stakeholders
Independent Mid-Term Review (MTR)	NA	**4.1 Natural resources** protected and managed to enhance sustainable productivity and livelihoods.	Outcome 2. People in the United Republic of Tanzania, especially the most vulnerable, contribute to and benefit from more inclusive and gender-responsive management of natural resources, climate change resilience, disaster risk reduction and increased use of efficient renewable energy.	By 15 January 2027, the MTR submission date.	IP, project Board members, Responsible Parties, UNDP, Beneficiaries
Independent Terminal Evaluation (TE)	NA	**4.1 Natural resources** protected and managed to enhance sustainable productivity and livelihoods.	Outcome 2. People in the United Republic of Tanzania, especially the most vulnerable, contribute to and benefit from more inclusive and gender-responsive management of natural resources, climate change resilience, disaster risk reduction and increased use of efficient renewable energy.	By 15 October 2029, the TE submission date	IP, project Board members, Responsible Parties, UNDP, Beneficiaries

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

23. **Monitoring and Evaluation Budget for project execution:** This M&E budget provides a breakdown of costs for M&E activities to be led by the Project Management Unit during project implementation. These costs are equivalent to those of the M&E Component of the Results Framework and TBWP. Other project M&E activities can be added to this budget if they are included under the M&E component of the results framework. The oversight and participation of the UNDP Country Office/Regional technical advisors/HQ Units in these M&E activities and in performing standard **UNDP** M&E requirements are not included as these are covered by the GEF Fees.

Table 9: Mandatory GEF M&E Requirements and Budget

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	6,000
M&E required to report on progress made in reaching GEF core indicators and project results included in the project results framework	*0*
Preparation of the annual GEF Project Implementation Report (PIR)	*0*
Monitoring of i) ESMF; ii) Gender Action Plan iii) ESMP; iv) Stakeholder Participation and Engagement Plan; v) Grievance Redress Mechanism; vi) Indigenous Peoples Planning Framework (IPPF); vii) Process Framework (PF) and Cultural Heritage Management Plan (CHMP).	*9,422*
Supervision missions	*7,500*
Independent Mid-term Review (MTR)	*55,000*
Independent Terminal Evaluation (TE)	*65,000*
Project Board meetings	8,000 (1,333.33/year)
TOTAL indicative COST Excluding project team staff time	*150,922*

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

VI. GOVERNANCE AND MANAGEMENT ARRANGEMENTS

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

24. The project will be implemented following a National Implementation Modality (NIM) according to the Standard Basic Assistance Agreement between UNDP and the Government of the United Republic of Tanzania, and the Country Programme.

Implementing Partner: The Implementing Partner (IP) for this project is the Department of Forest Development under Ministry of Agriculture, Irrigation, Natural Resources and Livestock (MAINL). 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:

i. 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.
ii. Overseeing the management of project risks as included in this project document and new risks that may emerge during project implementation.
iii. Procurement of goods and services, including human resources.
iv. Financial management, including overseeing financial expenditures against project budgets.
v. Approving and signing the multiyear workplan.
vi. Approving and signing the combined delivery report at the end of the year; and,
vii. Signing the financial report or the funding authorization and certificate of expenditures.

Responsible Parties: The implementing partner may enter into a written agreement with other organizations, known as responsible parties, to provide goods and/or services to the project, carry out project activities and/or produce outputs using the project budget. Implementing partners use responsible parties to take advantage of their specialized skills, to mitigate risk and to relieve administrative burdens. The Ministry of Blue Economy and Fisheries (MoBEF) will lead activities on fisheries; and First Vice-President's Office (FVPO), will serve as the technical lead on climate change adaptation and mitigation. MAINL will lead implementation of activities under project Component 1.

Project stakeholders and target groups: The project aims to actively engage relevant actors at all levels, including in decision-making processes, as also elaborated in the stakeholder engagement plan (Annex 7). This includes target setting processes as part of the elaboration of the SABSAP (Output 1.1.2) and decision-making processes related to local level management of forests and PAs (e.g. Output 2.1.2, and 2.1.6), as well as representation in the Project Board.

In accordance with the project's strategies on landscape approach and CFM, communities in the project areas will have a decisive role in the planning, execution and monitoring of project activities, especially in areas under CFM. The process to define and implement commitments under CoFMAs will directly involve the communities. Objectives to be achieved will be jointly set by communities, local authorities (Shehias) and the Government of Zanzibar. The project's monitoring mechanisms will also empower and rely on the communities to ensure the objectives are met. Details on the mechanisms and process to invite and maintain the participation of communities in the planning, execution and monitoring of project activities are provided in the Stakeholder Engagement Plan (Annex 7).

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

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Section 2: Project governance structure

1. An overview of the project governance structure is provided in Figure 7.

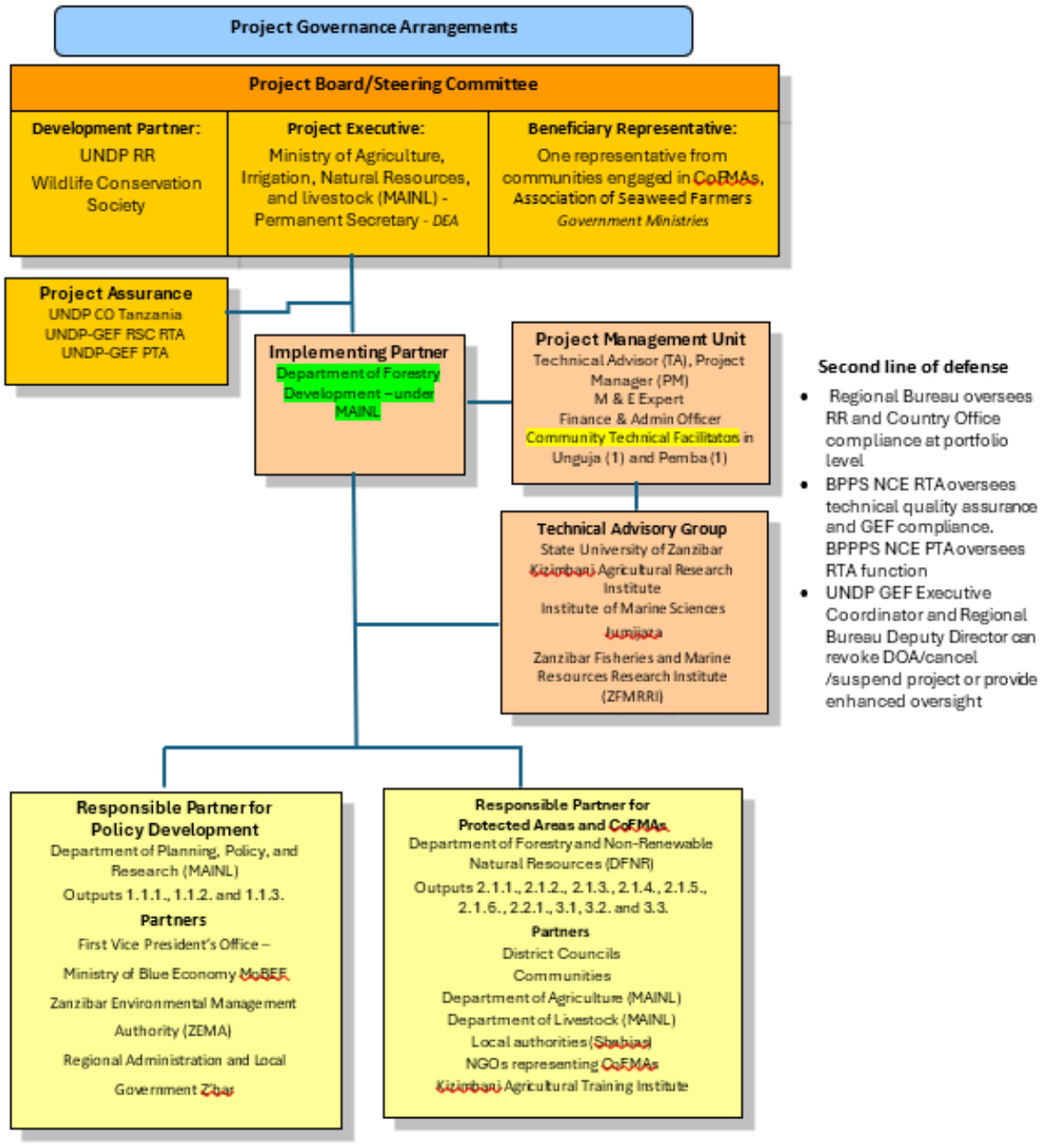


Figure 7. Project organization structure: Full NIM with Government as the Implementing Partner

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

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

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

26. 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.

27. 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:

28. 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 body oversight for a project.

The two main (mandatory) roles of the project board are as follows:

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

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

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

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

i. Consensus decision making:
   - The project board provides overall guidance and direction to the project, ensuring it remains within any specified constraints, and providing overall oversight of the project implementation.
   - Review project performance based on monitoring, evaluation and reporting, including progress reports, risk logs and the combined delivery report;
   - The project board is responsible for making management decisions by consensus.
   - In order to ensure UNDP's ultimate accountability, Project Board decisions should be made in accordance with standards that shall ensure management for development results, best value money, fairness, integrity, transparency and effective international competition.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

- 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.

ii. Oversee project execution:

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

iii. 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.

iv. Coordination:

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

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

i. ***Project Executive*:** This is an individual who represents ownership of the project and chairs (or co-chairs) the Project Board. The Executive usually is the senior national counterpart for nationally implemented projects (typically from the same entity as the Implementing Partner), and it must be UNDP for projects that are direct implementation (DIM). In exceptional cases, two individuals from different entities can co-share this role and/or co-chair the Project Board. If the project executive co-chairs the project board with representatives of another category, it typically does so with a development partner representative. The Project Executive is: **The Principal Secretary**, **Ministry of Agriculture, Irrigation, Natural Resources and Livestock.**

ii. ***Beneficiary Representatives***: Individuals or groups representing the interests of those groups of stakeholders who will ultimately benefit from the project. Their primary function within the board is to ensure the realization of project results from the perspective of project beneficiaries. Often representatives from civil society, industry associations, or other government entities benefiting from the project can fulfil this role. There can be multiple beneficiary representatives in a Project Board. The Beneficiary representative (s) will be selected from CoFMAs organizations at the project inception phase.

iii. ***Development Partner***(s): Individuals or groups representing the interests of the parties concerned that provide funding and/or technical expertise to the project. The Development Partner for this project will be UNDP. The Wildlife Conservation Society (WCS) has been tentatively included given their long-term support for biodiversity

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

monitoring and conservation in Zanzibar, however their availability to support the project as part of the Project Board remains to be confirmed during the Project Inception Phase. The Resident Representative/Deputy will represent UNDP on the board and ensure compliance with UNDP and GEF policies. As noted above responsible parties cannot serve on the Project Board.

a) ***Project Assurance***

30. 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.

31. A designated representative of UNDP playing the project assurance role is expected to attend all board meetings and support board processes as a non-voting representative. It should be noted that while in certain cases UNDP's project assurance role across the project may encompass activities happening at several levels (e.g. global, regional), at least one UNDP representative playing that function must, as part of their duties, specifically attend board meeting and provide board members with the required documentation required to perform their duties. The UNDP representative playing the main project assurance function is Programme Specialist, Environment climate change and Resilience.

b) **Project Management – Execution of the Project**

32. A Project Management Unit (PMU), hosted by DDOF, will support the PM implementing the project. The PMU will be staffed by the Project Manager, a Technical Advisor, and a Project Assistant. The Project Manager (PM) (also called project coordinator) is the senior 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. Activities on the ground, in particular those to promote sustainable land-use practices by communities engaged in CoFMAs will be supported and overseen by Community Technical Facilitators based in Unguja (1) and Pemba (1).

33. A designated representative of the PMU is expected to attend all board meetings and support board processes as a non-voting representative. The Project Director (PD), will serve as key contact at MAINL, support the project coordination team and serve as the IP's representative at the Project Board.

34. **Technical Advisory Group:** A Technical Advisory Group will provide technical and scientific guidance to the PMU and PB. Annual work plans for the Technical Advisory Group will be prepared by the PMU, in consultation with the Technical Advisory Group. Meetings of the Technical Advisory Groups will be convened by the PM every six months, at a minimum. The composition of the Technical Advisory Group includes representatives of: SUZA, a Kizimbani Agricultural Research Institute, the Institute of Marine Sciences and Jumijaza. Additional members of the Technical Advisory Group could be approved by the PM and experts may be invited to provide input to items under consideration by the group.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

VII. FINANCIAL PLANNING AND MANAGEMENT

35. The total cost of the project is USD 31,181,671. This is financed through a GEF grant of USD 5,181,671, UNDP in cash co-financing of USD 1,000,000 to be administered by UNDP and additional in-kind co-financing of USD 25,000,000. 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.

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

Co-financing source	Co-financing type	Name of Co-financier	Investment Mobilized	Co-financing amount
GEF Agency	Cash	UNDP	Investment mobilized	1,000,000
Government	In-kind	Revolutionary Government of Zanzibar- President's Office Finance & Planning	recurrent expenditures	25,000,000
Total				**26,000,000**

37. **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:

38. 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 expenditure 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.

39. 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).

40. **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.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

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.

41. **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. The costs for audit cannot be included under M&E component and budget and must be included under PMC.

42. **Transfer or disposal of assets:** In consultation with the Implementing Partner and other parties of the project, UNDP is responsible for deciding on the transfer or other disposal of assets. Transfer or disposal of assets is recommended to be reviewed and endorsed by the project board following UNDP rules and regulations. Assets may be transferred to the government for project activities managed by a national institution at any time during the life of a project, however, **must be done before the operational closure date**. In all cases of transfer, a transfer document must be prepared and kept on file[18]. The transfer should be done before the Project Management Unit complete their assignments.

43. **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.

44. **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.

45. **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).

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

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

46. **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.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

VIII. TOTAL BUDGET AND WORK PLAN

Total Budget and Work Plan			
Quantum Business Unit	TZA10		
Quantum Project ID:	00115568	Quantum Project Title:	Safeguarding Zanzibar's Forest and Coastal Habitats for Multiple Benefits
Quantum Award ID:	00118990	Quantum Award Title:	Safeguarding Zanzibar's Forest and Coastal Habitats for Multiple Benefits
UNDP-GEF PIMS No.	5670		
Implementing Partner	*Department of Forest Development under the Ministry of Agriculture, Irrigation, Natural Resources, and Livestock (MAINL)*		

Quantum Outcome (GEF Component)	Quantum Output (GEF Outcome)	Quantum Responsible Party (UNDP, IP, or Res Party)	Quantum Fund ID	Quantum Donor ID	Quantum Budgetary Account Code	Quantum Budget Account Description	Amount Year 1 (USD)	Amount Year 2 (USD)	Amount Year 3 (USD)	Amount Year 4 (USD)	Amount Year 5 (USD)	Amount Year 6 (USD)	Total (USD)	Budget Note #
COMPONENT 1: Strengthening Zanzibar's policy and institutional framework for effective biodiversity and ecosystem management	Outcome 1.1 Gender inclusive and responsive integrated policy and planning framework developed and implemented to promote effective biodiversity conservation and ecosystem management to support Zanzibar's national development	**Dep't of Forest Dev't, MAINL**	**62000**	**10003**	71200	International Consultants	54,000	24,000	24,000	18,000	18,000	18,000	**156,000**	1
		Dep't of Forest Dev't, MAINL	**62000**	**10003**	71300	Local Consultants	39,000						**39,000**	2
		Dep't of Forest Dev't, MAINL	**62000**	**10003**	71600	Travel	18,850	13,150					**32,000**	3
		Dep't of Forest Dev't, MAINL	**62000**	**10003**	72100	Contractual Serv. Comp.	40,000	30,000					**70,000**	4
		Dep't of Forest Dev't, MAINL	**62000**	**10003**	74200	Audio Visual & Print Prod Costs		6,000					**6,000**	5
		Dep't of Forest Dev't, MAINL	**62000**	**10003**	75700	Training, Workshops	68,080	23,440					**91,520**	6
						Sub-total GEF – Component 1	**219,930**	**96,590**	**24,000**	**18,000**	**18,000**	**18,000**	**394,520**	
		Dep't of Forest Dev't, MAINL	**04000**	**00012**			-	-	-	-	-	-	-	
						Subtotal UNDP - Component 1	**-**	**-**	**-**	**-**	**-**	**-**	**-**	
						TOTAL Outcome 1	**219,930**	**96,590**	**24,000**	**18,000**	**18,000**	**18,000**	**394,520**	
COMPONENT 2: Strengthened management of Zanzibar's network of protected areas and areas under community forest management	Outcome 2.1 Improved effectiveness of the network of PAs and areas under community forest management leads to the protection of vulnerable ecosystems, especially mangroves, native forests and other habitats of global significance	**Dep't of Forest Dev't, MAINL**	**62000**	**10003**	71200	International Consultants	24,000	71,500	24,000	18,000	18,000	18,000	**173,500**	7a
		Dep't of Forest Dev't, MAINL	**62000**	**10003**	71300	Local Consultants	21,000	30,200	9,000	12,000	18,000		**90,200**	8
		Dep't of Forest Dev't, MAINL	**62000**	**10003**	71600	Travel	34,400	38,100	23,300	13,600	13,600	13,600	**136,600**	9a
		Dep't of Forest Dev't, MAINL	**62000**	**10003**	71800	Contractual Services-Imp Partn	21,600	43,200	43,200	43,200	43,200	43,200	**237,600**	10
		Dep't of Forest Dev't, MAINL	**62000**	**10003**	72100	Contractual Services-Comp.	91,069	165,333	89,333	156,143	38,333	28,335	**568,546**	11a
		Dep't of Forest Dev't, MAINL	**62000**	**10003**	72200	Equipment and Furniture	1,500	285,000	18,000				**304,500**	12

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Quantum Outcome (GEF Component)	Quantum Output (GEF Outcome)	Quantum Responsible Party (UNDP, IP, or Res Party)	Quantum Fund ID	Quantum Donor ID	Quantum Budgetary Account Code	Quantum Budget Account Description	Amount Year 1 (USD)	Amount Year 2 (USD)	Amount Year 3 (USD)	Amount Year 4 (USD)	Amount Year 5 (USD)	Amount Year 6 (USD)	Total (USD)	Budget Note #
		Dep't of Forest Dev't, MAINL	**62000**	**10003**	72300	Material and goods		4000	229,684	322,000	4000	4000	**563,684**	13
		Dep't of Forest Dev't, MAINL	**62000**	**10003**	72500	Supplies	3,000	3,000	3,000	3,000	3,000	3,000	**18,000**	14
		Dep't of Forest Dev't, MAINL	**62000**	**10003**	72800	Information Technology Equip.	12,000						**12,000**	15
		Dep't of Forest Dev't, MAINL	**62000**	**10003**	74200	Audio Visual & Print Prod Costs			10,000			10,000	**20,000**	16
		Dep't of Forest Dev't, MAINL	**62000**	**10003**	75700	Training, Workshops, Confer.	83,220	56,560	121,100	75,800	84,873	32,500	**454,053**	17a
						Sub-total GEF – Component 2.1	**291,789**	**696,893**	**570,617**	**643,743**	**223,006**	**152,635**	**2,578,683**	
		Dep't of Forest Dev't, MAINL	**04000**	**00012**	72200	Equipment and Furniture	90,000	-	-	-	-	-	**90,000**	18
						Sub-total UNDP - Components 2.1	**90,000**						**90,000**	
	Outcome 2.2: Gender responsive sustainable land management practices and community-centred initiatives are adopted to support: i) effective co-management of wildlife and their habitats; ii) rehabilitation and restoration of degraded landscapes; and iii) sustainable local income generation	**Dep't of Forest Dev't, MAINL**	**62000**	**10003**	71200	International Consultants		20,000					**20,000**	7b
		Dep't of Forest Dev't, MAINL	**62000**	**10003**	71600	Travel		5,000	5,000	5,000	5,000		**20,000**	9b
		Dep't of Forest Dev't, MAINL	**62000**	**10003**	72100	Contractual Services-Comp.		133,000	93,000				**226,000**	11b
		Dep't of Forest Dev't, MAINL	**62000**	**10003**	72600	Grants		208,200	302,400	482,400	397,600		**1,390,600**	19
		Dep't of Forest Dev't, MAINL	**62000**	**10003**	75700	Training, Workshops			51,200				**51,200**	17b
						Sub-total GEF – Component 2.2		**366,200**	**451,600**	**487,400**	**402,600**		**1,707,800**	
		Dep't of Forest Dev't, MAINL	**04000**	**00012**	72100	Contractual Services-Comp.	-	135,506	135,505	135,505	-		**406,516**	20
						Sub-total UNDP - Components 2.2	**0**	**135,506**	**135,505**	**135,505**			**406,516**	
						TOTAL Outcome 2	**381,789**	**1,198,599**	**1,157,722**	**1,266,648**	**625,606**	**152,635**	**4,782,999**	
COMPONENT 3: Gender mainstreaming & Knowledge Management	Outcome 3.1. Knowledge management, monitoring and evaluation and gender mainstreaming supports adaptive management and stakeholder's engagement	**Dep't of Forest Dev't, MAINL**	**62000**	**10003**	71300	Local Consultants	19,000	15,000	-	2,500	2,500	-	**39,000**	21
		Dep't of Forest Dev't, MAINL	**62000**	**10003**	71600	Travel	4,000	4,000	4,000	4,000	4,000	4,000	**24,000**	22
		Dep't of Forest Dev't, MAINL	**62000**	**10003**	74200	Audio Visual & Print Prod Costs	6,666	6,666	6,667	6,667	6,667	6,667	**40,000**	23
						Sub-total GEF - Gender & KM	**29,666**	**25,666**	**10,667**	**13,167**	**13,167**	**10,667**	**103,000**	
		Dep't of Forest Dev't, MAINL	**04000**	**00012**	71300	Local Consultants	-	5,000	5,000	10,000	10,000	10,000	**40,000**	24
		Dep't of Forest Dev't, MAINL	**04000**	**00012**	75700	Training, Workshops	10,000	10,000	10,000	10,000	10,000	-	**50,000**	25

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Quantum Outcome (GEF Component)	Quantum Output (GEF Outcome)	Quantum Responsible Party (UNDP, IP, or Res Party)	Quantum Fund ID	Quantum Donor ID	Quantum Budgetary Account Code	Quantum Budget Account Description	Amount Year 1 (USD)	Amount Year 2 (USD)	Amount Year 3 (USD)	Amount Year 4 (USD)	Amount Year 5 (USD)	Amount Year 6 (USD)	Total (USD)	Budget Note #
						Sub-total UNDP - Gender & KM	**10,000**	**15,000**	**15,000**	**20,000**	**20,000**	**10,000**	**90,000**	
						TOTAL Outcome 3	**39,666**	**40,666**	**25,667**	**33,167**	**33,167**	**20,667**	**193,000**	
Component 4: Monitoring & Evaluation (M & E)	Outcome 4.1 Participatory M&E results are used to guide adaptive management, collate and share lessons, in support of up-scaling	**UNDP**	**62000**	**10003**	71200	International Consultants			30,000			35,000	**65,000**	26
		UNDP	**62000**	**10003**	71300	Local Consultants			25,000			30,000	**55,000**	27
		Dep't of Forest Dev't, MAINL	**62000**	**10003**	71600	Travel		1,500	1,500	1,500	1,500	1,500	**7,500**	28
		Dep't of Forest Dev't, MAINL	**62000**	**10003**	75700	Training, Workshops	8,000	3,364	3,000	3,000	3,000	3,058	**23,422**	29
						Sub-total GEF - M & E	**8,000**	**4,864**	**59,500**	**4,500**	**4,500**	**69,558**	**150,922**	
		Dep't of Forest Dev't, MAINL	**04000**	**00012**	71800	Contractual Services-Imp Partn	24,000	24,000	24,000	24,000	24,000	24,000	**144,000**	30
						Sub-total UNDP - M & E	**24,000**	**24,000**	**24,000**	**24,000**	**24,000**	**24,000**	**144,000**	
						TOTAL Outcome 4	**32,000**	**28,864**	**83,500**	**28,500**	**28,500**	**93,558**	**294,922**	
PROJECT MANAGEMENT	**PMC**	**Dep't of Forest Dev't, MAINL**	**62000**	**10003**	71600	Travel	1,000	2,000	2,000	2,000	2,000	2,000	**11,000**	31
		Dep't of Forest Dev't, MAINL	**62000**	**10003**	71800	Contractual Services-Imp Partn	33,000	33,000	33,000	33,000	33,000	33,000	**198,000**	32
		Dep't of Forest Dev't, MAINL	**62000**	**10003**	72500	Supplies	946	900	900	900	900	900	**5,446**	33
		Dep't of Forest Dev't, MAINL	**62000**	**10003**	72800	Information Technology Equip.	5,300						**5,300**	34
		UNDP	**62000**	**10003**	74100	Professional Service	4,500	4,500	4,500	4,500	4,500	4,500	**27,000**	35
						Sub-total GEF	**44,746**	**40,400**	**40,400**	**40,400**	**40,400**	**40,400**	**246,746**	
		Dep't of Forest Dev't, MAINL	**04000**	**00012**	71800	Contractual Services-Imp Partn	9,000	9,000	9,000	9,000	9,000	9,000	**54,000**	36
		Dep't of Forest Dev't, MAINL	**04000**	**00012**	72200	Equipment and Furniture	55,259	-	-	-	-	-	**55,259**	37
		Dep't of Forest Dev't, MAINL	**04000**	**00012**	73400	Rental & Maint of Other Equip	5,000	7,500	7,500	7,500	7,500	7,000	**42,000**	38
		Dep't of Forest Dev't, MAINL	**04000**	**00012**	72400	Communic & Audio Visual Equip	4,200	4,200	4,200	4,200	4,200	4,200	**25,200**	39
		Dep't of Forest Dev't, MAINL	**04000**	**00012**	74500	Miscellaneous	1,500	1,000	1,000	1,000	1,000	1,000	**6,500**	40
		Dep't of Forest Dev't, MAINL	**04000**	**00012**	75700	Training, Workshops	5,000	11,400	35,925	11,400	11,400	11,400	**86,525**	41
						Sub-total UNDP	**79,959**	**33,100**	**57,625**	**33,100**	**33,100**	**32,600**	**269,484**	
						TOTAL Outcome PM	**124,705**	**73,500**	**98,025**	**73,500**	**73,500**	**73,000**	**516,230**	
						TOTAL GEF FUND	**594,131**	**1,230,613**	**1,156,784**	**1,207,210**	**701,673**	**291,260**	**5,181,671**	
						TOTAL UNDP	**203,959**	**207,606**	**232,130**	**212,605**	**77,100**	**66,600**	**1,000,000**	
						GRAND TOTAL	**798,090**	**1,438,219**	**1,388,914**	**1,419,815**	**778,773**	**357,860**	**6,181,671**	

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Budget Note

No.	Description
1	This budget is allocated for to cover International Consultants fee for: (i) The Technical Advisor (TA) will provide capacity building support to the PMU and IP on technical issues regarding planning, execution and reporting of project activities including collection of gender disaggregated data and preparing annual PIR (development and implementation of the national biodiversity strategy for Zanzibar (component 1); management of PAs and the adoption of sustainable land use practices (component 2). The TA will support the IP for 360 days over the 6 years which is equivalent of 60 days/year over the 6 years. The fee will be prorated between Component 1 & 2 - 50% each, which is for 180 days@USD600 @(USD 108,000) from Component 1, Output1.1.2 and the remaining 50% from Component 2 (2.1.2, 2.15. & 2.2.1) (See budget note 7). (ii) Safeguard expert (IC) to conduct ESIA, develop ESMP,s and provide training on safeguards to PMU, IP and other stakeholders @USD600/day for 60 days from Year 1 -3, (50% (USD 18,000) from Component 1 and the remaining 50% from Component 2 - See budget note 7) (iii) Biodiversity Expert (IC) The biodiversity and policy expert will support the preparation of ZABSAP. The expert will facilitate consultations with stakeholders, supervise and ensure the quality of technical inputs and oversee the preparation of the documents containing the strategy and implementation plan. (Output 1.1.2.) (@USD500/day for 60 days in Year 1 -Total USD30,000Total: USD 156,000
2	This budget is allocated to cover Local Consultants fee for:(i) Biodiversity Expert (LC) to support the international consultant and review (a) Land Tenure Act, (b) Environment Management Act & (c) Forest Resources Management Act (@$300/day for 70 days in year 1. USD 21,000) (ii) Socio Economic expert (LC) to review policies and regulations (@USD 300/day for 60 days in Year 1, USD 18,000) (output 1.1.1.). Total: USD 39,000
3	This budget is allocated to cover the travel cost by policy experts supporting the review of policies and regulations (3 national trips by each expert, total USD 10,666.666, output 1.1.1.). Total: USD 32,000
4	This budget is to cover the cost of Contractual services Companies to prepare ZABSAP and support the consultations:(i) The firm/organization will (i) conduct consultations with stakeholders, (ii) elaborate an implementation plan for ZABSAP, (iii) prepare a monitoring and reporting framework for ZABSAP that takes into consideration the URTs monitoring and reporting requirements under the mainland's NBSAP. (USD 40,000 in Year 1, output 1.1.2)(ii) The firm/organization will (i) review and document policies, plans and regulation related to biodiversity conservation in Zanzibar, (ii) analyze root causes of biodiversity loss, (iii) identify key barriers and capacity gaps, (iv) carry out a participatory consultation process to incorporate the views of stakeholders and identify the actions and targets to be incorporated in ZABSAP, and (v) produce a draft strategy and action plan. (USD $30,000 in Year 2, Output 1.1.2.) Total: USD 70,000
5	This budget is allocated to cover the publishing and printing costs for ZABSAP (USD 6,000, output 1.1.2.). Total USD 6,000
6	This budget is allocated to cover the cost of:(i) workshops to support policy and regulations reviews (8 workshops, USD 46,640, output 1.1.1.). (ii) consultation workshops (4) ZABSAP elaboration (USD 22,880, output 1.1.2.),(iii) meetings of the ZABSAP coordination committee (5) and the steering and technical committees (6) (USD 22,000, output 1.1.2.). Total USD 91,520
7a	This budget is allocated to cover the cost of International Consultants fee for: (i) Technical Advisor (TA) - the TA will provide capacity building support to the PMU and IP on technical issues regarding planning, execution and reporting of project activities including collection of gender disaggregated data and preparing annual PIR (development and implementation of the national biodiversity strategy for Zanzibar (component 1); management of PAs and the adoption of sustainable land use practices (component 2). The TA will support the IP for 360 days over the 6 years which is equivalent of 60 days/year over the 6 years. The fee will be prorated between Component 1 & 2 - 50% each, which is for 180 days@USD600 @(USD 108,000) from Component 1, Output1.1.2 and the remaining 50% from Component 2 (2.1.2, 2.1.5. & 2.2.1) (See budget note 1) (ii) Safeguard expert (IC) to conduct ESIA, develop ESMP, and provide training on safeguards to PMU, IP and other stakeholders @USD600/day for 60 days from Year 1 - 3, (50% (USD 18,000) from Component 1 and the remaining 50% from Component 2 - See budget note 1). (iii) Biodiversity expert (IC) to elaborate guidelines for biodiversity surveys in Zanzibar incorporating international best practices and taking into consideration the specific economic and environmental circumstances of the archipelago. The consultant will provide training to DDOF and DoE staff on the application of the guidelines. (Output 2.1.1.) (USD17,500 for 35 days) (iv) Natural resource management expert (IC) to conduct consultations with stakeholders to elaborate the national PA strategy of Zanzibar. (Output 2.1.6.) (USD 30,000 for 60 days) Total: USD 173,5000
7b	This budget is allocated to cover the cost of International Consultants fee for: (v) Land-use management expert (IC) to support RELEVANT PUBLIC INSTITUTION developing courses and training materials for extension agents in District Councils and subject matter experts at DDOF, DoE and MANRLF. The courses and training materials will focus on the type of land-use practices to be supported by the project in PAs and areas under community forest management. (Output 2.2.1.) (USD20,000 for 40 days))
8	This budget is allocated to cover the cost of Local Consultants fee for:(i) IT expert to support biodiversity database development under Output 2.1.1 (USD 9,000 for 6 weeks)(ii) National resources management expert to facilitate and support activities under Output 2.1.2 (USD 12,000 for 40 days)(iii) Natural resources Management expert to facilitate and support the establishment of new CoFMAs (output 2.1.3) (USD 9,000 for 30 days),(iv) Sociology expert for the compilation of case studies and lessons learned from CoFMA's experiences under output 2.1.3 or 2.1.4 (USD 15,000 for 50 days)(v) Knowledge management expert will support communities and JUMIZAJA documenting the best practices and lessons learned identified during the learning and exchange of experiences among communities engaged in CoFMAs under output 2.1.3, (USD 12,000 for 40 days in Year 3), (vi) Community forest management expert will support to produce knowledge products to address specific knowledge gaps identified during the learning and exchange of experiences among communities engaged in CoFMAs under Output 2.1.3. (USD18,000 for 60 days in Year 3) (vii) Natural resources management and policy expert to evaluate the current governance over PAs in Zanzibar, conduct consultation with stakeholders and produce recommendations for the reestablishment of Zanzibar's National Protected Areas Board under Output 2.1.6. (USD15,200 for 40 days) Total: USD 90,200

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

No.	Description
9a	This budget is allocated for Local field travel by(i) DDOF and DoE staff to support/oversee corridor management plan development (USD 10,000, output 2.1.1.),(ii) travel by DDOF staff to survey PAs boundaries of new and reclassified areas (USD 54,000),(iii) CTFs in Unguja (1) and Pemba (1) to support activities on strengthening CoFMAs (USD 13,200, output 2.1.3.) and sustainable practices (USD 13,200, output 2.2.1.), (iv) natural resources and facilitation experts to support establishment of new CoFMAs (USD 7,200, output 2.1.3),(v) government officials from DDOF, DoE and other agencies to monitor/support CoFMAs (USD 24,000, output 2.1.3),(vi) local travel by members of NPAB visiting NEMC (USD 15,000, output 2.1.6),(Total USD 136,600
9b	This is budget is reserved for travel: vi) extension agents supporting the adoption of sustainable practices (USD 20,000, output 2.2.1.)
10	This budget is allocated to cover the salaries of (Contractual Services- Imp Partners): (i) 2 - Community Technical Facilitators (CTFs) (one in Unguja & one in Pemba) to support activities on strengthening of CoFMAs (output 2.1.3) and adoption of sustainable land-use practices and alternative livelihoods (output 2.2.1.) (@USD 1,800/ month each, over 5.5 years, total USD 118,800/per person, Total: USD 237,600
11a	This budget is allocated to cover costs related to Contractual services companies to: (i) prepare biodiversity guidelines and surveys along the proposed wildlife corridors in Unguja and around key forest remnants in Pemba (USD 162,736, output 2.1.1.), (ii) prepare guidelines for the elaboration of management plans for PA, update management plans for six PAs, prepare management plans for two PA and for two mangrove forests (USD 100,810 output 2.1.2.), (iii) evaluate existing CoFMAs and prepare recommendations for the review of CoFMA guidelines and the management of these agreements (USD 110,000, output 2.1.3.), (iv) contract with JUMIZAJA to facilitate exchange of knowledge among communities engaged in COFMAs (USD 130,000 over six years, output 2.1.4.), (v) conduct research in partnership with local Universities on areas relevant for CoFMA management (USD 20,000, output 2.1.4.), (vi) complete a gap analysis of the PA system, draft the national PA strategy and recommend a design for NPAB (USD 45,000, output 2.1.6), (USD144,000)Total USD 568,546
11b	This budget is allocated to cover costs related to Contractual services companies to: (vii) review the regulations and prepare recommendations to improve the management and governance of the Forestry Development Fund (USD 20,000, output 2.2.1.), (viii) elaborate a financial strategy for the Forestry Development Fund (USD 20,000, output 2.2.1.), (ix) elaborate a course on agriculture and forestry extension services (USD 22,000, output 2.2.1.), elaborate management plans (e.g. Indigenous Peoples Plan, Resettlement/Livelihood Action Plan if required based on the outcomes of the ESIA and ESMP consultations (USD 20,000). To compliment UNDP's contribution (budget note 20) for Local organization (NGO/CSO) to conduct community-based activities aimed at environmentally sustainable development in Zanzibar. USD 186,000 Total USD 226,000
12	This budget is allocated to cover the cost of Office equipment (i.e. desks, chairs, file cabinet) to be used by CTFs in Unguja (1) and Pemba (USD 5,500, output 2.1.3.). Equipment to improve the effective management of PAs. Note that the exact equipment to be procured will need to be informed by a thorough assessment of existing infrastructure and equipment available to park rangers, as also specified under output 2.1.5: USD 221,000; boats (1 unit, USD 10,000/unit), motorcycles (4 units, USD 5,000/unit), field equipment (GPS units, handheld radios, digital cameras, range finders, etc.) (10 kits, USD 3,000/kit), SMART trackers (30 units, USD 600/unit).Total USD 304,500
13	This budget is allocated for the purchase of materials for the Visitors' facilities (e.g. visitor center, trails, viewpoints, etc.) in PAs (USD 543,684, output 2.1.5.). fuel costs and maintenance of vehicles purchased by the project supporting activities under this component (USD 20,000, output 2.1.5.), Total USD 563,684
14	This budget is allocated for Office supplies to be used by CTFs in Pemba and in Unguja (USD 3,000/year, for six years output 2.1.3.). Total USD 18,000
15	This budget is allocated for the purchase of Computers (2) to be used by CTFs in Unguja and Pemba (USD 3,200, output 2.1.3.). Computers (6) to be used by staff in PAs (USD 8,800, output 2.1.5.). Total USD 12,000
16	This budget is allocated for Production, editing, publishing and/or printing costs for learning and dissemination materials for communities engaged in CoFMAs (USD 20,000, output 2.1.4.). Total USD 20,000
17a	This budget is allocated for Trainings to (i) biodiversity monitoring experts (USD 10,000, output 2.1.1.), (ii) DDOF staff on the elaboration of PAs management plans (three trainings on years 3, 4, and 5; USD 35,000, output 2.1.2.), (iii) members of SCCs and their subcommittees (incl. workshops and visits by experts (USD 50,000, output 2.1.3.), (iv) park rangers and PAs' management (USD 74,000, output 2.1.5.): safeguards (2 trainings, USD 5,000 each), management and leadership (2 trainings, USD 5,000 each), anti-poaching (4 trainings, USD 3,000 each), crime-scene investigation (2 trainings, USD 5,000 each), wildlife monitoring (4 trainings, USD 5,000 each), veld fire management (4 trainings, USD 5,000 each) and first-aid on the field (4 trainings, USD 3,000 each), (v) park rangers, PAs' management and members of SCC patrol teams on SMART (USD 40,000, output 2.1.5.), (vi) PA authorities implementing NPAB (USD 20,000, output 2.1.6.), (vii) extension agents in District councils (24) and subject matter experts at DDOF, DoE, MANFRL (20) on sustainable land-use practices (training to be provided by RELEVANT PUBLIC INSTITUTION) (USD 51,200, output 2.2.1.).Workshops to (i) disseminate and build capacities to apply the biodiversity survey guidelines (USD 8,140, output 2.1.1.), (ii) conduct consultations (10) for the elaboration of PAs management plans ((USD 28,000, output 2.1.2.), (iii) conduct consultations for the establishment/reclassification of new PAs (USD 33,200, output 2.1.2.), (iii) conduct consultations (4) on the design and implementation of NPAB (USD 11,880, output 2.1.6.), (iv) conduct consultations (4) on national PA strategy (USD 14,760, output 2.1.6.). (v) conduct capacity building training for local communities regarding small business /grant management and reporting (USD $35,073) Total USD 454,053
17b	This budget is reserved for trainings to: (vii) extension agents in District councils (24) and subject matter experts at DDOF, DoE, MANFRL (20) on sustainable land-use practices (training to be provided by RELEVANT PUBLIC INSTITUTION) (USD 51,200, output 2.2.1.).
18	This budget is allocated for purchase of Vehicles (2 hardtop Toyota land cruiser @ 45,000 each) Total USD 90,000 (UNDP cash co-financing (TRAC Fund))

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

No.	Description
19	This budget is allocated for Grant ($1,390,600) to support communities involved in CoFMAs (Collaborative Forest Management Agreements). The grant aims to support sustainable land-use practices and alternative livelihoods. It will cover activities such as producing improved cook stoves, developing business plans, market research, product design, and procuring small productive assets (e,g. beehives, storage, kilns). The Grant will be approved according to UNDP policies and procedures and disbursed via the Forestry Development Fund. The budget is based on supporting at least one activity in each of the 57 targeted CoFMAs, with each grant not exceeding $24,000.
20	This budget is allocated for Local organization (NGO/CSO) to conduct community-based activities aimed at environmentally sustainable development in Zanzibar. Total USD 406,516 (UNDP cash co-financing (TRAC Fund))
21	This budget is allocated to cover the cost of National consultants for (i) systematization of experiences and lessons learned (USD 10,000, output 3.1.1.), (ii) elaboration of policy briefs on the basis of the project experience (USD 15,000, output 3.1.1.), (iii) elaboration of communication strategy (USD 14,000 output 3.1.1.). Total USD 39,000
22	This budget is allocated to cover the cost of Travel to complete (i) systematization of experiences and lessons learned (USD 2,000, output 3.1.1.), (ii) policy briefs (USD 2,000, output 3.1.1.) and (iii) Project staff field visits and participation in meetings by stakeholders outside Zanzibar (USD 20,000) as part of the stakeholder's engagement plan (output 3.1.2). Total USD 24,000
23	Production, editing, publishing and/or printing costs for learning and dissemination materials for project activities (USD 40,000, output 3.1.2.). Total USD 40,000
24	This budget is allocated to cover the national consultant to support the Knowledge Management & Communication activity (to produce communication outputs, photoblogs etc.); Total USD 40,000 (UNDP cash co-financing - TRAC fund)
25	This budget is allocated the cost of workshops and trainings on gender mainstreaming stakeholder engagement activities Total USD 50,000 (UNDP cash co-financing, TRAC fund)
26	This budget is allocated to cover the cost of international consultants for (i) MTR (USD 30,000) and (ii) TE (USD 35,000) (output 4.1.1.). Total USD 65,000
27	This budget is allocated to cover the cost of National Consultant for (i) MTR (USD 25,000, output 4.1.1.), (ii) TE (USD 30,000, output 4.1.1). Total USD 55,000
28	This budget is allocated to cover travel cost related to Field visits by project staff. Total USD 7,500
29	This budget is allocated to cover the cost of Inception workshop (USD 6,000, output 4.1.1.), PB meetings (USD 1,000/meetings, estimated 8 meetings over 6 years, total USD 8,000, output 4.1.1.), stakeholder consultation meetings (USD 1,000/meetings, estimated 9 meetings over 6 years, total USD 9,422, output 4.1.1.). Total USD 23,422
30	This budget is allocated for salaries of Monitoring Expert who will work under the supervision of the PM and will be responsible for the monitoring and evaluation activities related to the project. The M&E expert will keep track of the project process and contribute to the preparation of progress reports. The specialist will maintain records of any approved changes to the project results framework. The expert will support activities on knowledge management and will assist during the preparation of the MTR and TE of the project. (USD 2000/month for 6 years, USD 144,000) Total: USD 144,000 (UNDP cash co-financing (TRAC Fund)
31	This budget is allocated for travel by PMU members to supervise activities and participate in dissemination and outreach (USD 11,000). Total USD 11,000
32	This budget is allocated to cover PMU staff salaries: (i) Pro rata costs of contractual appointment of the Project Manager (70% of the salary @ US$2500/month over 6 years) to perform all general project management, coordination and administration functions (See Annex 6 for details) - US$126,000 - the remaining will be covered by UNDP's co-finance (please see B/N 36) (ii) Finance and Admin Officer (100% of the salary @ US$1,000/month over 6 years) for carrying out all general financial management and procurement functions (See Annex 6 for details) - $72,000 - Total sum is $198,000
33	This budget is allocated for Office supplies to be used by PMU (USD 946 for year 1 and USD 900/year for year 2-6). Total USD 5,446
34	This budget is allocated for the purchase of Computers, printer and projector to be used by PMU (USD 5,300). Total USD 5,300
35	This budget is allocated for annual Audit & spot checks - Professional services to perform annual audits (USD 3,500/audit, total USD 21,000 total, output 4.1.1.) and spot checks as assurance activities in the context of HACT (USD 1,000/spot-check, total USD 6,000 total, output 4.1.1.). Total USD 27,000
36	Pro rata costs of contractual appointment of the Project Manager (30% of the salary @ US$2,500/month over 6 years) to perform all general project management, coordination and administration functions (See Annex 6 for details) - US$54,000- the remaining will be covered by GEF (please see B/N 32) Total: USD 54,000 (UNDP cash co-financing (TRAC Fund)
37	This budget is allocated for the purchase of 4x4 vehicle to be used by PMU and support project activities (USD 45,000), office equipment (i.e. desks, chairs, file cabinet) to be used by PMU (USD 10,259 [1]. Total: USD 55,259 (UNDP cash co-financing (TRAC Fund)
38	This budget is allocated to cover Rental and Maintenance of Other Equipment Costs for Maintenance and fuel budget. (Yr1 -$5,000 & Yr2-Y5 @$7,500 & Yr 6 $7000) Total: USD 42,000 (UNDP cash co-financing (TRAC Fund))
39	This budget is allocated to cover communication/internet connection cost for PMU $50/person for 7 staff, US$ 4,200 per year Total: USD 25,200 (UNDP cash co-financing (TRAC Fund))
40	This budget is allocated to cover miscellaneous expenses that incurred during the implementation period including insurance costs. (USD1,000 per year except for the first year) TOTAL: USD 6,500 (UNDP cash co-financing (TRAC Fund))
41	This budget is reserved to cover the costs of convening and enabling participation in workshops, lesson-sharing exchanges and opportunities, and key meetings linked to project as follows:· Hosting donor coordination/annual workplan meetings @ 2-4 meetings/annum - US$18,000· Hosting local 'community of practice meetings' @ 6-12 meetings/annum (Output 3) - US$30,000· Costs (logistics, venue, catering, translation, recording, materials etc.) for one consolidated Project Introduction meetings - one in each hotspot landscape - US$9,000· Conducting Lesson learnt exchange visits as required - US$ 29,525Total: USD 86,525 (UNDP cash co-financing (TRAC Fund))

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

IX. LEGAL CONTEXT

47. This project document shall be the instrument referred to as such in Article 1 of the Standard Basic Assistance Agreement between the Government of the United Republic of Tanzania and UNDP, signed on 30th May 1978. All references in the SBAA to "Executing Agency" shall be deemed to refer to "Implementing Partner."

48. This project will be implemented by Department of Forest Development under the Ministry of Agriculture, Irrigation, Natural Resources, and Livestock (MAINL) ("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.

X. RISK MANAGEMENT

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

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

50. 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.

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

52. 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").

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

(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.

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

i. Prevent its employees, agents or any other persons engaged to perform any services under this Project Document, from engaging in SH or SEA;

ii. Offer employees and associated personnel training on prevention and response to SH and SEA, where the Implementing Partner and its sub-parties referred to in paragraph 4 have not put in place its own training regarding the prevention of SH and SEA, the Implementing Partner and its sub-parties may use the training material available at UNDP;

iii. Report and monitor allegations of SH and SEA of which the Implementing Partner and its sub-parties referred to in paragraph 4 have been informed or have otherwise become aware, and status thereof;

iv. Refer victims/survivors of SH and SEA to safe and confidential victim assistance; and

v. Promptly and confidentially, record and investigate any allegations credible enough to warrant an investigation of SH or SEA. The Implementing Partner shall advise UNDP of any such allegations received and investigations being conducted by itself or any of its sub-parties referred to in paragraph 4 with respect to their activities under the Project Document, and shall keep UNDP informed during the investigation by it or any of such sub-parties, to the extent that such notification (i) does not jeopardize the conduct of the investigation, including but not limited to the safety or security of persons, and/or (ii) is not in contravention of any laws applicable to it. Following the investigation, the Implementing Partner shall advise UNDP of any actions taken by it or any of the other entities further to the investigation.

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

53. Social and environmental sustainability will be enhanced through application of the UNDP Social and Environmental Standards (http://www.undp.org/ses) and related Accountability Mechanism (http://www.undp.org/secu-srm).
54. 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

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Accountability Mechanism. UNDP will seek to ensure that communities and other project stakeholders are informed of and have access to the Accountability Mechanism.

55. 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.

56. 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.

57. 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.

58. 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.

59. 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.

60. 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.

61. 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.

62. 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.

63. 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

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

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.

64. 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.

65. 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.

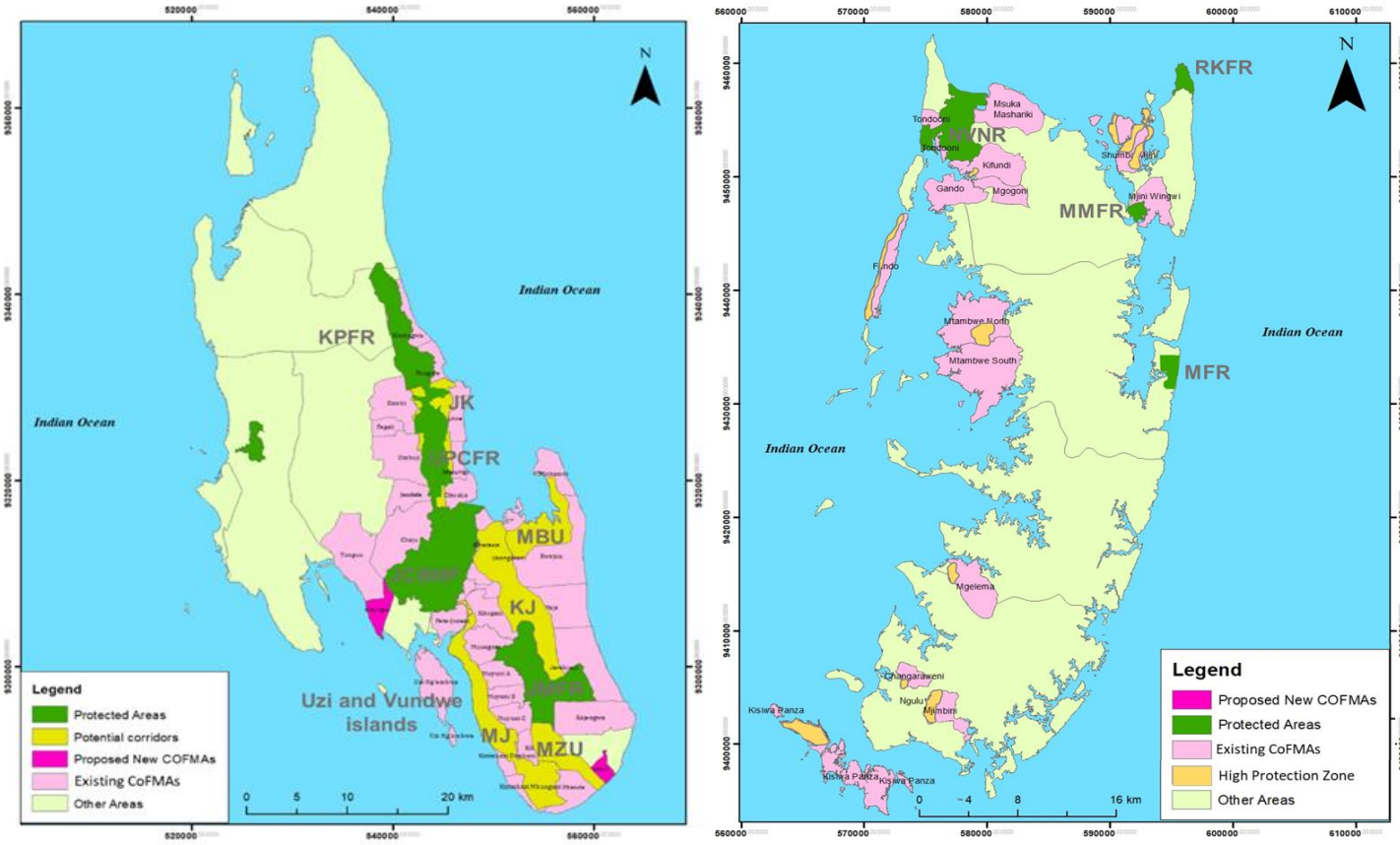
66. The Implementing Partner shall ensure that all of its obligations set forth under this section entitled "Risk Management" are passed on to each responsible party, subcontractor and sub-recipient and that all the clauses under this section entitled "Risk Management Standard Clauses" are included,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

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

XI. MANDATORY ANNEXES

Annex 1. GEF Budget Template (Available in a separate attachment)

Annex 2. Project Map and geospatial coordinates of the project sites



Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Project Areas

Project areas were selected based on their ecological functions and potential roles for biodiversity conservation. Since habitat loss and fragmentation are key drivers of biodiversity loss in Zanzibar, strong emphasis was given to the role that potential project sites could play in maintaining or re-establishing connectivity between PAs and high protection areas within CoFMAs. After consultations with project stakeholders and reviewing available options, a decision was reached to implement the recommendations from a study to improve the representativeness and connectivity of the PAs system of the archipelago. The study on "Protected areas spatial planning for Unguja and Pemba Islands, Zanzibar" was commissioned in the context of the GEF-supported project on "Extending the coastal forests protected area subsystem" (GEF ID 3428) and was completed in 2011 (Wildlife Conservation Society, 2011).

The study on PAs spatial planning explored options to improve the conservation and connectivity of PAs in Unguja and Pemba. The study identified and mapped all remaining forests that are important for wildlife in Zanzibar and identified feasible wildlife corridors between these areas. As part of the analysis, the study recorded wildlife sightings during reconnaissance surveys and camera trappings. The study concluded with recommendations for the establishment/maintenance of six main wildlife corridors in Unguja. While the study couldn't identify feasible wildlife corridors in Pemba, it recommended the conservation of three Forest Reserves and the high protection areas located within lands under community management.

The six corridors prioritized for this project connect four key PAs in Unguja: Jozani-Chwaka Bay National Park (JCBNP), Ufucuma-Pongwe Corridor Forest Reserve (UPCFR), Kiwengwa-Pongwe Forest Reserve (KPFR) and Jambiani-Muyuni Forest Reserve (JMFR). The six corridors defined in the study and included as part of the project areas are defined in Table A shown below. The proposed corridors include areas under community management. Table B lists the 29 CoFMAs in Unguja along these corridors.

Table A. Proposed wildlife corridors in Unguja

Corridor	Function	Dimensions (km)	Habitats
JK	Connects KPFR with JCBNP, through and alongside of UPCFR	Length: 14 Width: 1-4.5	High coral rag forest, low coral rag forest, mixed thicket, shrubland and agricultural lands
KJ	Connects JCBNP with JMFR	Length: 17 Width: 1-5	High coral rag forest, low coral rag forest, small areas of mixed thicket and shrubland
MJ	Connects JCBNP with high protection areas in lands under CoFMA management west of JMFR, including areas of mangrove forest	Length: 22 Width: 0.5-4	High forest, mangrove forest, high coral rag forest, low coral rag forest, mixed thicket, shrubland and *Casuarina* plantations
MBU	Connects JCBNP with high protection areas in lands under CoFMA management east of Chwaka Bay, including areas of mangrove forest	Length: 14 Width: 1-2	High coral rag forest, low coral rag forest, mangrove forest, mixed thicket, shrubland and agricultural lands
MZU	Connects JMFR with Mtende forest (Mtende forest is an important area for the conservation of Aders' duiker)	Length: 10 Width: 1-2	Low coral rag forest, mixed thicket, shrubland and agricultural lands
Uzi & Vundwe islands	Connects these islands -which are an important habitat for the red colobus monkey- to JCBNP.	N.A.	Mangrove forest

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Table B: Project areas and CoFMAs in Unguja

SN	CoFMA	Area [ha]	Population	Latitude	Longitude
1	Changaraweni	1,779	3,490	-4.9679629	39.7249601
2	Kifundi	5,080	2,796	-5.4552945	39.6240133
3	Kisiwa Panza	4,539	3,068	-5.2950439	39.7089593
4	Mgelema	1,216	1,250	-5.3992573	39.6886086
5	Mjimbini	186	2,406	-4.9952218	39.84307
6	Mjini Wingwi	738	4,521	-4.9175459	39.7287023
7	Msuka Magharibi	400	3,000	-5.0896353	39.7123114
8	Mtambwe North	2,094	5,417	-5.1284704	39.7194365
9	Mtambwe South	2,626	3,791	-5.1436762	39.71963
10	Shumba Mjini	1,127	4,763	-5.1173849	39.75825
11	Tondooni	511	2,705	-5.111667	39.78333
	Total	**20,296**	**37,207**		

In addition to the existing CoFMAs, six additional CoFMAs under establishment are also located next or along the proposed corridors.

Species observed along the proposed corridors in Unguja include African civet, bush baby, bush pig, crested guinea fowl, elephant shrew, four-toed elephant shrew, helmeted guinea fowl, hyrax, red colobus money, slender mongoose, sykes monkey, suni, vervet monkey, Zanzibar giant rat, and various species of duiker (incl. Aders' duiker) and squirrel (incl. red bush squirrel).

The study on Pas spatial planning concluded that the fragmentation of forest habitats in Pemba currently impedes re-establishing connectivity between Pas and key forest remnants. The recommended strategy in Pemba is conservation of forest remnants, by engaging with the communities managing the surrounding lands. Options to restore connectivity by means of enrichment planting should also be assessed. The key forest included in the project areas are the Pas of Ngezi-Vumawimbi Nature Reserve (NVNR), Msitu Mkuu Forest Reserve (MMFR) and Ras Kiuyu Forest Reserve (RKFR); and the forest remnants of Changaraweni, Fundo, Gando, Kisiwa Panza, Mgelema, Ngulu, Mtambwe and Shumba Mjini.

The prioritized forests include areas under community management. Table C lists the eleven CoFMAs on or around these forest remnants. Species observed in the proposed areas in Pemba include: African civet, blue duiker, Javan civet, Pemba flying fox and vervet monkey.

Table C: Project areas, CoFMAs in Pemba

SN	CoFMA	Area [ha]	Population	Latitude	Longitude
1	Changaraweni	1,779	3,490	-4.9679629	39.7249601
2	Kifundi	5,080	2,796	-5.4552945	39.6240133
3	Kisiwa Panza	4,539	3,068	-5.2950439	39.7089593
4	Mgelema	1,216	1,250	-5.3992573	39.6886086
5	Mjimbini	186	2,406	-4.9952218	39.84307
6	Mjini Wingwi	738	4,521	-4.9175459	39.7287023
7	Msuka Magharibi	400	3,000	-5.0896353	39.7123114
8	Mtambwe North	2,094	5,417	-5.1284704	39.7194365
9	Mtambwe South	2,626	3,791	-5.1436762	39.71963
10	Shumba Mjini	1,127	4,763	-5.1173849	39.75825
11	Tondooni	511	2,705	-5.111667	39.78333
	Total	**85,165**	**88,939**		

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Annex 3. Multiyear work plan

Outcomes/Outputs/Activities	Responsible Party	Year 1				Year 2				Year 3				Year 4				Year 5				Year 6			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Project management																									
Recruitment of PMU members	MAINL, DDOF, UNDP																								
Inception workshop	MAINL, DDOF																								
Appointment of PB members	MAINL, DDOF																								
PB meetings	PMU, MAINL																								
Outcome 1.1. Gender inclusive and responsive integrated policy and planning framework developed and implemented to promote effective biodiversity and ecosystem management to support Zanzibar's national development																									
Output 1.1.1 Gender inclusive review of national framework (including policies, regulations and institutions) for landscape planning and biodiversity management, and establishment of an inter-ministerial landscape management planning platform to strengthen national local and cross-sectoral coordination and capacity																									
Review of policies and regulations																									
Output 1.1.2 Gender inclusive development and implementation of a consolidated Zanzibar Biodiversity Strategy and Action Plan, building on existing sectoral strategies and plans, including the long-term forestry plan, national spatial plan and climate change strategy, to promote effective terrestrial and coastal forest management and sustainable land use																									
Establishment of committees and working groups	MAINL, DoE																								
Stocktaking exercise and target setting	MAINL, DoE																								
Consultations	MAINL, DoE																								
Preparation of implementation plan	MAINL, DoE																								
Monitoring and reporting framework	MAINL, DoE																								
Outcome 2.1. Improved effectiveness of the network of protected areas and areas under community forest management leads to the protection of vulnerable ecosystems, especially mangroves, native forests and other habitats of global significance																									
Output 2.1.1 Detailed biodiversity surveys of terrestrial conservation areas including mangroves and high-conservation value forests undertaken to establish project baselines, and determine critical sites and potential for corridors																									
Preparation and approval of biodiversity surveys guidelines	DDOF, DoE																								
Elaboration of biodiversity surveys	DDOF, DoE																								
Design and population of Zanzibar biodiversity database	DDOF, DoE																								
Capacity building	DDOF, DoE																								
Output 2.1.2 Management plans are developed or updated for core protected areas. Management plans include improved management and restoration of forest and wetland ecosystems and zones between them ensuring connectivity and maintenance of conservation values																									
Surveying boundaries of new/reclassified PAs	DDOF																								

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Outcomes/Outputs/Activities	Responsible Party	Year 1				Year 2				Year 3				Year 4				Year 5				Year 6			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Consultations on new/reclassified PAs	DDOF																								
Issuance of orders for new/reclassified PAs	MAINL																								
Elaboration of guidelines for PA management plans	DDOF																								
Update/preparation of PA management plans	DDOF																								
Consultations	DDOF																								
Preparation of mangrove forests management plans	DDOF, District Councils																								
Training to PAs staff on management plans	DDOF																								
Output 2.1.3. Gender inclusive capacity for community forest management is strengthened																									
Evaluation of the status of implementation of 57 existing CoFMAs	DDOF, District Councils																								
Review and approval of CoFMA Guidelines	DDOF, MAINL, District Councils																								
Training and technical backstopping	DDOF, District Councils																								
Establishment of new CoFMAs	DDOF, District Councils																								
Output 2.1.4. Gender inclusive learning and exchange between CoFMAs facilitated																									
Workshops and site visits	DDOF, District Councils, JUMIJAZA																								
Knowledge products and learning materials	DDOF, District Councils, JUMIJAZA																								
Compilation and documentation of lessons learned and best practices	DDOF, District Councils, JUMIJAZA																								
Output 2.1.5. Gender responsive systems and infrastructure in key protected areas are upgraded to improve monitoring, evaluation and enforcement																									
Procurement of equipment	DDOF																								
Training to park rangers and managers	DDOF																								

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Outcomes/Outputs/Activities	Responsible Party	Year 1				Year 2				Year 3				Year 4				Year 5				Year 6			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Training on SMART to park rangers, managers and member of community patrols	DDOF																								
Output 2.1.6. Gender inclusive National Protected Areas Board is reestablished, leading to the development and implementation of an updated national PAs strategy																									
Design of the NPAB	DDOF, MAINL																								
Consultation process	DDOF, MAINL																								
Establishment of the NPAB	DDOF, MAINL																								
PAs system gap analysis	DDOF, MAINL																								
National PA strategy	DDOF, MAINL																								
Capacity building	DDOF, MAINL																								
Outcome 2.2: Gender responsive sustainable land management practices and community-centered initiatives are adopted to support: i) effective co-management of forest ecosystems; ii) rehabilitation and restoration of degraded landscapes; and iii) sustainable local income generation.																									
Output 2.2.1 Gender and youth responsive community based natural resource management and land use practices supported in target sites supporting livelihood diversification																									
Review and approval of Forest Development Fund regulations	MAINL, DDOF																								
Elaboration of financial strategy for Forest Development Fund	MAINL, DDOF																								
Develop of training courses and material for extension agents	RELEVANT PUBLIC INSTITUTION , DDOF																								
Training to extension agents and subject matter experts	RELEVANT PUBLIC INSTITUTION , DDOF																								
Technical support to communities	DDOF, MAINL, District Councils																								
Approval by PB of procedures for the approval and disbursement of grants	DDOF, PMU, PB																								
Allocation of grants	DDOF, PMU																								
Outcome 3.1. Knowledge management, and gender mainstreaming supports adaptive management and stakeholder's engagement																									
Output 3.1.1. Knowledge management supports policy making and systematizes lessons learned																									
Documentation and dissemination of case studies and lessons learned	PMU, DDOF, MAINL																								
Preparation of policy briefs	DDOF, MAINL																								
Collaboration with other initiatives	PMU, DDOF																								
Output 3.1.2. Gender mainstreaming strategy implemented to support project implementation																									

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Outcomes/Outputs/Activities	Responsible Party	Year 1				Year 2				Year 3				Year 4				Year 5				Year 6			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Implementation of the gender action plan	PMU, DDOF, MAINL																								
Output 4.1.1 Monitoring and evaluation support adaptive and effective project management and active participation from stakeholders																									
Review indicators	DDOF, MAINL																								
Mid-term review	UNDP																								
Terminal evaluation	UNDP																								
Audits	UNDP																								

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Annex 4. UNDP Quantum Risk Register

#	Event	Cause	Impact(s)	Risk Category and Sub-category *(including Risk Appetite)*	Impact, Likelihood & Risk Level *(see Annex 3 Risk Matrix)*	Risk Valid From/To	Risk Owner *(individual accountable for managing the risk)*	Risk Treatment and Treatment Owner
1	There is a risk that grievances due to economic displacement/loss of assets by local communities are not adequately addressed	As a result of ineffective Grievance Redress Mechanism	Which will impact enjoyment of human rights, loss of livelihood opportunities and increase poverty and inequality in affected communities.	1. SOCIAL AND ENVIRONMENTAL (1.3. Grievances (Accountability to stakeholders)) - UNDP Risk Appetite: CAUTIOUS	Likelihood: 4 - Highly likely Impact: PLEASE SELECT Risk level: MODERATE (equates to a risk appetite of EXPLORATORY)	From: 01-Jul-24 To: 30-Jun-30	MAINL Project Director, UNDP Programme Officer	Risk Treatment 1.1: Project will implement ESIA, ESMP and updated SESP within first 6 months of implementation. Risk Treatment Owner: Project Manager Risk Treatment 1.2: Project will actively engage stakeholders at all levels to facilitate awareness, ownership, and buy-in. FPIC principles will be adhered to where relevant. The project Stakeholder Engagement Plan includes a Grievance Redress Mechanism that will immediately be activated in case any concerns are raised by partners or beneficiaries about human rights infringements, adverse socio-economic or environmental impacts directly or indirectly attributed to project implementation. Risk Treatment Owner: Project Manager
2	There is a risk that the establishment of new Protected Areas (PA) and ecological corridors could lead to	As a result of inadequate and meaningful participation of PA and CoFMA adjacent communities, and socio-economic	Which will impact on the livelihoods and the Cultural Heritage of Indigenous Peoples/local communities.	1. SOCIAL AND ENVIRONMENTAL (1.8. Displacement and resettlement) - UNDP Risk Appetite: CAUTIOUS	Likelihood: 4 - Highly likely Impact: 4 - Extensive Risk level: SUBSTANTIAL (equates to a risk appetite of OPEN)	From 01-Jul-24 To: 30-Jun-30	MAINL Project Director, UNDP Programme officer	Risk Treatment 2.1: … These risks will be fully assessed by the **ESIA,** including the **Cultural Heritage Impact Assessment (CHIA)**, and managed through the **ESMF**, **Indigenous Peoples Planning Framework (IPPF), Process Framework (PF), ESMP,** and **Cultural Heritage Management Plan (CHMP)**, which will be developed within the

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

#	Event	Cause	Impact(s)	Risk Category and Sub-category *(including Risk Appetite)*	Impact, Likelihood & Risk Level *(see Annex 3 Risk Matrix)*	Risk Valid From/To	Risk Owner *(individual accountable for managing the risk)*	Risk Treatment and Treatment Owner
	economic displacement,	assessments during project design.						first 6 months of project implementation, with particular focus on assessing potential impacts of establishing new PA's/corridors in addition to ensuring that GRM is established. Risk Treatment Owner: Project Manager
								Risk Treatment 2.2: …Free, Prior Informed Consent process, following established procedures for community engagement that apply in Tanzania, and in which the consent of the Village Assembly is required before any activities that affect the community can be carried out. Risk Treatment Owner: Project Manager
								Risk Treatment 2.3: … Further screening and assessment of the impacts will be carried out as part of the scoped ESIA to inform the identification of specific measures relevant to the affected PA adjacent communities to avoid, minimize and mitigate these risks throughout the project's lifespan. PA and CoFMA specific social and cultural impacts will be identified, especially for activities where the final selection of CoFMAs and corridors has not yet been made by the communities themselves. Risk Treatment Owner: Project Manager

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

#	Event	Cause	Impact(s)	Risk Category and Sub-category *(including Risk Appetite)*	Impact, Likelihood & Risk Level *(see Annex 3 Risk Matrix)*	Risk Valid From/To	Risk Owner *(individual accountable for managing the risk)*	Risk Treatment and Treatment Owner
								Risk Treatment 2.4: Site identification and boundary demarcation will be done in close consultations with Indigenous Peoples with the aim of securing their consent through **FPIC** processes, participatory mapping, and validation. Risk Treatment Owner: Project Manager
3	There is a risk that duty bearers may not possess the capacity to meet their obligations and rights holders may lack the capacity to claim their rights,	As a result of fragmented policy, planning and regulatory frameworks, weak institutional capacity and insufficient cross-sectoral coordination	Which will lead to the marginalization or exclusion of vulnerable groups from decision-making processes and the project's benefits.	1. SOCIAL AND ENVIRONMENTAL (1.1. Human rights) - UNDP Risk Appetite: CAUTIOUS	Likelihood: 3 - Moderately likely Impact: 4 - Extensive Risk level: MODERATE (equates to a risk appetite of EXPLORATORY)	From: 01-Jul-24 To: 30-Jun-30	UNDP Deputy RR, MAINL Project Director	Risk Treatment 3.1: Enhance capacity of relevant authorities and targeted communities, including Indigenous Peoples, to ensure that they receive adequate training to actively participate in project interventions, incorporate lessons learned, and uptake good of practices. Risk Treatment Owner: Project Manager
								Risk Treatment 3.2: …the project's participatory component will build on the **Stakeholder Engagement Plan and Gender Action Plan** that were developed during PPG. Consultation arrangements throughout the project will be structured specifically to include poor and other vulnerable groups, across all community groupings (Outputs 1.1.1, 1.1.2, 2.1.2, 2.1.4, and 2.1.6). Stakeholder consultation will also be central to the methodology of the **Strategic Environmental and Social Assessment (SESA)** and the **targeted**

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

#	Event	Cause	Impact(s)	Risk Category and Sub-category *(including Risk Appetite)*	Impact, Likelihood & Risk Level *(see Annex 3 Risk Matrix)*	Risk Valid From/To	Risk Owner *(individual accountable for managing the risk)*	Risk Treatment and Treatment Owner
								ESIA which will, in all aspects, pay particular attention to the needs of the poorest sections of society and their participation in the decision-making process. Risk Treatment Owner: Project Manager
								Risk Treatment 3.3: Impact mitigation measures will be developed specifically to attend to the needs and concerns of poor and vulnerable groups. These will ensure that land use rights, including customary rights, land tenure and use rights are considered and mainstreamed throughout, applying the principles of **Free, Prior and Informed Consent** where relevant implementation of a project-level **Grievance Redress Mechanism**, and regular monitoring. Risk Treatment Owner: Project Manager
4	There is a risk of inadequate integration of gender equity and women empowerment actions during the implementation of the project.	As a result of limited gender analysis and planning during design phase of the project activities.	Which could potentially reproduce discriminations against women, preventing them to access the project's opportunities and benefits.	1. SOCIAL AND ENVIRONMENTAL (1.2. Gender equality and women's empowerment) - UNDP Risk Appetite: CAUTIOUS	Likelihood: 3 - Moderately likely Impact: 4 - Extensive Risk level: MODERATE (equates to a risk appetite of EXPLORATORY)	From: 01-Jul-24 To: 30-Jun-30	MAINL Project Director	Risk Treatment 4.1: The **Gender Analysis** and **Gender Action Plan (GAP)** will inform the project throughout its lifecycle. The plan pays particular attention to existing discriminations against women and establishes mechanisms to reduce the risk that these discriminations are inadvertently reproduced in project implementation. Risk Treatment Owner: Project Manager

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

#	Event	Cause	Impact(s)	Risk Category and Sub-category *(including Risk Appetite)*	Impact, Likelihood & Risk Level *(see Annex 3 Risk Matrix)*	Risk Valid From/To	Risk Owner *(individual accountable for managing the risk)*	Risk Treatment and Treatment Owner
								Risk Treatment 4.2: Implementation of project activities will ensure that; gender expertise is available within the PMU. Relevant consultancy TORs include gender-related tasks/deliverables; development of national legal frameworks and policy reviews are gender responsive and address gender inequalities. Risk Treatment Owner: Project Manager
								Risk Treatment 4.3: … Women are equitably consulted and engaged in learning activities related to sustainable NRM; Training opportunities are tailored to the specific needs and capacities of men and women; men and women have equal opportunity to access grants (Output 2.1.1); women are equitably consulted and engaged in design of PA management plans; Gender issues are mainstreamed in the design of the management plans; upon implementation of the management plans, awareness raising and capacity enhancement are conducted in a gender-responsive manner. PA strategy and action plan mainstreams gender concerns (Output 2.1.2Risk Treatment 4.3: Women are equitably consulted and engaged in learning activities related to sustainable NRM. Risk Treatment Owner: Project Manager

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

#	Event	Cause	Impact(s)	Risk Category and Sub-category *(including Risk Appetite)*	Impact, Likelihood & Risk Level *(see Annex 3 Risk Matrix)*	Risk Valid From/To	Risk Owner *(individual accountable for managing the risk)*	Risk Treatment and Treatment Owner
								Risk Treatment 4.4: Training awareness opportunities are tailored to the specific needs and capacities of men and women; men and women have equal opportunity to access grants (Output 2.1.1) Risk Treatment Owner: Project Manager
								Risk Treatment 4.5: women are equitably consulted and engaged in design of PA management plans. Risk Treatment Owner: Project Manager
								Risk Treatment 4.6: Gender issues are mainstreamed in the design of the management plans; upon implementation of the management plans. Risk Treatment Owner: Project Manager
								Risk Treatment 4.7: PA strategy and action plan mainstreams gender concerns (Output 2.1.2). Risk Treatment Owner: Project Manager
5	There is a risk that the planned livelihoods diversification (ecotourism,	As a result of inadequate stakeholder consultation and socio-economic	Which will impact the uptake of the livelihood options and affect community support for the establishment of wildlife corridors,	1. SOCIAL AND ENVIRONMENTAL (1.12. Stakeholder engagement) - UNDP Risk	Likelihood: 3 - Moderately likely Impact: 3 - Intermediate Risk level:	From: 01-Jul-24 To: 30-Jun-30	MAINL Project Director	Risk Treatment 5.1: Meaningful consultation with local communities and Indigenous Peoples, implemented through the **Stakeholder Engagement Plan** and **FPIC** will promote, dialogue, and reach agreements for the adoption of

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

#	Event	Cause	Impact(s)	Risk Category and Sub-category *(including Risk Appetite)*	Impact, Likelihood & Risk Level *(see Annex 3 Risk Matrix)*	Risk Valid From/To	Risk Owner *(individual accountable for managing the risk)*	Risk Treatment and Treatment Owner
	beekeeping, and small-scale production of ICS) may not be adequate alternatives for an equitable access to and benefit sharing,	assessment to establish needs of the target communities.	effective PA management and adoption of resilient SLM practices	Appetite: CAUTIOUS	MODERATE (equates to a risk appetite of EXPLORATORY)			environmentally sustainable land-use practices by members of communities engaged in CoFMAs in the project areas (Output 2.2.1) Risk Treatment Owner: Project Manager Risk Treatment 5.2: The project will ensure that for sustainable land management and-use practices consider the specific needs and abilities of women. Risk Treatment Owner: Project Manager Risk Treatment 5.3: Trainings will take place in a gender responsive manner, NGOs focused on women's economic empowerment will be actively engaged in assessments and training, and allocation of grants for the adoption of sustainable land-use practices will consider the specific needs of men and women. Risk Treatment Owner: Project Manager
6	There is a risk of inadvertent introduction of invasive alien species (IAS)	As a result of inappropriate or inadequate efforts to rehabilitate and reforest deforested area	Which will impact adversely the ecosystems integrity	1. SOCIAL AND ENVIRONMENTAL (1.4. Biodiversity conservation and sustainable natural resource management) - UNDP Risk	Likelihood: 3 - Moderately likely Impact: 3 - Intermediate Risk level: MODERATE (equates to a risk appetite of EXPLORATORY)	From: 01-Jul-24 To: 30-Jun-30	MAINL, Project Director	Risk Treatment 6.1: Implementation of an **ESIA**, will focus also on risks related to introduction of IAS (Output 2.1.1). The management of this risk will be included into the **ESMP**, based on ESIA findings. Risk Treatment Owner: Project Manager

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

#	Event	Cause	Impact(s)	Risk Category and Sub-category *(including Risk Appetite)*	Impact, Likelihood & Risk Level *(see Annex 3 Risk Matrix)*	Risk Valid From/To	Risk Owner *(individual accountable for managing the risk)*	Risk Treatment and Treatment Owner
				Appetite: CAUTIOUS				
7	There is a risk that the proposed SLM practices such as agroforestry, ecotourism and agriculture may be affected by extreme weather conditions such as drought and flooding.	As a result of inadequate climate risk profiling, analysis and adaptation planning	Which will result in reduced project development impact.	1. SOCIAL AND ENVIRONMENTAL (1.5. Climate change and disaster risks) - UNDP Risk Appetite: CAUTIOUS	Likelihood: 3 - Moderately likely Impact: 4 - Extensive Risk level: MODERATE (equates to a risk appetite of EXPLORATORY)	From: 01-Jul-24 To: 30-Jun-30	MAINL Project Director	Risk Treatment 7.1: By protecting coastal PAs and forests and strengthening livelihoods (Output 2.2.1), the project will directly contribute to enhancing environmental and socio-economic resilience to the impacts of climate change. Risk Treatment Owner: Project Manager Risk Treatment 7.2: This risk examined during the **ESIA**, based on the **ESMF**, and included in the **ESMP**. Risk Treatment Owner: Project Manager
8	There is a risk that the engagement of law enforcement personnel and	As a result of inadequate human rights awareness among law	Which will impact negatively ability to enjoyment of human rights in the affected communities.	5. REPUTATIONAL (5.3. Code of conduct and ethics) - UNDP Risk Appetite: CAUTIOUS	Likelihood: 4 - Highly likely Impact: 3 - Intermediate Risk level:	From: 01-Jul-24 To: 30-Jun-30	MAINL Project Director, UNDP Programme Officer	Risk Treatment 8.1: … The risk will be screened on a location-specific basis as ranger/guards are recruited and targeted assessments undertaken. Risk Treatment Owner: Project Manager

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

#	Event	Cause	Impact(s)	Risk Category and Sub-category *(including Risk Appetite)*	Impact, Likelihood & Risk Level *(see Annex 3 Risk Matrix)*	Risk Valid From/To	Risk Owner *(individual accountable for managing the risk)*	Risk Treatment and Treatment Owner
	community guards could lead to potential harassment and abuse in local and indigenous communities.	enforcement personnel			SUBSTANTIAL (equates to a risk appetite of OPEN)			Risk Treatment 8.2: Awareness and training will be undertaken for law enforcement personnel and target communities on human rights, ethics and code of conduct. Risk Treatment Owner: Project Manager
9	There is a risk of insufficient institutional capacity to implement the project	As a result of limited project management capacity and bureaucracy in decision making especially related to procurement	Which will impact the speed at which project activities are implemented and quality of project results.	3. OPERATIONAL (3.8. Capacities of the partners) - UNDP Risk Appetite: EXPLORATORY TO OPEN	Likelihood: 3 - Moderately likely Impact: 3 - Intermediate Risk level: MODERATE (equates to a risk appetite of EXPLORATORY)	From: 01-Jul-24 To: 30-Jun-30	MAINL Project Director, UNDP Deputy RR	Risk Treatment 9.1: A capacity building plan will be implemented based on results of the assessment completed during project design. Risk Treatment Owner: Project Manager
						From: 01-Jul-24 To: 30-Dec-24	Project Director	Risk Treatment 9.2: A competent project management unit will be established to support partners implement activities. Risk Treatment Owner: Project Director
						From: 01-Jul-24 To: 30-Jun-30	Project Director	Risk Treatment 9.3: The project will engage NGOs and other execution support partners to enhance delivery of project activities. Risk treatment Owner: Project Director

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

#	Event	Cause	Impact(s)	Risk Category and Sub-category *(including Risk Appetite)*	Impact, Likelihood & Risk Level *(see Annex 3 Risk Matrix)*	Risk Valid From/To	Risk Owner *(individual accountable for managing the risk)*	Risk Treatment and Treatment Owner
						From: 01-Jul-24 To: 30-Jun-30	Project Board, UNDP Programme Officer	Risk Treatment 9.4: Ensure close `quality assurance and oversight support. Risk Treatment Owners: UNDP EFP

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Annex 5: UNDP Social and Environmental Screening Procedure Template (v. July 2022)

Project Information	
1. Project Title	**Safeguarding Zanzibar's Forest and Coastal Habitats for Multiple Benefits**
2. Project Number (i.e. Atlas project ID, PIMS+)	PIMS 5670
3. Location (Global/Region/Country)	United Republic of Tanzania – Zanzibar
4. Project stage (Design or Implementation)	Design
5. Date	December 2022

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

QUESTION 1: How Does the Project Integrate the Programming Principles in Order to Strengthen Social and Environmental Sustainability?
Briefly describe in the space below how the project mainstreams the human rights-based approach
UNDP consistently applies the Human Rights Based approach (HRBA) in all project programming, taking into account the responsibilities of duty-bearers and the obligations of the rights-holders. The human rights-based approach for this project is premised on the recognition that human rights and the conservation of natural forests are closely interrelated and mutually reinforcing, and that there is a clear cause-and-effect relationship between poverty and land degradation (including degradation of forest habitats). Tanzania has one of the most advanced legal and policy frameworks in sub-Saharan Africa concerning the management and ownership of natural forests by rural communities, and their right to benefit from protection, management and sustainable use of forest resources. This project will address the five main dimensions of the interrelationship between human rights and environmental protection: • The environment as a pre-requisite for the enjoyment of human rights, including the rights to life, health, food, water and sanitation. • Certain human rights, especially access to information, participation in decision-making, and access to justice in environmental matters, as essential to good environmental decision-making. • The right to a safe, healthy and ecologically balanced environment as a human right in itself. The project mainstreams the human rights-based approach through interventions that address poverty, social equity and equality. It works to uphold human rights and improve the living conditions and general well-being of people living within the areas targeted by the project, including Indigenous Peoples, as well as contributing on a broader scale to improved food security and ecosystem services. It includes interventions designed to improve access to natural resources, and to empower communities to use and manage these in ways that improve their livelihoods without compromising the ecological integrity of the environment. By strengthening the capacity for developing and implementing land use plans that explicitly consider considerations relevant to an integrated approach, improving compliance with regulations and enhancing capacity to monitor use of natural resources and enforce relevant legislations, the project aims to address environmental sustainability. The project also includes el ements that will ensure that relevant stakeholders within the project are adequately capacitated to perform their roles. The project seeks to enhance livelihoods and well-being of local communities living on Zanzibar Islands by promoting approaches that

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

addresses issues of protecting terrestrial and marine resources while generating inclusive economic growth, promoting effective governance, and adapting to and mitigating the effects of climate change. It will put in place deliberate pro-poor measures to ensure the participation of the poorest households and will strive to ensure that the benefits of the project are equitably distributed within participating communities.

Briefly describe in the space below how the project is likely to improve gender equality and women's empowerment

The project has been designed to be consistent with the core principles and priorities of the UNDP approach to gender equality and empowerment, and the GEF Policy on Gender Mainstreaming. The project carries a GEN2 rating.

The project includes specific measures to address gender empowerment and equality, whilst respecting the norms, values, and customs of its stakeholders. Targets were established during project design to ensure inclusion and participation of men, women, boys and girls both in site-based project activities (such as the development of alternative income generating activities, activities aimed at capacity enhancement, developing a farmer-led extension service and mainstreaming the integrated SLM message within local communities), as well as ensuring that opportunities are created for women to take up positions of leadership in relevant institutions within the management hierarchy of the project governance structures. Based on lessons learnt from other projects that have been implemented in Jozania-Chwaka Bay, Kiwengwa-Pongwe, Ngezi-Vumawimbi, and Masingini, the project shall adopt an approach in which gender is viewed as part of a wider discussion on vulnerability in which attention will also be given to the rights and special needs of other vulnerable groups (such as the elderly, youth, and other marginalized groups)

To ensure that the project design and activities fully incorporate and reflect the views of women and provide meaningful opportunities for women and girls to benefit from their involvement, a **Gender Analysis** was undertaken during the PPG phase. Based on this analysis, a comprehensive **Gender Action Plan** was developed (See *Prodoc on Gender Analysis and Action Plan*) with specific activities and a linked budget to ensure gender is mainstreamed in all project components, and that the project contributes towards improving gender equality and women's empowerment at the project sites, with benefits including: greater involvement in forest and natural resource governance and on-the-ground management; diversified opportunities for employment and business development; improved income-generation capacity; improved opportunities for skills-development and learning.

The Gender Action Plan (GAP) aims to: (i) facilitate equality in accessing project benefits by both men and women; (ii) ensure that women were actively consulted and engaged in project design, decision-making, implementation, and monitoring processes; and (iii) collect gender disaggregated data/information to inform M&E and adaptive management responses. The project will furthermore develop a targeted communication strategy in close cooperation with the Gender Focal Point of the Ministry of Agriculture, Irrigation, Natural Resources and Livestock (MAINL) to raise awareness and build support for gender-focused activities at all levels.

Project staff will be encouraged to demonstrate clear understanding of gender mainstreaming issues and opportunities including the monitoring of gender disaggregated data and indicators that are integrated in the project logical framework. Regular M&E processes will include experts engaged by UNDP to assist in ensuring compliance with gender mainstreaming requirements including Scoring and maintaining GEN2 status.

Briefly describe in the space below how the project mainstreams sustainability and resilience

The project mainstreams environmental sustainability by: (i) making investments that will collectively contribute to the medium- and long-term restoration and rehabilitation of degraded landscapes, and sustainable local income generation. Efforts to enhance livelihoods by promoting community-centred initiatives that support effective co-management of wildlife and their habitats, improve land quality through reforestation, improving land cover and soil fertility, reducing human-induced pressures on protected forests, reducing vulnerability to climate change, and introducing SLM in agriculture and livestock management systems; and; (ii) developing and strengthening the capacity for implementation of an integrated policy and planning framework to promote effective biodiversity and land use

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

management to support Zanzibar's national development, as well as capacity to monitor and adapt land management approaches, and leverage investments for integrating Sustainable Land Management to maximise ecosystem services and biodiversity benefits.

The project objective is to safeguard Zanzibar's terrestrial and coastal habitats for multiple benefits by implementing a landscape approach. Under Component 1, The project will strengthen capacities for Zanzibar's policy and institutional framework for effective biodiversity and land use management to ensure that local-scale environmental gains can be sustained into the future by putting in place integrated land use plans that give simultaneous consideration to environmental and social gains. The project will also seek to mainstream environment and climate change adaptation into strategies and plans; strengthen the Institutional Framework for Climate Change Governance in Zanzibar; develop a national Climate Change financing mechanism and strengthen capacity for increased use of low carbon energy efficient technologies. In addition, the project will enhance the enabling environment for use of forest-oriented alternatives to biomass and improve levels of information availability and awareness on climate change impacts and adaptation strategies among the general public. To support Component 1, a **Strategic Environmental and Social Assessment (SESA)** will be carried out. The SESA will build on analytic and participatory components to strengthen environmental governance and the institutional capacity to address social and environmental priorities associated with policy reform.

Under Component 2 and 3, the project will focus its investments on strengthening the management of Zanzibar's network of protected areas, wildlife reserves and community-managed forest areas (COFMAs). These activities will collectively contribute to the medium- and long-term restoration of ecosystem services and land quality through interventions that: (a) alleviate the prevailing negative impacts of unsustainable land use practices on habitats and ecosystem services; (b) limit loss of remaining natural habitat; (c) restore degraded forests and re-connect currently fragmented forest patches; and (d) improve land cover and soil fertility in agricultural lands. Efforts will be made to enhance livelihoods by promoting community-centred initiatives that support effective co-management of wildlife and their habitats, restoration and rehabilitation of degraded landscapes, and sustainable local income generation. Environmental sustainability will be further enhanced by implementing activities at sites that will not only make the greatest contribution to securing ecosystem services but that also deliver the most direct socio-economic gains, as poverty is a key driver of land degradation. Nonetheless, during the first 6 months of implementation, an **Environmental and Social Impact Assessment (ESIA)** will be undertaken, and an **Environmental and Social Impact Management Plan (ESMP**) prepared, to further refine risk identification and mitigation strategies, as well as to establish a system for monitoring these risks. Based on the findings, required management plans (e.g, Indigenous Peoples Plan, Resettlement/Livelihood Action Plan) will be developed and implemented as appropriate.

Briefly describe in the space below how the project strengthens accountability to stakeholders

The project adopted a stakeholders participation strategy that is all encompassing, involving stakeholders from national and local governments, local communities, civil society organizations (CSOs), academic and research institutions. In line with UNDP principles, the project promotes all aspects of accountability to stakeholders by: (i) enabling active local community engagement and participation in decision-making, particularly targeted at those at risk of being left behind; (ii) ensuring transparency through provision of timely, accessible and functional information regarding supported activities, including on potential environmental and social risks and impacts and management measures; (iii) ensuring stakeholders can communicate their concerns and have access to a rights-compatible complaints-redress process; and (iv) ensuring effective results monitoring—and, where appropriate, participatory monitoring with stakeholders —and reporting on implementation of social and environmental safeguard risk management measures.

The project's key instruments for strengthening accountability include **Grievance Redress Mechanism**, **Gender Action Plan**, and **Stakeholder Engagement Plan**.

Participation and inclusion: The project's Stakeholder Engagement Plan embraces the principles **of Free, Prior, Informed Consent (FPIC)** and identifies appropriate ways of involving Indigenous Peoples in project activities. These processes will be reported – through appropriate mechanisms adapted to the local context – and will be part of project monitoring and reporting processes.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Grievance redress: The project will always work through existing, mandated village governance structures and mechanisms (including Village Natural Resource Committees, Village Councils and Village Assemblies) that have legitimacy and credibility among the communities and well-established operational procedures for addressing conflicts and concerns that are familiar to local communities. The project's **Grievance Redress Mechanism** will, where feasible, be aligned with existing grievance redress processes provided for in Joint Management Agreements and presided over by Village Councils. This will be further assessed through a targeted ESIA and operationalized during the first six months of project implementation.

Monitoring: Effective monitoring of the project's accountability measures will be ensured through engagement of an independent social and environmental safeguards expert at intervals during the lifespan of the project, and through the agency of a dedicated Social and Environmental Safeguards Officer (SESO) that will be appointed to the Project Management Unit. Under Component 3, the project, under leadership of its Project Manager, will ensure that the delivery of project results (and associated use of funds) will be monitored (in line with the project's Monitoring Framework), with results reported to stakeholders via the Project Board, and other activities under the project's **Stakeholder Engagement Plan** for sharing lessons learnt and knowledge developed.

Transparency: The safeguards screening report and the **Environmental and Social Management Framework (ESMF**) will be posted for public disclosure, in line with UNDP's SES Policy. Further safeguards risk screening and assessments and resulting risk management plans, as described in this SESP, will also be publicly disclosed, in line with UNDP policy and commensurate with the identified risks. The project's environmental and social risk management measures will be prepared during the inception phase of project implementation, based on the framework, and informed by the ESIA, and commensurate to the risks envisaged. No project activities that are rated high risk will begin until this plan has been drafted, disclosed (in line with UNDP's policy), and approved by the Project Steering Committee, and management measures are in place. The **Project Board (Steering Committee)** is mandated, *inter alia*, to ensure that the project is implemented in accordance with standards that ensure management for development results, best value for money, fairness and transparency.

An inclusive consultation process will be organized and conducted to inform and receive input from stakeholders potentially affected by the Project during implementation. Consultations will include members of the neighboring communities, district authorities, tourism operators and other stakeholders. The ESIA and ESMP that will be developed within the first 6 months of project implementation (see measures for Principle 1 Risk 1 described above) will place particular focus on assessing (potential) impacts of establishing new PA's/corridors in addition to ensuring that mechanisms are available and functionable in case of grievances. Project staff will be trained on the UNDP SESP issues to ensure that UNDP Social and Environmental Safeguards Policy is applied throughout project implementation including putting measures or mechanisms in place to respond to local community grievances. The project Stakeholder Engagement Plan includes a Grievance Redress Mechanism that will immediately be activated in case any complaints or concerns are raised by partners or beneficiaries about human rights infringements, adverse socio-economic or environmental impacts directly or indirectly attributed to project implementation. All concerns will be assessed, documented, and followed up with appropriate responses in order to address the issue.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Part B. Identifying and Managing Social and Environmental Risks

QUESTION 2: What are the Potential Social and Environmental Risks? *Note: Complete SESP Attachment 1 before responding to Question 2.*	**QUESTION 3: What is the level of significance of the potential social and environmental risks?** *Note: Respond to Questions 4 and 5below before proceeding to Question 5*			**QUESTION 6: Describe the assessment and management measures for each risk rated Moderate, Substantial or High**
Risk Description (broken down by event, cause, impact)	***Impact and Likelihood (1-5)***	***Significance (Low, Moderate Substantial, High)***	***Comments (optional)***	***Description of assessment and management measures for risks rated as Moderate, Substantial or High***
Risk 1: Duty bearers may not possess the capacity to meet their obligations and rights holders may lack the capacity to claim their rights, leading to the marginalization or exclusion of vulnerable groups from decision-making processes and the project's benefits. Questions P.2, P.3, P.5, P.13	I = 3 L = 4	**Moderate**	Fragmented policy, planning and regulatory frameworks, weak institutional capacity and insufficient cross-sectoral coordination hamper adequate integration of environmental sustainability aspects into development pathways, particularly with respect to Zanzibar's fragile and limited terrestrial and coastal forestry resources.	The project will have a strong focus on enhancing capacity of relevant authorities and targeted communities, including Indigenous Peoples, to ensure that they receive adequate training to actively participate in project interventions, incorporate lessons learned, and uptake good practices. Also, the project's participatory component will build on the **Stakeholder Engagement Plan and Gender Action Plan** that were developed during PPG. Consultation arrangements throughout the project will be structured specifically to include poor and other vulnerable groups, across all community groupings (Outputs 1.1.1, 1.1.2, 2.1.2, 2.1.4, and 2.1.6). Stakeholder consultation will also be central to the methodology of the **Strategic Environmental and Social Assessment (SESA)** and the **targeted ESIA** which will, in all aspects, pay particular attention to the needs of the poorest sections of society and their participation in the decision-making process. Impact mitigation measures will be developed specifically to attend the needs and concerns of poor and vulnerable groups. These will ensure that land use rights, including customary rights, land tenure and use rights are considered and mainstreamed throughout, applying the principles of **Free, Prior and Informed Consent** where relevant implementation of a project-level **Grievance Redress Mechanism**; and regular monitoring.
Risk 2: Inadequate integration of gender equity and women empowerment actions during the implementation of the project could potentially reproduce discriminations against women, preventing them to access the project's opportunities and benefits. Questions P.10, P.13	I = 3 L = 4	**Moderate**	Gender segregation between occupations and sectors of economic activity is deeply rooted in the Zanzibar economy. As a result of embedded social norms about gender roles and gendered division of	The **Gender Analysis** and **Gender Action Plan (GAP)** will inform the project throughout its lifecycle. The plan pays particular attention to existing discriminations against women and establishes mechanisms to reduce the risk that these discriminations are inadvertently reproduced in project implementation. Implementation of project activities will ensure that; gender expertise is available within the PMU. Relevant consultancy TORs include gender-related tasks/deliverables; development of national legal frameworks and policy reviews are gender responsive and address gender

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

QUESTION 2: What are the Potential Social and Environmental Risks? *Note: Complete SESP Attachment 1 before responding to Question 2.*	QUESTION 3: What is the level of significance of the potential social and environmental risks? *Note: Respond to Questions 4 and 5below before proceeding to Question 5*			QUESTION 6: Describe the assessment and management measures for each risk rated Moderate, Substantial or High
			labour women are overrepresented compared to men in low-paid, unskilled or low-skilled jobs, especially in hospitality, agriculture and informal sectors. Women are underrepresented in highly skilled occupations such as technical and associate professionals, senior officials and craft skills occupations.	inequalities; Women are equitably consulted and engaged in design of the Zanzibar biodiversity strategy and action plan (ZABSAP) (Output 1.1.2); any knowledge gaps and needs of women are addressed in advance of consultations to enable their active participation; the ZABSAP is designed to be gender responsive; upon implementation of the Action Plan, awareness raising, and capacity enhancement are conducted in a gender-responsive manner, to encourage women's attendance and active participation; Women are equitably consulted and engaged in learning activities related to sustainable NRM; Training opportunities are tailored to the specific needs and capacities of men and women; men and women have equal opportunity to access grants (Output 2.1.1); women are equitably consulted and engaged in design of PA management plans; Gender issues are mainstreamed in the design of the management plans; upon implementation of the management plans, awareness raising and capacity enhancement are conducted in a gender-responsive manner. PA strategy and action plan mainstreams gender concerns (Output 2.1.2); explore opportunities for women to be engaged as members of CoFMA patrol teams (Output 2.1.3); ensure that training on use of SMART facilitate both men and women's attendance and active participation. Women are equitably consulted and engaged in consultation process for NPAB with women (at least 50%) included as members of the NPAB (Output 2.1.6).
Risk 3: The planned livelihoods diversification (ecotourism, beekeeping, and small-scale production of ICS) may not be adequate alternatives for an equitable access to and benefit sharing, becoming a disincentive to community support for the establishment of wildlife corridors, effective PA management and adoption of resilient SLM practices. Questions 1.2 and 1.8	I = 3 L = 3	**Moderate**	Project activities are proposed within or adjacent to critical habitats and/or environmentally sensitive areas, including legally protected areas; and involves reforestation. Under Output 2.2.1 Gender and youth responsive community based natural resource management and land use practices supported in target sites supporting livelihood	Meaningful consultation with local communities and Indigenous Peoples, implemented through the **Stakeholder Engagement Plan** and **FPIC** will promote, dialogue, and reach agreements for the adoption of environmentally sustainable land-use practices by members of communities engaged in CoFMAs in the project areas (Output 2.2.1). The project will ensure that for sustainable land management and-use practices consider the specific needs and abilities of women. Trainings will take place in a gender responsive manner, NGOs focused on women's economic empowerment will be actively engaged in assessments and training, and allocation of grants for the adoption of sustainable land-use practices will consider the specific needs of men and women.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

QUESTION 2: What are the Potential Social and Environmental Risks? *Note: Complete SESP Attachment 1 before responding to Question 2.*	**QUESTION 3: What is the level of significance of the potential social and environmental risks?** *Note: Respond to Questions 4 and 5below before proceeding to Question 5*			**QUESTION 6: Describe the assessment and management measures for each risk rated Moderate, Substantial or High**
			diversification.	
Risk 4: The inadvertent introduction of invasive alien species (IAS) due to inappropriate or inadequate efforts to rehabilitate and reforest deforested areas may adversely affect the ecosystems integrity Question 1.6	I = 3 L = 3	**Moderate**	The project is designed to have a positive socio-economic and environmental impact by promoting sustainable land and forest management practices, including reforestation (of PA/CoFMa buffer zones and mangrove areas).	At PPG stage, an **Environmental and Social Management Framework (ESMF)** has been developed for the entire project, which will lead to the implementation of an **ESIA**, that will focus also on risks related to introduction of IAS (Output 2.1.1). The management of this risk will be included into the **ESMP**, based on ESIA findings.
Risk 5: The proposed SLM practices such as agroforestry, ecotourism and agriculture may be affected by extreme weather conditions such as drought and flooding thus reducing the project's development impact. Question 2.2	I = 3 L = 4	**Moderate**	During the last decade there has seen a significant increase in climate variability and extreme weather events. Most livelihoods of the targeted communities are dependent on climate-sensitive activities, including agriculture, fisheries and tourism. As an island, Zanzibar is also very likely to be affected by sea level rise and coastal erosion.	By protecting coastal PAs and forests and strengthening livelihoods (Output 2.2.1), the project will directly contribute to enhancing environmental and socio-economic resilience to the impacts of climate change. This risk will be managed through the design of the project and will be further examined during the **ESIA**, based on the **ESMF**, and included in the **ESMP**.
Risk 6: The establishment of new Protected Areas (PA) and ecological corridors could lead to economic displacement, impacting on the livelihoods and the Cultural Heritage of Indigenous Peoples/local communities. Questions P.4, P.6, 1.3, 4.3, 4.4, 5.2, 6.2, 6.3 6.6, 6.9	I = 5 L = 4	**High**	The project aims to establish new PA/CoFMA areas and corridors between existing PA/CoFMas. The areas that were identified during project preparation for possible establishment of new CoFMa's and corridors are adjacent to forests that are already under	These risks will be fully assessed by the **ESIA,** including the **Cultural Heritage Impact Assessment (CHIA)**, and managed through the **ESMF, Indigenous Peoples Planning Framework (IPPF), Process Framework (PF), ESMP,** and **Cultural Heritage Management Plan (CHMP)**, which will be developed within the first 6 months of project implementation, with particular focus on assessing potential impacts of establishing new PA's/corridors in addition to ensuring that GRM is established. Site identification and boundary demarcation will be done in close consultations with Indigenous Peoples with the aim of securing their consent through **FPIC** processes, participatory mapping, and validation.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

QUESTION 2: What are the Potential Social and Environmental Risks? *Note: Complete SESP Attachment 1 before responding to Question 2.*	QUESTION 3: What is the level of significance of the potential social and environmental risks? *Note: Respond to Questions 4 and 5below before proceeding to Question 5*			QUESTION 6: Describe the assessment and management measures for each risk rated Moderate, Substantial or High
			community management and are situated largely in sparsely populated parts of the islands. The Hadimu and Tumbatu are the Indigenous People of Zanzibar, which were the dominant population until early 18th century. In the 10th century, settlers arrived from Persia, which were absorbed by the Hadimu and Tumbatu. In the 18th and 19th century as well as in the 20th century, different waves of Omani immigrants settled on Zanzibar, which are presently known as the Zanzibari Arabs.	
Risk 7: The engagement of law enforcement personnel and community guards could lead to potential harassment and abuse in local and indigenous communities. Questions P.7, P.12, P.14, 3. 8, and 7.6.	I = 4 L = 3	**Substantial**	The project intends t strengthen institutional an protected area managemer capabilities for enforcemer of regulations includin addressing inefficier frameworks and coordinatio mechanisms for natura resources management.	The risk will be screened on a location-specific basis as ranger/guards are recruited and targeted assessments undertaken. The risk is managed through project design and targeted management plan and measure. Protected Area and community patrol teams will be adequately equipped and trained under Output 2.1.5, and the project includes support for training and capacity development, transportation, communications, safety, medical training and first aid equipment and conflict resolution.
	QUESTION 4: What is the overall project risk categorization?			
	Low Risk	☐		
	Moderate Risk	☐		

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

QUESTION 2: What are the Potential Social and Environmental Risks? *Note: Complete SESP Attachment 1 before responding to Question 2.*	QUESTION 3: What is the level of significance of the potential social and environmental risks? *Note: Respond to Questions 4 and 5below before proceeding to Question 5*		QUESTION 6: Describe the assessment and management measures for each risk rated Moderate, Substantial or High
	Substantial Risk	☐	
	High Risk	**X**	*The project carries an overall High-risk rating with one risk rated High (related to Standards 1, 4, 5, and 6), because the project will support the establishment of new protected areas and wildlife corridors which may already be used by local communities, some of which could be indigenous. The areas that were identified during project preparation for possible establishment of new CoFMA's and corridors are adjacent to forests that are already under community management and are situated largely in sparsely populated parts of the islands.*

QUESTION 5: Based on the identified risks and risk categorization, what requirements of the SES are triggered? (check all that apply)

Question only required for Moderate, Substantial and High Risk projects

	Is assessment required? (check if "yes")	*X*			**Status? (completed, planned)**
	if yes, indicate overall type and status		*X*	*Targeted assessment (s)*	
				Stakeholder Analysis	*Completed*
				Gender Analysis	*Completed*
				Cultural Heritage Impact Assessment	*Planned*
			X	*ESIA (Environmental and Social Impact Assessment)*	*Planned*
			X	*SESA (Strategic Environmental Assessment)*	*Planned*
	Are management plans required? (check if "yes)	*X*			
	If yes, indicate overall type		*X*	*Targeted management plans:*	
				Stakeholder Engagement Plan	*Completed*

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

QUESTION 2: What are the Potential Social and Environmental Risks? *Note: Complete SESP Attachment 1 before responding to Question 2.*	QUESTION 3: What is the level of significance of the potential social and environmental risks? *Note: Respond to Questions 4 and 5below before proceeding to Question 5*			QUESTION 6: Describe the assessment and management measures for each risk rated Moderate, Substantial or High	
				Gender Action Plan *Cultural Heritage Management Plan* *Indigenous Peoples Plan*	*Completed* *Planned* *Planned*
			X	*Environmental and Social management Plan (ESMP)*	*Planned*
			X	*Environmental and Social Management Framework (ESMF), Indigenous Peoples Planning Framework (IPPF)* *Process Framework (PF)*	*Completed* *Planned*
	Based on identified risks, which Principles/Project- level Standards triggered?		***Comments (not required)***		
	Overarching Principle: Leave No One Behind				
	Human Rights	***X***			
	Gender Equality and Women's Empowerment	***X***			
	Accountability	***X***			
	1. Biodiversity Conservation and Sustainable Natural Resource Management	***X***			
	2. Climate Change and Disaster Risks	***X***			
	3. Community Health, Safety and Security	***X***			
	4. Cultural Heritage	***X***			
	5. Displacement and Resettlement	***X***			

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

QUESTION 2: What are the Potential Social and Environmental Risks? *Note: Complete SESP Attachment 1 before responding to Question 2.*	QUESTION 3: What is the level of significance of the potential social and environmental risks? *Note: Respond to Questions 4 and 5below before proceeding to Question 5*		QUESTION 6: Describe the assessment and management measures for each risk rated Moderate, Substantial or High
	6. Indigenous Peoples	X	
	7. Labour and Working Conditions	X	
	8. Pollution Prevention and Resource Efficien	☐	*Project activities do not generate significant pollution or waste related risks.*

Final Sign Off

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

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

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

SESP Attachment 1. Social and Environmental Risk Screening Checklist

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

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

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Sustainability and Resilience: Screening questions regarding risks associated with sustainability and resilience are encompassed by the Standard-specific questions below		
Accountability		
Would the project potentially involve or lead to:		
P.13	exclusion of any potentially affected stakeholders, in particular marginalized groups and excluded individuals (including persons with disabilities), from fully participating in decisions that may affect them?	YES
P.14	grievances or objections from potentially affected stakeholders?	YES
P.15	risks of retaliation or reprisals against stakeholders who express concerns or grievances, or who seek to participate in or to obtain information on the project?	NO
Project-Level Standards		
Standard 1: Biodiversity Conservation and Sustainable Natural Resource Management		
Would the project potentially involve or lead to:		
1.1	adverse impacts to habitats (e.g. modified, natural, and critical habitats) and/or ecosystems and ecosystem services? *For example, through habitat loss, conversion or degradation, fragmentation, hydrological changes*	NO
1.2	activities within or adjacent to critical habitats and/or environmentally sensitive areas, including (but not limited to) legally protected areas (e.g. nature reserve, national park), areas proposed for protection, or recognized as such by authoritative sources and/or indigenous peoples or local communities?	YES
1.3	changes to the use of lands and resources that may have adverse impacts on habitats, ecosystems, and/or livelihoods? (Note: if restrictions and/or limitations of access to lands would apply, refer to Standard 5)	YES
1.4	risks to endangered species (e.g. reduction, encroachment on habitat)?	NO
1.5	exacerbation of illegal wildlife trade?	NO
1.6	introduction of invasive alien species?	YES
1.7	adverse impacts on soils?	NO
1.8	harvesting of natural forests, plantation development, or reforestation?	YES
1.9	significant agricultural production?	NO
1.10	animal husbandry or harvesting of fish populations or other aquatic species?	NO
1.11	significant extraction, diversion or containment of surface or ground water? *For example, construction of dams, reservoirs, river basin developments, groundwater extraction*	NO
1.12	handling or utilization of genetically modified organisms/living modified organisms?[17]	NO
1.13	utilization of genetic resources? (e.g. collection and/or harvesting, commercial development)[18]	NO
1.14	adverse transboundary or global environmental concerns?	NO
Standard 2: Climate Change and Disaster Risks		
Would the project potentially involve or lead to:		

[17] See the Convention on Biological Diversity and its Cartagena Protocol on Biosafety.

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

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

2.1	areas subject to hazards such as earthquakes, floods, landslides, severe winds, storm surges, tsunami or volcanic eruptions?	NO
2.2	outputs and outcomes sensitive or vulnerable to potential impacts of climate change or disasters? *For example, through increased precipitation, drought, temperature, salinity, extreme events, earthquakes*	YES
2.3	increases in vulnerability to climate change impacts or disaster risks now or in the future (also known as maladaptive or negative coping practices)? *For example, changes to land use planning may encourage further development of floodplains, potentially increasing the population's vulnerability to climate change, specifically flooding*	NO
2.4	increases of greenhouse gas emissions, black carbon emissions or other drivers of climate change?	NO
Standard 3: Community Health, Safety and Security		
Would the project potentially involve or lead to:		
3.1	construction and/or infrastructure development (e.g. roads, buildings, dams)? (Note: the GEF does not finance projects that would involve the construction or rehabilitation of large or complex dams)	NO
3.2	air pollution, noise, vibration, traffic, injuries, physical hazards, poor surface water quality due to runoff, erosion, sanitation?	NO
3.3	harm or losses due to failure of structural elements of the project (e.g. collapse of buildings or infrastructure)?	NO
3.4	risks of water-borne or other vector-borne diseases (e.g. temporary breeding habitats), communicable and noncommunicable diseases, nutritional disorders, mental health?	NO
3.5	transport, storage, and use and/or disposal of hazardous or dangerous materials (e.g. explosives, fuel and other chemicals during construction and operation)?	NO
3.6	adverse impacts on ecosystems and ecosystem services relevant to communities' health (e.g. food, surface water purification, natural buffers from flooding)?	NO
3.7	influx of project workers to project areas?	NO
3.8	engagement of security personnel to protect facilities and property or to support project activities?	YES
Standard 4: Cultural Heritage		
Would the project potentially involve or lead to:		
4.1	activities adjacent to or within a Cultural Heritage site?	NO
4.2	significant excavations, demolitions, movement of earth, flooding or other environmental changes?	NO
4.3	adverse impacts to sites, structures, or objects with historical, cultural, artistic, traditional or religious values or intangible forms of culture (e.g. knowledge, innovations, practices)? (Note: projects intended to protect and conserve Cultural Heritage may also have inadvertent adverse impacts)	YES
4.4	alterations to landscapes and natural features with cultural significance?	NO
4.5	utilization of tangible and/or intangible forms (e.g. practices, traditional knowledge) of Cultural Heritage for commercial or other purposes?	NO
Standard 5: Displacement and Resettlement		
Would the project potentially involve or lead to:		
5.1	temporary or permanent and full or partial physical displacement (including people without legally recognizable claims to land)?	NO

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

5.2	economic displacement (e.g. loss of assets or access to resources due to land acquisition or access restrictions – even in the absence of physical relocation)?	YES
5.3	risk of forced evictions?19	NO
5.4	impacts on or changes to land tenure arrangements and/or community based property rights/customary rights to land, territories and/or resources?	YES
Standard 6: Indigenous Peoples		
Would the project potentially involve or lead to:		
6.1	areas where indigenous peoples are present (including project area of influence)?	YES
6.2	activities located on lands and territories claimed by indigenous peoples?	YES
6.3	impacts (positive or negative) to the human rights, lands, natural resources, territories, and traditional livelihoods of indigenous peoples (regardless of whether indigenous peoples possess the legal titles to such areas, whether the project is located within or outside of the lands and territories inhabited by the affected peoples, or whether the indigenous peoples are recognized as indigenous peoples by the country in question)? *If the answer to screening question 6.3 is "yes", then Standard 6 requirements apply, and the potential significance of risks related to impacts on indigenous peoples must be Moderate or above.* *	YES
6.4	the absence of culturally appropriate consultations carried out with the objective of achieving FPIC on matters that may affect the rights and interests, lands, resources, territories and traditional livelihoods of the indigenous peoples concerned?	YES
6.5	the utilization and/or commercial development of natural resources on lands and territories claimed by indigenous peoples?	NO
6.6	forced eviction or the whole or partial physical or economic displacement of indigenous peoples, including through access restrictions to lands, territories, and resources? *Consider, and where appropriate ensure, consistency with the answers under Standard 5 above*	YES
6.7	adverse impacts on the development priorities of indigenous peoples as defined by them?	NO
6.8	risks to the physical and cultural survival of indigenous peoples?	NO
6.9	impacts on the Cultural Heritage of indigenous peoples, including through the commercialization or use of their traditional knowledge and practices? *Consider, and where appropriate ensure, consistency with the answers under Standard 4 above.*	NO
Standard 7: Labour and Working Conditions		
Would the project potentially involve or lead to: (note: applies to project and contractor workers)		
7.1	working conditions that do not meet national labour laws and international commitments?	NO
7.2	working conditions that may deny freedom of association and collective bargaining?	NO
7.3	use of child labour?	NO
7.4	use of forced labour?	NO
7.5	discriminatory working conditions and/or lack of equal opportunity?	NO
7.6	occupational health and safety risks due to physical, chemical, biological and psychosocial hazards (including violence and harassment) throughout the project life-cycle?	YES

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

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

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Standard 8: Pollution Prevention and Resource Efficiency		
Would the project potentially involve or lead to:		
8.1	the release of pollutants to the environment due to routine or non-routine circumstances with the potential for adverse local, regional, and/or transboundary impacts?	NO
8.2	the generation of waste (both hazardous and non-hazardous)?	NO
8.3	the manufacture, trade, release, and/or use of hazardous materials and/or chemicals?	NO
8.4	the use of chemicals or materials subject to international bans or phase-outs? *For example, DDT, PCBs and other chemicals listed in international conventions such as the Montreal Protocol, Minamata Convention, Basel Convention, Rotterdam Convention, Stockholm Convention*	NO
8.5	the application of pesticides that may have a negative effect on the environment or human health?	NO
8.6	significant consumption of raw materials, energy, and/or water?	NO

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

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

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

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Sustainability and Resilience: Screening questions regarding risks associated with sustainability and resilience are encompassed by the Standard-specific questions below		
Accountability		
Would the project potentially involve or lead to:		
P.13	exclusion of any potentially affected stakeholders, in particular marginalized groups and excluded individuals (including persons with disabilities), from fully participating in decisions that may affect them?	YES
P.14	grievances or objections from potentially affected stakeholders?	YES
P.15	risks of retaliation or reprisals against stakeholders who express concerns or grievances, or who seek to participate in or to obtain information on the project?	NO
Project-Level Standards		
Standard 1: Biodiversity Conservation and Sustainable Natural Resource Management		
Would the project potentially involve or lead to:		
1.1	adverse impacts to habitats (e.g. modified, natural, and critical habitats) and/or ecosystems and ecosystem services? *For example, through habitat loss, conversion or degradation, fragmentation, hydrological changes*	NO
1.2	activities within or adjacent to critical habitats and/or environmentally sensitive areas, including (but not limited to) legally protected areas (e.g. nature reserve, national park), areas proposed for protection, or recognized as such by authoritative sources and/or indigenous peoples or local communities?	YES
1.3	changes to the use of lands and resources that may have adverse impacts on habitats, ecosystems, and/or livelihoods? (Note: if restrictions and/or limitations of access to lands would apply, refer to Standard 5)	YES
1.4	risks to endangered species (e.g. reduction, encroachment on habitat)?	NO
1.5	exacerbation of illegal wildlife trade?	NO
1.6	introduction of invasive alien species?	YES
1.7	adverse impacts on soils?	NO
1.8	harvesting of natural forests, plantation development, or reforestation?	YES
1.9	significant agricultural production?	NO
1.10	animal husbandry or harvesting of fish populations or other aquatic species?	NO
1.11	significant extraction, diversion or containment of surface or ground water? *For example, construction of dams, reservoirs, river basin developments, groundwater extraction*	NO
1.12	handling or utilization of genetically modified organisms/living modified organisms?[17]	NO
1.13	utilization of genetic resources? (e.g. collection and/or harvesting, commercial development)[18]	NO
1.14	adverse transboundary or global environmental concerns?	NO
Standard 2: Climate Change and Disaster Risks		
Would the project potentially involve or lead to:		

[17] See the Convention on Biological Diversity and its Cartagena Protocol on Biosafety.

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

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

2.1	areas subject to hazards such as earthquakes, floods, landslides, severe winds, storm surges, tsunami or volcanic eruptions?	NO
2.2	outputs and outcomes sensitive or vulnerable to potential impacts of climate change or disasters? *For example, through increased precipitation, drought, temperature, salinity, extreme events, earthquakes*	YES
2.3	increases in vulnerability to climate change impacts or disaster risks now or in the future (also known as maladaptive or negative coping practices)? *For example, changes to land use planning may encourage further development of floodplains, potentially increasing the population's vulnerability to climate change, specifically flooding*	NO
2.4	increases of greenhouse gas emissions, black carbon emissions or other drivers of climate change?	NO
Standard 3: Community Health, Safety and Security		
Would the project potentially involve or lead to:		
3.1	construction and/or infrastructure development (e.g. roads, buildings, dams)? (Note: the GEF does not finance projects that would involve the construction or rehabilitation of large or complex dams)	NO
3.2	air pollution, noise, vibration, traffic, injuries, physical hazards, poor surface water quality due to runoff, erosion, sanitation?	NO
3.3	harm or losses due to failure of structural elements of the project (e.g. collapse of buildings or infrastructure)?	NO
3.4	risks of water-borne or other vector-borne diseases (e.g. temporary breeding habitats), communicable and noncommunicable diseases, nutritional disorders, mental health?	NO
3.5	transport, storage, and use and/or disposal of hazardous or dangerous materials (e.g. explosives, fuel and other chemicals during construction and operation)?	NO
3.6	adverse impacts on ecosystems and ecosystem services relevant to communities' health (e.g. food, surface water purification, natural buffers from flooding)?	NO
3.7	influx of project workers to project areas?	NO
3.8	engagement of security personnel to protect facilities and property or to support project activities?	YES
Standard 4: Cultural Heritage		
Would the project potentially involve or lead to:		
4.1	activities adjacent to or within a Cultural Heritage site?	NO
4.2	significant excavations, demolitions, movement of earth, flooding or other environmental changes?	NO
4.3	adverse impacts to sites, structures, or objects with historical, cultural, artistic, traditional or religious values or intangible forms of culture (e.g. knowledge, innovations, practices)? (Note: projects intended to protect and conserve Cultural Heritage may also have inadvertent adverse impacts)	YES
4.4	alterations to landscapes and natural features with cultural significance?	NO
4.5	utilization of tangible and/or intangible forms (e.g. practices, traditional knowledge) of Cultural Heritage for commercial or other purposes?	NO
Standard 5: Displacement and Resettlement		
Would the project potentially involve or lead to:		
5.1	temporary or permanent and full or partial physical displacement (including people without legally recognizable claims to land)?	NO

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

5.2	economic displacement (e.g. loss of assets or access to resources due to land acquisition or access restrictions – even in the absence of physical relocation)?	YES
5.3	risk of forced evictions?19	NO
5.4	impacts on or changes to land tenure arrangements and/or community based property rights/customary rights to land, territories and/or resources?	YES
Standard 6: Indigenous Peoples		
Would the project potentially involve or lead to:		
6.1	areas where indigenous peoples are present (including project area of influence)?	YES
6.2	activities located on lands and territories claimed by indigenous peoples?	YES
6.3	impacts (positive or negative) to the human rights, lands, natural resources, territories, and traditional livelihoods of indigenous peoples (regardless of whether indigenous peoples possess the legal titles to such areas, whether the project is located within or outside of the lands and territories inhabited by the affected peoples, or whether the indigenous peoples are recognized as indigenous peoples by the country in question)? *If the answer to screening question 6.3 is "yes", then Standard 6 requirements apply, and the potential significance of risks related to impacts on indigenous peoples must be Moderate or above.* *	YES
6.4	the absence of culturally appropriate consultations carried out with the objective of achieving FPIC on matters that may affect the rights and interests, lands, resources, territories and traditional livelihoods of the indigenous peoples concerned?	YES
6.5	the utilization and/or commercial development of natural resources on lands and territories claimed by indigenous peoples?	NO
6.6	forced eviction or the whole or partial physical or economic displacement of indigenous peoples, including through access restrictions to lands, territories, and resources? *Consider, and where appropriate ensure, consistency with the answers under Standard 5 above*	YES
6.7	adverse impacts on the development priorities of indigenous peoples as defined by them?	NO
6.8	risks to the physical and cultural survival of indigenous peoples?	NO
6.9	impacts on the Cultural Heritage of indigenous peoples, including through the commercialization or use of their traditional knowledge and practices? *Consider, and where appropriate ensure, consistency with the answers under Standard 4 above.*	NO
Standard 7: Labour and Working Conditions		
Would the project potentially involve or lead to: (note: applies to project and contractor workers)		
7.1	working conditions that do not meet national labour laws and international commitments?	NO
7.2	working conditions that may deny freedom of association and collective bargaining?	NO
7.3	use of child labour?	NO
7.4	use of forced labour?	NO
7.5	discriminatory working conditions and/or lack of equal opportunity?	NO
7.6	occupational health and safety risks due to physical, chemical, biological and psychosocial hazards (including violence and harassment) throughout the project life-cycle?	YES

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

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

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Standard 8: Pollution Prevention and Resource Efficiency		
Would the project potentially involve or lead to:		
8.1	the release of pollutants to the environment due to routine or non-routine circumstances with the potential for adverse local, regional, and/or transboundary impacts?	NO
8.2	the generation of waste (both hazardous and non-hazardous)?	NO
8.3	the manufacture, trade, release, and/or use of hazardous materials and/or chemicals?	NO
8.4	the use of chemicals or materials subject to international bans or phase-outs? *For example, DDT, PCBs and other chemicals listed in international conventions such as the Montreal Protocol, Minamata Convention, Basel Convention, Rotterdam Convention, Stockholm Convention*	NO
8.5	the application of pesticides that may have a negative effect on the environment or human health?	NO
8.6	significant consumption of raw materials, energy, and/or water?	NO

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Annex 6. Overview of Project Staff and Technical Consultancies/subcontracts

Consultant	Time Input	Tasks, Inputs and Outputs
Project management, monitoring & evaluation		
Local / national contracting		
Project Manager Contract type: Full time Rate: USD2,500/month **Total: USD 180,000** **(30% to be covered by UNDP TRAC)** **See B/N 3, 11 & 33**	72 months (6 years)	The Project Manager (PM) will be responsible for the overall management of the project, including the mobilization of all project inputs, supervision over project staff, consultants and sub-contractors. Under component 2, S/he will oversee procurement of equipment. **Duties and responsibilities** a) Manage the overall conduct of the project. b) Plan activities of the project and monitor progress against the approved workplan. c) Execute activities by managing personnel, goods and services, training and low-value grants, including drafting terms of reference and work specifications, and overseeing all contractors' work. d) Monitor events as determined in the project monitoring plan, and update the plan as required. e) Provide support for completion of assessments required by UNDP, spot checks and audits. f) Manage requests for the provision of UNDP financial resources through funding advances, direct payments or reimbursement using the FACE form. g) Monitor financial resources and accounting to ensure the accuracy and reliability of financial reports. h) Monitor progress, watch for plan deviations and make course corrections when needed within project board-agreed tolerances to achieve results. i) Ensure that changes are controlled, and problems addressed. j) Perform regular progress reporting to the project board as agreed with the board, including measures to address challenges and opportunities. k) Prepare and submit financial reports to UNDP on a quarterly basis. l) Manage and monitor the project risks – including social and environmental risks - initially identified and submit new risks to the Project Board for consideration and decision on possible actions if required; update the status of these risks by maintaining the project risks log; m) Ensure that a GRM will be operational within the first two months of project implementation. n) Capture lessons learned during project implementation. o) Prepare revisions to the multi-year workplan, as needed, as well as annual and quarterly plans if required. p) Prepare the inception report no later than one month after the inception workshop. q) Ensure that the indicators included in the project results framework are monitored annually in advance of the GEF PIR submission deadline so that progress can be reported in the GEF PIR. r) Prepare the GEF PIR; s) Assess major and minor amendments to the project within the parameters set by UNDP-GEF;

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Consultant	Time Input	Tasks, Inputs and Outputs
		t) Supervise the monitoring of implementation plans including the gender action plan, stakeholder engagement and communications plan, and any environmental and social management plans. u) Monitor and track progress against the GEF Core indicators. v) Support the MTR and Terminal Evaluation process.
M&E Specialist Contract type: full time Rate: USD 2,000/month Total: USD 144,000 (To be covered by UNDP TRAC) See B/N 25	72 months (6 years)	The M&E Specialist will work under the supervision of the Project Manager and will be responsible for the monitoring and evaluation activities related to the project. The M&E Specialist will keep track of the project process and contribute to the preparation of progress reports. The Specialist will maintain records of any approved changes to the project results framework. The Specialist will support activities on knowledge management and will assist during the preparation of the Annual PIR, MTR and TE of the project. **Duties and Responsibilities** a) Monitor progress project and participate in the production of progress reports ensuring that they meet the necessary reporting requirements and standards. b) Ensure project's M&E meets the requirements of the Government, the UNDP Country Office, and UNDP-GEF; develop project-specific M&E tools as necessary. c) Oversee and ensure the implementation of the project's M&E plan, including capacity building of project partners on M&E tools and instruments. d) Periodically appraise the Project's Theory of Change and Results Framework with reference to actual and potential project progress and results. e) Oversee, develop and coordinate implementation of the stakeholder engagement plan. f) Oversee and guide the design of surveys/ assessments commissioned for monitoring and evaluating project results. g) Facilitate annual reviews of the project and produce analytical reports from these annual reviews, including learning and other knowledge management products. h) Facilitate mid-term and terminal evaluations of the project including management responses. i) Support project site M&E and learning missions. j) Visit project sites as and when required to appraise project progress on the ground and validate written progress reports.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Consultant	Time Input	Tasks, Inputs and Outputs
Community Technical Facilitators (CTFs)-2 Contract type: full time Rate: USD1,800/month **Total: USD118,800/per person** **See B/N 10**	66 months (5.5 years)	The Community Technical Facilitators, one in Unguja and one in Pemba, will manage and support on-the-ground project activities in the prioritized areas. CTFs will provide technical assistance to communities engaged in CoFMAs in the implementation of sustainable land-use and livelihood practices. The CTFs will assist communities in the identification and prioritization of needs to be addressed with project grants and will supervise closely the utilization of the grants approved by the project. These experts will facilitate and contribute to training and learning activities by communities engaged in CoFMAs and to other project activities implemented in the areas they support (e.g. biodiversity surveys, consultation of PAs management plans, etc.) (Output 2.1.3- Gender inclusive capacity for community forest management is strengthened) **Duties and Responsibilities** a) Lead the engagement of community groups in the implementation of targeted actions within the annual work plan to ensure the outputs are met and within the allowable budget b) Facilitate community input into the planning and execution of project activities (Assist in breaking down complex project details for community members to understand considering local dynamics and sensitivities) c) Document progress of activities, including collection of gender disaggregated data on project beneficiaries in the respective landscapes. d) Document best practices and lessons learned at community level to inform the production and dissemination of communications material to partners. e) Mobilize, sensitize, organize and strengthen the capacity of local community members to engage in community conservation efforts. f) Assist community members during the identification of needs and preparation of grant requests g) Work with the respective government partners in collaboration with extension officers from Local Governments Authorities to build community capacity for SFM, SLM and CSA practices in the project landscape in fulfilment of the project objectives. h) Communicate and develop relationships with stakeholders, partners, and Government authorities at the local level to ensure integration of project activities in development plans and strategies. i) Create and maintain comprehensive project documentation, plans, and reports for internal and external purposes. *j)* Facilitate exchange and learning among target communities.
Finance & Admin. Officer Contract type: full time Rate: USD1,000/month	72 months (6 years)	With guidance from the National Project Director, and under direct supervision of the Project Manager, the Project Finance and Administration Officer will carry out the following financial and administrative management tasks:

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Consultant	Time Input	Tasks, Inputs and Outputs
Total: USD72,000 See B/N 33		<u>*Duties and Responsibilities*</u> *a) Keep records of project funds and expenditures and ensure all project-related financial documentation are well maintained and readily available when required by the Project Manager.* *b) Review project expenditures and ensure that project funds are used in compliance with the Project Document, UNDP/GEF financial rules and procedures.* *c) Validate and certify FACE forms before submission to UNDP.* *d) Provide necessary financial information as and when required for project management decisions.* *e) Provide necessary financial information during project audit(s);* *f) Review annual budgets and project expenditure reports and notify the Project Manager if there are any discrepancies or issues.* *g) Consolidate financial progress reports submitted by the responsible parties for implementation of project activities.* h) *Liaise and follow up with the responsible parties for implementation of project activities in matters related to project funds and financial progress reports.*
National Evaluation Expert Contract type: Local Consultant Rate: Lumpsum Total: USD 25,000 – MTR Total: USDE 30,000 - TE See B/N	25 days in year 3 and 35 days in year 6	The National Evaluation Expert will support the international evaluation specialist during the preparation of the MTR and TE. The MTR/TE will follow UNDP/GEF standard ToRs for project evaluations.
International / regional and global contracting		
Evaluation expert Contract type: International consultant Rate: Lumpsum Total: USD 30,000 - MTR Total: USD 35,000 - TE See B/N 22	25 days in year 3 35 days in year6	The international evaluation expert will lead the preparation of the MTR and TE. The MTR/TE will follow UNDP/GEF standard ToRs for project evaluations.
Technical Assistance		

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Consultant	Time Input	Tasks, Inputs and Outputs
Component/Outcome 1		
Local / national contracting		
Biodiversity expert Contract type: Consultancy Rate: USD 300/day Total: USD18,000 See B/N 2	60 days spread over one year	The biodiversity expert will contribute to the preparation of ZABSAP. The expert will compile and analyse relevant information and produce technical inputs for the elaboration of the strategy and implementation plan. The expert will support the international biodiversity and policy expert. (Output 1.1.2-Development and implementation of a Zanzibar Biodiversity Strategy and Action Plan, building on sectoral strategies and plans, including the long-term forestry plan, national spatial plan and climate change strategy, to promote effective terrestrial and coastal forest management and sustainable land use)
Socio-economic expert Contract type: Consultancy 2 Rate: USD 300/day Total: USD18,000 See B/N 2	60 days spread over one year	The Socio-economic expert will contribute to the preparation of ZABSAP. The expert will compile and analyse relevant information and produce technical inputs for the elaboration of the strategy and implementation plan. (Output 1.1.2-Gender inclusive development and implementation of a Zanzibar Biodiversity Strategy and Action Plan, building on sectoral strategies and plans, including the long-term forestry plan, national spatial plan and climate change strategy, to promote effective terrestrial and coastal forest management and sustainable land use.)
International / regional and global contracting		
Technical advisor Contract type: International Consultant Rate: USD 600/day or USD 3,000/week Total: USD 216,000 See B/N 1 & 8	360 days over six years (10 days per month) over 6 years	The Technical Advisor will provide *capacity building support to the PMU and IP on technical issues regarding planning, execution and reporting of project activities including collection of gender disaggregated data and preparing annual PIR* Specifically, the TA will assist the i) development and implementation of the Zanzibar Biodiversity Strategy and Action Plan for effective biodiversity and ecosystem management; and ii) the management of PAs and the adoption of appropriate sustainable land use practices (proven from wide experience in similar situation like that of Zanzibar). 50% of the advisor's remuneration is budgeted under Component 1 & the remaining 50% will be under Component 2: **Scope of Technical Advisory work** Under the direct supervision of the (IP-MAINL), UNDP CO and RCU; the TA will be responsible for providing capacity building support to the PMU and IP on technical issues regarding planning, execution and reporting on the achievement of project results, specifically as outlined under the following outputs: • Output 1.1.2 Gender inclusive development and implementation of a Zanzibar Biodiversity Strategy and Action Plan (ZABSAP), building on sectoral strategies and plans, including the long-term forestry plan, national spatial plan and climate change strategy, to promote effective terrestrial and coastal forest management and sustainable land use. • output 2.1.2- New PA are established, and management plans are developed or updated for core protected areas. Management plans include improved management and restoration of forest and wetland ecosystems, as well as zones between them ensuring connectivity and maintenance of conservation values.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Consultant	Time Input	Tasks, Inputs and Outputs
		• output 2.1.5- Systems and infrastructure in key protected areas are upgraded to improve monitoring, evaluation and enforcement. • output 2.2.1- Gender responsive community-based natural resource management and land-use practices are supported in target sites (including CoFMAs) to increase or maintain natural forest and mangrove cover and sustain the flow of ecosystem services, while supporting livelihood diversification. In particular the TA will be responsible in ensuring that all innovative activities are based on good science and draw on lessons from countries with similar conditions in the region, and that the results of testing these innovations in Ungula and Pemba (Zanzibar) is captured, documented and shared widely (through technical publications). Working together with the technical officers from relevant Ministries, Departments and Agencies (MDAs), the TA will be responsible for the technical implementation as well as the technical quality control of project reports, especially the technical reports. The TA will therefore provide sound technical advice to the Project Management Unit, to MDAs and to the community teams as the basis for implementing project components. The TA will assist the teams in the formulation and implementation of participatory ecological monitoring and evaluation system are based on the best scientific evidence available and generate lessons for upscaling. (Priority PAs and ecological corridors to be monitored based on their ecological functions and potential roles for biodiversity conservation will be agreed in consultation with the main project implementors). The TA will therefore undertake extensive search for similar initiatives in the region and globally and ensure that any emerging lessons are documented and best practices shared to inform the national Sustainable land management agenda. In this respect, the technical advisor will provide a link (on technical matters) between the project and various networks Nationally and internationally. The TA is expected to adopt an on-the-job capacity building approach targeting the COFMAs technical teams in both Unguja and Pemba. Specific activities will include the following: ➢ Ensure development of Terms of Reference for different studies are finalized and consultants are recruited to conduct these studies; take lead in coordination of the consultants work and provide quality assurance for the final product including ensuring timely delivery of expected outputs, and effective synergy among the various sub-contracted activities. Approximately 6 to12 recruitments will be fielded during the period of this assignment. ➢ Assist the Project Manager in the preparation of Project Implementation Reports and Annual Project Report (PIR/APR), technical reports for submission to IP, UNDP/GEF and Project Steering Committee as required.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Consultant	Time Input	Tasks, Inputs and Outputs
		➢ Assist the Project Manager in liaison work with project partners, donor organizations, NGOs and other groups to ensure effective coordination of project activities. ➢ Provide technical support to the Project Manager and field teams in the fine-tuning of the project's Monitoring and Evaluation Strategy, with a focus on impact indicators, means of verification and risk identification and mitigation. ➢ Take lead in providing technical guidance on collection of data and information required as part of project monitoring. Ensure M&E framework agreed by the project team is in place by end of first year of project implementation. ➢ Document lessons from project implementation and make recommendations to the Steering Committee for more effective implementation and coordination of project activities; and, ➢ In consultation with UNDP CO and RCU initiate and support fundraising during the project implementation to upscale/consolidate project interventions; follow up guidance provided to the PM and senior management at UNDP. Link these efforts to the sustainability of the project. ➢ Identify opportunities and avenues for technical publications, generation of and quality control of the publications including newsletters, policy briefs, thematic fact sheets and any summary scientific articles, online blogs, social media posts, brochures, booklets, success stories. **Specific Deliverables:** The Technical Advisor will ensure the following deliverables are in place by end of the project: i. Project baseline – In collaboration with the Project Manager, the TA will ensure that TOR for the baseline studies is finalized, consultants are recruited and supervised to undertake the assessments, and results are finalized in a timely manner. It is estimated that approximately 6 to12 consultancies will be fielded during the first 2 to 3 years of the project implementation; the specific numbers will be determined during the signing of this contract. ii. Quality control provided to the final products from the baseline studies. iii. A robust participatory ecological monitoring system with clear impact and process indicators and implementation action plan, specifying data needs and information management systems in place. iv. In collaboration with the project team, produce technical publications using the information generated by the baseline assessments for wider sharing including newsletters, policy briefs, thematic fact sheets and any summary scientific articles, online blogs, social media posts, brochures, booklets or success stories. v. Quality assurance according to UNDP/GEF requirements provided to consultants conducting technical studies and consultants supervised.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Consultant	Time Input	Tasks, Inputs and Outputs
Safeguards Expert Contract type: International Consultant Rate: USD 600/day or USD 3,000/week Total: USD 36,000 See B/N 1 & 8	60 days in Year 1 - 3	(ii) Safeguard expert (IC) to conduct ESIA, develop ESMP, and provide training on safeguards to PMU, IP and other stakeholders – 50% fee to be charged from Component 1 and the remaining 50% from Component 2
Biodiversity and Policy Expert Contract type: International Consultant Rate: USD 2,500/week Total: USD30,000 See B/N 1	60 days spread over one year	The biodiversity and policy expert will support the preparation of ZABSAP. The expert will facilitate consultations with stakeholders, supervise and ensure the quality of technical inputs and oversee the preparation of the documents containing the strategy and implementation plan. (Output 1.1.2.- Development and implementation of a Zanzibar Biodiversity Strategy and Action Plan, building on sectoral strategies and plans, including the long-term forestry plan, national spatial plan and climate change strategy, to promote effective terrestrial and coastal forest management and sustainable land use)
Contractual services - Companies		

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Consultant	Time Input	Tasks, Inputs and Outputs
Stocktaking exercise and support to the definition of ZABSAP targets Contract type: Contractual service-company Lumpsum: USD 40,000 See B/N 5 ZABSAP implementation plan Contract type: Contractual service-company Lumpsum: USD 30,000 See B/N 5	4 months	The firm/organization will (i) review and document policies, plans and regulation related to biodiversity conservation in Zanzibar, (ii) analyze root causes of biodiversity loss, (iii) identify key barriers and capacity gaps, (iv) carry out a participatory consultation process to incorporate the views of stakeholders and identify the actions and targets to be incorporated in ZABSAP, and (v) produce a draft strategy and action plan. (Output 1.1.2- Gender inclusive Development and implementation of a Zanzibar Biodiversity Strategy and Action Plan, building on sectoral strategies and plans, including the long-term forestry plan, national spatial plan and climate change strategy, to promote effective terrestrial and coastal forest management and sustainable land use) The firm/organization will (i) conduct consultations with stakeholders, (ii) elaborate an implementation plan for ZABSAP, (iii) prepare a monitoring and reporting framework for ZABSAP that takes into consideration the URTs monitoring and reporting requirements under the mainland's NBSAP. (Output 1.1.2- Gender inclusive development and implementation of a Zanzibar Biodiversity Strategy and Action Plan, building on sectoral strategies and plans, including the long-term forestry plan, national spatial plan and climate change strategy, to promote effective terrestrial and coastal forest management and sustainable land use)
Component/Outcome 2		
Local / national contracting		
IT expert Contract type: Individual Consultancy Rate: USD 1,500/week **Total: USD9,000** **See B/N 9**	30 days	The IT expert will design and implement the architecture of the biodiversity database for Zanzibar. The expert will train DDOF personnel on the use and maintenance of the database. (Output 2.1.1- Detailed surveys of key areas for biodiversity conservation including mangrove forests and high-conservation value forests undertaken to establish or update baselines, identify priority sites for PA management interventions and establish wildlife corridors)
Natural Resources Management Expert Contract type: Individual Consultancy Rate: USD 300/day Total: USD 12,000	40 days spread over three months	The Natural Resources Management Expert will elaborate management plans for mangrove forests in areas of Unguja outside protected areas and areas under CoFMA management that are relevant to the proposed wildlife corridor connecting Jozani-Chwaka Bay National Park to Uzi and Vundwe islands. (Output 2.1.2.- *New PA are established, and management plans are developed or updated for core protected areas. Management plans include improved management and restoration of forest and wetland ecosystems, as well as zones between them ensuring connectivity and maintenance of conservation values*)

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Consultant	Time Input	Tasks, Inputs and Outputs
See B/N 9		
Natural Resources Management Expert Contract type: Individual consultancy Rate: USD 300/day Total: USD 12,000 See B/N 9	30 days spread over three months	The Natural Resources Management Expert will support DDOF, District Councils and communities during the definition and incorporation of two new CoFMAs in Unguja. The expert will support the assessment of natural resources in the areas to be incorporated in the new CoFMAs and contribute to the definition of management and conservation goals for these areas. (Output 2.1.3-*. Gender inclusive capacity for community forest management is strengthened*)
Socio-Economic Expert Contract type: Individual consultancy Rate: USD 300/day Total: USD 15,000 See B/N 9	50 days over three months	The socio-economic expert will serve as a facilitator during the definition and incorporation of two new CoFMAs in Unguja. The expert will facilitate the dialogue and negotiations between members of the communities and between these and DDOF and District Councils. The expert will facilitate meeting and workshops where members of the communities will be invited to express their views and priorities regarding the management and conservation of the lands to be incorporated in the new CoFMAs. (Output 2.1.3-*. Gender inclusive capacity for community forest management is strengthened*).
Knowledge Management Expert Contract type: Individual consultancy Rate: USD 300/day Total: USD 12,000 See B/N 9	40 days over two months in year 3	The Knowledge Management Expert will support communities and JUMIZAJA documenting the best practices and lessons learned identified during the learning and exchange of experiences among communities engaged in CoFMAs. (Output 2.1.3-*. Gender inclusive capacity for community forest management is strengthened*)
Community Forest Management Expert Contract type: consultancy Rate: USD 300/day	60 days over two months (year 3)	The Community Forest Management Expert will produce knowledge products to address specific knowledge gaps identified during the learning and exchange of experiences among communities engaged in CoFMAs. Three or four specific products will be identified during the dialogue with communities engaged in CoFMAs. (Output 2.1.3-*. Gender inclusive capacity for community forest management is strengthened*)

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Consultant	Time Input	Tasks, Inputs and Outputs
Total: USD 18,000 See B/N 9		
Natural Resources Management and Policy Expert Contract type: consultancy Rate: USD 380/day Total: USD 15,200 See B/N 9	40 days over two months	The Natural Resources Management Expert will evaluate the current governance over PAs in Zanzibar, conduct consultation with stakeholders and produce recommendations for the reestablishment of Zanzibar's National Protected Areas Board. (Output 2.1.6- *Gender inclusive National Protected Areas Board is re-established, leading to the development and implementation of an updated national PAs strategy*)
International / regional and global contracting		
Biodiversity Expert Contract type: Consultancy (IC) Rate: USD 500/day Total: USD 17,500 See B/N 8	35 days over two months	The biodiversity expert will elaborate guidelines for biodiversity surveys in Zanzibar incorporating international best practices and taking into consideration the specific economic and environmental circumstances of the archipelago. The consultant will provide training to DDOF and DoE staff on the application of the guidelines. (Output 2.1.1-*Detailed surveys of key areas for biodiversity conservation including mangrove forests and high-conservation value forests undertaken to establish or update baselines, identify priority sites for PA management interventions and establish wildlife corridors*.)
Natural Resources Management expert Contract type: Consultancy (IC) Rate: USD 500/day Total: USD 30,000 See B/N 8	60 days over three months	The Natural Resource Management Expert will conduct consultations with stakeholders to elaborate the national PA strategy of Zanzibar. (Output 2.1.6- *Gender inclusive National Protected Areas Board is re-established, leading to the development and implementation of an updated national PAs strategy*)
Land-use Management Expert Contract type: Consultancy (IC) Rate: USD 500/day	40 days over three months	The Land-use Management Expert will support RELEVANT PUBLIC INSTITUTION developing courses and training materials for extension agents in District Councils and subject matter experts at DDOF, DoE and MANRLF. The courses and training materials will focus on the type of land-use practices to be supported by the project in PAs and areas under community forest management. (Output 2.2.1)- *Gender responsive community-based natural resource management and land-use practices are supported in target sites (including CoFMAs) to increase or*

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Consultant	Time Input	Tasks, Inputs and Outputs
Total: USD 20,000 See B/N 8		*maintain natural forest and mangrove cover and sustain the flow of ecosystem services, while supporting livelihood diversification*.
Contractual services- companies		
Biodiversity surveys Lumpsum: USD 190,000 See B/N 12	3 months	The firm/organization will complete two biodiversity surveys in Zanzibar: one along the proposed wildlife corridor in Unguja and one on and around the forest remnants in Pemba. The firm/organization will present the results in a workshop to also build the capacities of DDOF and DoE for the implementation and supervision of similar surveys. (Output 2.1.1- *Detailed surveys of key areas for biodiversity conservation including mangrove forests and high-conservation value forests undertaken to establish or update baselines, identify priority sites for PA management interventions and establish wildlife corridors*.)
PA management plans preparation Lumpsum: USD 100,810 See B/N 12	4 months	The firm/organization will (i) review the plans for the five PAs that currently have a plan, (ii) evaluate the results from the current management practices, (iii) identify existing resources (i.e. staff, resources, infrastructure, competencies, etc.), (iv) conduct consultations with stakeholders, (v) elaborate draft management plans for the six PAs included in the project. (Output 2.1.2- *New PA are established, and management plans are developed or updated for core protected areas. Management plans include improved management and restoration of forest and wetland ecosystems, as well as zones between them ensuring connectivity and maintenance of conservation values*).
Evaluation of CoFMA and review of CoFMAs guidelines Lumpsum: USD 110,000 See B/N 12	5 months	The firm/organization will (i) evaluate the implementation of a sample of CoFMAs with the objective of establishing the degree of compliance with the commitments set in these agreements and producing recommendations on measures to improve the definition, implementation and supervision of CoFMAs, (ii) produce daft revised CoFMA guidelines, (iii) complete the evaluation existing CoFMAs in Zanzibar taking into consideration the updated CoFMA guidelines. (Output 2.1.3- *Gender inclusive capacity for community forest management is strengthened*)
Research on community forest management Lumpsum: USD 20,000 See B/N 12	To be defined at inception	The project will seek partnerships will universities in Zanzibar to produce research on emerging issues on community forest management. The partnerships may support short research projects, graduate projects and dissertations, etc. (Output 2.1.4- Gender inclusive Learning and exchange between CoFMAs facilitated)
Review of Forestry Development Fund regulation. Lumpsum: USD 85,000	3 months	The firm/organization will : • analyse the current governance of the Forestry Development Fund and complete a gap analysis of the PA system, draft the national PA strategy and recommend a design for NPAB (output 2.1.6- *Gender*

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Consultant	Time Input	Tasks, Inputs and Outputs
See B/N 12		*inclusive National Protected Areas Board is re-established, leading to the development and implementation of an updated national PAs strategy*)), • review the regulations and prepare recommendations to improve the management and governance of the Forestry Development Fund (output 2.2.1- *gender responsive community-based natural resource management and land-use practices are supported in target sites (including CoFMAs) to increase or maintain natural forest and mangrove cover and sustain the flow of ecosystem services, while supporting livelihood diversification*), • elaborate a financial strategy for the Forestry Development Fund (output 2.2.1-.),
Review of Agriculture and forestry extension courses Lumpsum: USD 22,000 See B/N 12	TBD	Elaborate a course on agriculture and forestry extension services (output 2.2.1- *Gender responsive community-based natural resource management and land-use practices are supported in target sites (including CoFMAs) to increase or maintain natural forest and mangrove cover and sustain the flow of ecosystem services, while supporting livelihood diversification*),
Review of stakeholders/ESMP action plan Lumpsum: USD 20,000 See B/N 12	TBD	Elaborate safeguards management plans (e.g. Indigenous Peoples Plan, Resettlement/Livelihood Action Plan if required based on the outcomes of the ESIA and ESMP consultations.
Outcome 3		
Local / national contracting		
Knowledge Management Expert Contract type: Consultancy Lumpsum: USD10,000 See B/N 27	30 days over two months (year 6)	The Knowledge Management Expert will support the PMU systematizing and documenting the best practices and lessons learned compiled by the PMU and project partners during the execution of the project. (Output 3.1.1-. *Knowledge management supports policy making and systematizes lessons learned*.)
Natural Resources Management and Policy Expert Contract type: Consultancy (IC) Lumpsum: USD29,000 See B/N 27	40 days over two months (year 4)	The Natural Resources Management and Policy Expert will evaluate the contribution made by the project to improving the governance of natural resources in Zanzibar. The expert will produce policy briefs describing the experience of the project and drawing recommendations for policy-makers in Zanzibar and on the mainland. (Output 3.1.1. *Knowledge management supports policy making and systematizes lessons learned*)

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Annex 7. Stakeholder engagement plan

1. INTRODUCTION

Natural resources in Zanzibar are under increasing pressure from overexploitation, unsustainable land-use practices, and the impacts of climate change. The project will safeguard forest and mangrove habitats on the islands for multiple environmental and socioeconomic benefits by addressing the drivers of deforestation, land degradation, and biodiversity loss, while contributing to climate change mitigation and supporting environmentally sustainable income generating activities.

The project will adopt complementary strategies at national and local level with focus on: (i) strengthening policy and institutional frameworks to improve governance over natural resources, (ii) improving the management of the existing protected areas (Pas) network, (iii) strengthening community-driven forest management, and (iv) promoting the adoption of sustainable forest management (SFM), sustainable land management (SLM) and climate-smart agriculture (CSA) practices.

The project will work with a range of stakeholders including government representatives, local communities, NGOs, and academic and research institutions, with the aim of strengthening joint abilities to protect key forests and mangrove areas, while generating local as well as global environmental benefits in terms of biodiversity, land degradation, SFM and climate change mitigation.

Project outputs will be designed and delivered to optimize equality gender mainstreaming, ensuring that women benefit adequately from capacity enhancement and effective participation in decisions related to resource management and livelihood support, as well as the distribution of benefits. Stakeholder engagement will reflect the principles of the integrated landscape approach: continuous learning, multiple stakeholders, participatory monitoring and stakeholder participation.

2. PROJECT STAKEHOLDERS

The design of the project was closely coordinated with the government through Ministry of Agriculture, Irrigation, Natural Resources and Livestock (MAINL), and actively engaged a range of stakeholders to ensure that the needs and priorities of stakeholders at all levels, including women and indigenous people, were expressed and taken into account in the formulation of activities.

Project stakeholders were identified and mapped during the design of the project concept (PIF) as well as during the project preparation phase. Stakeholder consultations were held during three missions, during inception (9-10 October 2018) and validation (4 March 2019) meetings held in Zanzibar (Table 1), as well as through email. Consultations ensured to cover all identified interest groups (Table 6), informing partners, beneficiaries and other interested parties about the project, its intended outcomes and implementation arrangements, and mapping stakeholder interests, importance and influence in relation to the project (Tables 2 and 3) as well as to collect baseline data relevant to gender mainstreaming and socio-economic status of target groups. In addition, a stakeholder consultation workshop was held on 28 May 2021 to discuss implementation arrangements considering the government restructuring that followed general elections in 2020 and resulted in creating a new Ministry of Blue Economy with mandate over fish related activities.

Table 1: Overview of key stakeholder consultation and engagement activities during project design.

Method	Activity	Date
Group meetings	• Inception workshop	9-10 Oct 2018
	• Group consultations on project target sites and indicator species.	13-14 Oct 2018
	• Project validation meeting	4 March 2019
	• Stakeholder workshop	28 May 2021
	• Stakeholder consultations (120 individuals interviewed in total)	Sept-0ct 2018

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Method	Activity	Date
Individual interviews	• Follow-up interviews with Government and NGOs.	5 March 2019
	• Consultations with CoFMA representatives from Unguja and Pemba to verify/complete baseline data.	6-8 March 2019

Table 2: Identification of stakeholders and their interests.

Stakeholders	**Interests** at stake in relation to project	**Effect** of project on interests **(+ 0 –)**	**Importance of Stakeholder for Success of Project** 1 Little/No Importance 2 Some importance 3 Moderate Importance 4 Very Important 5 Critical player	**Degree of Influence of Stakeholder over Project** 1 Little/No Influence 2 Some influence 3 Moderate Influence 4 Significant Influence 5 Very Influential
National Government Tanzania	Biodiversity conservation	+	4	4
	SFM & SLM	+		
	Climate change mitigation	+		
	Poverty alleviation	+		
Local Government Zanzibar	Landscape planning	++	5	5
	Protection of forest resources	++		
	Biodiversity conservation	+		
	Maintaining ecosystem services	++		
	SFM & SLM	++		
	Income generating activities	+		
Local communities in forest buffer zone areas	Landscape planning	+	5	5
	Strengthened capacities for SFM & biodiversity conservation	+		
	Maintaining ecosystem services	+		
	Income generating activities	++		
Women & organizations representing their interests	Capacity enhancement and empowerment NRM	++	4	2
	Income generating activities	++		
	Awareness raising on importance of gender mainstreaming and women's empowerment	++		
Environmental & conservation organizations (NGOs/CSOs)	Biodiversity conservation	++	3	3
	Protection of forest resources	+		
	Maintaining ecosystem services	+/-		
	Environmental awareness raising	++		
Private sector (tourism industry)	Profit generation	+/-	1	1
	Biodiversity conservation	+		
	Development of ecotourism opportunities	+		
Academic institutions	Biodiversity monitoring	+	2	1
	Knowledge management	+		

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Table 3: Stakeholder importance and influence matrix[19]

Importance Low ——————> high	**Group 1:** High Importance/Low Influence • Tanzanian Government • Women & their representative organisations • NGOs focusing on biodiversity conservation and environmental issues • Academic institutions	**Group 2:** High Importance/High Influence • Zanzibar Government • CoFMAs
	Group 3: Low Importance/Low Influence • n.a.	**Group 4:** Low Importance/High Influence • Tourism sector • Individuals engaged in illegal exploitation of resources within protected areas (e.g. poachers, logging, cutting of wood)
	Influence low ——————————————————>high	

OBJECTIVE AND PRINCIPLES

The main objective of the stakeholder engagement plan (SEP) is to ensure that the interests and priorities of the different stakeholder groups and sectors are taken into account during relevant phases of project development and implementation. Specific objectives of the plan include:

- Informing stakeholders to ensure FPIC and a common understanding of project goals and approaches.
- Generating project buy-in and appropriation by targeted partners and beneficiaries.
- Identification of priority interventions and strategies to achieve the intended outcomes of the project.
- Identification of opportunities for synergies and partnerships, including co-financing and institutional cooperation.
- Validation of the intervention strategy and targets by its key stakeholders.
- Facilitation of participatory M&E mechanisms.
- Establishment of grievance mechanisms.

The stakeholder engagement plan will be implemented according to five basic principles that will ensure its effectiveness and inclusiveness:

I). **Participation**: Open representation and participation of stakeholders will be facilitated at all levels, from Government to local community members.
II). **Gender equity**: Project design and implementation will be responsive to gender-sensitive considerations including the specific capacities and needs of women.
III). **Respect for cultural diversity**: Project design and implementation will respect existing customs, traditions, and forms of organization and decision-making.

[19] **Group 1** Stakeholders are **very important** to the success of the activity but may have **little influence** on the process. They may require special emphasis to ensure that their interests are protected and that their voices are heard.

Group 2 Stakeholders are **central to the planning process** as they are both **important and influential**. These should be key stakeholders for partnership building.

Group 3 Stakeholders are **not the central stakeholders** for an initiative and have **little direct influence on its success or failure**. They are unlikely to play a major role in the overall process of project implementation.

Group 4 Stakeholders are **not very important** to the activity **but may exercise significant influence**. These stakeholders can sometimes create constraints to project implementation. Even if they are not involved in the planning process, there may need to be a strategy for communicating with these stakeholders and gaining their support.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

IV). **Communication and transparency**: Care will be taken to design and implement a communication strategy that guides messages coherently to specific stakeholder groups and audiences targeted by the project. Adequate communication will help avoid unrealistic/false expectations or erroneous interpretations between actors. Information will be provided transparently, without marginalizing any stakeholder groups.

V). **Partnerships and synergies**: Continuous efforts will be made to ensure mapping of other interventions with similar objectives as the project, or initiatives that are related to the same thematic scope as the project. Opportunities will be explored to establish synergies that can help to maximize project impact and avoid duplication of efforts.

ENGAGEMENT METHODS

Methodologies used by the project to target and engage stakeholders and beneficiaries will depend on the actor, and the stage of project implementation.

- **Project Board**: Meetings with the Project Board will be organized on a regular basis to ensure relevant partners remain actively engaged in monitoring progress and steering the implementation of project activities towards its intended outcomes.
- **Workshops**: Workshops will be used to inform and actively engage larger groups of stakeholders in consultation processes, generating buy-in and sharing knowledge.
- **Strategic / informal meetings**: Meetings will be held bilaterally or with groups with the purpose to inform stakeholders and/or obtain agreement on issues of importance for successful project implementation. Group meetings will also form an important means of communication at the community level.
- **Liaisons**: CoFMA representatives, community leaders, elders, religious leaders, etc. may be used as liaisons, for instance between beneficiaries and other project partners.
- **Expert consultations**: Recognized experts in thematic areas will consult and inform stakeholders on strategic aspects of the project.
- **Field visits**: Regular visits of project staff and other stakeholders (e.g. Government and other partners; UNDP staff, midterm/final review consultants) to project target sites will be fundamental for engaging with beneficiaries, ensuring continued buy-in and commitment as well as to review progress in implementation, flag and address risks.
- **Exchange visits**: Project partners and beneficiaries may be selected to participate in visits to other sites/countries in order to exchange knowledge and learn from good practices and successful approaches implemented elsewhere that could be replicated in Zanzibar.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

COMMUNICATION

In addition to the abovementioned engagement tools, which will be used to reach and engage stakeholders, the project will develop a communication strategy that will take into consideration the stakeholder engagement plan and can be adapted depending on the stage of the project, and in response to feedback from stakeholders, as well as the grievance mechanism. Contents and format of information dissemination will be specifically adapted to targeted audiences, their educational background, cultural contexts, and languages, in order to obtain the highest possible levels of understanding and buy-in, including through the following mechanisms:

a) **Community skits and bulletin boards**: Kiswhahilli-spoken skits, and notifications/posters on local bulletin boards/offices can be developed as a tool to help raise awareness of rural beneficiaries on relevant project subjects.
b) **Brochures/flyers/newsletters**: Printed materials will be used for sharing project summaries and knowledge products with national stakeholders (Government staff, CoFMAs, communities around targeted forests).
c) **Radio, TV, newspapers, press releases**: The media will be used to reach broader stakeholder groups in Zanzibar, mobilize support and raise awareness on project activities and relevant environmental topics.
d) **Exhibitions**: Posters, photo's, banners, and/or short (20 min) videos may be produced for display in national and international fora and fairs.
e) **Policy briefs**: To inform decision makers on lessons learned and good practices resulting from project implementation and enable replication/upscaling, policy briefs may be developed for sharing with Government stakeholders.
f) **Progress reports**: Reports produced as part of M&E processes (e.g. UNDP GEF PIR) will be shared with the Steering Committee, UNDP, donor(S), as well as other relevant stakeholders (as appropriate).
g) **Online media**: The project will share progress updates and good practices to the general public through online media, including the MAINL website[20] as well as platforms such as UNDP EXPOSURE[21] and PANORAMA[22]. Posts may include stories, photos, photoblogs, short video's etc. To reach national and global audiences, the project could also consider establishing accounts on social media including Facebook, Twitter, Instagram, YouTube/Vimeo if sufficiently capacity is available (e.g. within the PMU, or through a dedicated communication expert at MAINL) to manage these accounts appropriately.

Table 4: Communication tools and targeted stakeholders

Stakeholders/ Information formats	Skits	Brochures/flyers	Radio / TV/ newspaper	Exhibitions	Policy briefs	Progress reports	Online media
National Government Tanzania		X	X	X	X	X	X
Government Zanzibar		X	X	X	X	X	X
Local communities	X	X	X				X
Women, including their organizations	X	X	X				X
Environmental and conservation stakeholders	X	X	X	X			X
Private sector (tourism)		X	X	X			X
Academic institutions		X	X		X		X
Development partners, donors		X		X		X	X

[20] http://www.kilimoznz.go.tz
[21] https://stories.undp.org
[22] https://www.iucn.org/theme/protected-areas/our-work/projects/panorama-solutions-healthy-planet

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

STAKEHOLDER ENGAGEMENT TIMETABLE

Activity	Semesters (6 years)											
	1	2	3	4	5	6	7	8	9	10	11	12
Inception phase and workshop.	X											
Development of communication strategy, SEP update and SEP validation with stakeholders through workshops.	X	X										
Grievance mechanism in place, including response.	X	X	X	X	X	X	X	X	X	X	X	X
Selection and confirmation of target areas for sustainable natural resource management, engaging communities, and women's groups for buy-in and subsequent participation.		X	X									
Establishment and functioning of platform to strengthen cross-sectoral coordination with appropriate stakeholder participation.			X	X	X	X	X	X	X	X	X	X
Stakeholder engagement through capacity enhancement and technical support.		X	X	X	X	X	X	X	X	X	X	
Communication and outreach activities		X	X	X	X	X	X	X	X	X	X	X
Meetings of the Steering Committee	X		X		X		X		X		X	X
Monitoring of compliance with project safeguards.	X	X	X	X	X	X	X	X	X	X	X	X
Project monitoring with participation of stakeholders.	X	X	X	X	X	X	X	X	X	X	X	X
Knowledge management including systematization, testimony and perceptions of stakeholders		X	X	X	X	X	X	X	X	X	X	X

RESOURCES AND RESPONSIBILITIES

The Project Manager will be responsible for implementing the stakeholder engagement plan and achieving its objectives. He/she will mobilise the project team and partners to conduct specified stakeholder engagement activities and manage the grievance mechanism, according to the objectives and principles of the plan.

Table 5: Estimated budget for activities specifically targeted at stakeholder engagement

Item	Estimated costs USD
Inception workshop	6,000
Stakeholder consultation meetings	10,000
Field visits by project staff and local project partners	5,000
Field visits and participation in meetings by stakeholders from outside Zanzibar	15,000
Communication strategy development & implementation	15,000
Total	51,000

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

GRIEVANCE MECHANISM

In case any grievances exist among project beneficiaries, stakeholders or partners, they will initially be encouraged to direct these to the Project Manager and provide him/her with sufficient background information in order to assess the cause of the grievance and identify possible solutions. If the PM based on his/her assessment of the seriousness and complexity of the problem is not able to provide a solution, the grievance may be escalated to the relevant (Government) partner and/or the Project Steering Committee. The PSC may decide to organise an ad hoc meeting in order to address the issue, or, if appropriate depending on the urgency, park the issue until the next planned regular meeting.

All grievances should be adequately documented and flagged by the PM, including the causes, responses, and outcomes of actions taken to address the problem. The UNDP Country Office in Dar es Salaam as well as the UNDP-GEF Regional Technical Advisor should be notified immediately in case of grievances that may directly/indirectly hamper project implementation and/or (potentially) affect the reputation of the organisation.

UNDP' recognizes that even with strong planning and stakeholder engagement, unanticipated issues can still arise. Therefore, it's social and environmental compliance reviews and stakeholder response mechanisms are underpinned by an Accountability Mechanism[23] with two key components:

1. A Social and Environmental Compliance Review Unit (SECU) to respond to claims that UNDP is not in compliance with applicable environmental and social policies; and
2. A Stakeholder Response Mechanism (SRM) that ensures individuals, peoples, and communities affected by projects have access to appropriate grievance resolution procedures for hearing and addressing project-related complaints and disputes.

The Accountability Mechanism is available to all of UNDP's project stakeholders. SECU investigates concerns about non-compliance with UNDP's Social and Environmental Standards and Screening Procedure raised by project-affected stakeholders and recommends measures to address findings of non-compliance. The Stakeholder Response Mechanism helps project-affected stakeholders, UNDP's partners (governments, NGOs, businesses) and others jointly address grievances or disputes related to the social and/or environmental impacts of UNDP-supported projects.

Existing national and sector forums may also provide important opportunities for stakeholders to provide feedback on project implementation. Utilization of existing structures and processes to engage stakeholders is encouraged, as this may provide opportunities for issues to be raised before they develop into more significant grievances. However, such fora would not substitute for specific project grievance redress mechanisms (GRM[24]) that may be required.

Accessibility is a key principle for any accountability mechanism. Since accessibility starts with awareness raising, the PM will need to take responsibility for ensuring that project-affected people and communities are informed of UNDP's Accountability Mechanism and the GRM. The stakeholder engagement process provides a key entry point to do this awareness raising and ensure that information about UNDP's Accountability Mechanism is made available to all project beneficiaries and partners. Communication materials are available in the online SES Toolkit[25] to support this effort.

[23] https://www.undp.org/content/undp/en/home/accountability/audit/secu-srm.html
[24] https://info.undp.org/sites/bpps/SES_Toolkit/SES%20Document%20Library/Uploaded%20October%202016/Supplemental%20Guidance_Grievance%20Redress%20Mechanisms.pdf
[25] https://info.undp.org/sites/bpps/SES_Toolkit/SitePages/Communication%20Materials.aspx

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

MONITORING AND REPORTING

Participatory project monitoring and evaluation is a key part of the results-based management (RBM) approach practiced by UNDP and GEF for all projects. Similarly, stakeholder engagement activities will be integrated in the M&E processes for this project to provide sufficient information for adaptive management decision-making. Beneficiaries and project partners will be encouraged to participate in different steps of the process, including design and verification of the logical framework and its indicators, tracking tools, reviews, field visits for monitoring progress, etc. The project will also ensure to regularly disseminate progress reports to relevant stakeholders for inputs, reviews, feedback and information sharing purposes.

The project will use standard UNDP approaches and procedures for M&E processes (see Monitoring and Evaluation Plan section for details).

Table 6: Stakeholders identified as relevant to the project and its intended outcomes. [26].

Stakeholder	Interest in the project	Expected role/influence on the project
Ministry of Agriculture, Irrigation, Natural Resources and Livestock (MAINL)	Demonstration of successful interventions for potential replication and upscaling; and informing policies. Lead Implementation Partner (IP); ownership of project and co-chair of Project Board (PB).	Lead IP is represented at the PB; role is to ensure that the project is focused throughout its life cycle on achieving its objectives and delivering outputs that will contribute to higher level outcomes.
Department of Forestry and Development (MAINL)	Demonstration of successful interventions for potential replication and upscaling; and informing policies.	Active involvement in decision-making and coordination processes; support to project implementation; facilitating engagement of local authorities; facilitating processes relevant to longer-term sustainability, replication and upscaling.
Other Government partners incl. Ministry of State, President Office Finance and Planning, FVOP, Ministry of Lands and Housing development Ministry of Water, Energy Mining ; Ministry of Information, Culture, Tourism & Sports Ministry of State, Office of the President, Economy and Investment Ministry of Community Development, Gender and Children (MCDGC)	Demonstration of successful interventions for potential replication and upscaling; and informing policies.	Support to project implementation; facilitating processes relevant to longer-term sustainability, replication and upscaling.
District Councils	Influence on decision-making and planning processes at the district level.	Coordinate implementation of alternative income generation activities in the area; Assist MAINL in ensuring that forests are managed sustainably through active community participation
Local Authorities (Shehias)	Influence on decision-making processes related	Support to coordination of community actions and

[26] Note that this list may change during project implementation and will be reviewed regularly – including during the inception phase.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Stakeholder	Interest in the project	Expected role/influence on the project
	to forest conservation, especially CoFMA managed forests.	implementation of alternative income generation activities at Shehia level.
Local community residing in buffer zones of forests and mangrove forest areas targeted by project activities	Improvement of local livelihoods; benefits from ecosystem services provided by forests/mangrove forests.	Active participation and collaboration from local community members will be critical to the success and sustainability of the project.
Representatives from communities engaged in CoFMAs	Successful management of CoFMAs resulting in sustainability of ecosystem services (e.g. timber, water, protein, medicinal plants, etc).	Active participation and collaboration from CoFMA members will be critical to the success and sustainability of the project.
Women & organizations representing their interests	Improvement of livelihoods; equitable engagement of women in project activities; empowerment.	Active engagement in decision-making processes related to forest/mangrove forest management; participation in alternative income generating activities.
Environmental & conservation organizations (NGOs/CSOs) - Wildlife Conservation Society (WCS) - CSOs	Conservation of biodiversity, including endangered species; protection of forest resources and ecosystem services; environmental awareness raising.	Support to biodiversity surveys and monitoring (possibly co-financing); engagement in environmental education and outreach activities.
NGOs/CSOs with sustainable development focus - Mwambao, Roots and shoots - Local NGOs / CSOs – JECA, JUMIJAZA, NGENARECO.SEDCA TAF…KOFDO…Zanzibar Seaweed Cluster Initiative.	Improvement of livelihoods; environmental sustainability aspects related to economic development.	Technical support to project implementation (integration of lessons learned and good practices), potential co-financing.
Private Sector - Zanzibar Association for Tourism Investors (ZATI) - Zanzibar National Chamber of Commerce C-weed campany. ZanQ aqua farm LTd(…..)Zanzibar Milele Foundation	Development of (eco)tourism potential; marketing of protected areas for tourism purposes.	Investments in protected area management (potential co-financing); marketing of Jozani and other Pas as tourist destinations.
Academic / Research Institutions Inc. State University of Zanzibar (SuZa); Institute of Marine Sciences (IMS), Zanzibar Agriculture Research Institute (ZARI); Zanzibar Fisheries Research Institute (ZAFIRI); Small and Medium Industrial Development Agency (SMIDA) Zanzibar Livestock Research Institute (ZALIRI)	Data collection, knowledge management and learning opportunities.	Technical support to data collection including estimation of carbon stock, forest and biodiversity inventories.
Development partners	Sustainable development processes; lesson learning	Technical support to project implementation (integration of

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Stakeholder	Interest in the project	Expected role/influence on the project
- FAO, IFAD, UN WOMEN, JICA,KOICA, TNC, European Union (EU – Agri-connect),International Climate Initiative WIOMSA, Indian Ocean Rim Association (IORA)	and extraction of good practices for replication and upscaling.	lessons learned and good practices), potential co-financing.
Executing Agency & Donor - UNDP and GEF	Sustainable development processes; lesson learning and extraction of good practices for replication and upscaling.	Support, monitoring and quality assurance to ensure timely and adequate progress towards intended longer-term outcomes; extraction and dissemination of lessons learned and good practices; facilitation of longer-term sustainability processes; arbitration/mediation in case of grievances.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Annex 8. Environmental Social Management Framework (ESMF)

Executive Summary

The ESMF has been developed in accordance with the UNDP's social and environment screening procedure (SESP) that was conducted as part of the project design. The Environmental and Social Management Framework (ESMF) guides the screening and categorization, level of impact assessment and management plans, institutional arrangements, and procedures to be followed for subprojects or project components once their location and/or specific activities are known.

The SESP was informed by consultations with stakeholders including implementing partners, local communities, private sector, and civil society organizations. The SESP identified risks that were categorized as High, Substantial, and Moderate. The overall SESP risk categorization rating for this project is High.

The risk rated High consists of the following:

Risk 6: The establishment of new Protected Areas (PA) and ecological corridors could lead to economic displacement, impacting on the livelihoods and the Cultural Heritage of local communities and Indigenous Peoples.

The risk rated as Substantial is described as follows:

Risk 7: The engagement of law enforcement personnel and community guards could lead to potential harassment and abuse in local and indigenous communities.

Five risks were categorized as Moderate, namely:

Risk 1: Duty bearers may not possess the capacity to meet their obligations and rights holders may lack the capacity to claim their rights, leading to the marginalization or exclusion of vulnerable groups from decision-making processes and the project's benefits.

Risk 2: Inadequate integration of gender equity and women empowerment interventions in implementation of project activities could potentially reproduce discriminations against women based on gender, especially regarding participation in design and implementation or access to opportunities and benefits.

Risk 3: The planned livelihoods diversification (ecotourism, beekeeping, and small-scale production of ICS) may not be adequate alternatives for an equitable access to and benefit sharing, becoming a disincentive to community support for the establishment of wildlife corridors, effective PA management and adoption of resilient SLM practices.

Risk 4: The inadvertent introduction of invasive alien species (IAS) due to inappropriate or inadequate efforts to rehabilitate and forest reforest the previously deforested areas may adversely affect the ecosystems logical integrity of the area.

Risk 5: The proposed SLM practices such as agroforestry, ecotourism and agriculture may be affected by extreme weather conditions such as drought and flooding thus reducing the project's development impact.

To assess and manage all the risks, whenever project locations or activities are specified or modified, they will be screened on a site/activity specific basis using the SESP. Based on the impacts identified, appropriate impact assessments and management measures, as indicated in this ESMF, will be implemented. The SESP will be revised as part of regular project monitoring and based on further assessments and information/details gathered during project implementation. The ESMF includes procedures for the Environmental and Social Impact Assessment (ESIA), which is the tool that will be used to assess downstream activities. Targeted assessments include a Cultural Heritage Impacts Assessment (CHIA) (which could be a stand-alone study or be integrated into the ESIA) and a Livelihood Action Framework (LAF). Annex 9 includes the Indigenous Peoples Planning Framework (IPPF). Management measures for risks and impacts associated with downstream activities will be addressed through an Environmental and Social Management Plan (ESMP), Cultural Heritage Management Plan (CHMP) and a Livelihood Action Plan (LAP). Upstream activities, on the other hand, will be assessed by a Strategic Environmental and Social Assessment (SESA).

None of the project activities that may have an adverse impact on Indigenous Peoples rights, including cultural integrity, self-determination, access to their land and natural resources, will commence until their consent, through FPIC, has been obtained and the ESIA/ESMP, CHIA/CHMP, LAF/LAP, and Indigenous Peoples Planning Framework (IPPF-Annex 1 in the ESMF)/Indigenous Peoples Plan have been completed.

Introduction

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Why the need for an ESMF?

The Environmental and Social Management Framework (ESMF) establishes a framework that guides the screening and categorization, level of impact assessment, required institutional arrangements, and processes to be followed for components or subprojects that will be selected or further specified during project implementation.

The ESMF identifies the steps for detailed screening and assessment for the project's potential social and environmental risks, and for preparing and approving the required management plans for avoiding, and where avoidance is not possible, reducing, mitigating, and managing these potential adverse impacts. The ESMF outlines the processes that will be undertaken during project inception and implementation and highlights where additional assessment of potential impacts and development of appropriate risk mitigation or management measures are needed, in consistence with UNDP's Social and Environmental Standards (SES).

The ESMF has been developed in accordance with the UNDP's social and environment screening procedure (SESP) that was conducted as part of the project design. The SESP was informed by consultations with stakeholders including implementing partners, local communities, private sector and civil society entities. The SESP identified risks that were categorized as Substantial and Moderate. The overall SESP risk categorization rating for this project is Substantial.

The implementing partners of the project and the Project Management Unit will follow the recommendations outlined in this ESMF to ensure the environmental and social risks and impacts are fully assessed and management measures are in place prior to the implementation of the relevant Project activities.

The Project on Safeguarding Zanzibar's Forest and Coastal Habitats for Multiple Benefits

This Environmental and Social Management Framework (ESMF) was prepared as part of the Social and Environmental Screening process during the PPG for the full project on *"Safeguarding Zanzibar's Forest and Coastal Habitats for Multiple Benefits"* (referred as "the project").

Under this project, actions will be implemented to safeguard Zanzibar's terrestrial and coastal habitats for multiple benefits by addressing the drivers of deforestation, land degradation, and biodiversity loss, while contributing to climate change mitigation and supporting environmentally sustainable income generating activities. Policy and institutional frameworks will be strengthened to improve sustainable natural resource and protected area management. Community-driven Forest management will be strengthened, including through gender responsive measures to ensure equitable access to and benefit sharing of natural resources, and the adoption of sustainable forest and land management as well as climate-smart agriculture practices will be promoted.

Wildlife corridors will be established connecting core protected areas in the island of Unguja, and forest remnants will be protected in Pemba by improving the management and conservation of lands under community management. Good practices and lessons learned, including on gender mainstreaming, will be documented and systematized to enable replication and upscaling of successful interventions and to improve knowledge on biodiversity conservation, sustainable land-use practices and climate change mitigation options available in Zanzibar.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Project Objective

The objective of the project is to safeguard key terrestrial and coastal forest ecosystems on Zanzibar through a landscape approach, and so deliver multiple benefits to the people inhabiting the islands. The objective will be achieved through three interrelated components on policy development, strengthening of PAs and areas under CFM, and on knowledge management, gender mainstreaming and monitoring and evaluation (M&E).

The social and environmental objectives of the project are:

To support Zanzibar in pursuing a more sustainable, lower carbon development pathway through more effective implementation of national strategies and plans to conserve biodiversity and manage land-use.

To improve protected area and forest management, including better integration with lands under CFM, in order to protect critical ecosystem services and globally significant populations of flora and fauna, some of which are endemic to Zanzibar.

To contribute towards arresting trends in land degradation by safeguarding key natural habitats.

To reduce GHG emissions and to enhance the removal of carbon dioxide from the atmosphere by reducing deforestation and promoting sustainable land-use practices.

To promote sustainable land-use practices complemented by actions by ZASDP that will contribute towards poverty reduction, improved food security and climate change resilience among rural communities.

Project Components

Component 1: Strengthening Zanzibar's policy and institutional framework for effective biodiversity conservation and natural resource management.

The enabling environment for biodiversity conservation and environmentally sustainable management of natural resources on Zanzibar will be improved under this component by removing policy and institutional barriers. Relevant policy frameworks will be reviewed and strengthened, and a biodiversity strategy and action plan will be developed and implemented. Targeted capacity enhancement activities will contribute to making the project gains sustainable and replicable.

Output 1.1.1 Review of national framework (including policies, regulations, and institutions) for land and forest management and biodiversity conservation.

Output 1.1.2 Gender inclusive development and implementation of a Zanzibar Biodiversity Strategy and Action Plan, building on sectoral strategies and plans, including the long-term forestry plan, national spatial plan and climate change strategy, to promote effective terrestrial and coastal forest management and sustainable land use.

Component 2. Strengthened management of Zanzibar's network of protected areas and areas under community forest management

The conservation of key natural ecosystems in Zanzibar will be improved, including through the establishment of wildlife corridors between PAs in Unguja and the protection of remnant forests with high biodiversity value in Pemba. PA management plans will be reviewed, and capacities enhanced for improved PA management, including through community-driven actions. The adoption of sustainable land-use practices and environmentally sustainable income generating activities will be promoted in CoFMAs on or around wildlife corridors in Unguja and forests remnants in Pemba, to reduce pressures that result in degradation of the local ecosystems and biodiversity declines.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Output 2.1.1 Detailed surveys of key areas for biodiversity conservation including mangrove forests and high-conservation value forests undertaken to establish or update baselines, identify priority sites for PA management interventions and establish wildlife corridors.

Output 2.1.2 New PA are established, and management plans are developed or updated for core protected areas. Management plans include improved management and restoration of forest and wetland ecosystems, as well as zones between them ensuring connectivity and maintenance of conservation values.

Output 2.1.3. Gender inclusive capacity for community forest management is strengthened.

Output 2.1.4. Gender inclusive learning and exchange between CoFMAs facilitated

Output 2.1.5. Gender responsive systems and infrastructure in key protected areas are upgraded to improve monitoring, evaluation and enforcement.

Output 2.1.6. *Gender inclusive* National Protected Areas Board is re-established, leading to the development and implementation of an updated national PAs strategy.

Output 2.2.1 Gender and youth responsive community based natural resource management and land use practices supported in target sites supporting livelihood diversification.

Component 3. Knowledge management and Gender Mainstreaming

The project will be implemented and monitored in close cooperation with its stakeholders to ensure participation and transparency, taking into consideration the specific needs, views, and circumstances from different groups of partners and beneficiaries involved, including women, youth and other vulnerable or potentially excluded groups Actions to mainstream gender across project activities will be implemented in accordance with a detailed Gender Action Plan (Annex I of the ProDoc). A comprehensive knowledge management and communication strategy will be developed to ensure that lessons learned, and good practices are systematically compiled and disseminated to targeted audiences (including authorities and communities in Zanzibar, and mainland Tanzania, as well as international audiences to enable adaptive management, replication, and upscaling. Particularly relevant will be building and maintaining links between actions aimed at strengthening policy and institutional frameworks, and activities implemented on the ground to promote sustainable land-use practices by communities. The communication and feedback between the policy and on-the-ground activities of the project should be continuous to ensure that actions on these two dimensions of the project are coherent and consistent with each other.

Output 3.1.1. Knowledge management supports policy making and systematizes lessons learned.

Output 3.1.2. Gender mainstreaming strategy implemented to support project implementation.

Component 4. Monitoring & Evaluation

Output 4.1.1. Monitoring and evaluation support adaptive and effective project management and active participation from stakeholders

Legislative and Institutional Framework

The project was designed in line with relevant legislative frameworks, including the following:

National Legislation, Policies and Regulations

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Tanzania Development Vision 2025
In Tanzania, the Sustainable Development Goals (SDGs) are framed by the country's Development Vision 2025 and implemented in accordance with five-year development plans (FYDP). The second development plan (FYDP II) is now in effect, focusing on mainstreaming SDGs into development and investment frameworks. In Zanzibar, SDGs have been incorporated into MKUZA III, the government's strategy on economic and social development for 2016 – 2020.

Tanzania National Strategy for Growth and Reduction of Poverty (MKUKUTA II)
The National Poverty Reduction Strategy was adopted by the Cabinet and Parliament in early February 2005. In 2010 it was reviewed and the current second version, MKUKUTA II, is to be implemented between 2010/11 and 2014/15. MKUKUTA II makes linkages with Vision 2025 and is committed to the Millennium Development Goals (MDGs) as internationally agreed targets for reducing poverty. MKUKUTA aims to reduce poverty through three broad outcomes: growth and reduction of income poverty; improved quality of life and social well-being; and good governance and accountability.

Third Zanzibar Strategy for Growth and Reduction of Poverty of Zanzibar for 2016 – 2020 (MKUZA III)
The RGZ has adopted MKUZA III. The objective of the strategy is to achieve "social and economic prosperity to reach middle-income status" by 2020. The strategy is organized around five key result areas: (i) sustainable and inclusive growth, (ii) human capital development, (iii) quality services, (iv) environmental sustainability and climate resilience, and (v) good governance. MKUZA III identifies the expansion of CFM as a key strategic action to achieve its objective on environmental sustainability (RGZ, 2017).

Zanzibar's Forest Policy
CFM is promoted by Zanzibar's Forest Policy (1999), as a mechanism for improving natural resources management and providing benefits to communities living close to forest reserves and conservation areas in Zanzibar (RGZ, 1999). In Zanzibar, CFM is implemented by means of CoFMAs. The establishment and management of areas under CFM are regulated by the Forest Resources Management and Conservation Act No. 10 (1996). Under these regulations, communities, represented by SCCs, enter into agreements with DDOF to share responsibilities and obligations over the management of natural resources within their territories (RGZ, 1996). Actions to achieve the government's goals related to the expansion and strengthening of CoFMAs are described in Zanzibar's National Forest Resources Management Plan (2015 – 2025). The plan has seven goals, the fourth of which is related to forests under community management. The goal aims at ensuring that at least 50% of community forests are sustainably managed.

The strategy to achieve the goal includes (i) strengthening CoFMAs, (ii) promoting tree planting, (iii) reducing the demand for firewood, (iv) preventing and managing forest fires, and (v) promoting honey production (RGZ, 2014a). The Nationally Determined Contribution (NDC) by the URT lists actions to mitigate change in the forestry sector, including upscaling CFM and promoting reforestation and conservation initiatives (Government of Tanzania, n.d.). Similarly, Zanzibar's Climate Change Strategy (2014 – 2030) also proposes the promotion of CoFMAs to achieve climate change mitigation objectives and aims at enhancing carbon sequestration in natural ecosystems (RGZ, 2014).

Zanzibar's Agricultural Sector Policy
The promotion of a productive and sustainable agricultural sector is a main objective under the key result area on sustainable and inclusive growth of MKUZA III (RGZ, 2017). The Agricultural Sector Policy of Zanzibar (2003) links agricultural development to poverty reduction and to the sustainable management of natural resources, including addressing threats posed by unsustainable fuelwood collection and the extraction of forests products (incl. timber). The policy identifies several barriers to the sustainable development of the agricultural sector, including limited of access to knowledge, technologies, infrastructure (e.g. irrigation), agricultural inputs and agricultural extension services (RGZ, 2003).

Zanzibar's Climate Change Strategy
Zanzibar's Climate Change Strategy highlights the challenges presented by unsustainable use of natural resources and low productivity of the agricultural sector. The strategy discusses climate mitigation options linked to climate-smart agriculture (CSA) -including agroforestry-, and the large-scale adoption of ICS (RGZ, 2014).

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Zanzibar's Strategy on Growth and Poverty Reduction
The strategy on growth and poverty reduction defines the protection of marine and terrestrial ecosystems as one of the major objectives under the key result area on environmental sustainability and climate resilience. The strategy sets targets for the fraction of marine and terrestrial areas to be put under protection (from 16% in 2015, to 20% in 2020) and on the area to be reforested/afforested (3,200 ha by 2020). The strategy also proposes the establishment of a National Protected Areas Board (NPAB) (RGZ, 2017).

Zanzibar's Environmental Policy
Zanzibar's Environmental Policy (2013) defines strategies for the establishment and management of PAs in the marine and terrestrial environment and echoes the call in MKUZA III for the establishment of a NPAB (RGZ, 2013). Zanzibar's Environmental Management Act (2015) provides faculties to the Minister responsible for terrestrial and marine natural resources, in consultation with the Minister responsible for environmental management, to designate new PAs and to enact regulations for the management of these areas (RGZ, 2015).

Tanzania´s National Biodiversity Strategy and Action Plan (NBSAP) for 2015-2020
Tanzania´s NBSAP 2015-2020 has a goal to improve the integrity of country's ecosystems, contributing to the wellbeing and socio-economic development of the country. The NBSAP sets national targets in line with the Aichi targets under the Convention on Biological Diversity (CBD). While the NBSAP is focused mainly on Tanzania's mainland, the project will contribute to several of the targets defined therein, including Aichi Target 5 on reducing the rate of degradation and fragmentation of ecosystems and the loss of habitats; Target 7 on agriculture and biodiversity policies, laws and strategies to promote sustainable management of forests, agricultural and aquaculture ecosystems; Target 11 on increasing marine PAs and managing effectively both terrestrial and marine PAs; Target 14 on restoring and safeguarding ecosystems that provide essential services, taking into account the needs of women and local and vulnerable communities; and, Target 15 on enhancing ecosystem resilience and the contribution of biodiversity to carbon stocks through conservation and restoration, thereby contributing to climate change mitigation and adaptation, and combating desertification (URT, 2015).

Environmental Management and EIA
The national legal requirement for EIA is established by the Environmental Management Act, 2004, and the Environmental Impact Assessment and Audit Regulations, 2005. These Regulations provide rules relative to the procedures for and carrying out of environmental impact studies and environmental audits as provided for under the Environmental Management Act. They prohibit the carrying out of projects without an environmental impact assessment required under the Environmental Management Act and define the contents and form of an environmental impact assessment and the basic principles of an environmental audit.

Gender Policy
Tanzania is signatory to all major international and regional instruments. The Vision 2025 recognizes the importance of gender equality and empowerment of women to attain progress as also stated the Constitution. Key policy frameworks such as Tanzania's National Strategy for Growth and Reduction of Poverty (MKUKUTA II) and the Zanzibar Strategy for Growth and Reduction of Poverty 2016-2020 (MKUZA III) have identified gender equality and women's empowerment as among the major development issues which require multi-sectoral approaches and emphasize women's empowerment as a means of bringing about equality in economic development.

Precautionary Principle
The precautionary principle is a global accepted approach, which states that, when there is a lack of sufficient knowledge and information about the possible threats to the environment and uncertainty about the potential threats / impacts that may arise from the proposed development, precaution (safety) should be applied and echoes the sentiments of prevention is better the cure.

Polluter Pays Principle
This principle ensures that proponent takes responsibility of their actions. Hence in cases of pollution, the proponent bears the full responsibility and cost to clean up the environment.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Tanzania is signatory to several multilateral agreements and conventions that are relevant to the project including the following:

- United Nations Convention on Biological Diversity
- Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)
- The project will facilitate the implementation in Zanzibar of the regional agreement on "Zanzibar Declaration on the Illegal Trade of Timber and Forest Products" of 2015.
- United Nations Framework Convention on Climate Change
- United Nations Convention to Combat Desertification
- Convention on Wetlands of International Importance (Ramsar Convention)
- UNDP's Social and Environmental Standards

This ESMF has been prepared in line with UNDP's Social and Environmental Standards (SES), which came into effect 1 January 2015. These standards underpin UNDP's commitment to mainstream social and environmental sustainability in its programs and projects to support sustainable development and are an integral component of UNDP's quality assurance and risk management approach to programming. Through the SES, UNDP meets the requirements of the GEF's Environmental and Social Safeguards Policy. The objectives of the SES are to:

Strengthen the social and environmental outcomes of Programs and Projects
Avoid adverse impacts to people and the environment.
Minimize, mitigate, and manage adverse impacts where avoidance is not possible.
Strengthen UNDP and partner capacities for managing social and environmental risks.
Ensure full and effective stakeholder engagement, including through a mechanism to respond to complaints from project-affected people.

In accordance with UNDP SES policy, the Social and Environmental Screening Procedure (SESP) has been applied to the Project during the project development phase. In accordance with UNDP SES policy, a SES principle or standard is 'triggered' when a potential risk is identified and assessed as having a 'Moderate', 'Substantial' 'High' risk rating based on its probability of occurrence and extent of impact. Risks that are assessed as 'low' do not trigger the related principle or standard.

The assessment conducted during project development indicate that six of the nine social and environmental principles and standards have been triggered across the project due to High, Substantial, and Moderate risks:

Principle 1: Human Rights - due to the project's potential for adverse impacts on enjoyment of human rights through inequitable or discriminatory adverse impacts on affected populations; the likelihood that duty bearers or rights-holders may not possess the capacity to meet their obligations or claim their rights; and the potential exacerbation of conflicts among and/or the risk of violence to project-affected communities and individuals.

Principle 2 (Gender Equality): due to the possibility that the project potentially reproduces discriminations against women based on gender, especially regarding participation in design and implementation or access to opportunities and benefits. Integrated into project design and made conditional for project activities.

Standard 1 (Biodiversity Conservation and Sustainable Natural Resource Management): due to project activities within or adjacent to critical habitats and/or environmentally sensitive areas, including legally protected areas; changes to the use of lands and resources that may have adverse impacts on habitats, ecosystems, and/or livelihoods involving reforestation; and carrying a risk of IAS introduction. This is an integral part of the Project design.

Standard 2 (Climate Change Mitigation and Adaptation): - due to the risk that project outcomes will be vulnerable to the impacts of climate change.

Standard 3 (Community Health, Safety and Security): due to the engagement of security personnel to protect facilities and property or to support project activities

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Standard 4 (Cultural Heritage): because of the potential impact on adverse impacts to sites, structures, or objects with historical, cultural, artistic, traditional, or religious values or intangible forms of culture (e.g., knowledge, innovations, practices

Standard 5 (Displacement and Resettlement): because project activities such as strengthening PA management and development of biological corridors could potentially limit the access to natural resources to resident communities (Risks 5.1 and 5.2)

Standard 6 (Indigenous Peoples):. The proposed project areas are owned / used by indigenous peoples (Risk 6.1); project activities such as strengthening PA management and development of biological corridors have potential to limit access to natural resources to indigenous communities and affect traditional livelihoods (Risks 6.3, 6.5. 6.6 and 6.8).

Standard 7 (Labour and Working Conditions): because the project could lead to psychosocial hazards, including violence and harassment.

Social and Environmental Risks

During the Project Preparation phase, the UNDP Social and Environmental Screening Procedure (SESP) was used to identify potential social and environmental risks associated with the Project. The SESP identified a total of seven risks of which five have been categorized as Moderate, one as Substantial, and one as High. Based on the proposed and available risk mitigation and management measures, the existing policy and legislative environment in Zanzibar, as well as capacity for enforcement of laws and policies, the **overall risk rating for the project is High**. Table 1 summarizes the project activities that generate social and environmental risks.

Table 10. Social and environmental risks, UNDP Programming Principles and Standards and relationship with the project's relevant outputs.

Risks	Significance	Applicable UNDP Programming Principles and Standards	Relevant Outputs
Risk 1: Duty bearers may not possess the capacity to meet their obligations and rights holders may lack the capacity to claim their rights, leading to the marginalization or exclusion of vulnerable groups from decision-making processes and the project's benefits.	**Moderate**	Human Rights: P.2, P.3, P.5 Accountability: P.13	1.1.1, 1.1.2, 2.1.2, 2.1.4 and 2.1.6,
Risk 2: Inadequate integration of gender equity and women empowerment actions during the implementation of the project could potentially reproduce discriminations against women, preventing them to access the project's opportunities and benefits.	**Moderate**	Human Rights: P.10 and P.13	1.1.2, 2.1.1, 2.1.2, 2.1.3, and 2.1.6
Risk 3: The planned livelihoods diversification (ecotourism, beekeeping, and small-scale production of ICS) may not be adequate alternatives for an equitable access to and benefit sharing, becoming a disincentive to community support for the establishment of wildlife corridors, effective PA management and adoption of resilient SLM practices.	**Moderate**	Standard 1: 1.2 and 1.8	2.2.1
Risk 4: The inadvertent introduction of invasive alien species (IAS) due to inappropriate or inadequate efforts to rehabilitate and reforest deforested areas may adversely affect the ecosystems integrity	**Moderate**	Standard 1: 1.6	2.1.1

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Risks	Significance	Applicable UNDP Programming Principles and Standards	Relevant Outputs
Risk 5: The proposed SLM practices such as agroforestry, ecotourism and agriculture may be affected by extreme weather conditions such as drought and flooding thus reducing the project's development impact.	**Moderate**	Standard 2: 2.2	2.2.1
Risk 6: The establishment of new Protected Areas (PA) and ecological corridors could lead to economic displacement, impacting on the livelihoods and the Cultural Heritage of Indigenous Peoples/local communities.	**High**	Human Rights: P.4 and P.6 Standard 1: 1.3 Standard 4: 4.3 and 4.4 Standard 5: 5.2 Standard 6: 6.2, 6.3, 6.6 and 6.9	2.1.1, 2.1.2
Risk 7: The engagement of law enforcement personnel and community guards could lead to potential harassment and abuse in local and indigenous communities.	**Substantial**	Human Rights: P.7, P.12 and P.14 Standard 3: 3.8 Standard 7: 7.6	2.1.5

Assessment and Management Procedures
Based on the project risk categorization and the specific risks, the following procedures for screening, assessing, and managing those risks must be undertaken. Annex 1 contains the Indigenous Peoples Planning Framework (IPPF).

Screening

The SESP will have to be updated if Project Appraisal requires further revisions to the project. During implementation, the SESP should be updated if (i) new information becomes available such as through a social and environmental assessment, (ii) there are substantive changes to the project (e.g. changes in design, additional components), or (c) changes in the project context might alter the project's risk profile when modifications to the project are made. Once sites have been identified, additional screening is required to identify risks and to establish the adequate risk assessment and management.

Environmental and Social Impact Assessment (ESIA)

In accordance with UNDP SES policy, High Risk projects require comprehensive forms of assessment. A full environmental and social impact assessment (ESIA) will be developed and carried out by independent experts in a participatory manner with stakeholders during the first six months of project implementation. ESIA will further identify and assess social and environmental impacts of each project and its area of influence; evaluate alternatives; and design appropriate avoidance, mitigation, management, and monitoring measures. It will address all relevant issues related to the SES Overarching Principles and Project-level Standards. ESIA will be instrumental in assessing the potential social and environmental impacts associated with sustainable community-based natural resource management and land-use practices at target sites (Output 2.2.1). The ESIA will include appropriate and meaningful consultations with affected communities, and will follow UNDP's policy on free, prior and informed consent (FPIC) in subprojects where Indigenous Peoples are identified. The indicative outline of the ESIA is contained in Annex 2. A key output of the ESIA is an ESMP, as described next.

ESIA report and Environmental and Social Management Plan (ESMP)

An ESIA report and ESMP will provide a set of avoidance, mitigation, monitoring and institutional measures – as well as actions needed to implement these measures – to achieve the desired social and environmental sustainability outcomes. Complementing what has already been identified in the ProDoc, the ESMP will further identify project activities that cannot take place until the relevant mitigation measures are approved and put in place. The measures will be adopted and integrated into the project activities, monitoring and reporting framework and budget, and captured in a revised SESP for each project.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

The SESP completed during the project development phase will be used as the basis of this comprehensive assessment. Initial analysis and screening with UNDP's SESP indicate that the ESIA and ESMP would address, among other issues, the following key points:

- Baseline for social and environmental impacts.
- Assess national and provincial policy and institutional framework applying to resettlement against UNDP standards to identify any gaps.
- Ensure no forced evictions or involuntary resettlement takes place.
- Ensure that alternative livelihood support is provided to those economically displaced.
- Assess potential impacts (including resettlement and/or economic displacement) specifically on ethnic minorities to protect rights of minority groups.
- Ensure appropriate linkages with implementation of the Gender Action Plan and Stakeholder Engagement Plan (review GAP and SEP if appropriate).
- Active stakeholder engagement, including FPIC consultations with Indigenous Peoples by project activities, and appropriate consultation with affected communities during preparation of ESIAs, ESMPs and any stand-alone management plans to consult on potential impacts and management measures and opportunities to participate in planning, implementation and monitoring of activities that could result in social and environmental impacts (e.g., voluntary resettlement, economic displacement).
- Establish a dedicated monitoring and reporting plan, implementation schedule, cost estimates and funding sources.

The ESMP must consider clear linkages to the Zanzibar Biodiversity Strategy and Action Plan (ZABSAP) and PA Management Plans that will be developed by the project. The indicative outline of the ESMP is in Annex 8. Further, FPIC will be applied throughout the process of developing the management plans and will also be built into the fabric of those management plans, to ensure that FPIC is applied throughout implementation of the entire project, as required by UNDP SES.

The above required assessments and management plans must be prepared and mitigation measures in place, prior to the initiation of any project activity that may cause adverse impacts, in particular any actions that may lead to or cause physical or economic displacement and impacts on indigenous peoples.

Cultural Heritage Impact Assessment

In line with the Targeted Guidance on Cultural Heritage (Standard 4), projects that are (i) located in, or in the vicinity of, a Cultural Heritage site; (ii) involve significant excavations, demolitions, movement of earth, flooding, or other environmental changes; and/or (iii) proposes to utilize tangible or intangible forms of Cultural Heritage for commercial or other purposes, can adversely impact on the tangible and intangible components of the Cultural Heritage. To assess the potential negative impacts on Cultural Heritage, a Cultural Heritage Impact Assessment (CHIA) and a Cultural Heritage Management Plan (CHMP) need to be implemented. The CHIA and CHMP can be part of the ESIA/ESMP or a stand-alone document, depending on the context and types of Cultural Heritage present in the project's area of influence. The following procedures are not meant to be comprehensive of the range of methodologies available for assessing the risks involved. Rather, they provide a general framework. Reconnaissance, surveys, and other fieldwork activities should be, first, consulted with national, regional, and/or local authorities, to follow regulations concerning these activities. In some cases, a permit from the local communities can also be required. If archaeological remains are significant to Indigenous Peoples, FPIC must be obtained (see also Standard 6 on Indigenous Peoples).

Baseline study

Baseline data are unique to each individual project, as tangible remains, for example, may be buried, and intangible components are usually nuances of local beliefs, traditions, practices, and their material culture. Once the area of the project, or sub-project is defined, the initial steps include the following:

- Review of local, national, and international information, in the form of inventories (e.g., UNESCO's World Heritage sites) and a list of national cultural patrimony protected by a legal framework.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

- Review of historic, ethnohistoric, ethnographic, and archaeological research (reports, articles, books, and unpublished documents that can be archived in local, regional, or national museums, universities, or research centers.
- Review of aerial photographs and satellite images, as well as news articles on recent archaeological or historical discoveries.
- Initial site visits made by Cultural Heritage specialists provide an opportunity to better understand the geographical context and potentially sensitive areas.

Consultation

Early consultation with stakeholders is key to identifying tangible and intangible Cultural Heritage that could be impacted by the project. Stakeholders, *inter alia*, include local communities, traditional knowledge bearers (e.g., herbalists, shamans, elders and their oral histories); qualified Cultural Heritage specialists (e.g., archaeologists, anthropologists, historians, sociologists); national authorities; NGOs; journalists specialized in reporting scientific topics. If Indigenous Peoples are identified, FPIC should be followed. It is good practice to involve Indigenous Peoples in fieldwork, laboratory, and artifact classification activities. Stakeholders can range from local communities; traditional knowledge bearers; Cultural Heritage specialists; national, regional, and local authorities; NGOs; journalists, academia and research centers.

Assessment

The assessment involves a range of potential methods and techniques, both in the field and in the laboratory (in the case of tangible objects), which should be carried out by Cultural Heritage specialists. Included among those procedures are the following:

- Systematic surveys to identify structural components and artifacts on the surface
- Mapping and surface collections
- Depending on the geography, the vegetation cover, and expert criteria, surveys can be complemented by other, non-invasive methods (e.g., magnetometry, ground penetrating radar, LIDAR), as well as by test excavations to assess the potential presence of buried archaeological sites.
- Analysis of artifacts collections (in some case collections may include osteological, plant, and other organic remains, depending on the preservation factors in the project's area)
- Impact assessment of tangible Cultural Heritage involves estimating the magnitude, intensity, frequency, duration, and range, as well as cumulative impacts. The assessment includes all sites, which are classified according to their significance (i.e., high, moderate, minor). Measures to protect highly significant sites should be applied in coordination with project management and national, regional, and/or local authorities. In some cases, based on expert criteria or at the request of local communities or traditional knowledge bearers, the location of highly significant sites and features should remain confidential.
- Based on a values-driven approach and an agreed process, structured interviews, and dialogue with traditional knowledge bearers to gather information, among others, about oral histories; cosmological observations; natural landscapes or features with spiritual/ritual significance, planting, harvesting, hunting and gathering rituals; specific knowledge of local ecosystems and natural resources; and the manufacture of specialized tools.
- Impact assessment of intangible Cultural Heritage considers the magnitude, intensity, frequency, duration, and range, as well as cumulative impacts on customary values; associations with the cultural landscape/territory and its relationship with its occupants/owners, whether individual or collective; the continued use of biological resources; traditional knowledge, innovations and practices.

Cultural Heritage Management Plan

The Cultural Heritage Management Plan (CHMP), either as a section of the ESMP or a stand-alone document, should include the following:

- A summary of the CHIA findings
- The measures to avoid (e.g., redesigning project components), and if avoidance is not possible, measures to mitigate adverse impacts to the tangible Cultural Heritage, including natural features and landscapes that have a spiritual/ritual significance. Among the alternatives to project redesign are rescue excavations. Depending on the legal context of the country, this option may require the approval of authorities and FPIC. Note that rescue excavations may encounter significant remains that could require a longer period and, consequently, a higher budget than initially estimated.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

- All archaeological materials recovered during salvage excavations should be properly curated, analyzed, catalogued, and, if required, restored. The storage of the archaeological materials should be coordinated with the pertinent authorities.

- Chance Finds Procedure. Projects should ensure to provide the necessary training to workers and other personnel regarding chance finds before construction begins. A protocol should be established to (i) halt the construction in the immediate area where the find was made; (ii) document the find; notify the find to the supervisor or person assigned to chance finds; (iii) protect the area; (iv) notify the specialist or the authority responsible for Cultural Heritage in the country.

Monitoring. In areas of high archaeological sensitivity, a monitoring program can be implemented during the construction phase of the project.

The CHMP should also describe the procedures to avoid, and if avoidance is not possible, the measures to mitigate the potential impacts to the intangible Cultural Heritage, including customary values; associations with the cultural landscape/territory and traditional knowledge.
Report preparation. An executive summary of the CHMP should be made available to stakeholders, translated, if necessary, into the local language. Confidentiality agreements should be observed (e.g., not producing maps with the location of sites, names of informants, or places with spiritual meaning to Indigenous Peoples.

Strategic Environmental and Social Assessment (SESA)

SESA refers to a range of analytical and participatory approaches that aim to integrate social and environmental considerations into policies, plans and programmes (PPPs) and evaluate their interlinkages with economic considerations. Potential adverse risks and impacts associated with such activities will be systematically examined. SESA evaluates the effect of policy changes on a broad, cross-sectoral basis with the aim of making "upstream" development decision-making more sustainable. It will look at wider sustainability issues than project-level assessments.

The scope of the SESA will be refined by the consultants conducting the assessment. Component 1 of the project involves a policy and institutional framework review with the aim of strengthening the implementation and reinforcement of land and forest management and biodiversity conservation. The project will support the review and harmonization of the Land Tenure Act (No. 12 of 1992), the Environmental Management Act (No. 3 of 2015), and the Forest Resources Management and Conservation Act (No. 10 of 1996). RGZ, with support from the Food and Agriculture Organization of the United Nations (FAO) will also complete the review of the Zanzibar Agriculture Policy (2002). Reviews will ensure to establish linkages with relevant policies such as the Zanzibar Investment Policy (2004) and Zanzibar Environmental Policy (2013). Relevant regulations, including regulations on the production and commercialization of charcoal, will also be reviewed to improve their effectiveness. To support these policy changes, a policy-level SESA would include the following:

Identification of Environmental and Social Priorities

Situation Analysis: Built on expert judgment, key social and environmental issues associated with the sector are identified. Several methods and sources of information can be used: Socioeconomic and environmental analyses, IFIs' CEA, prior ESIA reports. It describes relevant physical, biological, and social and cultural conditions, including any changes anticipated before the project commences; and considers current and proposed activities that may affect implementation of the policy process.

Stakeholder Analysis and Engagement: Identifies the key stakeholders in the sector who should be engaged in SESA and in the selection of SESA's environmental and social priorities. The analysis should include individuals, organizations and weak and vulnerable groups. The historical, social, political, economic, and cultural factors that influence the web of relationships among stakeholders need to be analyzed. Stakeholder analysis will deepen the understanding of networks and interests associated with the proposed policy reform. Various well-known methods exist to engage stakeholders in policy dialogue: workshops, focus groups, interviews, and polls, among others. The most important aspect to consider is that stakeholder dialogue is dependent upon effective

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

communication skills and a sound understanding of the cultural environs in which it takes place. FPIC should be implemented when engaging Indigenous Peoples.

Institutional Assessment
SESA's analytical work focuses on the institutional and capacity gaps to manage the priorities. The formal aspects of institutions, comprising the legal and regulatory components, as well as the non-formal institutional features, like unwritten codes of behavior that derive from tradition, customary law, and cultural-historical patterns, should be included in the analysis. Key questions include: What is the institutional capacity for horizontal and vertical coordination? What could the kind and level of influence of stakeholders on the policy reform process and its implementation?

Key Stakeholders Engagement
Consultation workshops and focus groups are carried out in a sample of representative communities/Indigenous Peoples. Through consultation important information on the local views obtained, which allows the dialogue to reinforce the ownership of the reform process. Non-formal institutional analysis may take on greater importance in contexts where formal institutional arrangements do not account for most of stakeholders' behaviors.

Recommendations
Preparation of a concise report that summarizes (a) main findings and results of SESA, including (a) SESA stakeholder engagement process; (b) key social and environmental priorities and issues associated with the proposed policy; (c) legal, regulatory, policy, institutional and capacity recommendations to address any identified gaps for managing the social and environmental priorities; (e) identification of supplementary measures (e.g. policies, institutional strengthening, governance reform) to address the priorities, including a summary Action Matrix.

Stakeholder Engagement
The recommendations are shared with stakeholders. Dialogue, at this stage, builds on agreements as to what solutions are optimal and achievable, as well as effective and sustainable. A final multi-stakeholder workshop should be organized to validate the substance of the final SESA report. A general outline on conducting/reviewing SESA is contained in Annex 5.

Monitoring
The implementation of the SESA recommendations will be monitored and evaluated by the partner. Progress on implementation of the recommended policy actions is monitored; complaints/grievances are tracked and monitored; follow-up on any identified corrective actions is tracked; and (iv) any required monitoring reports are finalized and disclosed.

Further screening

During implementation, the project will be re-screened with the UNDP SESP as needed. At this stage is not known whether the project will involve physical/economic displacement and the precise sites where this could take place. Annex 5 contains the outline of the Process Framework; Further screening will be carried put when determined by the Project Manager, the Project Board, or UNDP; as outlined in the resulting ESMP; and/or when project circumstances change in a substantive or relevant way.

Institutional arrangements and capacity enhancement
Roles and responsibilities for ESMF implementation
Roles and responsibilities associated with implementation of subsequent stand-alone management plans, and/or ESMP, will be defined during the project inception, as outlined in the ESMF. The roles and responsibilities of project staff and associated agency or group in implementation of this ESMF are as follows:

Project Implementing Partner

a) The lead Implementing Partner (IP) for this project is the Department of Forest Development under the Ministry of Agriculture, Irrigation, Natural Resources, and Livestock (MAINL), collaborating closely with the Second Vice-President's Office (SVPO), which will serve as the technical lead on climate change adaptation and mitigation. MAINL will be responsible for the execution of activities under project

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Component 1. The Department of Forestry and Non-Renewable Natural Resources (DDOF) will be a Responsible Partner (RP).

b) The IP is responsible and accountable for managing this project, including the monitoring and evaluation of project interventions, achieving project outcomes, and for the effective use of UNDP resources. With respect to this ESMF, the responsibilities of the implementing partner are to:
c) Ensure that the required ESIA and the required ESMP are developed, disclosed for public consultation and approved, and management measures are adopted and integrated during project implementation.
d) Report, fairly and accurately, on project progress against agreed work plans in accordance with the reporting schedule and required formats.
e) Maintain documentation and evidence that describes the proper and prudent use of project resources in conformity with the signed Project Document and in accordance with applicable regulations and procedures (e.g., SES).
f) Ensure all requirements of UNDP's SES and national regulatory/policy frameworks and relevant international standards have been addressed (e.g., mitigation of voluntary resettlement impacts).
g) Hold responsibility and accountability to UNDP for overall management of the project, including compliance with UNDP SES.

Project Board

The Project Board (PB) consists of the Ministry of Agriculture, Natural Resources, Livestock and Fisheries (MANRLF), (Executive), UNDP (Senior Supplier), and a selected representative of the communities engaged in CoFMAs (Senior Beneficiaries). Responsibilities of the PB include the following:

a) Monitor implementation of this ESMF and compliance with national and international regulations, and UNDP social and environmental standards.
b) Decision making for the adoption of necessary measures including full integration of management measures within project Outputs and annual work plans.
c) Establish and support GRM mechanism to address any grievances.
d) Provide strategic guidance to implementation of the Project including oversight for safeguards and the implementation of this ESMF.

UNDP

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

Project Management Unit (PMU)

a) Supervise and manage implementation of measures defined in this ESMF.
b) Assign specific responsibilities for implementation of this ESMF, including monitoring, and community consultations on the draft management plan(s) to the Environmental Compliance Officer (ECO).
c) Maintain relevant records associated with management of environmental and social risks, including updated SESPs, impact assessments, evidence of consultations and FPIC, a log of grievances together with documentation of management measures implemented.
d) Report to the Implementing Partner, the Project Board on the implementation of the ESMF.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

e) Ensure that all service providers are informed of their responsibilities for the day-to-day compliance with the ESMF.

As noted above, the subsequent ESMP will describe the roles and responsibilities in the implementation of that plan. Those new roles and responsibilities will be assessed and integrated, as appropriate, as part of the participatory decision making and implementation of the project.

Capacity Enhancement

Specialists with relevant expertise in social and environmental safeguards will be engaged to support the development of the ESIA and ESMP. These experts will also offer an induction session for the Project Management Unit (and implementing partners, as needed) on safeguards responsibilities and approaches.

The UNDP-NCE VF Unit will provide advice to project teams as needed to support the implementation of this ESMF and the preparation, implementation and monitoring of social and environmental management plans/measures.

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

Stakeholder engagement and information disclosure

The Project Document has an annexed Stakeholder Engagement Plan, which will be followed to ensure that stakeholders are engaged in project implementation and particularly in the further assessment of social and environmental impacts and the development of appropriate management measures. The Stakeholder Engagement Plan will be updated during project implementation based on the assessments and management plans conducted in line with this ESMF, as needed.

Potentially affected stakeholders will be engaged during the implementation of this ESMF and following FPIC requirements.

As part of the stakeholder engagement process, UNDP's SES require that project stakeholders have access to relevant information. Specifically, the SES (SES, Policy Delivery Process, para. 21) stipulates that, among other disclosures specified by UNDP's policies and procedures, UNDP will ensure that the following information be made available:

a) Stakeholder engagement plans and summary reports of stakeholder consultations
b) Social and environmental screening reports with project documentation
c) Draft and final social and environmental targeted assessments, including stand-alone plans
d) Any required social and environmental monitoring reports.

This ESMF (and project SESP) will be disclosed via the UNDP Tanzania website in accordance with UNDP SES policy. The subsequent management plan (s) will also be publicly disclosed via the UNDP Tanzania website once drafted and finalized and adopted only after the required time period for disclosure has elapsed. These requirements for stakeholder engagement and disclosure will be adhered to during implementation of this ESMF, and subsequent implementation of the resulting management plans.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Accountability and Grievance Redress Mechanisms

UNDP's Accountability Mechanisms

UNDP's SES recognize that even with strong planning and stakeholder engagement, unanticipated issues can still arise. Therefore, the SES are underpinned by an Accountability Mechanism with two key components:

a) A Social and Environmental Compliance Review Unit (SECU) to respond to claims that UNDP is not in compliance with applicable environmental and social policies; and
b) A Stakeholder Response Mechanism (SRM) that ensures individuals, peoples, and communities affected by projects have access to appropriate grievance resolution procedures for hearing and addressing project-related complaints and disputes.

c) UNDP's Accountability Mechanism is available to all of UNDP's project stakeholders. The Social and Environmental Compliance Unit (SECU) investigates concerns about non-compliance with UNDP's Social and Environmental Standards and Screening Procedure raised by project-affected stakeholders and recommends measures to address findings of non-compliance.

d) The Stakeholder Response Mechanism helps project-affected stakeholders, UNDP's partners (governments, NGOs, businesses) and others jointly address grievances or disputes related to the social and/or environmental impacts of UNDP-supported projects[27].

Project-level Grievance Redress Mechanisms

As described in the Project Document, the Project will establish a project-level Grievance Redress Mechanism (GRM) during the first six months of implementation[28]. The full details of these GRMs will be agreed upon during the Inception Phase, a process that will be overseen by the Project Manager together with relevant government compliance officers. Interested stakeholders may raise a grievance at any time to the Project Management Unit, the Executing Agency (UNDP), Implementing Agency (MET), or the GEF. CoFMA community forest management contact persons will be used as liaisons at the local level (see output 2.1.3). The project may furthermore consider integration of existing traditional mechanisms using community dialogue supported by local leaders (for instance, the Shehia council), which can potentially be used as platforms to discuss and address grievances in case project activities are perceived to result in adverse impacts.

Budget for ESMF Implementation

Implementation of ESMF is included in the support budget for the project with an estimated cost shown below. Further details are presented in the budget of the Project Document.

Breakdown of costs for ESMF implementation

Item	**Budget Cost (USD)**
International and national consultants (costs in addition to ECO)	30,000
Travel expense for consultations	2,500
Audio-visual & print production expenses	5,000
Total:	**37,500**

Monitoring and evaluation arrangements

Reporting on progress and issues in the ESMF implementation will be documented in the project quarterly reports and annual project implementation reports (PIRs). The management plan(s) will specify their own monitoring and evaluation parameters. The Environmental Compliance Officer (ECO) and Project Manager will be responsible for implementation and compiling reports on the ESMF implementation, until the subsequent management plan(s) is in place. Key issues will be presented to the respective Project Board during each meeting, as required.

[27] Further information, and procedures on how to submit a request to SECU or SRM, is found on the UNDP website at: http://www.undp.org/content/undp/en/home/operations/accountability/secu-srm/.
[28] Sample TORs for GRM are available here: https://bit.ly/2VDD126

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

ESMF M&E plan and estimated budget

Monitoring Activity & Relevant Projects	Description	Frequency / Timeframe	Expected Action	Roles and Responsibilities	Cost
Track progress of ESMF implementation	Monitoring and reporting of ESMF implementation, with key results and issues presented to the Project Board on a regular basis	Quarterly or until the mgt. plan is in place	ESMF requirements are completed for this Project	Project Manager and ECO	None
Development of targeted assessments and report, and management plan(s) (ESMP, Indigenous Peoples Plan, other stand-alone management plans)	Carried out in a participatory manner, targeted analysis of potential impacts, as well as identification and validation of management measures, drafted in participatory manner.	In the 6 months following the Inception workshop	Potential impacts are assessed with support of external consultants and participation of project team and stakeholders; targeted assessment report completed; an Indigenous Peoples Plan developed if deemed relevant, and, as determined by the targeted assessments, other management plans will be developed; management actions will be identified and incorporated into project implementation strategies. It is anticipated that each pilot site be sampled.	International and national consultants (environmental and social) Project Manager and ECO with guidance from UNDP	10,000
Implementation of management measures, including GRM if required and monitoring of potential impacts identified in targeted assessments, in line with the subsequent management plans.	Permanent and participatory implementation and monitoring of management measures, in accordance with findings of targeted assessments.	Continuous, once assessment is complete and management plan is in place	Implementation of stand-alone management plans; participatory monitoring; integration of management plans into project implementation strategies	Project Manager, Social and Environment Safeguards, oversight by UNDP CO, ECO	30,000
Learning	Knowledge, good practices and lessons learned regarding social and environmental risk management will be captured regularly, as well as actively sourced from other projects and partners and integrated back into the project.	At least annually	Relevant lessons are captured by the project teams and used to inform management decisions.	Project Manager, Knowledge Management Officer and ECO	None
Annual project quality assurance	The quality of the project will be assessed against UNDP's quality standards to identify project strengths and weaknesses and to inform management decision making to improve the project	Annually	Areas of strength and weakness will be reviewed and used to inform decisions to improve project performance	UNDP CO, UNDP-GEF RTA, Project Manager and Project ECO	None
Review and make course corrections	Internal review of data and evidence from all monitoring actions to inform decision making	At least annually	Performance data, risks, lessons and quality will be discussed by the project steering committee and used to make course corrections	Project and/or Program Steering Committees (considering stakeholders' opinions)	None
Annual project implementation reports	As part of progress report to be presented to the Project Steering Committee and key stakeholders, analysis, updating and recommendations for risk management will be included	Annually	Updates on progress of ESMF/ESMP will be reported in the project's annual PIRs. A summary of the avoidance and mitigation of potential social and environmental impacts will be included in the program annual report, sharing best practices and lessons learned across the program.	UNDP CO, UNDP-GEF RTA and Project Manager	None
Project review	The Project Steering Committee will consider updated analysis of risks and recommended risk mitigation measures at all meetings	At least annually	Any risks and/ or impacts that are not adequately addressed by national mechanisms or project team will be discussed in project steering committee. Recommendations will be made, discussed and agreed upon.	Project Board, UNDP-GEF RTA, Project Manager, ECO	None

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Annex 8. Indicative Outline of and ESMP

An ESMP may be prepared as part of the Environmental and Social Impact Assessment (ESIA) report or as a stand-alone document.[29] The content of the ESMP should address the following sections:

Mitigation: Identifies measures and actions in accordance with the mitigation hierarchy that avoid, or if avoidance not possible, reduce potentially significant adverse social and environmental impacts to acceptable levels. Specifically, the ESMP: (a) identifies and summarizes all anticipated significant adverse social and environmental impacts; (b) describes – with technical details – each mitigation measure, including the type of impact to which it relates and the conditions under which it is required (e.g., continuously or in the event of contingencies), together with designs, equipment descriptions, and operating procedures, as appropriate; (c) estimates any potential social and environmental impacts of these measures and any residual impacts following mitigation; and (d) takes into account, and is consistent with, other required mitigation plans (e.g. for displacement, indigenous peoples).

Monitoring: Identifies monitoring objectives and specifies the type of monitoring, with linkages to the impacts assessed in the environmental and social assessment and the mitigation measures described in the ESMP. Specifically, the monitoring section of the ESMP provides (a) a specific description, and technical details, of monitoring measures, including the parameters to be measured, methods to be used, sampling locations, frequency of measurements, detection limits (where appropriate), and definition of thresholds that will signal the need for corrective actions; and (b) monitoring and reporting procedures to (i) ensure early detection of conditions that necessitate particular mitigation measures, and (ii) furnish information on the progress and results of mitigation.

Capacity development and training: To support timely and effective implementation of social and environmental project components and mitigation measures, the ESMP draws on the environmental and social assessment of the existence, role, and capability of responsible parties on site or at the agency and ministry level. Specifically, the ESMP provides a description of institutional arrangements, identifying which party is responsible for carrying out the mitigation and monitoring measures (e.g. for operation, supervision, enforcement, monitoring of implementation, remedial action, financing, reporting, and staff training). Where support for strengthening social and environmental management capability is identified, ESMP recommends the establishment or expansion of the parties responsible, the training of staff and any additional measures that may be necessary to support implementation of mitigation measures and any other recommendations of the environmental and social assessment.

Stakeholder Engagement: Summarizes and links to project Stakeholder Engagement Plan or outlines plan to engage in meaningful, effective and informed consultations with affected stakeholders. Includes information on (a) means used to inform and involve affected people in the assessment process; and (b) summary of stakeholder engagement plan for meaningful, effective consultations during project implementation, including identification of milestones for consultations, information disclosure, and periodic reporting on progress on project implementation. Require documentation of consultations (summaries including presentations, key points raised and responses provided, participation lists). Include information on project grievance mechanism (below) and on UNDP Accountability Mechanisms (SRM, SECU).

Grievance redress mechanism: Describes effective processes for receiving and addressing stakeholder concerns and grievances regarding the project's social and environmental performance. Describe mechanisms to provide stakeholders and potential affected communities avenues to provide feedback or grievances, and receive responses, with regard to the implementation of specific activities, policies, or regulations.

Implementation action plan (schedule and cost estimates): For all four above aspects (mitigation, monitoring, capacity development, and stakeholder engagement), ESMP provides (a) an implementation schedule for

[29] This may be particularly relevant where contractors are being engaged to carry out the project, or parts thereof, and the ESMP sets out the requirements to be followed by contractors. In this case the ESMP should be incorporated as part of the contract with the contractor, together with appropriate monitoring and enforcement provisions.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

measures that must be carried out as part of the project, showing phasing and coordination with overall project implementation plans; and (b) the capital and recurrent cost estimates and sources of funds for implementing the ESMP. These figures are also integrated into the total project cost tables. Each of the measures and actions to be implemented will be clearly specified and the costs of so doing will be integrated into the project's overall planning, design, budget, and implementation.

Annex 4. Guidance on Conducting/Reviewing a SESA[30]

This document provides guidance on the key steps that should be considered when conducting a Strategic Social and Environmental Assessment (SESA). Project Developers/Managers can use this guidance either to review existing assessments produced by partners (or internally within UNDP), or as a reference for drafting a Terms of Reference for a SESA to be undertaken.

The general SESA process outlined below is generic and must be adapted to the context and focus of the particular planning process. Various resources are available for additional guidance (see UNDP's SES Toolkit).

For Substantial and High Risk projects, UNDP requires that all relevant requirements of the UNDP Social and Environmental Standards (SES) be addressed during the SESA process, including stakeholder engagement and disclosure of information.

A key strength of SESA is that it combines analytical and participatory approaches in an iterative fashion, strengthening understanding of and potential support for desired policy reforms and outcomes. The SESA helps governments formulate policies, plans, and programmes in a way that reflects inputs from key stakeholder groups and addresses the key social and environmental issues identified. Through this process, social and environmental opportunities and desirable outcomes are identified and agreed on in an effort to ensure that the chosen strategies and actions will be sustainable and contribute to the country's development objectives.

SESA should be applied at the early stages of decision to help assess whether policies, plans and programmes may give rise to potential adverse social and environmental effects.

The SESA process should link with and, where feasible, reinforce other policy appraisal approaches used to shape development policies and plans. This will help ensure that social and environmental considerations are not overlooked. For example, SESA should link, for example, with forms of poverty and social impact analysis (PSIA), country-level environmental assessments, conflict/post-conflict and disaster assessment, and other diagnostic tools.

As noted above, where projects that support planning and policy reforms include or anticipate "downstream" interventions that may pose potentially significant adverse risks and impacts, the SESA process also involves the development of an Environmental and Social Management Framework (ESMF) (see Annex 5 for an indicative outline).

Establishing the context and parameters of the SESA

Background description of policy, programme or plan (PPP): SESA concisely describes the proposed policy, programme or plan (PPP) and its social and environmental context. Where relevant, the geographic area of influence of proposed PPP is described.

[30] Annex utilizes materials from OECD DAC, Applying Strategic Environmental Assessment: Good Practice Guidance For Development Cooperation, 2006, available at http://www.oecd.org/environment/environmentdevelopment/37353858.pdf; Kulsum Ahmed and Ernesto Sánchez-Triana, (eds.), Strategic Environmental Assessment of Policies: An Instrument of Good Governance, World Bank, 2008, available at http://documents.worldbank.org/curated/en/2008/01/9660902/environmental-assessment-policies-instrumentgood-governance; Diji Chandrasekharan Behr and Fernando Loayza, "Guidance Note on Mainstreaming Environment in Forest Sector Reform," World Bank, 2009, available at http://documents.worldbank.org/curated/en/2009/03/10694924/guidance-note-mainstreaming-environment-forestsector-reform; and FCPF Readiness Preparation Proposal Template (under "Templates"), in particular Annex 5 on SESA and ESMF, available at https://www.forestcarbonpartnership.org/fcpf-templates-and-materials

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Design of SESA process. SESA involves an iterative process of analysis and consultation with stakeholders (see below). Key principles and objectives of the SESA are described. Diagnostic processes/outputs are identified. SESA design process should include a consultation with stakeholders on the ToR to promote agreement on issue prioritization and process steps.

Development of stakeholder engagement plan. A stakeholder analysis maps the actors most affected by the proposed PPP, with attention to obstacles to stakeholder engagement and representation. The Plan should establish an institutional structure that ensures meaningful participation in decision making concerning relevant strategic issues and activities. A consultation process should clearly indicate sequenced milestones to ensure an informed participatory approach (e.g. consultation meetings, workshops, information sharing and reporting. The plan outlines public communication and information disclosure requirements and also includes a description of effective processes for receiving and addressing stakeholder concerns and grievances regarding the PPP's social and environmental issues and performance.

Analysis and implementation

Baseline data. Collect and assess the baseline data that is relevant to decisions about design, operation, or mitigation measures of proposed PPP; identifies and estimates the extent and quality of available data, key data gaps, and uncertainties associated with predictions; assesses the scope of the area to be studied and describes relevant physical, biological, and socioeconomic conditions, including any changes anticipated before the project commences; and takes into account current and proposed activities that may affect implementation of proposed PPP.

Policy, legal, and institutional capacity analysis. SESA assesses the adequacy of the applicable legal and institutional framework for the proposed PPP, including (a) the country's applicable policy framework, national laws and regulations, and institutional capabilities relating to social and environmental issues related to the PPP; obligations of the country directly applicable to the PPP under relevant international treaties and agreements; (b) applicable requirements under UNDP's SES; and (c) other relevant social and environmental standards and/or requirements, including those of any other donors and development partners. Compares the existing social and environmental framework and applicable requirements of UNDP's SES (and those of other donors/development partners) and identifies any potential gaps that will need to be addressed.

Anticipated social and environmental risks and impacts. SESA predicts and assesses the programme, plan or policy's likely positive and negative risks and impacts and their distribution, in quantitative terms to the extent possible. The analysis identifies mitigation measures and any residual adverse impacts that cannot be mitigated. It explores opportunities for social and environmental enhancement and specifies topics that do not require further attention.

Analysis of alternatives. SESA systematically compares feasible alternatives to the proposed policy, programme, or plan, technology, design, and operation – including the "without" situation – in terms of their potential environmental and social impacts; the feasibility of mitigating these impacts; their capital and recurrent costs; their suitability under local conditions; and their institutional, training, and monitoring requirements. For each of the alternatives, SESA quantifies the social and environmental impacts of each alternative to the extent possible and attaches economic values where feasible. States the basis for selecting the PPP design.

SESA Report and Recommendations

Preparation of a concise report that summarizes (a) main findings and results of SESA, including (a) SESA stakeholder engagement process; (b) key social and environmental priorities and issues associated with chosen PPP; (c) institutional arrangements for coordinating integration of social and environmental issues into chosen PPP; (d) legal, regulatory, policy, institutional and capacity recommendations to address any identified gaps for managing the social and environmental priorities and implementing applicable social and environmental policies; (e) results of assessment of social and environmental risks/impacts associated with the implementation of PPP; (f) identification of measures (e.g. policies, institutional strengthening, governance reform) to address and manage anticipated adverse social and environmental risks and impacts, including a summary Action Matrix; and (g) where applicable, final or advanced draft of ESMF as framework for managing social and environmental risks during implementation of PPP related activities and/or policies/regulations.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Monitoring and evaluation

Monitoring. SESA specifies how implementation of the SESA recommendations (and, where applicable, the ESMF) will be monitored and evaluated by partners. The extent of monitoring activities will be commensurate with the risks and impacts associated with implementation of the PPP. Progress on implementation of any required mitigation/management plans is monitored; complaints/grievances are tracked and monitored; follow-up on any identified corrective actions is tracked; and (iv) any required monitoring reports are finalized and disclosed.

Process Framework – Template

1. Project background: Brief description of the project and components or activities that may involve new or more stringent restrictions on natural resource use.

2. Participatory implementation: Description of the process by which potentially displaced persons will participate in determining potential access restrictions, mutually acceptable levels of resource use, management arrangements, and measures to address impacts on affected communities. The roles and responsibilities of stakeholders and the methods of participation and decision-making should be described; decision-making may include the establishment of representative local structures, the use of open meetings, and involvement of existing local institutions, being sure that marginalized/vulnerable groups (such as women and youth) are able to participate in decision-making processes. Methods of consultation and participation should be in a form appropriate for affected communities.

3. Potential impacts: Description of the process by which potentially affected communities will be involved in identifying any adverse environmental and social impacts associated with project activities, including:

the types and extent of community use (and use by men and women) of natural resources in relevant areas, and the existing rules and institutions for the use and management of natural resources, including customary use rights.

the threats to and impacts on the relevant areas from various activities in the area of local communities and other stakeholders (e.g., external poachers and traders, development activities);

the potential livelihood impacts on men and women of new or more strictly enforced restrictions on use of resources in the area.

4. Eligibility criteria: The eligibility criteria would determine which groups and persons are eligible for assistance and mitigation measures while discouraging ineligible persons, such as opportunistic settlers, from claiming benefits. That is, the criteria may exclude certain affected persons or groups from assistance because their activities are clearly illegal, unsustainable and destructive (e.g., wildlife poachers, dynamite fishers). The criteria may also distinguish between persons utilizing resources unsustainably and opportunistically, and others using resources for their livelihoods, and between groups with customary rights and non-residents or immigrants. The criteria need to account for variations in seasonal use of lands by local communities and pastoralists. The eligibility criteria should also establish a cut-off date.

5. Measures to assist affected persons to improve their livelihoods: Describe methods and procedures by which communities will identify and choose potential mitigating or compensating measures to be provided to those adversely affected, and procedures by which adversely affected community members will decide among the options available to them. The measures will seek to improve livelihoods in real terms to pre-displacement levels, while maintaining the sustainability of the park or protected area. However, in some circumstances affected communities may agree to restrictions without identifying one-for-one mitigation measures as they may see the long-term benefits of improved natural resource management and conservation. Possible measures may include:

- special measures for recognition and support of customary rights to land and natural resources
- transparent, equitable, and fair ways of more sustainable sharing of the resources
- access to alternative resources or functional substitutes
- alternative livelihood and income-generating activities

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

- health and education benefits
- obtaining employment, for example as park rangers or eco-tourist guides, as well as in wider project functions, such as stakeholder engagement, technical advising or monitoring and evaluation
- technical assistance to improve land and natural resource use, and marketing of sustainable products and commodities.

6. Conflict resolution and grievance mechanism: Description of the process for resolving disputes relating to resource

use restrictions that may arise between or among affected communities, and grievances that may arise from members of communities who are dissatisfied with the eligibility criteria, community planning measures, or actual implementation. Procedures should take into account local dispute resolution practices and institutions.

7. Implementation and monitoring arrangements: Description of the implementation arrangements, including activity timetable and the roles and responsibilities of different stakeholders, such as the implementing partner, affected communities, and relevant government agencies. Provide clear delineation for administrative and financial responsibilities under the project. Describe arrangements for participatory monitoring of project activities and the effectiveness of measures taken that seek to improve incomes, livelihoods and living standards.

8. Costs and budget: An appropriately costed plan, with itemized budget sufficient to satisfactorily undertake the activities described, including financing for livelihood enhancement measures, participatory processes, implementation and monitoring arrangements. Includes a list of sources and flow of funds.

Annex 9. Indigenous Peoples Planning Framework (IPPF)

The purpose of this Indigenous Peoples Planning Framework (IPPF) is to set out the requirements of UNDP SES Standard 6, organizational arrangements, and design criteria to be applied to the project components that are not yet defined and will be prepared during project implementation. The main objective of the IPPF is to outline the procedures for screening, assessment, and development of the specific Indigenous Peoples Plan (IPP). Project activities that may adversely affect Indigenous Peoples will not commence until the IPP is developed with the meaningful participation of the affected Indigenous Peoples through FPIC and appropriate mitigation measures are in place.

Ethnic groups and Indigenous Peoples in Zanzibar

At present, the Zanzibar islands are inhabited by a diversity of ethnic backgrounds including Waswahili/Shirazi (majority), Zanzibar Arabs, Hadimu, Tumbatu, Persians, Comorans, Somali, Indians a growing number of mainland Tanzanians and expats. Natural resource access rights/claims and land ownership patterns in Zanzibar underwent several historical shifts resulting from immigration as well as centralised government reforms.

The Hadimu and Tumbatu are the initial indigenous people of Zanzibar, which were the dominant population until early 18th century. In the 10th century, settlers arrived from Persia, which were absorbed by the Hadimu and Tumbatu. In the 18th and 19th century as well as in the 20th century, different waves of Omani immigrants settled on Zanzibar, which are presently known as the Zanzibari Arabs. The Omani elite took over substantial swabs of land, which were subsequently redistributed after nationalisation and agricultural reforms in the 60's and 70's.

The Masssai, a pastoral nomadic ethnic group that migrated from northern Tanzania, identify themselves as indigenous and are present in some coastline areas of Zanzibar. Because of their nomadic patterns, they articulate various areas. Some Massai work in tourist beaches, selling their crafts/souvenirs or working as security personnel.

The Commission for Human Rights and Good Governance and its mandate are included in the Constitution of 1977. It became operation in 2001. Initially it operated in Tanzania mainland, but its mandate was extended, in 2003, to Zanzibar. In 2014-2015, the Commission's project on the Recognition and Implementation of the Rights of Indigenous Peoples in Tanzania lobbied for the adoption of a comprehensive policy and legal framework for the formal recognition and implementation in Indigenous Peoples rights.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Risks to Indigenous Peoples

The screening of project activities that trigger social and environmental standards, including Standard 6 (Indigenous Peoples) is presented in Annex G of the ProDoc. Risk 6 in the SESP **(**The establishment of new Protected Areas (PA) and ecological corridors could lead to economic displacement, impacting on the livelihoods and the Cultural Heritage of local communities and Indigenous Peoples.) is categorized as High.

Once the area of influence of the ESIA is defined, the potential impacts to Indigenous Peoples will be assessed to inform the implementation of the Indigenous Peoples Plan (IPP). Through FPIC, Indigenous Peoples will be informed and consulted, using culturally sensitive methodologies, about their rights, the project's objectives, its potential social and environmental risks and impacts, the Grievance Redress Mechanism (GRM), as well the Stakeholder Response Mechanism (SRM) and the Social and Environmental Compliance Unit (SECU).

Indigenous Peoples Plan (IPP)

During screening, SES Standard 6 was triggered, requiring that an Indigenous Peoples' Plan (IPP) be prepared. The IPP will be developed using the UNDP Indigenous Peoples Plan (IPP) guidelines and template and will establish the the following:

- Ensure full, effective, and meaningful participation of affected indigenous peoples present in the project area throughout the project cycle.
- Ensure that potential or latent conflicts on access to land and resources are identified and included and considered in the ESIA and SESA.
- Ensure that FPIC is implemented through culturally appropriate strategies, conducted in good faith.
- Ensure that FPIC is gender-inclusive and tailored to the needs of disadvantaged and vulnerable groups.
- Ensure timely access to information.
- Ensure access to a grievance redress mechanism (GRM).

The ESIA will identify the presence of Indigenous Peoples in the project area, and further assess the nature of the risk(s), including any gender-related issues specific to indigenous communities. Where the potential for such impacts is confirmed through the ESIA, the IPP will be developed, simultaneously with, and integrated into the ESMP.

This will include a plan for culturally appropriate consultation with the objective of achieving FPIC. Activities that may adversely affect the existence, value, use or enjoyment of customary rights, resources or territories will be avoided, where possible. Where FPIC is determined to be a requirement, consultations will be carried out with the objective of achieving initial consent from the specific rights-holders, as appropriate and in line with Standard 6 requirements. FPIC consultations will be ongoing and followed up during project implementation.

Annex 2. Indicative Outline of and ESIA Report

An ESIA report should include the following major elements:

Executive summary: Concisely discusses significant findings and recommended actions.

Legal and institutional framework: Summarizes the analysis of the legal and institutional framework for the project within which the social and environmental assessment is carried out, including (a) the country's applicable policy framework, national laws and regulations, and institutional capabilities (including implementation) relating to social and environmental issues; obligations of the country directly applicable to the project under relevant international treaties and agreements; (b) applicable requirements under UNDP's SES; and (c) and other relevant social and environmental standards and/or requirements, including those of any other donors and development partners. Compares the existing social and environmental framework and applicable requirements of UNDP's SES (and those of other donors/development partners) and identifies any potential gaps that will need to be addressed.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Project description: Concisely describes the proposed project and its geographic, social, environmental, and temporal context, including any offsite activities that may be required (e.g., dedicated pipelines, access roads, power supply, water supply, housing, and raw material and product storage facilities), as well as the project's primary supply chain. Includes a map of sufficient detail, showing the project site and the area that may be affected by the project's direct, indirect, and cumulative impacts. (i.e. area of influence).

Baseline data: Summarizes the baseline data that is relevant to decisions about project location, design, operation, or mitigation measures; identifies and estimates the extent and quality of available data, key data gaps, and uncertainties associated with predictions; assesses the scope of the area to be studied and describes relevant physical, biological, and socioeconomic conditions, including any changes anticipated before the project commences; and takes into account current and proposed development activities within the project area but not directly connected to the project.

Social and environmental risks and impacts: Predicts and takes into account all relevant social and environmental risks and impacts of the project, including those related to UNDP's SES (Overarching Policy and Principles and Project-level Standards). These will include, but are not limited to, the following:

Environmental risks and impacts, including: any material threat to the protection, conservation, maintenance and rehabilitation of natural habitats, biodiversity, and ecosystems; those related to climate change and other transboundary or global impacts; those related to community health and safety; those related to pollution and discharges of waste; those related to the use of living natural resources, such as fisheries and forests; and those related to other applicable standards.[31]

Social risks and impacts, including: any project-related threats to human rights of affected communities and individuals; threats to human security through the escalation of personal, communal or inter-state conflict, crime or violence; risks of gender discrimination; risks that adverse project impacts fall disproportionately on disadvantaged or marginalized groups; any prejudice or discrimination toward individuals or groups in providing access to development resources and project benefits, particularly in the case of disadvantaged or marginalized groups; negative economic and social impacts relating to physical displacement (i.e. relocation or loss of shelter) or economic displacement (i.e. loss of assets or access to assets that leads to loss of income sources or means of livelihood) as a result of project-related land or resource acquisition or restrictions on land use or access to resources; impacts on the health, safety and well-being of workers and project-affected communities; and risks to cultural heritage.

Analysis of alternatives: Systematically compares feasible alternatives to the proposed project site, technology, design, and operation – including the "without project" situation – in terms of their potential social and environmental impacts; assesses the alternatives' feasibility of mitigating the adverse social and environmental impacts; the capital and recurrent costs of alternative mitigation measures, and their suitability under local conditions; the institutional, training, and monitoring requirements for the alternative mitigation measures; for each of the alternatives, quantifies the social and environmental impacts to the extent possible, and attaches economic values where feasible. Sets out the basis for selecting the particular project design.

Mitigation Measures: Summary of (with attachment of full) Environmental and Social Management Plan (ESMP) (see indicative outline of ESMP below.) The ESMP identifies mitigation measures required to address identified social and environmental risks and impacts, as well as measures related to monitoring, capacity development, stakeholder engagement, and implementation action plan.

Stakeholders. Summarizes and links to project Stakeholder Engagement Plan or ESMP that includes plan for consultations. Includes summary of consultations undertaken for development of ESIA (see appendices).

31 For example, the Environmental, Health, and Safety Guidelines (EHSGs), which are technical reference documents with general and industry-specific statements of Good International Industry Practice. The EHSGs contain information on industry-specific risks and impacts and the performance levels and measures that are generally considered to be achievable in new facilities by existing technology at reasonable cost. Available at www.ifc.org/ehsguidelines.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Conclusions and Recommendations: Succinctly describes conclusion drawn from the assessment and provides recommendations. Includes recommendation regarding the project's anticipated benefits in relation to its social and environmental risks and impacts.

Appendices: List of the individuals or organizations that prepared or contributed to the social and environmental assessment; (ii) References – setting out the written materials both published and unpublished, that have been used; (iii) Record of meetings, consultations and surveys with stakeholders, including those with affected people and local NGOs. The record specifies the means of such stakeholder engagement that were used to obtain the views of affected groups and local NGOs, summarizes key concerns and how these concerns addressed in project design and mitigation measures; (iv) Tables presenting the relevant data referred to or summarized in the main text; (v) Attachment of any other mitigation plans; (vi) List of associated reports or plans.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Annex 10. Gender Analysis and Gender Action Plan

1. Background

2. Background

UNDP prioritizes gender mainstreaming as its main strategy to achieve gender equality and women's empowerment. Gender mainstreaming is the process of assessing any planned action in all areas and levels to determine the implication for women and men. It is a strategy for making women's, as well as men's, concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of projects so that women benefit equally. Gender mainstreaming aims to transform unequal social and institutional structures in order to make them profoundly responsive to gender, and, when realized, it ensures that both women and men benefit equally from the development process. It involves much more than simply adding women's participation to existing strategies and programmes. Special attention and action are often required to compensate for the existing gaps and inequalities that women currently face.

The UNDP Tanzania Gender Equality Strategy 2022-2027 is aligned with the 2030 Development Agenda and UNDP's Strategic Plan. The strategy recognizes gender equality as a human right as well as instrumental to the achievement of sustainable development. It considers women and men as active agents of change and development, not simply beneficiaries and vulnerable groups and it recognizes how working with men and boys is of critical importance to change gender norms and attitudes and achieve gender equality.

The GEF Council approved a new GEF Policy on Gender Equality, in November 2017. The policy outlines the need to address gender equality and promote women's empowerment and requires gender-responsive actions, from design to implementation, monitoring and evaluation to ensure that GEF programs and projects are not only designed with a good understanding of relevant gender differences, roles and needs, but also actively pursue activities that contribute to equal access to and control over resources, decision-making, and empowers women and girls.

Both UNDP and the GEF require a gender responsive approach, in which the particular needs, priorities, power structures, status and relationships between men and women are recognized and adequately addressed in the design, implementation and evaluation of activities. The approach seeks to ensure that women and men are given equal opportunities to participate in and benefit from an intervention and promotes targeted measures to address inequalities and promote the empowerment of women.

3. Promoting Gender Equality in Tanzania

The population of Zanzibar is estimated to be over 1,889,773 inhabitants with an average annual intercensal growth rate of 3.7% and an average family size of 5.0 persons. Women represent 51.62% of the population (PHC 2022)[32]. The Ministry of Community Development, Gender and Children (MCDGC) is charged with coordinating and providing guidance for mainstreaming gender in all development processes in Tanzania, supported by a Women and Gender Development Policy and Strategy as well as an Implementation Plan on Gender. The Government has taken substantial strides towards gender equality, women's empowerment and reduction of gender-based violence[33], and Tanzania is signatory to all major international and regional instruments. The Vision 2025 recognizes the importance of gender equality and empowerment of women to attain progress as also stated the Constitution. Key policy frameworks such as Tanzania's National Strategy for Growth and Reduction of Poverty (MKUKUTA II) and the Zanzibar Strategy for Growth and Reduction of Poverty 2016-2020 (MKUZA III) have identified gender equality and women's empowerment as among the major development issues which

[32] Government of the United Republic of Tanzania, 2022 Population and Housing Census

[33] In 2010, the government of Tanzania adopted the SADC Protocol on Gender and Development, which calls for 50/50 male/female representation in all decision-making organs. The government furthermore adopted gender-based violence (GBV) Policy and Management Guidelines in September 2011 and established a National Multi-Sectoral Committee to end Violence against Women and Girls.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

require multi-sectoral approaches and emphasize women's empowerment as a means of bringing about equality in economic development[34].
Representation of women in political decision-making bodies has progressed. As of December 2019, 24 per cent of members in the Revolutionary Council (also the Council of Ministers) were women, while women ministers accounted for 29.4 per cent. Women's representation is highest among Deputy Principal Secretaries (36 per cent)[35] The government has furthermore introduced Gender Responsive Budgeting, led by the Ministry of Finance (MoF) for improved allocation and tracking of financial allocations in support of gender equality and women's empowerment.

In terms of access to education, Zanzibar is showing positive trends. According to Zanzibar Household Budget Survey (HBS) of 2019/20, the number of female-to-male pupils in school ratio is 1.05.166. This ratio improves from pre-primary to primary level and worsens from primary to secondary level. The primary net enrolment rate is higher for females (83.7 percent) than males (80.5 percent), while the primary gross enrolment ratio is marginally higher for males (116.4 percent) than females (111.5 percent. In 2019/2020, the net enrolment for males was 46.8 percent, while for females it was 55.9 percent in secondary school. In addition, 2.8 percent of the population had a university education (2.6 percent of women and 3 percent of men) in 2019/2020. Although the figures are very low, they represent an increase from 2009/2010, when only 0.3 percent of men and 0.1 of women had a university education.

In spite of progress made, women continue to confront violations of their human rights as a result of delays in incorporating rights into functional legislation and continuation of patriarchal norms, traditions and impunity of male perpetrators before the law. Women continue to be hampered in their ability to participate in decisions that affect their lives or claim fair representation, face discrimination in employment, are denied entitlement to land and property, suffer violence within their own homes, face sexual harassment or sextortion in accessing essential public services, or are subject to harmful traditional practices. Continuation of patriarchal and traditional roles and assumptions also affects division of labour and household tasks (e.g. Table 1), hampering women's ability for personal development and economic empowerment. The far-reaching consequences of these inequalities are not only felt in terms of the psychosocial and physical well-being of entire families and communities but continue to undermine overall economic development.

Gender segregation between occupations and sectors of economic activity is deeply rooted in the Zanzibar economy. As a result of embedded social norms about gender roles and gendered division of labour women are overrepresented compared to men in low-paid, unskilled or low-skilled jobs, especially in hospitality, agriculture and informal sectors. Women are underrepresented in highly skilled occupations such as technical and associate professionals, senior officials and craft skills occupations. In 2014, women made up less than 15% of technical and associate professionals and less than 10% of those holding senior officials' positions or employed in craft skills occupations[36].

4. Gender Roles in Natural Resource Governance & Management

Both men and women in Zanzibar rely quite heavily on the use of natural resources, including forest, land, water and marine resources. While men traditionally take on key responsibilities as leaders and decision-makers in terms of natural resource management and governance, and women tend to be more engaged as users of natural resources for domestic purposes, these roles are rapidly changing. As women are becoming more emancipated and educated, they are increasingly directly or indirectly involved in the governance and management of natural

[34] Gender-specific targets as identified in MKUZA III:

- Key Results Area C - Providing Quality Services for All. Outcome C4: Enhanced Prevention of and Response to Violence Against Women and Children.
- Key Results Area D: Attaining Environmental Sustainability and Climate Resilience. Outcome D1: Improved Gender Responsive Climate Change Adaptation and Mitigation Measures.
- Key Results Area E: Adhering to Good Governance Principles Outcome E2: Attainment of Gender Equality and Equity; Outcome E3: Increased Access to Justice, Respect for the Rule of Law, Adherence to Basic Human Rights and Greater Participation in the Democratic Process.

[35] UN Women: Abridged Zanzibar gender equality profile

[36] European Foundation for Improvement of Living and Working Conditions. (2014). Working conditions in Zanzibar.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

resources, either as permanent employees in public service, private companies, and self-employed, as well as in temporal/ seasonal employment (including as tour guides in protected areas). Women in Unguja appear generally more emancipated than on Pemba, where traditional gender roles seem more deeply engrained in society.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Table 1: Typical time use at household level – Pemba*

Time	Women	Men	Girls	Boys
5:00 – 7:00	• Prayers • Cleaning • Getting children ready for school	• Prayers • Leave for farming/fishing/sleep	• Cleaning • Fetch water	• Herding • Fetch water
7:00 – 10:00	• Washing • Farming/firewood collection/knitting	• Collecting coconots/cloves • Farming/fishing	• School	• School
10:00 – 13:00	• Cooking • Cleaning • Prayers	• Farming/fishing		
13:00 – 16:00	• Eat • Cleaning • Knitting • Religious activities	• Prayers, eat and rest	• Eat • Cleaning • Resting / Religious activities	• Eat • Play football • Resting / Religious activities
16:00 – 19:00	• Knitting for domestic use (mats and hats)	• Looking after livestock • Drinking coffee • Football/bao	• Play/occasionally fruit picking in forest	• Play/look for forest fruits
19:00 – 22:00	• Preparing breakfast • Prepares beds for children • Drinking tea • Prayers	• Religious activities • Tea drinking / clove shifting • Resting/watching tv	• Religious activities • Watching tv • Resting	• Religious activities • Watching tv • Resting

*Data aggregated from Mutembei (2012) Gender analysis of the HIMA project – CARE International Tanzania.

Ownership of land in Zanzibar remains heavily skewed towards men, although attitudes with respect to traditional tenure arrangements are rapidly changing. Land tenure is officially regulated by a number of key policies and acts, including Land Act No. 12 (1992), which recognizes three different categories: (i) public land designated as state land and owned solely by the Government; (ii) private land (including 3-acre plots provided by Government to vulnerable and extremely poor households) owned by individuals and (iii) the right of occupancy given by the Government.

While the Land Act from 1999 provides for equal access to land resource between men and women, few women presently own land (mainly obtained through inheritance). According to customary law and cultural practices female children can only inherit half compared to what male children inherit from their parents. There are indications of changing attitudes among women who are increasingly interested in purchasing land of their own. In practice, women have limited control over the land once they get married, as the husband traditionally takes control and women cannot dispose of their property without the permission of their spouses. The continuation of polygamous marriages further limits the chances of women inheriting substantial land from their spouses.

There are three different types of forest ownership in Zanzibar: public, privately owned, and community-managed forests. Access to community-managed forest resources is determined by Village Forest Committees (VFC), which are responsible for issuing licenses to accessing firewood, timber, medicinal plants, logs for beekeeping, plots of land for cultivation, etc. While both men and women are actively engaged, they play different roles in the use and control of community-managed forests. In general, men use forests to collect materials for sale and income generation (e.g., charcoal, timber, honey). Women's engagement on the other hand typically focuses on collection of materials for domestic purposes (firewood, fodder for rabbits and livestock, medicinal plants). Women are also known to collect materials from the forest for sale as well as raw materials for handicrafts (e.g., so-called "kipepeo" fan that is used for keeping away flies), but only to a limited extent.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Approximately 98% of women in rural Zanzibar are engaged in agriculture (economically active), mostly in crop production, and livestock related activities including milking, marketing and processing. Women constitute 74% of the agro-enterprise labour force; including in agriculture, fisheries, seaweed farming (which is mostly done by women), as well as food preparation, fetching, harvesting, transportation and storage activities. Though women are main producers, they have a minimal share of the benefits, limited access to production resources and less control over the proceeds of their labour.

Credit facilities for agricultural related activities have been extended to farmers and fishermen through development projects or private run institutions, with women constituting about 70% of beneficiaries (repayment rate is about 99%).

Several NGOs exist in Zanzibar that support women's rights and economic empowerment (e.g., Table 1), including through horticulture, rabbit breeding and livestock keeping, as well as handicrafts. Groups typically average about 20-35 members (all female, while men may join on an ad hoc basis to support with physical labour), and profits are shared through an informal, cash-based revolving fund scheme.

5. Opportunities for Mainstreaming Gender Concerns

The GEF-funded project on Safeguarding Zanzibar's Forest and Coastal Habitats for Multiple Benefits is classified as GEN2 (gender equality is a significant objective). Project activities will be designed in a way that is gender responsive while facilitating equality and equity for both men and women to the extent possible given the constraints of structural barriers that are related to deep-rooted traditions and power structures. The project will aim at enabling transformational changes in women's ability to engage in decision-making processes relevant to the governance and sustainable management of natural resources. While some of the root causes of the existing gender imbalances in Zanzibar cannot be resolved given the focus, resources, and time that is available to this specific project, activities will ensure that both men and women will be empowered to increase their understanding and appreciation of the importance that both genders play in ensuring environmental sustainability.

The project will implement a dedicated Gender Action Plan (GAP) that includes activities to be undertaken in order to ensure mainstreaming of concerns related to gender equality and equity (Section 5 and Table 2 below). The plan will guide the Project Management Unit (PMU) as well as project partners on involvement and integration of men and women, not only in the delivery of outputs, but also in the monitoring and evaluation of the process and the results obtained.

NGOs with appropriate mandates and capacities will be carefully selected and engaged in project implementation (e.g. Table 2), to facilitate greater understanding and integration of issues relevant to the evolving local context. The project will attempt to engage both men and women proportionally while being cautious not to increase their workloads unequally (as women typically also carry household responsibilities, which may not easily be handed over to men). In addition, care will be taken to respond to the fact that men and women may have different educational levels and interests.

Table 2: Non-governmental organizations based in Zanzibar with a focus on gender-related issues[37]

Name	Focus	Contact details
COWPZ – Catalyst Organization for Women in Zanzibar	Human right – Fighting for Women Right and empowerment women to be self-employed	4546 Zanzibar 024 223 0888 / 0777 457 413 catalyst_91@hotmail.com
ZAWCO – Zanzibar Women Cooperation	Kuwasaidia wanawake kuimarika kiuchumi, ki afya na kijamii, pia kuwahamasisha kuanzisha miradi ya maendeleo.	129 Chake 4686 Zanzibar 223 2373 zawco2002@yahoo.com r_abeida@hotmail.com
ZAWDO – Zanzibar Women Development Organization	Awareness creation on reproductive health HIV/AIDS, Vocational training for drop out pupils in community.	109 Zanzibar 0777 465 199 Unguja urban

[37] Note that this list is not exhaustive and will need to be updated during the project inception phase.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Name	Focus	Contact details
BUKIDO – Bububu Kigamboni Development Organization	Poverty reduction by empowering women to be self-employed	1927 Zanzibar 0777 876 690 changamotolpf@hotmail.com
MWG – Mbweni Women Group	To mobilize women and girls who live Mbweni and the surrounding areas to participate in reproductive health education, including HIV/ AIDS control.	1531 Zanzibar 0777 465 199 0773 189 199 wedtf@zitec.org
ZAWEP – Zanzibar Women Enabling Platform	To Promote Women and Children's Rights and welfare in accordance with International Conventions	P.O. Box 1236 0777 471 187 /844 075/471187
ZENANMED – Zanzibar Entrepreneur Network and Action Natural Medicine	Kuwaunganisha na kuwaendeleza wajasiriamali kwa kuwajengea uwezo wa kielimu na juzi waweze kufanya shughuli zao za kiuchumi kwa uhakika na kujiamini.	0714 986 536 0779 164 491 zenanmed@yahoo.com
ZGC – Zanzibar Gender Coalition	Kuleta mabadiliko ya kijamii, kisiasa na kiuchumi kwa kuzingatia jinsia.	S.L.P. 923 0777 878 764 /457 413 znzcoalition@live.com

Gender Analysis and Action Plan

The aim of Gender Action Plan (GAP) is fourfold: (i) facilitate equality in accessing project benefits by both men and women; (ii) ensure that women are actively consulted and engaged in project design, decision-making, implementation and monitoring processes; and (iii) collect gender disaggregated data/information to inform M&E and adaptive management responses.

The project aims to incorporate gender analysis and gender concerns into all aspects of policy, procedures, projects, and monitoring systems. The GAP facilitates increased participation of women in decision-making processes.

Technical support, training and financing will be provided on sustainable use of natural resources, while actively engaging women's rights and economic empowerment-focused NGOs as natural vehicles for promoting gender equality. Approaches to support women in sustainable land-use and alternative income generation will take into account the fact that they typically have different interests and incentives then men to participate in these types of activities. Opportunities to generate additional income are powerful incentives for both sexes, however, women more likely respond to incentives that address their family's basic needs, such as better health and nutrition, and provide time saving opportunities. The project will explore how these differences can be best accommodated.

The project will furthermore develop a targeted communication strategy in close cooperation with the Gender Focal Point of the Ministry of Agriculture, Irrigation, Natural Resources and Livestock (MAINL) to raise awareness and build support for gender-focused activities at all levels. Besides partners and beneficiaries of the project, stakeholders identified as relevant for supporting the implementation of the Gender Action Plan include the Ministry of Finance, Economy and Development Plans (collection of gender disaggregated data), local government authorities in project areas, private sector, civil society and religion-based organizations, as well as the media.

Throughout project implementation, the following actions will be undertaken to maximise gender mainstreaming opportunities:

- Empower women by targeting and involving them in planning processes, policy and legislation reviews, capacity enhancement and outreach activities.
- Invite gender-focused NGOs to participate in meetings, workshops and discussion groups.
- Actively involve gender-focused NGOs in activities aimed at enabling sustainable land management and alternative environmentally sustainable income generation.

In line with national policies as well as UNDP and GEF guidelines, the project will adopt the following principles in its day-to-day management:

- Demonstrate gender responsiveness in all interactions with project stakeholders.
- No use of language or behaviour denoting bias and disrespect for any individual based on gender.
- Avoid gender stereotyping in project documents, and communication outputs.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

- Support zero tolerance for sexual harassment, gender-based violence and/or sexual exploitation and abuse of men, women, girls and boys that may occur in connection with any of its supported activities.

PMU staff will be required to take the UNDP gender course[38] as well as the UN course on gender and environment[39], and will be expected to demonstrate clear understanding of gender mainstreaming issues and opportunities. Gender disaggregated indicators will be integrated in the project logical framework and measured during regular M&E processes. UNDP experts will be engaged to assist in ensuring compliance with gender mainstreaming requirements.

Table 3: Gender Action Plan[40]

Objective / Output	Action	Indicator and Targets	Responsible	Timeline
Project Management & Implementation	• Consider gender balance in establishing the Project Management Unit. • Ensure that gender expertise is available within the PMU (through awareness raising and training). • Ensure that relevant consultancy TORs include gender-related tasks/deliverables.	Indicator: % of women project staff/experts Baseline: no PMU Target: At least 50% women	- MAINL - UNDP	- Inception phase - Continuous throughout project duration
Output 1.1.1 Gender inclusive review of national framework & establishment of platform to strengthen cross-sectoral coordination	• Ensure national legal frameworks and policy reviews are gender responsive and address gender inequalities. • Ensure women's substantive role in platform-based decision-making processes.	Indicator: Review reports reflect gender mainstreaming considerations. Baseline: No consideration of gender mainstreaming in policy frameworks. Target: All legal framework revisions are gender responsive and adequately address gender inequalities. Indicator: # women playing substantive roles in platform-based decision-making processes. Baseline: No platform. Target: At least 50% women playing substantive roles in platform-based decision-making processes.	- All relevant Government Ministries, Departments, Agencies - PMU	- Y1-3 (throughout policy review process) - Continuous throughout project duration
Output 1.1.2 Gender inclusive development & implementation of Zanzibar Biodiversity Strategy and Action Plan	• Women are equitably consulted and engaged in ZABSAP design; any knowledge gaps and needs of women are addressed in advance of consultations to enable their active participation. • The ZABSAP is designed to be gender responsive.	Indicator: % of female participants in ZABSAP consultations. Baseline: no ZABSAP. Target: At least 50% of consultation participants are female. Indicator: % Women engaged in decision-making as active platform members. Baseline: 0. Target: At least 50% of women engaged in platform decision-making processes (measured by reports). Indicator: Number of outcomes/outputs with gender targets	- MAINL - PMU	- Y1-2 (during ZABSAP design) - Continuous (during ZABSAP implementation)

[38] UNDP Gender Journey: Thinking Outside the Box

[39] https://www.uncclearn.org/open-online-course-gender-and-environment

[40] Note that this plan does not include a specific budget, as activities aimed at gender mainstreaming and women's empowerment are intended to be implemented as an integrated part of the project.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Objective / Output	Action	Indicator and Targets	Responsible	Timeline
	• Upon implementation of the Action Plan, awareness raising, and capacity enhancement are conducted in a gender-responsive manner, to encourage women's attendance and active participation.	Baseline: 0 Target: 100% of ZABSAP outcomes and outputs have gender targets		
Output 2.2.1 Gender responsive community-based natural resource management and land-use practices are supported in target sites.	• Women are equitably consulted and engaged in learning activities related to sustainable NRM. • Training opportunities are tailored to the specific needs and capacities of men and women. • Men and women have equal opportunity to access grants.	Indicator: # and % of female participants in outreach/87 education sessions. Baseline: 0 learning opportunities exist on sustainable NRM practices. Target: At least 50% of general training sessions are female. Indicator: # of trainings tailored to the specific needs of men/women. Baseline: No gender specific training opportunities. Target: All training opportunities ensure that learning needs of both men and women are met. Indicator: # and % of female grant recipients. Baseline: No grants. Target: 50% of grant recipients are women.	- MAINL - PMU	- Y2-6
Output 2.1.2 Management plans are developed or updated for core protected areas.	• Women are equitably consulted and engaged in design of PA management plans. • Gender issues are mainstreamed in the design of the management plans. • Upon implementation of the management plans, awareness raising and capacity enhancement are conducted in a gender-responsive manner.	Indicator: # and % of female participants in consultations. Baseline: Women not sufficiently engaged in design of PA management plans. Target: At least 50% of consultation participants are female. Indicator: % 1PA management plans with women's priorities integrated Baseline: Management plans do not integrate gender aspects. Target: 100% of PA management plans include specific actions targeted at mainstreaming gender aspects and ensuring equal opportunities for men and women in PA governance and access.	- MAINL - PMU	- Y1-2 (during MP design) - Continuous (during MP implementation)
Output 2.1.3. *Gender inclusive* capacity for community forest management is strengthened	• Revision of CoFMA Guidelines will fully incorporate gender considerations. • Training will take place in a gender responsive manner and will take into account different needs of men and women.	Indicator: Gender-related issues are addressed in CoFMA Guidelines. Baseline: CoFMA Guidelines do not mainstream gender considerations. Target: CoFMA Guidelines include specific actions targeted at mainstreaming gender aspects and ensuring equal opportunities for men and women in forest governance and access.	- MAINL - PMU	- Continuous throughout project duration
Output 2.1.5. Gender responsive systems and infrastructure in key protected areas are upgraded to improve	• Explore opportunities for women to be engaged as members of CoFMA patrol teams. • Ensure that training on use of SMART facilitate	Indicator: % and # of male/female CoFMA patrol members Baseline: tbd during project inception phase Target: increased % and # female CoFMA patrol members	- MAINL - PMU	- Continuous throughout project duration

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Objective / Output	Action	Indicator and Targets	Responsible	Timeline
monitoring, evaluation and enforcement	both men and women's attendance and active participation.	Indicator: % and # of male/female trainees Baseline: no training on SMART Target: tbd during project inception phase		
Output 2.1.6. *Gender inclusive* National Protected Areas Board is re-established, leading to the development & implementation of updated PA strategy	• Women are equitably consulted and engaged in consultation process for NPA Board. • Women are included as members of the NPA Board. • Women are equitably consulted and engaged in design of PA Strategy & Action Plan. • PA Strategy & Action Plan mainstreams gender concerns. • Upon PA Strategy & Action Plan implementation, awareness raising, and capacity enhancement are conducted in a gender-responsive manner, to encourage women's attendance and active participation.	Indicator: % of female board members. Baseline: n.a. (no NPA Board). Target: 50% during project inception phase Indicator: Gender-related issues are addressed in PA Strategy & Action Plan. Baseline: no PA Strategy & Action Plan. Target: PA Strategy & Action Plan include specific actions targeted at mainstreaming gender aspects and ensuring equal opportunities for men and women in PA governance and access.	- MAINL - PMU	- Continuous throughout project duration
Output 2.2.1 Gender responsive community-based natural resource management and land-use practices are supported in target sites.	• Assessments for sustainable resource management and land-use practices consider the specific needs and abilities of women. • Training will take place in a gender responsive manner. • NGOs focused on women's economic empowerment will be actively engaged in assessments and training. • Allocation of grants for the adoption of sustainable land-use practices takes into account the specific needs of men and women.	Indicator: % and # of male/female trained Baseline: no training provided for SLM/SFP practices. trainees Target: tbd during project inception phase Indicator: % and # of male/female grant recipients. Baseline: no grants for SLM/SFM. Target: at least 50% of recipients are women.	- MAINL - PMU	- Continuous throughout project duration
Output 3.1.1. Knowledge management supports policy making and systematizes lessons learned	• Development of targeted communication strategy that raises awareness on and builds support for gender-focused activities at all levels.	Indicator: # targeted individuals aware of relevant gender-related issues. Baseline: n.a. Target: 100% awareness by targeted individuals.	- MAINL - Gender FP - PMU	- Continuous throughout project duration

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Objective / Output	Action	Indicator and Targets	Responsible	Timeline
Output 3.1.2. Gender mainstreaming strategy implemented	• Implementation of the Gender Action Plan, through active participation of the PMU, Government and other project partners.	Indicator: % progress in GAP implementation. Baseline: n.a. Target: 100% Progress on implementation of GAP.	- MAINL - Gender FP - PMU	- Continuous throughout project duration
Output 4.1.1. M&E supports adaptive and effective project management and participation from stakeholders	• M&E processes ensure to collect sex segregated data and information. • Women are actively engaged and consulted in data collection and reporting processes.	Indicator: availability of sex segregated data. Baseline: n.a. Target: All relevant data is sex segregated.	- MAINL - PMU	- Continuous throughout project duration

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Annex 11. Procurement Plan – for first year of implementation (Indicative)

TYPE OF CONSULTANT	POSITION/ TITLE	FEE / PERSON/ DAY	ESTIMATED PERSON DAYS	ESTIMATED $ COST (IF NOT INDIVIDUAL CONSULTANT)	TASKS AND DELIVERABLES	QUALIFICATIONS
Local consultant	Legal consultant	$300	40	$12,000	Analysis of the existing Land Tenure Act and its institutional arrangements and procedures. Support the review of the Act to ensure the incorporation of consideration on biodiversity conservation and climate change. (Output 1.1.1.)	Legal expert with at least 7 years of experience in environmental policy at the national level
Local consultant	Legal consultant	$300	40	$12,000	Analysis of the existing Environmental Management Act and its institutional arrangements and procedures. Support the review of the Act to ensure the incorporation of consideration on biodiversity conservation and climate change. (Output 1.1.1.)	Legal expert with at least 7 years of experience in environmental policy at the national level
Local consultant	Legal consultant	$300	40	$12,000	Analysis of the existing Forest Resources Management and Conservation Act and its institutional arrangements and procedures. Support the review of the Act to ensure the incorporation of consideration on biodiversity conservation and climate change. (Output 1.1.1.)	Legal expert with at least 7 years of experience in environmental policy at the national level
Company	Support to the preparation and consultation of ZABSAP			$140,000	Review and document policies, plans and regulation related to biodiversity conservation in Zanzibar. Analyze root causes of biodiversity loss. Identify key barriers and capacity gaps. Carry out a participatory consultation process to incorporate the views of stakeholders and identify the actions and targets to be incorporated in ZABSAP. Produce a draft strategy and action plan. Elaborate an implementation plan for ZABSAP. Prepare a monitoring and reporting framework for ZABSAP that takes into consideration the URTs monitoring and reporting requirements under the mainland's NBSAP. Facilitate consultations with stakeholders. (Output 1.1.2.)	Firm specialised environmental management with biodiversity, environmental and socio-economic specialists.
Company or NGO	Biodiversity surveys and guidelines			$220,000	Elaborate guidelines for biodiversity surveys in Zanzibar incorporating international best practices and taking into consideration the specific economic and environmental circumstances of the archipelago. Complete biodiversity surveys to inform the management of wildlife corridors and buffer zones. Provide training to DDOF and DoE staff on the application of the guidelines. (Output 2.1.1.)	Firm specialised environmental management with biodiversity, environmental and socio-economic specialists.

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

TYPE OF CONSULTANT	POSITION/ TITLE	FEE / PERSON/ DAY	ESTIMATED PERSON DAYS	ESTIMATED $ COST (IF NOT INDIVIDUAL CONSULTANT)	TASKS AND DELIVERABLES	QUALIFICATIONS
Company	National protected areas strategy and board			$80,000	Complete a gap analysis of PA in Zanzibar. Evaluate the current governance over PAs in Zanzibar. Conduct consultations with stakeholders to elaborate the national PA strategy of Zanzibar. Elaborate a draft for the national PA strategy of Zanzibar. Analyse and recommend institutional arrangement and modalities of work for NPAB, including a review of its mandate, composition and funding for its operation. Facilitate consultations with stakeholders and produce recommendations for the reestablishment of NPAB (Output 2.1.6.)	Firm specialised environmental management with legal, biodiversity, environmental and socio-economic specialists.
Company	Review of the regulations of the Forestry Development Fund			$25,000	Analyse the current governance of the Forestry Development Fund. Identify strengths and gaps in the management structure of the fund. Draft revised regulations to improve the management and fund-raising capabilities of the fund.	Firm specialised environmental management with finance and environmental specialists.
Local consultant	Review of indicators in project results framework	$400	25	$10,000	Review of indicators in the project results framework and support to the establishment of baseline and target values	Environmental management expert with at least 7 years of experience in monitoring and evaluation

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Annex 12. Co-financing letters: (Attached separately)

12.1 UNDP – Co-financing letter

12.2 RGOZ PO Finance and Planning – Co-financing letter

Annex 13.1 GEF Core indicators (Attached separately)
Annex 13.2 METT (Attached separately)

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Annex 14. GEF Taxonomy

Level 1	Level 2	Level 3	Level 4
☒ **Influencing models**			
	☒ **Transform policy and regulatory environments**		
	☒ **Strengthen institutional capacity and decision-making**		
	☒ **Convene multi-stakeholder alliances**		
	☒ **Demonstrate innovative approaches**		
	☐ **Deploy innovative financial instruments**		
☒ **Stakeholders**			
	☒ **Indigenous Peoples**		
	☒ **Private Sector**		
		☐ Capital providers	
		☐ Financial intermediaries and market facilitators	
		☐ Large corporations	
		☒ SMEs	
		☒ Individuals/Entrepreneurs	
		☐ Non-Grant Pilot	
		☐ Project Reflow	
	☒ **Beneficiaries**		
	☒ **Local Communities**		
	☒ **Civil Society**		
		☒ Community Based Organization	
		☒ Non-Governmental Organization	
		☒ Academia	
		☐ Trade Unions and Workers Unions	
	☒ **Type of Engagement**		
		☒ Information Dissemination	
		☒ Partnership	
		☒ Consultation	
		☒ Participation	
	☒ **Communications**		
		☒ Awareness Raising	
		☒ Education	
		☒ Public Campaigns	
		☒ Behavior Change	
☒ **Capacity, Knowledge and Research**			
	☒ **Enabling Activities**		
	☒ **Capacity Development**		
	☒ **Knowledge Generation and Exchange**		
	☒ **Targeted Research**		
	☒ **Learning**		
		☒ Theory of Change	
		☒ Adaptive Management	
		☒ Indicators to Measure Change	
	☒ **Innovation**		
	☒ **Knowledge and Learning**		
		☒ Knowledge Management	
		☒ Innovation	
		☒ Capacity Development	
		☒ Learning	
	☒ **Stakeholder Engagement Plan**		
☒ **Gender Equality**			
	☒ **Gender Mainstreaming**		
		☒ Beneficiaries	
		☒ Women groups	
		☒ Sex-disaggregated indicators	

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Level 1	Level 2	Level 3	Level 4
		☒ Gender-sensitive indicators	
	☒ **Gender results areas**		
		☒ Access and control over natural resources	
		☒ Participation and leadership	
		☒ Access to benefits and services	
		☒ Capacity development	
		☒ Awareness raising	
		☒ Knowledge generation	
☒ **Focal Areas/Theme**			
	☐ **Integrated Programs**		
		☐ Commodity Supply Chains (Good Growth Partnership)	
			☐ Sustainable Commodities Production
			☐ Deforestation-free Sourcing
			☐ Financial Screening Tools
			☐ High Conservation Value Forests
			☐ High Carbon Stocks Forests
			☐ Soybean Supply Chain
			☐ Oil Palm Supply Chain
			☐ Beef Supply Chain
			☐ Smallholder Farmers
			☐ Adaptive Management
		☐ Food Security in Sub-Sahara Africa	
			☐ Resilience (climate and shocks)
			☐ Sustainable Production Systems
			☐ Agroecosystems
			☐ Land and Soil Health
			☐ Diversified Farming
			☐ Integrated Land and Water Management
			☐ Smallholder Farming
			☐ Small and Medium Enterprises
			☐ Crop Genetic Diversity
			☐ Food Value Chains
			☐ Gender Dimensions
			☐ Multi-stakeholder Platforms
		☐ Food Systems, Land Use and Restoration	
			☐ Sustainable Food Systems
			☐ Landscape Restoration
			☐ Sustainable Commodity Production
			☐ Comprehensive Land Use Planning
			☐ Integrated Landscapes
			☐ Food Value Chains
			☐ Deforestation-free Sourcing
			☐ Smallholder Farmers
		☐ Sustainable Cities	
			☐ Integrated urban planning
			☐ Urban sustainability framework
			☐ Transport and Mobility
			☐ Buildings
			☐ Municipal waste management
			☐ Green space
			☐ Urban Biodiversity
			☐ Urban Food Systems
			☐ Energy efficiency
			☐ Municipal Financing
			☐ Global Platform for Sustainable Cities
			☐ Urban Resilience
	☒ **Biodiversity**		
		☒ Protected Areas and Landscapes	
			☒ Terrestrial Protected Areas
			☐ Coastal and Marine Protected Areas

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Level 1	Level 2	Level 3	Level 4
			☒ Productive Landscapes
			☐ Productive Seascapes
			☒ Community Based Natural Resource Management
		☒ Mainstreaming	
			☐ Extractive Industries (oil, gas, mining)
			☒ Forestry (Including HCVF and REDD+)
			☐ Tourism
			☒ Agriculture & agrobiodiversity
			☒ Fisheries
			☐ Infrastructure
			☐ Certification (National Standards)
			☐ Certification (International Standards)
		☒ Species	
			☐ Illegal Wildlife Trade
			☒ Threatened Species
			☐ Wildlife for Sustainable Development
			☐ Crop Wild Relatives
			☐ Plant Genetic Resources
			☐ Animal Genetic Resources
			☐ Livestock Wild Relatives
			☐ Invasive Alien Species (IAS)
		☒ Biomes	
			☒ Mangroves
			☐ Coral Reefs
			☐ Sea Grasses
			☐ Wetlands
			☐ Rivers
			☐ Lakes
			☐ Tropical Rain Forests
			☒ Tropical Dry Forests
			☐ Temperate Forests
			☐ Grasslands
			☐ Paramo
			☐ Desert
		☐ Financial and Accounting	
			☐ Payment for Ecosystem Services
			☐ Natural Capital Assessment and Accounting
			☐ Conservation Trust Funds
			☐ Conservation Finance
		☐ Supplementary Protocol to the CBD	
			☐ Biosafety
			☐ Access to Genetic Resources Benefit Sharing
	☐ **Forests**		
		☐ Forest and Landscape Restoration	
			☐ REDD/REDD+
		☐ Forest	
			☐ Amazon
			☐ Congo
			☐ Drylands
	☒ **Land Degradation**		
		☒ Sustainable Land Management	
			☐ Restoration and Rehabilitation of Degraded Lands
			☒ Ecosystem Approach
			☒ Integrated and Cross-sectoral approach
			☒ Community-Based NRM
			☒ Sustainable Livelihoods

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Level 1	Level 2	Level 3	Level 4
			☒ Income Generating Activities
			☒ Sustainable Agriculture
			☐ Sustainable Pasture Management
			☒ Sustainable Forest/Woodland Management
			☐ Improved Soil and Water Management Techniques
			☐ Sustainable Fire Management
			☐ Drought Mitigation/Early Warning
		☐ Land Degradation Neutrality	
			☐ Land Productivity
			☐ Land Cover and Land cover change
			☐ Carbon stocks above or below ground
		☐ Food Security	
	☐ **International Waters**		
		☐ Ship	
		☐ Coastal	
		☐ Freshwater	
			☐ Aquifer
			☐ River Basin
			☐ Lake Basin
		☐ Learning	
		☐ Fisheries	
		☐ Persistent toxic substances	
		☐ SIDS : Small Island Dev States	
		☐ Targeted Research	
		☐ Pollution	
			☐ Persistent toxic substances
			☐ Plastics
			☐ Nutrient pollution from all sectors except wastewater
			☐ Nutrient pollution from Wastewater
		☐ Transboundary Diagnostic Analysis and Strategic Action Plan preparation	
		☐ Strategic Action Plan Implementation	
		☐ Areas Beyond National Jurisdiction	
		☐ Large Marine Ecosystems	
		☐ Private Sector	
		☐ Aquaculture	
		☐ Marine Protected Area	
		☐ Biomes	
			☐ Mangrove
			☐ Coral Reefs
			☐ Seagrasses
			☐ Polar Ecosystems
			☐ Constructed Wetlands
	☐ **Chemicals and Waste**		
		☐ Mercury	
		☐ Artisanal and Scale Gold Mining	
		☐ Coal Fired Power Plants	
		☐ Coal Fired Industrial Boilers	
		☐ Cement	
		☐ Non-Ferrous Metals Production	
		☐ Ozone	
		☐ Persistent Organic Pollutants	
		☐ Unintentional Persistent Organic Pollutants	
		☐ Sound Management of chemicals and Waste	
		☐ Waste Management	
			☐ Hazardous Waste Management
			☐ Industrial Waste
			☐ e-Waste

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Level 1	Level 2	Level 3	Level 4
		☐ Emissions	
		☐ Disposal	
		☐ New Persistent Organic Pollutants	
		☐ Polychlorinated Biphenyls	
		☐ Plastics	
		☐ Eco-Efficiency	
		☐ Pesticides	
		☐ DDT - Vector Management	
		☐ DDT - Other	
		☐ Industrial Emissions	
		☐ Open Burning	
		☐ Best Available Technology / Best Environmental Practices	
		☐ Green Chemistry	
	☒ **Climate Change**		
		☐ **Climate Change Adaptation**	
			☐ Climate Finance
			☐ Least Developed Countries
			☐ Small Island Developing States
			☐ Disaster Risk Management
			☐ Sea-level rise
			☐ Climate Resilience
			☐ Climate information
			☐ Ecosystem-based Adaptation
			☐ Adaptation Tech Transfer
			☐ National Adaptation Programme of Action
			☐ National Adaptation Plan
			☐ Mainstreaming Adaptation
			☐ Private Sector
			☐ Innovation
			☐ Complementarity
			☐ Community-based Adaptation
			☐ Livelihoods
		☒ **Climate Change Mitigation**	
			☒ Agriculture, Forestry, and other Land Use
			☐ Energy Efficiency
			☐ Sustainable Urban Systems and Transport
			☐ Technology Transfer
			☐ Renewable Energy
			☐ Financing
			☐ Enabling Activities
		☐ **Technology Transfer**	
			☐ Poznan Strategic Programme on Technology Transfer
			☐ Climate Technology Centre & Network (CTCN)
			☐ Endogenous technology
			☐ Technology Needs Assessment
			☐ Adaptation Tech Transfer
		☒ **United Nations Framework on Climate Change**	☒ Nationally Determined Contribution
	☒ **Rio Markers**		
		☒ Paris Agreement	
		☒ Sustainable Development Goals	
		☐ Climate Change Mitigation 0	
		☒ Climate Change Mitigation 1	
		☐ Climate Change Mitigation 2	
		☒ Climate Change Adaptation 0	
		☐ Climate Change Adaptation 1	
		☐ Climate Change Adaptation 2	

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

Annex 15. Partners Capacity Assessment Tool and HACT assessment (Attached separately)

15.1 HACT

15.2 PCAT

Annex 16. UNDP Project Quality Assurance Report (Attached separately)

Docusign Envelope ID: 1E2D750D-B8C7-4076-A3AD-2B3FDC3F221F

References

Eilola, S., Fagerholm, N., Mäki, S. K., & Käyhkö, N. (2015). Realization of participation and spatiality in participatory forest management - a policy-practice analysis from Zanzibar, Tanzania. *Journal of Environmental Planning and Management*, 1242-1269.

Government of Tanzania. (2014). *Basic Demographic and Socio-Economic Profile Report. Tanzania Zanzibar.* n.p.

Government of Tanzania. (n.d.). *Intended Nationally Determined Contribution.* n.p.

IUCN. (2018). *The IUCN Red List of Threatened Species. Version 2018-2*. Retrieved from http://www.iucnredlist.org

Owen, M. (2011). *Tackling the energy drivers of deforestation and forest degradation in Zanzibar.* CARE International.

RGZ. (1996). *Forest Resources Management and Conservation Act No. 10.* n.p.

RGZ. (1996a). *Environmental Management for Sustainable Development Act No 2 of 1996.* n.p.

RGZ. (1999). *National Forestry Policy of Zanzibar.* n.p.

RGZ. (2003). *Agricultural Sector Policy.* n.p.

RGZ. (2011). *Community Forest Management Guidelines.* Zanzibar City.

RGZ. (2013). *Zanzibar Environmental Policy.* Zanzibar City.

RGZ. (2013a). *Zanzibar Woody Biomass Survey.* Zanzibar City.

RGZ. (2014). *Zanzibar Climate Change Strategy 2014 - 2030.* n.p.

RGZ. (2014a). *Zanzibar National Forest Resources Management Plan 2015 - 2025.* n.p.

RGZ. (2015). *Zanzibar Environmental Management Act of 2015.*

RGZ. (2017). *Zanzibar Strategy for Growth and Reduction of Poverty (MKUZA III).* n.p,.

RGZ. (2017a). *State of the Forest Resources in Zanzibar.* n.p.

The World Bank. (2014). *Coastal Profile for Zanzibar 2014. Thematic Volume I. Including Threats Prioritization.*

UNDP. (2014). *Final report of the terminal evaluation for the project on "Extending the coastal forest protected area sub-system in Tanzania".* n.p.

UNEP-WCMC. (2018, November). *Protected Area Profile for United Republic of Tanzania from the World Database of Protected Areaas*. Retrieved from Protected Planet: www.protectedplanet.net

UNIDO. (2015). *Zanzibar Pilot Study Final Report.*

URT. (2001). *National Biodiversity Strategy and Action Plan (NBSAP).* Dar es Salaam.

URT. (2015). *National Biodiversity Strategy and Action Plan (2015-2020).* Dar es Salaam.

Walsh, M., & Helle, G. (2008, Autumn). Updating the inventory of Zanzibar leopard specimens. *CAT News (Newsletter of the IUCN/SSC Cat Specialist Group), 49*, 4-6.

Watkiss, P. P. (2012). *The Economics of Climate Change in Zanzibar. Study Report for the Revolutionary Government of Zanzibar, Climate Change Committee.*

Wildlife Conservation Society. (2011). *Protected Area Spatial Planning for Unguja and Pemba Islands, Zanzibar.* New York.