



Empowered lives.
Resilient nations.

Initiation Plan / GEF PPG

Project Title: Promoting Conservation, Sustainable Utilization and Fair and Equitable Benefit-Sharing from Lesotho's Medicinal Plants for Improved Livelihoods	
Country: Lesotho	
Country Programme Outcome: <i>Outcome 2:</i> By 2017 Lesotho adopts environmental management practices that promote a low-carbon, climate-resilient economy and society, sustainably manages natural resources and reduces vulnerability to disasters.	
UNDP Strategic Plan Output: 1.3 - Solutions developed at national and sub-national levels for sustainable management of natural resources, ecosystem services, chemicals and waste	
SESP Risk Rating: Low Gender Marker rating: GEN 2	
ATLAS Award ID: 00098760	Total budget: US\$100,000
ATLAS Output ID: 00101977	Allocated resources:
PIMS ID: 5891	• GEF US\$100,000
Management Arrangement: DIM	

AGREED BY

Salvator NIYONZIMA
UNDP Resident Representative

[Signature]
Signature

30/01/2018
Day/Month/Year
Date

I. BRIEF DESCRIPTION OF THE INITIATION PLAN/GEF PPG

Objective & Final Outputs

The objective of the GEF PPG is to develop the project concept into a full project: *Promoting conservation, sustainable utilization and fair and equitable benefit-sharing from Lesotho's Medicinal Plants for improved livelihoods*. As described in the project concept (PIF), this project aims to promote conservation, sustainable use and improved access and benefit-sharing from ABS products derived from selected Medicinal Plants in selected Highlands and Foothill areas of Lesotho.

The following documents are to be consulted as background for the GEF PPG phase:

- PIF cleared for WP inclusion or GEF Council approved PIF
- SESP pre-screening (of PIF)
- Comments from GEF Secretariat, Council, STAP
- Annotated UNDP-GEF Project Document Template and associated guidance included therein

The final outputs of the GEF PPG are:

1. UNDP-GEF Project Document (ProDoc), using the 2017 standard template.
2. Mandatory annexes to the ProDoc, including gender analysis and action plan, and stakeholder engagement plan, among others, and project specific annexes (e.g. landscape profile, institutional and legal analysis, feasibility studies, and Tracking Tool for BD Program 8 (Nagoya Protocol Implementation).
3. GEF CEO Endorsement Request.
4. Validation Workshop report.

Any additional studies and other reports produced under the GEF PPG and not included in Annex to the project document will be submitted to UNDP and saved for future reference.

Key Dates for the GEF PPG

Milestone	Date	Notes
Internal submission date for UNDP-GEF review and clearance	December 31, 2018	Must be at least two (2) months prior to CEO Endorsement Deadline
CEO Endorsement Deadline after which the project will be cancelled.	April 30, 2019	Failure to submit a ProDoc and CEO ER to the GEF Sec by this deadline will lead to the automatic cancellation of the project by the GEF Secretariat.

Management Arrangements

The UNDP Lesotho Country Office will lead the project development process and manage the GEF PPG budget in full consultation with the UNDP-GEF Technical Advisor. The GEF PPG Atlas budget is presented in *Section IV: Total Budget and Work Plan*.

As appropriate, a Working Group will guide the GEF PPG team, and review and endorse the GEF PPG deliverables. The Working Group is responsible for ensuring that the deliverables outlined in this GEF PPG are completed on time and in line with UNDP and GEF requirements. The GEF Operational Focal Point/ Department of Environmental Affairs will chair the Working Group. Working Group members will include:

Ministry of Tourism, Environment and Culture, Ministry of Forestry Resources and Soil Conservation, Ministry of Agriculture and Food Security, and should include CO, government partners, and key stakeholders; RTAs for Ecosystem and Biodiversity.

The GEF PPG team will be composed of the following:

- 1) International Project Development Specialist on Biodiversity Conservation, with expertise and on Access and Benefit Sharing from the use of plant genetic resources (Team Leader);
- 2) National Specialist on Community-based Natural Resources Management and nature-based enterprises;
- 3) National Specialist on Livelihoods, Gender and Stakeholder Engagement.

Draft Terms of Reference (TORs) for each team member is included in Annex 2 of this Initiation Plan.

II. STAKEHOLDER ENGAGEMENT, PUBLIC DISCLOSURE AND OTHER REQUIREMENTS

To ensure strong country ownership, and in line with the stakeholder engagement requirements outlined in UNDP's [Social and Environmental Standards](#) (SES), the development of the project to be undertaken during this GEF PPG phase will be done in full consultation and close engagement with government, CSO, academic community and other relevant stakeholders – in particular those who will benefit from and be directly involved in the implementation of the project (i.e. direct project beneficiaries). A list of these stakeholders will be prepared and included in Annex to the project document.

If the Social and Environment Screening Procedure (SESP) included in Annex to the project document has an overall safeguard risk rating of moderate or high, the following disclosure requirements apply:

1. A final validation workshop report will be prepared summarizing the outcomes of the validation workshop and other consultations undertaken during the PPG phase. This report must demonstrate strong country ownership and will become a key reference document should an environmental and social safeguard complaint/grievance be filed during project implementation.
2. Before CEO endorsement (if appropriate given the GEF cancellation policy) or at the latest by the LPAC meeting, the UNDP-GEF project document, SESP and related management plans, and other relevant information/documents (e.g. ProDoc annexes) will be made available to the public on the UNDP website or open.undp.org. It is recommended to make these documents available for 30 days in advance of the LPAC meeting for moderate risk projects, and 120 days in advance for high risk projects.

III. GEF PPG ACTIVITIES

Component A: Preparatory Technical Studies & Reviews

The following technical studies and reviews will be conducted, building on the PIF and the comments received to the PIF (e.g. from GEF Council and STAP). The comments on the PIF by the GEF Secretariat (dated 25 September 2017) and by the GEF Scientific and Technical Advisory Panel (dated 7 November 2017) are annexed to this document and these comments must be fully integrated into the design/PPG process and the relevant sections of the CEO Endorsement Request document should outline how these were addressed/not addressed.

The following should inform the PPG as appropriate:

i. Desktop and field-based studies and data collection

This research should produce the background information required to prepare the ProDoc and CEO Endorsement Request, including but not limited to:

- Development challenge and strategy (including threats, problems and barrier assessment);
- Review of national policy and legislative frameworks;
- Problem and solution trees developed in consultation with project stakeholders, for a robust Theory of Change (to be prepared in **Component B**, below);
- Review of relevant past and ongoing projects for lessons; and
- Any other analyses required to address all comments on the PIF received from GEF Secretariat, GEF Council members and STAP

Project Component 1 – Enabling institutional capacity and regulatory framework strengthened to support implementation of the Nagoya Protocol on Access and Benefit Sharing (ABS). This component is designed to support the creation of an enabling environment at the national level, through the policies, regulations, strategies and guidelines that the country can use to promote conservation, sustainable use and benefit sharing from the utilisation of biological and genetic resources in the country. Work under this component will support the review and promulgation of appropriate and functional national policy and regulatory framework to support ABS at the country level; it will also review and strengthen the capacity of national institutions to implement and enforce these laws and policies; and facilitate the definition, clarification and encoding of legal systems to govern and management, ownership and access rights, rules and procedures over access and utilisation of genetic resources. By the end of the project, the country's legal and policy environment should enable the relevant government institutions to regulate access to and control over genetic plant resources, including their access, use, ownership and management.

The PPG process will conduct preliminary assessments of what the policy environment currently looks like, and to what extent it supports the functioning of an ABS and legal framework and enabling environment for implementation of Nagoya Protocol provisions at national and local levels.

At a minimum, the baseline studies under this component should include assessments and gap analysis of ABS provisions in existing policies, laws and regulations, stakeholder identification, user rights and intellectual property rights, and assessments of institutional capacity including research organizations; and inform the development and implementation of a strategy and action plan for the implementation of ABS measures (e.g. policy, legal and regulatory frameworks governing ABS, National Focal Point, Competent National Authority, Institutional agreements, administrative procedures for Prior Informed Consent (PIC) and Mutually Agreed Terms (MAT), monitoring of use of genetic resources, compliance with legislation and cooperation on trans-boundary issues. The PPG will support the following:

- i. Rapid technical review of the national and regional level policy and legislative frameworks for ABS and Nagoya Protocol implementation:
- a. Review existing legal and policy instruments (pertaining to biodiversity conservation and ABS from the use of plan genetic resources) to identify gaps that need to be addressed to promote/incorporate the mainstreaming of sustainable use and plants with medicinal value, and support mechanisms for increased access and benefit sharing from their use;

- b. Review of relevant national policy and strategy documents, including the NBSAP, Biodiversity Resources Management Draft Bill of 2016, National Range Resources Management Policy of 2014, Biodiversity Management Plan for Pelargonium Sidoides, NAP and other relevant ones as appropriate;
 - c. Based on the review, prepare detailed recommendations of the policies, laws and strategies that are required/need to be reviewed to facilitate the integration of ABS principles and Nagoya Protocol provisions into the access, control, utilisation and management of plant genetic resources in Lesotho;
 - d. Based on the review, prepare detailed recommendations for strengthening the local and national regulatory environment to empower community institutions/local authorities, as well as other government institutions at local and national levels to prevent biopiracy and enforce rules and regulations against biopiracy.
- ii. Capacity assessments at management and decision-making levels:
 - a. Identify the capacity building needs (skills, tools and resources) of the relevant government, non-government and community level institutions for implementation of Nagoya Protocol provisions and application of Access and Benefit Sharing regimes at the national level, and to monitor and enforce laws and policies that promote ABS and prevent biopiracy;
 - b. Based on assessments and analysis, make preliminary recommendations for a training/capacity strengthening programme targeting decision-makers at the national and sub-national levels to develop, implement and enforce laws and policies for ABS and the Nagoya Protocol and prevention of biopiracy.
- iii. Capacity assessments at extension service/community levels:
 - a. Identify the capacity of community level institutions to develop/inform the development of guidelines, procedures, standards and codes of conduct to operationalise ABS provisions at local levels;
 - b. Identify the training and capacity building needs for community-based institutions and natural resource-user groups and associations (e.g. CBOs, Traditional Authorities, traditional healers' association) to both inform decision-making (i.e. meaningful participation) and integrate information into decision-making at resource-use and landscape levels;
 - c. Conduct assessments for development of community-based monitoring systems to enable stakeholders to understand, monitor and mitigate changes to the conservation, sustainable use and implementation of fair and equitable benefit-sharing mechanisms for key genetic species;
 - d. Based on assessments, make preliminary recommendations for a training/capacity strengthening programme targeting extension officers and communities to understand, adopt/integrate, enforce and monitor resource access, use and ABS at genetic resource use levels.
- iv. Review proposed indicators and where relevant propose new ones for each outcome and output, and establish baselines and targets to be monitored and tracked during implementation, for inclusion in the Results Framework as appropriate.
- v. At the minimum, capacity assessments will utilise the UNDP Capacity Scorecards and similar tools to measure capacity levels and establish baselines, as well as propose mid-term and end-of-project targets, including the GEF 6 Biodiversity Tracking Tool for Program 8 – Nagoya Protocol Implementation.

Project Component 2 – Sustainable utilization and conservation of selected commercially-important Medicinal Plants for the development of ABS products for the pharmaceutical sector. In line with the GEF strategy under Biodiversity Program 8, component 2 is designed to support the building of capacity among stakeholders (including indigenous and local communities, especially women) to negotiate between providers and users of genetic resources, enhance the benefits from the use of genetic resources for the communities/providers of those resources and prevent illegal and unfair practices (i.e. biopiracy). This component will also support institutional capacity building to carry out research and development (R&D) to add value to their own genetic resources and traditional knowledge associated with genetic resources, including the inventorying and documentation of such knowledge. Support will focus on three (3) commercially-important medicinal plants as entry points for building the required national and local level capacity to establish a comprehensive ABS regime in Lesotho, with a focus on developing ABS products for the pharmaceutical sector and promote access and benefit sharing at local levels for providers of these genetic resources. The PPG will therefore support an assessment of the current landscape for this sector to develop.

At a minimum, the PPG should conduct the following:

- i. Assessment of barriers and opportunities (legal, institutional, practical and otherwise) to development of ABS products from the three selected medicinal plants. This work should facilitate:
 - a. An analysis of the current understanding, including indigenous/traditional knowledge and scientific research on the 3 medicinal plants as well as their availability and distribution (i.e. mapping) within Lesotho, their current harvesting patterns, uses and potential for further development into ABS products;
 - b. Targeted analyses of market potential of the supported value chains, including market trends in the respective business fields (including regional and other developing country markets);
 - c. Baseline assessment of the current financial and other benefits accruing to users and groups of users and communities (e.g. in the form of royalties) generated from the commercialisation of the 3 products derived from genetic/biological resources;
 - d. Baseline assessment of existing community-based business models;
 - e. Baseline assessment of the number and type of existing local R&D innovations, products and technologies under development in Lesotho, and including collaboration with international partners (e.g. other universities and private companies);
 - f. Baseline assessment of the nature and number of research collaborations between government authorities, private sector parties, academic institutions, holders of traditional knowledge and rural communities to develop and commercialise new genetic/biological resources;
 - g. Baseline assessment of the benefit-sharing agreements negotiated between industry/users of genetic resources and communities, the number of bioprospecting products in domestic & international markets; the number of bioprospecting products that have community involvement in the supply chain; and the number of jobs being created in the sector including for disadvantaged communities, women and youth;
 - h. Baseline assessment of indigenous biodiversity registration in regional and international inventories acknowledged for consumer use/trade; the product development and manufacturing potential of natural products in Lesotho; and the scope and extent of domestic business incubator support;
 - i. Baseline assessment/analysis of the Biodiversity Management Plan for *Pelargonium sidoides* as a strategy to ensure the sustainable use of biological/genetic resources,

- assessment of threats and strategies for the conservation of biodiversity/species and whether this approach could be adopted for other species;
- j. Baseline assessment of the status of conservation of threatened species from where the plant resources in question will be harvested;
- k. A recommendation of valuation approaches to be used to capture the value and benefits from sustainable utilisation and conservation of the plant genetic resources;
- l. Identification of an appropriate, community-based, cost-effective and integrated package of ecological and physical measures to be implemented at a landscape level to promote sustainable harvesting, conservation and protection of key genetic resources and medicinal plants;
- m. Identification of alternative and complementary livelihoods and value-addition and business and enterprise development opportunities to generate jobs, incomes and to reduce over-dependence on unsustainable land harvesting and use practices.
- n. Estimation of Global Environmental Benefits (e.g. BD), and social benefits, using known tools, including the GEF 6 BD Tracking Tool for Program 8;
- o. Utilise the UNDP Capacity Assessment Scorecard and the relevant GEF 6 Focal Area Tracking Tools to inform the establishment of baselines, and propose mid-term and end-of-project targets to be monitored and reported on during implementation.

Project Component 3 - Component 3: Gender mainstreaming, Knowledge Management and M&E This component will complement the other components and support the development and implementation of a gender action plan to ensure that women and marginalized groups benefit from the project interventions and are empowered to become active agents and participants in the operationalisation of the national ABS regime, particularly at the local levels. It will also support a national awareness raising program, explore transboundary, south-south and triangular cooperation in key aspects of the genetic resources development sector and between communities, and public and private sector players active in the area of bioprospecting. This will promote cross-sectoral learning, generate knowledge in the sector, through the use of existing tools and platforms such as the CBD Portal, and ensure learning and empowerment of poorer and marginalised groups. It will support participatory monitoring of project results and impacts, and promote upscaling through additional investments.

At a minimum, the PPG will conduct the following:

- i. Gender Analysis - A gender analysis will be prepared to fully consider the different needs, roles, benefits, impacts, risks, differential access to and control over resources of women and men (including considerations of intersecting categories of identity such as age, social status, ethnicity, race and marital status, etc.) given a project's context, and to identify appropriate measures to address these and promote gender equality and women's empowerment. The analysis will form the basis of a Gender Action Plan and Budget to guide gender mainstreaming during project implementation. At a minimum, the analysis will include the following:
 - a. Analysis of the gender dynamics shaping interactions with natural resources. At a minimum, the UNDP GEF Guide to Gender Mainstreaming in UNDP Supported GEF Financed Projects must be utilised to conduct gender analysis;
 - b. Determine the number of men and women, youth in the project site and their roles, responsibilities and priorities in their access, use and utilisation of landscapes and natural resources;

- c. Conduct a participatory analysis of the differentiated impacts of land, forest, water and ecosystem degradation, including the degradation of plant genetic resources on women and men and their livelihoods;
- d. Using the findings of the gender analysis exercise, propose gender-disaggregated indicators and targets for integration into the Project Results Framework;
- e. Provide responses to the UNDP SESP on sections related to gender and women's empowerment and make recommendations for the Gender Marker Rating for the overall project strategy;
- f. Based on the findings, prepare a costed gender action plan for incorporation into the Project Document (PRODOC) to ensure that the project strategy and its implementation are monitored as appropriate in terms of gender-responsiveness;

The Gender Analysis, and the Gender Action Plan and Budget must be attached as Annexes to the Project Document. See guidance available [here](#).

ii. An assessment of awareness levels, knowledge and M&E systems

- a. Conduct a preliminary assessment of the levels of awareness on ABS among the key stakeholders;
- b. Propose the procedures and approaches to applying the Nagoya Protocol guidelines on assessing the Knowledge, Attitudes and Practices;
- c. Identify communication and awareness messages that the project should support on the roles of stakeholders in implementation of project interventions and in sustainable natural resources management, the project community-level benefits likely to accrue from the project interventions, and the realistic timelines to realise those benefits, and the expectations concerning the inputs to be made by local people during project implementation;
- d. Based on these assessments, define the element of an awareness-raising and knowledge management strategy to be further developed during project implementation;
- e. Assess the existing monitoring and knowledge management systems and make recommendations for their review and strengthening to promote periodic data collection, analysis and integration of evidence into decision-making at all levels;
- f. Propose the elements of an appropriate participatory monitoring and evaluation approach to be further developed during implementation.

iii. Environmental and Social Safeguard Assessments

The social and environmental safeguards pre-screening (pre-SESP) prepared during the PIF design phase determined the overall risk categorization of this project as **Low** and highlighted potential safeguard risks to be further assessed during the PPG phase, and if and when necessary, the risk rating be modified as appropriate, and the appropriate recommendations be prepared. Following the January 2017 *UNDP Guidance on Social and Environmental Standards: Standard 6 on Indigenous Peoples*¹, the PPG process conduct a further Screening to determine the following:

- Identify Indigenous People's presence in the project area;
- Identify potential impacts to Indigenous Peoples (SESP);
- Categorise as Moderate or High Risk if there are potential impacts on Indigenous Peoples' rights, lands, territories, resources, traditional livelihoods;

¹ Available at

https://info.undp.org/sites/bpps/SES_Toolkit/SES%20Document%20Library/Uploaded%20October%202016/Final%20UNDP%20SES%20Indigenous%20Peoples%20GN_Jan2017.pdf

- Develop a stakeholder engagement plan that includes and Indigenous Peoples' Plan (IPP), conduct consultations and identify if/how the Free and Prior Informed Consent (FPIC) processes will be conducted.

The purpose of these assessments is to identify ways to avoid negative environmental and social impacts where possible (e.g., through site selection). If risk avoidance is not possible, then mitigation and management measures must be identified, in line with the UNDP Social and Environmental Standards (see section B-f below). If the required assessments cannot be undertaken or finalized during the PPG, they must be completed during the first phase of project implementation.

iv. Identification of project sites

Based on the above reviews, and on a clear criteria to promote maximum learning and generation GEBs and social benefits, and through consultation with stakeholders, identify key sites for demonstration activities during implementation.

v. Financial planning

Co-financing will be confirmed and additional sources identified through a series of consultations with partners to ensure a coherent and sustainable financing package for the project, including post-GEF grant phase to the extent possible.

Component B: Formulation of the UNDP-GEF Project Document, CEO Endorsement Request, and Mandatory and Project Specific Annexes

Based on the technical studies and reviews undertaken under **Component A** (detailed above), the full UNDP-GEF Project Document will be developed (following the 2017 annotated UNDP-GEF Project Document available [here](#)), and the GEF CEO Endorsement Request (available [here](#)) will be prepared.

The GEF PPG Team Leader will be responsible for the consolidation and finalization of all required materials.

Preparation of the UNDP-GEF ProDoc includes a specific focus on the following areas, which do not exhaustively capture the required ProDoc content:

vi. Theory of Change

The detailed theory of change (ToC), based on the studies and data collection undertaken in **Component A**, will be developed. The selected approach will be identified, with a clear rationale backed by credible evidence, integrating gender concerns into the approach. Additional guidance is available in the Annotated UNDP-GEF ProDoc template.

vii. Results Framework

Based on the studies and data collection undertaken in **Component A**, the Results Framework will be further defined with appropriate Objective-level and Outcome-level quantitative and qualitative SMART indicators and mid-term and end-of-project targets. It will be designed in line with the following parameters:

- Do not include outputs or activities in the results framework. Outputs and corresponding indicators can be included in the results section and/or in Annex to the project document.

- Prepare a maximum of 2-3 indicators for the Objective and each Outcome. Aim to keep the total number of indicators in the results framework (and that require annual reporting to the GEF) to 15-16.
- Give special attention to include gender-responsive outcomes and other socio-economic benefits.
- Collect baseline data for each indicator using existing national sources when feasible.
- Disaggregate indicators by sex, including number of direct project beneficiaries.
- Set realistic mid-term targets and end-of-project targets that can be achieved by project closure.
- Summarize risks and assumptions, and sources of verification/data.

See the annotated UNDP-GEF Project Document template for additional guidance on developing the Results Framework.

viii. Monitoring and Evaluation (M&E) Plan and Budget

The on-the-ground monitoring could be undertaken by national institutes/universities as appropriate. Clarify the roles of various groups involved in project M&E, how project-level monitoring links with data collected at the national level, and specify the frequency of monitoring. Specify monitoring tools to be used; clarify responsibilities for completing the mid-term and terminal GEF Tracking Tools (see below). Complete the M&E budget included in the UNDP-GEF Project Document noting that the total budget should be between 3-5% of the GEF grant.

ix. Stakeholder Engagement Plan

Based on the consultations undertaken during the PPG phase, a Stakeholder Engagement Plan will be developed.

The PPG team will endeavour to be as consultative and inclusive as possible in conducting the PPG activities, and ensure that all representative groups are consulted and influence the final decisions on interventions to be prioritised and supported by the project. Engagement with stakeholders will include, but is not limited to, the following:

- Identification of primary and secondary stakeholders for each of the project components, and for the interventions to be supported at all the project sites, as well as at regional and national government decision-making levels;
- Analysis of the different stakeholders current and potential future roles in project implementation and in sustainable natural resources management and beneficiation, beyond the project;
- Exploration of partnerships with CBOs, national research institutes, and other academic institutions to engage in capturing indigenous and local knowledge to further support the strengthening of the national ABS regime;
- Preparation of a costed Stakeholder Engagement Plan to be further elaborated and implemented by the project.

x. Gender Action Plan and Budget

Based on the Gender Analysis conducted in **Component A**, the Gender Action Plan and Budget will outline the gender-specific outputs to be delivered during project implementation in order to promote gender equality and women's empowerment and to ensure that inequalities are not exacerbated. As part of the work of preparing the Gender Action Plan, indicators should be proposed for inclusion in the Results Framework to facilitate the monitoring of the proposed gender mainstreaming actions.

xi. Social and Environmental Standards

In line with the assessments conducted during **Component A** (above) and in line with UNDP's Social and Environmental Standards (SES) policy and all associated SES Guidance Notes, the SESP will be finalized and all moderate and high risks identified in the SESP will be reflected in the risk table and risk section of the project document.

Mitigation and management measures for moderate and high risks will be developed and included in the project document, or included as a separate management plan in Annex to the project document, as required per UNDP's SES. If the mitigation and management measures cannot be fully detailed at the PPG phase (e.g., sites have not been determined), an environmental and social management framework (ESMF) will be prepared outlining the steps to be taken during the first phase of project implementation to address the moderate and high risks. The ProDoc must clearly state that none of the associated project activities will commence until: the assessment(s) have been completed; the required management plan(s) have been prepared; the plan(s) have been disclosed and approved by the Project Board.

xii. GEF Tracking Tool(s)

The following required GEF Tracking Tools will be prepared, in line with the relevant GEF objectives, and included as an Annex to the ProDoc. Indicators from the GEF Tracking Tools can be included in the Results Framework as appropriate. See the GEF's website for the most up-to-date templates as these may change.

1. GEF-6 Biodiversity Tracking Tool, [Program 8 – Nagoya Protocol Implementation]

xiii. Project Management Arrangements

Based on the stakeholder analysis and consultations undertaken in **Component A** above, agreement(s) on project management and governance arrangements—including roles, responsibilities and accountabilities of lead and partner Agencies—will be secured early in the project development phase and will be fully detailed in the ProDoc.

xiv. Completion of the required official endorsement letters

These letters include the official letters on co-financing guarantee(s) from participating government institutions, bilateral development partners, multilateral development partners, NGOs, private sector, or others who wish to provide cash or in-kind contributions to the project.

Component C: Validation Workshop and Report

A validation workshop will be held with relevant stakeholders to present, discuss and validate the project activities, and the final draft of the UNDP-GEF project document if possible. A validation workshop report will be prepared for projects with an overall safeguards risk rating of moderate or high.

IV. TOTAL BUDGET AND WORK PLAN FOR GEF PPG

Please note the following:

- *Per UNDP policy:*
- *TORs for key consultants and project personnel should follow UNDP procedures as outlined in the POPP. No "personnel" or project management costs can be charged to the Initiation Plan using GEF PPG resources; such costs should be borne by the requesting agency or co-financing. In all cases, no project "personnel" will give technical advice; international and national consultants will provide technical advice.*

- Miscellaneous items should be considered very carefully and explained.
- Per GEF Policy, the following expenses are ineligible:
 - Costs associated with the work of government staff or regular project/program activities of a GEF Agency or a Project Executing Entity (EA).
 - Non-project preparation costs including: project start-up costs; demonstration and pilot projects; implementation of large-scale enabling activities, including detailed country-wide inventories and country studies, training activities other than where they are directly related to project and/or country preparation and major research.
 - Capital goods other than those directly required for project preparation, such as computers and engineering equipment.
 - Goods and services that can be procured through funding channels other than the GEF.

Award ID:	00098760
Project ID:	00101977
Business Unit:	Lesotho
Project Title:	Promoting conservation, sustainable utilization and fair and equitable benefit-sharing from Lesotho's Medicinal Plants for improved livelihoods
Project (PIMS) ID:	5891
Implementing Partner:	Ministry of Tourism, Environment and Culture

GEF Outcome/Atlas Activity	Responsible Party	Fund ID	Donor Name	Atlas Budgetary Account Code	ATLAS Budget Description	Amount US\$	Budget Notes
Project preparation grant to finalize the UNDP-GEF project document for project "Promoting conservation, sustainable utilization and fair and equitable benefit-sharing from Lesotho's Medicinal Plants for improved livelihoods"	UNDP	62000	GEF TF	71200	International Consultants	45,000	A
				71300	Local Consultants	38,500	B
				71600	Travel	12,000	C
				72500	Supplies	300	D
				74500	Miscellaneous Expenses	200	E
				75700	Trainings	4,000	F
PROJECT TOTAL						100,000	

Budget Note	Items	Total estimated person weeks	Budget	Budget Note
A		18	45,000	Please see Annex 2 for key responsibilities.
B		22	38,500	
C			12,000	To cover the costs of travel for consultants and community members during PPG
D			300	To cover the costs of supplies related to PPG activities such as training and workshops
E			200	To cover unforeseen expenses
F			4,000	To cover the costs of workshops, trainings and meetings, especially at community/site levels, including the initial and final PRODOC Validation workshops

V. GEF PPG ACTIVITIES TIMEFRAME AND BUDGET

This section is optional

PPG Activity	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7	Month 8	Month 9	Month 10	Month 11	Month 12	N
Component A: Technical studies, etc.													
Component B: Formulation of ProDoc, etc.													
Component C: Validation Workshop													
Delivery of final outputs													

² For full-sized projects only

VI. MANDATORY ANNEXES

Annex 1: GEF CEO PIF



Naoko Ishii
CEO and Chairperson

October 30, 2017

Ms. Adriana Dinu
GEF Executive Coordinator
United Nations Development Programme
One United Nations Plaza
304 East 45th St.
FF Bldg., 10th floor
New York, NY 10017

Dear Ms. Dinu:

I am pleased to inform you that I have cleared the project concept detailed below for inclusion in the upcoming work program. I have also approved your request for project preparation grant.

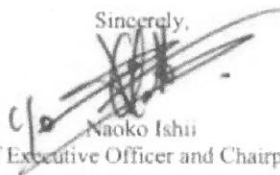
Decision Sought:	Project Identification Form (PIF) Clearance for Work Program Inclusion and Project Preparation Grant (PPG) Approval
GEFSEC ID:	9799
Agency(ies):	UNDP
Agency ID:	5891 (UNDP)
Focal Area:	Biodiversity
Project Type:	Full-Sized Project
Country(ies):	Lesotho
Name of Project:	Promoting Conservation, Sustainable Utilization and Fair and Equitable Benefit-sharing from Lesotho's Medicinal and Ornamental Plants for Improved livelihoods
Indicative GEF Project Grant:	\$2,913,699
Indicative Agency Fee:	\$276,801
PPG Grant:	\$100,000
PPG Agency Fee:	\$9,500
Funding Source:	GEF Trust Fund

1818 H Street, NW - Washington, DC 20433 - USA
Tel: +1 (202) 473 3202 - Fax: +1 (202) 522 3240
E-mail: gefceo@thegef.org
www.thegef.org

Break-down of Indicative Agency Fee				
Agency	Trust Fund	40% Fees to be committed at Council Approval	Fees to be committed at CEO Endorsement	Total (US\$)
UNDP	GET	\$110,720	\$166,081	\$276,801

This PIF clearance and PPG approval is subject to the comments made by the GEF Secretariat in the attached project review document. It is also based on the understanding that the project is in conformity with GEF focal areas strategies and in line with GEF policies and procedures. Please ensure that your final project document, with all Secretariat and Council comments fully addressed, is submitted such that CEO endorsement can be provided within 18 months of Council approval of the work program.

Sincerely,



Naoko Ishii
Chief Executive Officer and Chairperson

Attachment: GEFSEC Project Review Document
Copy to: Country Operational Focal Point, GEF Agencies, STAP, Trustee

Approved PIF:

<https://undpgefpiims.org/attachments/5891/208713/1706737/1708553/PIMS%205891%20Lesotho%20GEF%206%20PIF%20revised%20to%20incorporate%20GEF%20SEC%20comments%2025sept2017.doc>

GEF SEC comments: <https://undpgefpiims.org/attachments/5891/208713/1708834/1710415/9799-2017-09-25-162826-GEFReviewSheetGEF61.pdf>

STAP comments:

[https://undpgefpiims.org/attachments/5891/208713/1710986/1712718/LetterTemplates LetterTemporary 9799-2017-11-11-124518-STAPReviewAgency.rtf](https://undpgefpiims.org/attachments/5891/208713/1710986/1712718/LetterTemplates%20LetterTemporary%209799-2017-11-11-124518-STAPReviewAgency.rtf)

Annex 2: Draft Terms of Reference (TORs) of Consultants Financed by the Project Preparatory Grant (GEF PPG)

Below is a set of TORs for the key consultancies assignments that will support the PPG process.

Position, Type and Cost	Role, Deliverables and Qualifications
<p>Position: Project Development Specialist (GEF PPG Team Leader)</p> <p>Type: IC</p> <p>Cost per person week: US\$2,500</p> <p>Number of person weeks needed: 18 weeks</p>	<p>Role</p> <p>The Project Development Specialist will be the GEF PPG Team Leader and will be responsible for quality assurance and timely preparation of all reports and documentation, including the finalized UNDP Project Document (ProDoc) and CEO Endorsement Request, with all mandatory and project specific Annexes and supporting documentation. S/he will be responsible for managing all the other consultants on the GEF PPG Team, and coordinating the Team’s work. The consultant will provide an overall orientation to the PPG team in relation to GEF requirements for project planning and monitoring; provide methodological guidance for data collection related to project planning and monitoring with particular attention given to the description and quantification of the baseline investments; based on the inputs from the national experts and in close cooperation with the key national stakeholders (Department of Environmental Affairs), compiles final baseline/situational analysis for the full-size project (FSP).</p> <p>With main inputs from the National Consultant on CBNRM and Nature-based Enterprise Development, and some additional contributions from the Sustainable Livelihood, Gender and Stakeholder Engagement Expert, the Project Development Specialist will also lead the analytical work under Component 1 (Enabling institutional capacity and regulatory framework strengthened to support implementation of the Nagoya Protocol on Access and Benefit Sharing (ABS). The final report of the previous UNEP-GEF project on ‘<i>Capacity Needs Assessment of Lesotho’s Regulatory Regime and Institutional Arrangements in Preparation for the Country’s Accession to the Nagoya Protocol on Access to Genetic Resources and the Fair and Equitable Sharing of Benefits arising from their Utilization</i>’ will form the basis for the analysis and conclusions that will inform the design of interventions under this component, and will be supported by detailed discussions and consultations with the government Focal Point for the UNCBD and the Nagoya Protocol on ABS (i.e. the Department of Environmental Affairs).</p> <p>Deliverables</p> <p>1) <u>Management of the GEF PPG Team</u></p> <ol style="list-style-type: none"> a. Define and submit a detailed methodology and work plan in consultation with the other consultants with clear delegation of responsibilities for the National Consultants (NCs: <i>National Specialist on Community-based Natural Resources Management and nature-based enterprises; and National Specialist on Livelihoods, Gender and Stakeholder Engagement</i>. b. Ensure that project development is participatory, gender-responsive and based on extensive stakeholder engagements; and c. Verify and ensure that all project components are technically sound and cost effective. <p>2) <u>Preparatory Technical Studies and Reviews (Component A):</u> With inputs from the national consultants, as detailed in their respective TORs:</p> <ol style="list-style-type: none"> a. Compile baseline/situational analysis for the full-size project (FSP). This will include a precise definition of baseline projects, activities, budgets, goals and co-financial links to GEF outcomes; definition of GEF incremental value per outcome and output; and presentation of results of the incremental cost-analysis in matrices as appropriate; b. Oversee the stakeholder analysis and consultations and ensure that they are complete and comprehensive;

Position, Type and Cost	Role, Deliverables and Qualifications
	<ul style="list-style-type: none"> c. Ensure the preparation of the gender analysis and ensure its findings are meaningfully integrated into the project's strategy, theory of change and results framework; d. Ensure action points, including risk assessments, from the UNDP Social and Environmental Screening Procedure (SESP) at the PIF stage ("pre-screening") are fully implemented during the PPG, and update that screening in an iterative fashion throughout the PPG, as appropriate; e. Conduct/oversee the identification of the project sites, with documentation of selection criteria; f. Oversee the consultations with partners regarding financial planning; and g. Ensure completion of any additional studies that are determined to be needed for the preparation of the ProDoc and all other final outputs. <p>3) <u>Formulation of the ProDoc, CEO Endorsement Request and Mandatory and Project Specific Annexes (Component B)</u>: With inputs from the other consultants, as detailed in their respective TORs, and based on international best practice:</p> <ul style="list-style-type: none"> a. Develop, present and articulate the project's theory of change; b. Develop the Results Framework in line with UNDP-GEF policy; c. Develop a detailed Monitoring and Evaluation Plan and Budget; d. Oversee and ensure the preparation of a Stakeholder Engagement Plan and an Indigenous Peoples' Plan; e. Oversee and ensure the preparation of a Gender Action Plan and Budget; f. Update the SESP based on assessments undertaken during Component A, and ensure the development of environmental and/or social management plan(s) for all risks identified as Moderate or High in the SESP; g. Prepare the required GEF tracking tool(s); h. Secure and present agreements on project management arrangements; i. Ensure the completion of the required official endorsement letters; and j. Synthesize all analyses, studies, etc. that are prepared under Components A and B to produce the draft UNDP-GEF ProDoc, GEF CEO Endorsement, and all mandatory and project specific Annexes, using the required templates.³ <p>4) <u>Validation Workshop (Component C)</u>:</p> <ul style="list-style-type: none"> a. Lead the validation workshop to present, discuss and validate the final draft ProDoc and mandatory and project specific annexes, with a special focus on the SESP and any management plans; b. Oversee all necessary revisions that arise during the workshop; and c. Ensure completion of Validation Workshop Report. <p>5) <u>Final Deliverables</u>:</p> <ul style="list-style-type: none"> a. Consolidation of all technical and consultation inputs including from national stakeholders, UNDP, GEF Secretariat, STAP and GEF Council, into a well written and concise UNDP ProDoc with all required sections and Annexes, in line with the standard UNDP-GEF ProDoc template and annotated guidance; b. Completion of the GEF CEO Endorsement Request; c. All documentation from GEF PPG (including technical reports, etc.); and d. Validation Workshop Report. <p>Qualifications</p>

³ Please verify with the UNDP-GEF team that the correct templates are being used.

Position, Type and Cost	Role, Deliverables and Qualifications
	<ul style="list-style-type: none"> ▪ Master's degree or higher in a relevant field, such as natural sciences, social sciences or political or environmental sciences; ▪ Minimum 10 years of demonstrable experience in the technical area of sustainable land management, sustainable forest management and integrated natural resources management and in preparing high-quality GEF and other donor-funded projects; ▪ Fluency in written and spoken English; ▪ Work experience in southern Africa and/or African countries preferred; ▪ Advanced degree in relevant; ▪ Strong technical writing skills; and ▪ Excellent coordination and leadership skills.
<p>Position: National Expert on Community-Based Natural Resources Management (CBNRM) and Nature-based Enterprise Development</p> <p>Type: National Consultant</p> <p>Cost per person week: US\$1,750</p> <p>Number of person weeks needed: 12</p>	<p>The national consultant/expert on CBNRM and Nature-based Enterprise Development will lead the work under Project component 2 (<i>Sustainable utilization and conservation of selected commercially-important Medicinal Plants for the development of ABS products for the pharmaceutical sector</i>) and contribute to the analytical work under Project Component 1 (<i>Enabling institutional capacity and regulatory framework strengthened to support implementation of the Nagoya Protocol on Access and Benefit Sharing (ABS)</i>).</p> <p>Under Component 1, the national expert will support the Project Design Specialist to collect information on and conduct the following analysis:</p> <p><u>Rapid technical review of the national and regional level policy and legislative frameworks for ABS and Nagoya Protocol implementation:</u></p> <ul style="list-style-type: none"> • Review existing legal and policy instruments (pertaining to biodiversity conservation and ABS from the use of plant genetic resources) to identify gaps that need to be addressed to promote/incorporate the mainstreaming of sustainable use and plants with medicinal value, and support mechanisms for increased access and benefit sharing from their use; • Review of relevant national policy and strategy documents, including the NBSAP, Biodiversity Resources Management Draft Bill of 2016, National Range Resources Management Policy of 2014, Biodiversity Management Plan for Pelargonium Sidoides, NAP and other relevant ones as appropriate; • Based on the review, contribute to the preparation of detailed recommendations of the policies, laws and strategies that are required/need to be reviewed to facilitate the integration of ABS principles and Nagoya Protocol provisions into the access, control, utilisation and management of plant genetic resources in Lesotho; • Based on the review, prepare detailed recommendations for strengthening the local and national regulatory environment to empower community institutions/local authorities, as well as other government institutions at local and national levels to prevent biopiracy and enforce rules and regulations against biopiracy. <p><u>Capacity assessments at management and decision-making levels:</u></p> <ul style="list-style-type: none"> • Identify the capacity building needs (skills, tools and resources) of the relevant government, non-government and community level institutions for implementation of Nagoya Protocol provisions and application of Access and Benefit Sharing regimes at the national level, and to monitor and enforce laws and policies that promote ABS and prevent biopiracy; • Based on assessments and analysis, make preliminary recommendations for training/capacity strengthening programme targeting decision-makers at the national and sub-national levels to develop, implement and enforce laws and policies for ABS and the Nagoya Protocol and prevention of biopiracy. <p><u>Capacity assessments at extension service/community levels:</u></p>

Position, Type and Cost	Role, Deliverables and Qualifications
	<ul style="list-style-type: none"> • Identify the capacity of community level institutions to develop/inform the development of guidelines, procedures, standards and codes of conduct to operationalise ABS provisions at local levels; • Identify the training and capacity building needs for community-based institutions and natural resource-user groups and associations (e.g. CBOs, Traditional Authorities, traditional healers' association) to both inform decision-making (i.e. meaningful participation) and integrate information into decision-making at resource-use and landscape levels; • Conduct assessments for development of community-based monitoring systems to enable stakeholders to understand, monitor and mitigate changes to the conservation, sustainable use and implementation of fair and equitable benefit-sharing mechanisms for key genetic species; Based on assessments, make preliminary recommendations for a training/capacity strengthening programme targeting extension officers and communities to understand, adopt/integrate, enforce and monitor resource access, use and ABS at genetic resource use levels. • Review proposed Outputs, indicators and targets under Component 1 and where relevant propose new ones for each outcome and output, and establish baselines and targets to be monitored and tracked during implementation, for inclusion in the Results Framework as appropriate. • The institutional capacity assessment to be conducted will utilise the UNDP Capacity Scorecards and similar tools to measure capacity levels and establish baselines; • Propose mid-term and end-of-project targets. • Complete the GEF 6 Biodiversity Tracking Tool for Program 8 – Nagoya Protocol Implementation. <p>Under Project component 2, the national consultant will lead the baseline assessments and technical analytical work to inform the design of interventions that promote the sustainable utilization and conservation of selected commercially-important medicinal plants for the development of ABS products, with a focus on the pharmaceutical sector. Work under this component will also inform interventions that promote the development of community-run nature-based enterprises from value addition initiatives, within the framework of CBNRM and ABS approaches. The expert will support the identification of viable business and enterprise development and investment opportunities, analyse the barriers to start-ups, conduct preliminary analysis of potential return of investments and make recommendations for creating an enabling environment for businesses and enterprises to be supported.</p> <p>The national expert will lead on the following: <u>Assessment of barriers and opportunities (legal, institutional, practical and otherwise) to development of ABS products from the three selected medicinal plants. This work should facilitate:</u></p> <ul style="list-style-type: none"> • An analysis of the current understanding, including indigenous/traditional knowledge and scientific research on the 3 medicinal plants as well as their availability and distribution (i.e. mapping) within Lesotho, their current harvesting patterns, uses and potential for further development into ABS products; • Targeted analyses of market potential of the supported value chains, including market trends in the respective business fields (including regional and other developing country markets); • Baseline assessment of the current financial and other benefits accruing to users and groups of users and communities (e.g. in the form of royalties) generated from the commercialisation of the 3 products derived from genetic/biological resources; • Baseline assessment of existing community-based business models;

Position, Type and Cost	Role, Deliverables and Qualifications
	<ul style="list-style-type: none"> • Baseline assessment of the number and type of existing local R&D innovations, products and technologies under development in Lesotho, and including collaboration with international partners (e.g. other universities and private companies); • Baseline assessment of the nature and number of research collaborations between government authorities, private sector parties, academic institutions, holders of traditional knowledge and rural communities to develop and commercialise new genetic/biological resources; • Baseline assessment of the benefit-sharing agreements negotiated between industry/users of genetic resources and communities, the number of bioprospecting products in domestic & international markets; the number of bioprospecting products that have community involvement in the supply chain; and the number of jobs being created in the sector including for disadvantaged communities, women and youth; • Baseline assessment of indigenous biodiversity registration in regional and international inventories acknowledged for consumer use/trade; the product development and manufacturing potential of natural products in Lesotho; and the scope and extent of domestic business incubator support; • Baseline assessment/analysis of the Biodiversity Management Plan for <i>Pelargonium sidoides</i> as a strategy to ensure the sustainable use of biological/genetic resources, assessment of threats and strategies for the conservation of biodiversity/species and whether this approach could be adopted for other species; • Baseline assessment of the status of conservation of threatened species from where the plant resources in question will be harvested; • A recommendation of valuation approaches to be used to capture the value and benefits from sustainable utilisation and conservation of the plant genetic resources; • Identification of an appropriate, community-based, cost-effective and integrated package of ecological and physical measures to be implemented at a landscape level to promote sustainable harvesting, conservation and protection of key genetic resources and medicinal plants; • Identification of alternative and complementary livelihoods and value-addition and business and enterprise development opportunities to generate jobs, incomes and to reduce over-dependence on unsustainable land harvesting and use practices. • Contribute to the estimation of Global Environmental Benefits (e.g. BD), and social benefits, using known tools and provide data for preparation of the GEF 6 BD Tracking Tool for Program 8; • Utilise the UNDP Capacity Assessment Scorecard to inform the establishment of baselines, and propose mid-term and end-of-project targets to be monitored and reported on during implementation. <p>Key deliverables:</p> <p>For component 1:</p> <ol style="list-style-type: none"> 1. A brief report on the situational review, gap and barrier analysis of the environment and other relevant policies, strategies, laws and regulations for the access, use and benefit-sharing from plant genetic resources and for operationalising ABS within the Nagoya Protocol framework (<i>the UNEP-GEF project report should form the basis of this</i>). This report will also include a list of recommendations for building national and local capacities, among practitioners and communities, and resource users, to operationalise national policies, strategies and initiatives for ABS, within the framework of the Nagoya Protocol. 2. An Institutional Capacity Assessment Report outlining current and existing capacities among national government and local government/regional institutions for operationalising ABD within the Nagoya Protocol framework. 3. A completed GEF 6 Tracking Tool on ABS (BD Program 8).

Position, Type and Cost	Role, Deliverables and Qualifications
	<p>For component 2:</p> <ol style="list-style-type: none"> 1. A situational and gap analysis report outlining the economic activities and opportunities (including financial benefits) from the harvesting, use, processing and marketing of plant genetic resources at national and local levels. This report will identify the current benefit-sharing mechanisms and deals between provider communities and users of such genetic resources, and the models governing such transactions. 2. A report identifying opportunities for developing viable community-run enterprises and benefit-sharing mechanisms from the conservation, sustainable harvesting, value-addition and trading of selected plant genetic resources (with a focus on the 3 medicinal plants identified in the PIF); <p>Qualifications:</p> <ul style="list-style-type: none"> • Excellent knowledge and minimum 7 years of demonstrable experience in community development or project management; • Master's degree in Resource or Environmental Economics/ Development Studies/ Natural Science/ Political Ecology/ Sociology/Anthropology; • Experience in development and/or implementation of CBNRM and community-run businesses and enterprises; • Good command of English is a requirement; • Fluency in Sotho is required.
<p>Position: Sustainable Livelihoods, Gender and Stakeholder Engagement expert</p> <p>Type: National Consultant</p> <p>Cost per person week: US\$1,750</p> <p>Number of person weeks needed: 10</p>	<p>The Sustainable Livelihoods, Gender and Stakeholder Engagement Expert will provide technical expertise will lead the assessment/analysis of sustainable livelihoods, gender and stakeholder participation dimensions in NRM and the differentiated impacts of access, use, control and benefit sharing practices, or lack thereof, on men, women and youth and the implications for the environment and livelihoods of the local groups and communities in the project area. Using a Gender Analysis Template and Guide to Conducting a Participatory Gender Analysis for projects supported by UNDP with GEF financing, as well as the UNDP Social and Environmental Principles and Standards⁴. The assessment will guide the project team to mainstream gender equality and women's and youth empowerment into project implementation, taking into account the differences, needs, roles and responsibilities of men, women and youth. It will also determine the potential impacts of social groups, and if relevant, on the Indigenous Peoples in the project areas and make recommendations for addressing these risks.</p> <p>The gender assessment will at a minimum utilise the UNDP GEF Guide to Gender Mainstreaming in UNDP Supported GEF Financed Projects for conducting gender analysis and will seek to provide guidance for the project to be gender responsive or gender transformative using the following gender results effectiveness scale as outlined in the UNDP evaluation of gender mainstreaming in UNDP:</p> <p><i>Gender negative: result have a negative outcome that aggravate or reinforce gender inequalities and norms.</i></p> <p><i>Gender blind: results pay no attention to gender and fail to acknowledge the different needs of men, women, girls and boys, or marginalized populations.</i></p> <p><i>Gender targeted: results focus on the number or equity (50/50) of women, men or marginalized populations that targeted.</i></p>

⁴ For Gender Equality and Women's Empowerment, see: https://info.undp.org/sites/bpps/SES_Toolkit/SitePages/Gender%20Equality%20and%20Women's%20Empowerment.aspx

Position, Type and Cost	Role, Deliverables and Qualifications
	<p><i>Gender responsive: results address differential needs of men or women and equitable distribution of benefits, resources, status and rights but did not address root causes of inequalities in their lives.</i></p> <p><i>Gender transformative: results contribute to changes in norms, cultural values, power structures and the roots of gender inequalities and discriminations. The aim is to redefine systems and institutions where inequalities are created and maintained.</i></p> <p>Guidance should facilitate the mainstreaming of gender equality considerations into the Project Strategy and Result Framework through a process of assessing the implication for women and men of any planned action, in all areas and at all levels. The project strategy should ensure that women’s, men’s, youth and other marginalised groups’ concerns and experiences are an integral dimension of the design, implementation, monitoring and evaluation of projects so that all stakeholders benefit equally from the project interventions.</p> <p>To facilitate the development of a gender-transformative project, the expert will at a minimum:</p> <ul style="list-style-type: none"> • Lead and advise on the stakeholder analysis and consultations and ensure that they are complete and comprehensive; • Prepare a stakeholder engagement plan and an Indigenous Peoples’ Plan; • Determine the number of men and women, disaggregated by age, in the project site and their roles, responsibilities and priorities in their access, use and utilisation of natural resources and non-timber forest products; • Conduct a participatory analysis of the differentiated impacts of biodiversity and ecosystem degradation on women and men, disaggregated by age; • Assess gender dynamics shaping adoption (or lack thereof) of biodiversity-friendly practices, identifying enabling conditions that have been found to work; • Undertake socio-economics assessment for selected sites, identifying key crops being grown in the selected project sites and pilot areas and establish current proportion of land for selected households, and annual productivity; also identify sources of incomes for most households and levels of poverty (household incomes); • Based on the findings, prepare a gender action plan for incorporation into the Project Document (PRODOC) to ensure that the project strategy and its implementation are monitored as appropriate in terms of gender-responsiveness; • Using the findings of the gender analysis exercise, propose gender-disaggregated indicators and targets for integration into the Project Results Framework; • Support action points, including risk assessments, from the UNDP Social and Environmental Screening Procedure (SESP)⁵ at the PIF stage (“pre-screening”) to ensure these are fully implemented during the PPG, and update that screening in an iterative fashion throughout the PPG, as appropriate; • Provide responses to the UNDP SESP on sections related to gender and women’s empowerment and make recommendations for the Gender Marker Rating for the overall project strategy. <p>The socio-economic/livelihoods assessment will focus on identifying the main underlying causes of risks to livelihoods across a range of settings to identify responses that will preserve and reinforce the livelihoods of vulnerable populations. Household assets, sources of income and livelihoods, diversification of income and livelihoods, expenditure and expenditure ratios provide information about livelihoods. The expert will employ participatory and rapid appraisal (PRA) methods to collect qualitative data about the environmental and social context in the proposed project area to inform the choice of alternative income generation activities that the project should support. The expert will</p>

⁵ For overall guidance on tools on SESP, see: https://info.undp.org/sites/bpps/SES_Toolkit/SitePages/Policy%20Delivery.aspx

Position, Type and Cost	Role, Deliverables and Qualifications
	<p>assess the means by which people access resources and assets in their environment in order to meet household needs, and assess the physical, financial, natural, social and human capital – present in the surveyed area, followed by the range of livelihood strategies into which people translate them. In the context of ABS, the consultant will contribute to the analysis of information and data to inform the interventions under Outcome 1.3: <i>Management, ownership and access rights, rules and procedures over access and utilization of genetic resources defined, clarified and encoded in the legal system (e.g. by-laws/ community protocols).</i></p> <p>Key deliverables for the expert include:</p> <ul style="list-style-type: none"> • A profile of the livelihoods of communities in the proposed project areas, the community institutions (norms, rules and procedures) governing access to, control over and use of plant genetic resources, and the mechanisms for sharing the benefits therefrom; • A gender analysis report outlining the key findings for use in formulating the gender strategy for the project and an Action Plan (outlining the process to be followed) for incorporation of gender aspects in the project; • A list of suggested sex-disaggregated indicators and mid-term and end-of-project targets to be included in the project results framework (also indicating the share of men and women direct beneficiaries). • A stakeholder engagement plan; • An Indigenous Peoples Plan, including a budget and progress indicators as described by UNDP's Guidance Note on SES Standard 6: Indigenous Peoples. <p>Qualifications:</p> <ul style="list-style-type: none"> • Excellent knowledge and minimum 7 years of demonstrable experience in community development or project management; • Master's degree in Resource or Environmental Economics/ Development Studies/ Natural Science/ Political Ecology/ Sociology/Anthropology; • Training on gender issues/ gender studies, participatory development theories • Excellent understanding of the dynamics around gender and natural resource management; • Previous work on similar projects; • Good command of English is a requirement; • Fluency in Sotho is required.

