



Initiation Plan / GEF PPG

Empowered lives.
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Project Title: Protecting priority coastal and marine ecosystems to conserve globally significant Endangered, Threatened, and Protected marine wildlife in southern Mindanao, Philippines

Country: Philippines

Country Programme Outcome: Country Programme Outcome 2: Urbanization, economic growth, and climate change actions are converging for a resilient, equitable and sustainable development path for communities

Gender Marker rating: GEN2

SESP Pre-Screening Categorization: High

ATLAS Award ID: 00120533	Total budget:	US\$
ATLAS Project/Output ID: 00116720	UNDP PH to fill in figures	US\$100,000
PIMS number: 6499	Allocated resources:	
Management Arrangement: DIM	• GEF	US\$ 100,000
	• Government	US\$
	• UNDP	US\$

AGREED BY

11 June 2020
Day/Month/Year

Titon Mitra
Resident Representative
UNDP Philippines Country Office

Signature

Date

TABLE OF CONTENTS

I. Brief Description of the Initiation Plan/GEF PPG.....	3
II. Stakeholder Engagement, public disclosure and other requirements.....	5
III. GEF PPG Activities	5
Component A: Preparatory Technical Studies & Reviews	5
Component B: Formulation of the UNDP-GEF Project Document, CEO Endorsement Request, and Mandatory and Project Specific Annexes	13
Component C: Validation Workshop and Report	16
IV. Total Budget and Work Plan for GEF PPG	17
V. GEF PPG Implementation Schedule	19
VI. Mandatory Annexes	20
Annex 1: GEF CEO PIF/PPG Approval Letter	20
Annex 2: Draft Terms of Reference (TORs) of Consultants Financed by the Project Preparatory Grant (GEF PPG)	22

I. BRIEF DESCRIPTION OF THE INITIATION PLAN/GEF PPG

Objective & Final Outputs

The objective of the GEF PPG is to develop the project concept (PIF) into a full project: *Protecting priority coastal and marine ecosystems to conserve globally significant Endangered, Threatened, and Protected marine wildlife in southern Mindanao, Philippines*. As described in the PIF, this project aims to strengthen management effectiveness and address underrepresentation of Marine Conservation Areas designed to conserve Endangered, Threatened, and Protected (ETP) marine wildlife and sustain ecosystem services for human well-being.

The following information is 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
- [UNDP policies and procedures](#)
- UNDP-GEF guidance notes on GEF project development (which will be provided by the RTA) and
- GEF policies, in particular GEF policies on: Project Cancellation; Fee Policy for GEF Partner Agencies; Project and Program Cycle; and Minimum Fiduciary Standards for GEF Partner Agency (in particular sections dealing with the required separation of oversight and execution support services). All GEF policies are available [here](#).

The final outputs of the GEF PPG are:

1. UNDP-GEF Project Document (ProDoc);
2. Mandatory annexes to the ProDoc listed in the [Annotated UNDP-GEF Project Document Template](#);
3. [GEF CEO Endorsement Request and all mandatory annexes](#); and
4. Initiation and Validation Workshop reports (required for projects with a high SESP categorization; as appropriate for all others).

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	May 3, 2021	10 months of PIF approval for FSPs and 6 months for MSPs.
First GEF Submission Deadline for CEO Endorsement	June 3, 2021	First submission must be within 12 months of PIF approval for FSPs . Failure to submit a ProDoc and CEO ER to the GEF Sec by this date will lead to the automatic cancellation of the project by the GEF Sec.
CEO Endorsement Deadline after which the project will be cancelled if not endorsed	December 3, 2021	Endorsement must be within 18 months of PIF approval for FSPs. If the project has not been CEO endorsed by this date, then it will be automatically cancelled by the GEF Sec.

Management Arrangements

The UNDP Philippines Country Office will lead the project development process and manage the GEF PPG budget in full consultation with the BPPS/GEF Technical Adviser. 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 Department of Environment and Natural Resources (DENR)-Foreign Assisted and Special Projects Services (FASPS) and the DENR-Biodiversity Management Bureau (BMB) will chair and co-chair, respectively, the Working Group. Working Group members will include:

- 1) Philippine GEF Operational Focal Point (OFP)
- 2) DENR-FASPS
- 3) DENR-BMB
- 4) DENR-Planning and Policy Services (PPS)
- 5) Department of Agriculture (DA)-Bureau of Fisheries and Aquatic Resources (BFAR)
- 6) Department of Tourism (DOT)
- 7) National Commission on Indigenous Peoples (NCIP) of Region XI
- 8) Marine Wildlife Watch of the Philippines (MWWP)
- 9) UNDP Country Office – Climate Action Programme Team
- 10) DENR Region XI Office

The following Offices will be fully involved during the entire PPG phase as they are the front-liners on the ground. Specifically, the PPG Team will work with them during the Inception Workshop, stakeholder consultations and National Validation Workshop. They will be significantly consulted on the formulation of the Environmental and Social Safeguards Framework, Indigenous People’s Plan, Gender Action Plan and Livelihood Action Plan, among others.

- DENR-Provincial Offices of Davao Occidental and Oriental
- BFAR Region XI Office
- BFAR-Provincial Offices of Davao Occidental and Oriental
- NCIP-Region XI Office
- NCIP-Provincial Offices of Davao Occidental and Oriental

The GEF PPG team will be composed of the following:

- 1) International Project Development Specialist with experience in marine biodiversity/wildlife conservation and ecosystem services (GEF PPG Team Leader)
- 2) National Coastal and Marine Resources Management Specialist (National Lead)
- 3) National Policy and Capacity Development Specialist
- 4) National Stakeholder Engagement and Environmental and Social Safeguards (ESS) Specialist
- 5) National Gender and CEPA Specialist

Draft Terms of Reference (TORs) for each team member are included in Annex 2 of this 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 [SES Guidance Note of Stakeholder Engagement](#), the GEF's [Guidelines on the Implementation of the Policy on Stakeholder Engagement and the GEF Policy on Gender Equality](#), the development of the project to be undertaken during this GEF PPG phase will be done in full consultation and close engagement with concerned government agencies, indigenous people and local communities (IPLCs), CSO, private sector 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) and those who may be impacted (positively or negatively) by the project. Stakeholder Engagement and analysis must be conducted in an inclusive and gender-responsive manner, so that the rights of women and men and the different structural barriers, knowledge, needs, roles and interests of women and men are recognized and addressed.

Careful and complete documentation of stakeholder engagement is vital. Detailed evidence of all consultations will be prepared and submitted to UNDP. A list of the consulted stakeholders and details of the associated meetings will be included in the Stakeholder Engagement Plan (see section B-d below).

If the fully designed project has an overall Social and Environment Screening Procedure (SESP) categorization of moderate or high, then the following disclosure requirements apply:

- a. 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 will become a key reference document should an environmental and social complaint/grievance be filed during project implementation. This is mandatory for high risk projects and recommended for moderate risk projects.
- b. The UNDP-GEF project document, SESP and related draft management plans, and other relevant information/documents, will be made available to the public on the UNDP Country Office 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 to be received by the GEF on the PIF.

a. Desktop and field-based studies and data collection

This research will produce the background information required to prepare the ProDoc (including its Annexes) 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, assumptions and risks, developed in consultation with project stakeholders, for a robust Theory of Change, Results Framework and solid M&E plan;

- Review of relevant past and on-going projects for lessons learned, including [project evaluations](#); and
- Any other analyses required to address all comments on the PIF received from GEF Secretariat, GEF Council members and STAP

Project Component 1: Strengthen enabling conditions for the establishment and effective management of Marine Conservation Areas (MCAs)¹ to support the conservation of Endangered, Threatened and Protected (ETP) marine wildlife

This component is designed to support the creation of enabling environments at various levels of governance - from the national, subnational/regional, and local levels - through policies, institutional arrangements, capacity development, financing strategies and guidelines that the country can use to promote the establishment and to improve on the management effectiveness of Marine Conservation Areas (MCAs), which harbor globally significant populations of marine wildlife species that are endangered, threatened, and protected. While there are various systems and policy frameworks that support the establishment of these MCAs, these need to be evaluated to assess their impacts on biodiversity conservation, particularly on globally-significant Endangered, Threatened and Protected (ETP) marine wildlife (MW) and their priority habitats. By the end of the project, the country's legal and policy environment should enable relevant institutions at all levels to improve the management and governance of MCAs inclusive of globally significant ETP MW.

The PPG process will include the conduct of the following reviews and/or assessments:

- 1) Rapid Technical review of the national and local policy and legislative frameworks pertaining to coastal and marine biodiversity conservation, inclusive of ETP MW and habitats
 - a. Review and analysis of international multilateral environmental agreements (e.g., CBD, CITES, CMS, etc.) and local legal framework and policies to identify gaps that need to be addressed in ensuring compliance of the Philippine government with these international agreements, particularly as relevant to MCAs and ETP-MWs.
 - b. Review of relevant national policy and strategy documents, including PBSAP, Coastal and Marine Environmental Management Program (CMEMP) of BMB, R.A. 7586, as amended by RA 11038 (e-NIPAS), RA 9147 (Wildlife Act), RA 8550, as amended by RA 10654 (Fisheries Code), Executive Order (EO) 533 (Integrated Coastal Management (ICM)), EO 72 (Comprehensive Land Use Plans (CLUPS)), EO 124 (Land Conversion) and other policies relevant to MCAs and ETM MW, as appropriate, to include recommendations for harmonization and convergence in implementation
 - c. Review and analysis of existing local coastal and marine related policies, strategy documents and institutional arrangements, including PA Management Plans, CRM Plans, MPA/N Plans, PAMB resolutions, inter-LGU fisheries/coastal management agreements, Enforcement Plans, among others, to identify gaps that need to be addressed to strengthen coastal and marine ecosystem interconnectivity and improve governance mechanisms
 - d. Conduct a stock-taking of and evaluate policies and practices with regard to the management of MCA registry systems (e.g. the Environmentally Critical Area (ECA) listings), identify mandates and challenges, and assess procedures pertaining to uploading and sharing of information on MCAs to international databases (e.g. the world KBA and WDPA databases)

¹ MCA is an umbrella term and comprises all of the following: Marine Key Biodiversity Areas (MKBAs), Marine Protected Areas (MPAs), Local Conservation Areas (LCAs) and Critical Habitats (CHs), and Marine National Integrated Protected Areas System (NIPAS) Sites.

- e. Based on the review, prepare recommendations for strengthening the local and national regulatory and policy environment as well as appropriate management arrangements to empower institutions at all levels as well as communities for MCA and ETP MW implementation for incorporation into the ProDoc
- 2) Use the UNDP Capacity Development Scorecard to establish baseline scores and propose mid-term and end-of-project targets and indicators for monitoring change in institutional and personnel competencies to be developed by the project:
 - a. Review existing institutional and other stakeholders' capacities (e.g. for MCA identification, establishment, and management; ETP MW conservation; resource assessment and threat mapping; financing, enforcement, monitoring and evaluation, and reporting) and formulation of a project strategy to strengthen them
 - b. Review existing tools, such as existing online training platforms/online modules, trainings already developed by other projects, existing modules/curricula of partner universities and/or training institutions
 - c. Draft a roll-out strategy for capacity building and Training Needs Assessments (TNAs) to be implemented during the implementation phase
 - d. Prepare recommendations and draft a roll-out strategy for assessing capacity building needs and developing personnel and institutional competency standards for marine wildlife conservation which can be adopted at national, regional, and local levels
 - 3) Conduct a stakeholder mapping of project relevant organizations, and review the engagement of potential partners in the project, their roles, and which formal agreements may be required, e.g. between DENR-BMB and DA-BFAR, building on on-going convergence efforts of organizational mandates between the two Agencies

Project Component 2: Conservation of ETP MW and priority habitats within targeted MCAs

This Component aims to guide the implementation and enforcement of conservation actions for ETP MW in the project sites. These actions will comprise the establishment and/or extension of the geographic coverage of MCAs and the Marine Wildlife Protected Area Network (MWPAN) and advance their improved management effectiveness for the conservation of ETP MW. Likewise, the effective enforcement of policies and regulations should be sustained by building the capacity of community-based enforcement teams and rendering enforcement mechanisms functional and sustain these to effectively enforce regulations counteracting illegal practices. Work under this component will also ensure that sustainable MCA and MWPAN financing options will be identified, including the identification of sustainable livelihood activities resulting from conservation initiatives in the target sites. By the end of the project, the coastal and marine areas in the project sites should be under increased protection, either in the form of additional MCAs or better management practices, these sites should form part of a MWPAN network, mortality rates of target ETP MW species should be reduced; and enforcement and sustainable financing options should ensure that the benefits for ETP marine wildlife and local stakeholders can be sustained.

The PPG process under Component 2 will include a review of the suggested project sites and assessment of other potential sites. Moreover, baseline studies will include rapid assessments and review of MCAs in the project sites; mapping activities with local stakeholders, e.g. on livelihoods; rapid assessments and evaluation of enforcement capacity and procedures, including stakeholder mapping; and an identification of potential sources for sustainable financing and alternative livelihoods.

1. Validation of the project sites and assessment of other potential sites (see section d. below for details)
2. Assessment of existing MCAs within the project sites using the METT

3. Stakeholder consultations and capacity needs assessment
 - a. Conduct in-depth and broader stakeholder consultations to generate additional information that will address current information gaps required for the formulation of the project document. This would include gathering information on areas for expansion and/or establishment or designation of new MCAs for the protection of ETP MW; assessing roles of relevant stakeholder groups in the project areas, such as fisherfolk, tourism resorts, and IPs; and conducting baseline mapping activities/scoping with local stakeholders on i) threats; ii) fishing locations and gear; iii) sightings of ETP marine wildlife; iv) priority habitats in the project sites; v) livelihoods (see below); and vi) resources uses, including resource dependence of Indigenous Peoples and Local Communities (IPLCs) and the private sector. Stakeholder consultations will also include dialogues with (i) indigenous people communities currently utilizing coastal and marine resources in the area; (ii) women POs and vulnerable groups, e.g., children, youth, PWDs and senior citizens. If available, information will be complemented with secondary data from existing research conducted and/or reports on ETP MW in the project sites.
4. Enforcement
 - a. Assess and evaluate the enforcement systems and existing operational plans, participation of law enforcement agencies, potential conflicts with local communities, and response chain in place for violations of laws such as unsustainable, illegal, and destructive fishing, wildlife poaching etc. and identify gaps through review and stakeholder interviews.
 - b. Evaluate the procedures in place to file and prosecute cases, identify challenges, and indicate areas in need for increased legal support.
 - c. Review whether there are wildlife interaction guidelines in place.
 - d. Assess local development projects and structures along or near the coast (residential areas and resorts) and how these may impact on ETP marine wildlife and priority habitats.
5. Livelihoods
 - a. Conduct a livelihood scoping in the target sites, including stakeholder consultations (see above), which can provide the basis for initial recommendations for potential livelihood interventions in the Livelihood Action Plan that will be developed for the ProDoc
6. Sustainable Financing
 - a. Gather municipal income statements from all municipalities in the project sites and review their yearly income as well as the percentage that is allocated for environmental conservation activities and enforcement to obtain an overview of the financial status quo
 - b. Identify private sector companies and other organisations with an interest in sustained conservation activities who can contribute to long-term financing and assess their potential contributions to the project as well as the conservation of ETP MW after the project end
 - c. Assess the current status and challenges of eco-tourism and its potential in the project sites
 - d. Identify other conservation financing schemes suited for application in the project sites, e.g. tourism fees, dive fees, payments for ecosystem services, etc., in collaboration with other programs such as BIOFIN and Biodiversity-friendly Enterprises (BDFEs) of DENR
 - e. Analyse MCA financing gaps and draft preliminary recommendations on how to address these
 - f. Review the lessons learned from existing MPANs and draft preliminary recommendations to be considered for the design of financial sustainability strategy for the MPWAN during implementation

Project Component 3: Achieving impacts through changed behaviour and knowledge management

This component will enable sustaining the positive changes brought about by the project implementation through long-term desired change in the environmental perceptions, attitudes, practices and behaviours of multi-sectoral, inter-generational stakeholders through information, education and communication programs on the importance of wildlife conservation, as well as the establishment of a national knowledge management platform/system, to collect and share best practices, lessons learned, and innovative solutions to common problems of conserving ETP MW and their habitats. Moreover, the results, knowledge, data and experiences generated through these activities will establish a replication/scaling-up demonstration model for similar efforts in other parts of the country and better collaboration between involved national agencies. The project aspires to evoke behavioural change in relevant stakeholders by the end of the project and knowledge sharing mechanisms will be in place to ensure that biodiversity conservation initiatives, especially those for ETP MW, will be continued after the project will have ended, and will have been accepted and adopted by local stakeholders turned into ETP MW conservation advocates.

The baseline/scoping studies under this component should include assessments of existing CEPA programs on biodiversity conservation, particularly on marine wildlife, with the goal of achieving long-term behavioural change of key stakeholders; assessments of existing knowledge management platforms/systems for conservation management; activities to inform the development and implementation of a monitoring and evaluation strategy; and development of a gender analysis and action plan.

During the PPG process, the following should be conducted:

1. Assess the level of awareness of key stakeholders regarding ETP MW, MCAs, biodiversity conservation, and related policies and procedures
 - a. Conduct a preliminary assessment of the levels of awareness among stakeholders on relevant issues and threats in the project sites that will be addressed by the project and will provide the basis for the formulation of the CEPA strategy
 - b. Based on these initial assessments, identify preliminary elements of a CEPA Strategy and Action Plan, to be further developed during project implementation
 - c. Develop a methodology on how the behavioural change will be measured, e.g. via post-CEPA campaign surveys
2. Conduct stock taking of existing knowledge management platforms/systems/databases and existing CEPA strategies and programs, and use best practices for developing the project's knowledge management approach, activities, and structure
 - a. Review CEPA/Communication Plan developed by BMB, and assess status of implementation under relevant divisions (e.g., CMD, WRD, CAWED), which will allow for strategizing on the development of content or knowledge products, and the use of BMB performance/awareness metrics or M&E indicators in the project
 - b. Identify gaps and recommend possible program of actions to improve existing knowledge management with regard to CEPA, especially for ETP MW and MCAs
3. Propose the elements of an appropriate participatory monitoring and evaluation approach, which will be further developed during project implementation
4. A gender analysis and action plan will be developed (see Section b. below)

GENERAL (for all Project Components)

1. Review and verify proposed Outputs and Indicators based on the information gathered during the PPG activities and, where appropriate, propose new ones for each Outcome, and establish

baselines and targets to be monitored and tracked during implementation, for inclusion in the Results Framework, as appropriate

2. Review and verify Core Indicators, especially Core Indicators 11, whose calculation will benefit from additional information obtained on the socio-economic profiles of inhabitants residing in the project sites; this will allow for a more detailed and realistic calculation of the number of beneficiaries from project activities
3. Prepare a Stakeholder Engagement Plan, Livelihood Action Plan, and Biodiversity Action Plan (as identified in the pre-SESP); an in-depth stakeholder mapping and analysis will be conducted during the PPG stage to identify other potential partners from organizations with relevant mandates and capacities to be engaged by the project
4. Prepare an Indigenous Peoples' Plan (for all Project Sites), including the following activities:
 - Identify Indigenous People's presence in the project area;
 - Gather and verify Certificates of Ancestral Domain Claims and Titles (CADCs and CADTs)
 - Identify potential impacts of the project on Indigenous Peoples' rights, lands, territories, resources, traditional livelihoods (SESP);
 - Develop an Indigenous Peoples' Plan (IPP) through consultations and identify if/how the Free and Prior Informed Consent (FPIC) processes will be conducted
 - Ensure that IPs are included in stakeholder consultations, implementation and MCA management bodies

b. 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, marital status, etc.) and to identify appropriate measures to address these and promote gender equality and women's empowerment. See guidance available [here](#).

- a. Analyse the gender dynamics in professions dependent on coastal and marine natural resources
- b. Determine the number of men and women, and youth in the project site and their roles, responsibilities and priorities in coastal and marine resource use and interactions with ETP marine wildlife
- c. Conduct a participatory analysis of the impacts of decreasing coastal and marine resources, including ETP marine wildlife, on women, men and their livelihoods
- d. Based on 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 Gender Action Plan and Budget for incorporation into the ProDoc to ensure that the project strategy and its implementation are monitored as appropriate in terms of gender-responsiveness

c. Social and Environmental Standards: Screening and Assessments

The social and environmental safeguards pre-screening (pre-SESP) prepared during the PIF design phase has initially determined the overall risk categorization of this project as *High* and highlighted potential safeguard risks to be further assessed during the PPG phase. See the [UNDP SESP Guidance](#). An Environmental and Social Management Framework (ESMF) will be prepared, to ensure that the required

assessments are carried out during the first phase of project implementation. A standard template for an environmental and social management framework is available here: [ESMF outline](#). The ESMF and 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; and the plan(s) have been disclosed and approved by the Project Board.

d. Verification and detailing of project sites

Following the GEF and Philippine priorities, the project sites were chosen in the Eastern Seaboard of the Philippines and are located in southern Mindanao, specifically in Mayo Bay, Mati/Tarragona (Project Site 1), Pujada Bay, Mati (Project Site 2), and Malita, Santa Maria, Don Marcelino (Project Site 3). These sites were chosen based on the status of the MCAs at each site, and the presence of ETP marine wildlife and/or priority coastal and marine habitats/ecosystems in the sites. All three project sites harbour ETP MW, which has been confirmed through regular sightings in the last 10 years, indicating that there are viable populations present that will benefit from sustainable conservation interventions, as well as through scientific studies. The main species identified were dugongs, several species of marine turtles, cetaceans, and sharks. The ecosystems represented in the area are seagrass beds, coral reefs, patches of mangroves, and nesting beaches.

During the PPG Phase, surveys of ETP marine wildlife and priority habitats will be conducted in each site. In addition, the project sites will be verified during the PPG phase, and the geographic (coordinates) and areal extent (hectares), maps and shape files, function/zoning, legal status (proposed, approved, established), management structure, reviews of primary METT and secondary MEAT results, and enforcement mechanisms in place will be included in the ProDoc. Other potential sites will also be assessed.

e. Financial planning, co-financing and investment mobilized

Co-financing– as defined in the GEF Policy and Guidelines on 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. The GEF is seeking high co-financing/investment mobilized to GEF grant ratios with a preference for grants, loans and other public investments over in-kind co-financing. The GEF also expects the Government to significantly support the costs associated with project execution (i.e. PMC). Initial stakeholder consultations have already taken place, and some potential co-financing sources were identified. Stakeholder contributions (e.g., local governments, private sector, and civil society organizations) will be confirmed during the PPG phase.

f. Stakeholder analysis

Building on the initial identification of stakeholders in the PIF, an appropriately-scaled analysis of project stakeholders will be undertaken. This stakeholder analysis will provide the foundation for development of the project's Stakeholder Engagement Plan and will facilitate prioritization of engagement activities with particular stakeholder groups and individuals. See the [UNDP SES Guidance Note on Stakeholder Engagement](#).

g. Appraise and formulate the most appropriate project implementation and execution modality

The design of the project will comply with the UNDP's Program and Operations Policy and Procedures (POPP), Financial Regulations, and Programme and Project Management and Quality Standards, and UNDP-GEF guidance (which will be provided by the RTA). A full assessment of the most appropriate project implementation and management arrangements will be carried out in full consultation with the RTA, UNDP Country Office, Resident Representative (or their Deputy), the relevant government coordinating agency, and the GEF OFF.

UNDP should in general not have a role in project execution as project execution is the primary responsibility of the selected Implementing Partner (see UNDP-GEF Guidance Note for further information). Therefore, an assessment and the selection of the most appropriate Implementing Partner and/or third parties (Responsible Parties) with full capacity to execute the project must be carried out.

Project management arrangements need to be discussed and agreed early in the PPG phase. During the first two months of the PPG phase:

- For all potential Implementing Partners, carry out capacity assessments to assess their capacity to implement the project and assess all related risks. This must include HACT and PCAT assessments.
- Discuss the level of co-financing the Government and Implementing Partner are able to commit to this project. As per GEF Policy, the GEF is seeking high co-financing to GEF grant ratios and expects the Government to significantly support the costs associated with project execution (i.e. PMC) for this project.
- Based on these assessments, select and confirm the Implementing Partner for the project in consultations with all relevant stakeholders. The selected Implementing Partner must express willingness to serve as the Implementing Partner for the Project and the concerned government must agree to use the selected Implementing Partner for the Project. (Please see [UNDP's Policy on Selecting Implementing Partners](#)).
- If the Implementing Partner does not have full capacity to execute the project, and execution support is likely to be needed, discuss with the UNDP Resident Representative whether the choice of Implementing Partner is the correct choice. If not, select another Implementing Partner, if possible. If that is not an option, explore alternative options for the provision of execution support via Responsible Parties ([see UNDP Policy on Selecting Responsible Parties](#)). Discuss with the Implementing Partner the role of the responsible parties in project execution, and the execution support these parties could provide.
- Consult with the RTA on the latest guidance regarding UNDP providing support services to the Implementing Partner. If the costs for UNDP to provide support services is to be charged to the GEF project budget, the UNDP support services must be approved by the GEF Secretariat before CEO endorsement.

UNDP can only provide execution support to the Implementing Partner if the associated costs are covered by non-GEF resources. This support should be confirmed in a separate arrangement between the UNDP CO and the Government and should not be referenced in the UNDP-GEF project document or other documentation that requires GEF approval. This separate arrangement should be confirmed and included in the final UNDP-GEF project document to be signed by UNDP and the Implementing Partner.

h. Other required studies

Other required studies will be conducted as detailed in the individual consultant TORs in Annex 2, as further specified in the PPG work plan, and following subsequent direction from the PPG Team Leader during the course of the PPG period.

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**, the UNDP-GEF Project Document will be developed (following the 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:

a. Stakeholder Engagement Plan

At a minimum, the Plan must include the following elements:

- Stakeholders who have been and will be engaged (based on stakeholder analysis), including potentially marginalized or disadvantaged groups/individuals (the ‘who’);
- Key stakeholder objectives and interests (the ‘why’);
- Steps and actions to achieve meaningful consultation and inclusive participation, including information dissemination and any special measures required to ensure inclusive participation of marginalized disadvantaged groups/individuals the dissemination of information (the ‘how’);
- Breadth and depth of stakeholder engagement throughout the project cycle, and decisions that need to be made through stakeholder engagement (the ‘what’);
- Timeline for engagement activities and how they will be sequenced, including information disclosure (the ‘when’);
- Indicators of stakeholder engagement and monitoring plan;
- Roles and responsibilities for ensuring effective stakeholder engagement through implementation of the Plan; and
- Resource requirements and associated budget.
- A project-level Grievance Redress Mechanism (GRM) will be described in the Stakeholder Engagement Plan and established in the first year of project implementation. See the UNDP [guidance on GRM](#) and [sample TOR](#).
- A comprehensive Stakeholder Engagement Plan is required.

See the [UNDP SES guidance on Stakeholder Engagement](#), the [standard SEP template](#), and the [GEF guidelines on stakeholder engagement](#).

b. Gender Action Plan and Budget

The gender analysis conducted in **Component A** along with relevant findings from the stakeholder analysis and background studies, will form the basis of a Gender Action Plan to guide gender mainstreaming during project implementation. The Gender Action Plan must include indicators, targets, timeframe, responsible party and budget, which are linked to the project's components/outputs, outcomes and activities. 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. See guidance available [here](#).

c. Social and Environmental Standards: Screening and Management Measures

In line with the assessments conducted during **Component A** (above) and [UNDP's Social and Environmental Standards \(SES\) policy and all associated SES Guidance Notes](#), the SESP will be updated and all risks identified in the SESP will be reflected in the risk table and risk section of the ProDoc.

As the pre-SESP rating was *High*, the ESMF will identify the required management plans that will be prepared during project implementation.

See the [SES Guidance Note on Assessment and Management](#) for further guidance. Please contact UNDP for additional information as needed.

d. GEF Core Indicators

The CEO endorsement-stage data for the relevant Core Indicators and sub-indicators will be prepared. The completed [Core Indicators worksheet](#)—with both the original PIF-stage data and the CEO endorsement-stage data—will be annexed to the ProDoc.

Core indicators for this project are: 1) METT/MEAT² and Hectare Area (Ha) of MCAs under improved management for conservation and sustainable use; 2) number of direct male and female beneficiaries.

As part of the GEF Core Indicators requirement, the required METTs/MEATs will be prepared in the GEF-7 Excel [template](#); the relevant details will be included in the Core Indicators template; and the final Excel METT/MEAT file will be submitted to UNDP (not be annexed to the ProDoc).

The Core Indicators will be used in the project's Results Framework, at the Objective level, where appropriate. See the [GEF policy and guidance](#).

e. 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.

Updated GEF OFP endorsements letters are also required if the requested GEF grant amount has changed since PIF/PFD approval. See the [GEF co-financing guidelines](#).

² MEAT only to be assessed during implementation phase.

f. Mandatory Annexes

In addition to the documents listed above, the following Annexes should be prepared by the GEF PPG team:

- Project map and Geospatial Coordinates of project sites
- Multi Year Work Plan
- Monitoring Plan
- UNDP Risk Register
- Overview of Technical Consultancies
- GEF 7 Taxonomy
- Initial Project Team Procurement Plan and TORs for key Project Team staff

Upon a request from the UNDP Regional Technical Adviser during the PPG implementation, the PPG team may be required to prepare additional annexes.

g. 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. Standard text from the governance and management arrangement from the GEF-7 template should never be removed. All PIFs approved as of 1 March 2019 are subject to the new [GEF cancellation policy](#). This means that consultation with GEF SEC on execution support must be agreed to during the PPG phase.

h. Theory of Change

A 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. See [STAP TOC Primer](#).

i. 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, IP-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.

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

Atlas Award ID:	00120533
Atlas Project/Output ID:	00116720
Award Title:	Protecting priority coastal and marine ecosystems to conserve globally significant Endangered, Threatened, and Protected marine wildlife in southern Mindanao, Philippines
Project ID	00116720
Business Unit:	Philippines
Project Title:	Protecting priority coastal and marine ecosystems to conserve globally significant Endangered, Threatened, and Protected marine wildlife in southern Mindanao, Philippines
PIMS number:	6499
Implementing Partner:	UNDP (DIM)

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 <i>Protecting priority coastal and marine ecosystems to conserve globally significant Endangered, Threatened, and Protected marine wildlife in southern Mindanao, Philippines</i>	UNDP	62000	GEF TRUSTEE	71200	International Consultants	39,000	A
				71300	Local Consultants	41,300	B
				71600	Travel	2,900	C
				72500	Supplies	100	D
				74500	Miscellaneous Expenses	100	E
				75700	Trainings, workshops	16,600	F
PROJECT TOTAL						100,000	

Budget Note	Items	Total estimated person days	Budget US\$	Budget Note
A	International Project Development Specialist with experience in marine biodiversity / wildlife conservation and ecosystem services (GEF PPG Team Leader)	60	39,000	Please see Annex 2 for Key responsibilities. The total amount quoted shall be all-inclusive and include all costs components required to perform the deliverables identified in the TORs, including professional fee, living allowance and any other applicable cost to be incurred by the IC in completing the assignment [except for local travel which will be covered separately]. The contract price will be fixed output-based price regardless of extension of the herein specified duration. Payment terms around specific and measurable (qualitative and quantitative) deliverables (i.e. whether
B1	National Coastal and Marine Resources Management Specialist (National Lead)	58	20,300	
B2	National Policy and Capacity Development Specialist	25	7,500	
B3	National Stakeholder Engagement and Environmental and Social Safeguards (ESS) Specialist	30	7,500	

B4	National Gender and CEPA Specialist	30	6,000	payments fall in instalments or upon completion of the entire contract).
C	Travel	N/A	2,900	Applies only to <u>local travel</u> of international and national consultants
D	Supplies	N/A	100	Supplies needed by the PPG e.g. kits for national workshops
E	Miscellaneous	N/A	100	Other expenses not listed
F	Site visits, Workshops, Meetings, etc.	N/A	16,600	Costs of national inception workshop, national validation workshop, site consultation and stakeholder meetings (including scoping, accommodation, meals); HACT assessment; LPAC
TOTAL			100,000	

V. GEF PPG IMPLEMENTATION SCHEDULE

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
PPG Team Recruitment												
PPG Inception												
Component A: Technical studies, etc.												
Component B: Formulation of ProDoc												
Component C: Validation Workshop												
Delivery of final outputs to UNDP RTA												
UNDP-GEF clearance processes												
GEF Secretariat submission deadline												

VI. MANDATORY ANNEXES

Annex 1: GEF CEO PIF/PPG Approval Letter



Naoko Ishii
CEO and Chairperson

May 4, 2020

Mr. Pradeep Kurukulasuriya
GEF Executive Coordinator
United Nations Development Programme
One United Nations Plaza
504 East 45th St, FF Bldg, 10th floor

Dear Mr. Kurukulasuriya:

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 Approval
GEFSEC ID:	10536
Agency(ies):	UNDP
Agency(ies) ID:	6499
Focal Area:	Biodiversity
Project Type:	Full-sized Project
Country(ies):	Philippines
Name of Project:	Protecting priority coastal and marine ecosystems to conserve globally significant Endangered, Threatened, and Protected marine wildlife in southern Mindanao, Philippines
Indicative GEF Project Financing:	\$2,639,726
Indicative Agency Fee:	\$250,774
PPG:	\$100,000
PPG Fee:	\$9,500
Funding Source:	GEF Trust Fund

Indicative Agency Fee Commitment:					
Agency	Trust Fund	20% to be committed at Council approval (US\$)	50% to be committed at first disbursement (US\$)	30% to be committed at mid-term review (US\$)	Total (US\$)
UNDP	GEFTF	50,155	125,387	75,232	250,774
Total		50,155	125,387	75,232	250,774

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E-mail: gefco@thegef.org
www.thegef.org

Mr. Pradeep Kurukulasuriya

- 2 -

May 4, 2020

This PIF clearance and PPG approval are based on the understanding that the project is in conformity with GEF Trust Fund focal area strategies and with GEF policies and procedures. Please ensure that your final project document, having fully addressed all Secretariat, STAP, Convention Secretariats and Council comments, will be endorsed within 18 months of Council approval of the work program.

Sincerely,



Naoko Ishii
Chief Executive Officer and Chairperson
Global Environment Facility

Copy to: Country Operational Focal Point, GEF Agencies, STAP, Trustee

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

The cost per consultancy day and number of days provided below are indicative only and should be revised.

Consultant 1: International Project Development Specialist

Position, Type and Cost	Role, Deliverables and Qualifications
<p>Consultant 1: International Project Development Specialist with experience in marine biodiversity / wildlife conservation and ecosystem services (GEF PPG Team Leader)</p> <p>Type: IC</p> <p>Cost per person day: USD 650</p> <p>Number of person days needed: 60</p>	<p>Role and Deliverables</p> <ol style="list-style-type: none"> 1) <u>Management of the GEF PPG Team</u> <ol style="list-style-type: none"> a. Define and submit a detailed methodology and work plan for the PPG phase in consultation with the other consultants, with clear delegation of responsibilities for the International Consultant (IC) and National Consultants (NCs); 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. 2) <u>Preparatory Technical Studies and Reviews (Component A):</u> With inputs from the NCs, as detailed in their respective TORs: <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. Lead and oversee the stakeholder analysis and consultations, with support from the NCs, and ensure that the analyses are complete and comprehensive, including consultations with Indigenous Peoples, the private sector and tourism associations and bodies; c. Guide 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. Guide the work of the Stakeholder Engagement and Environmental and Social Safeguard Specialist to 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 process throughout the PPG, as appropriate; e. Oversee the identification of the project sites, with documentation of selection criteria and make sure that geo-referenced data and maps are clearly presented both for targeted protected areas and broader landscapes, as applicable; f. Ensure the design of appropriate project knowledge management processes and platforms, ensuring appropriate linkages to existing mechanisms and knowledge sharing in project landscapes; g. Lead and oversee the identification of opportunities for private sector engagement and co-financing; h. Coordinate the preparation of partner capacity assessments and discussions on management arrangements with UNDP CO early in the PPG process; i. Oversee the consultations with partners regarding financial planning; and j. Ensure completion of any additional studies that are determined to be needed for the preparation of the ProDoc and all other final outputs 3) <u>Formulation of the ProDoc, CEO Endorsement Request and Mandatory and Project Specific Annexes (Component B):</u> With inputs from the NCs, as detailed in their respective TORs, and based on international best practice: <ol style="list-style-type: none"> a. Develop, present and articulate the project’s theory of change;

	<ul style="list-style-type: none"> b. Develop the Results Framework in line with UNDP-GEF policy (i.e. SMART Outcome level indicators); c. Develop Logframe of Outputs and Activities, and include Output Indicators (can be shown in Multi-Year Work Plan); d. Develop a detailed Monitoring and Evaluation Plan and Budget; e. Oversee and ensure the preparation of a comprehensive Stakeholder Engagement Plan; f. Oversee and ensure the preparation of a Gender Action Plan and Budget; g. Oversee and ensure the preparation of a CEPA Assessment Plan; h. Oversee and ensure the updating of the SESP based on assessments undertaken during Component A, and ensure the development of required environmental and/or social management plan(s) as required; i. Oversee the preparation of the required GEF tracking tools (if required) and GEF Core Indicators and ensure these are supported by robust and validated data; j. Secure all co-financing letters (with support from UNDP CO in the Philippines); k. Prepare the Total Budget and Work Plan (TBWP) and indicative procurement plan (with support from UNDP CO in the Philippines); l. Secure and present agreements on project execution and management arrangements and ensure that the project aligns to UNDP-GEF guidance on UNDP execution support (with support from UNDP CO in the Philippines); m. Ensure the completion of the required official endorsement letters; (with support from UNDP CO in the Philippines); n. Participate in consultations, workshops, meetings etc., provide inputs to management arrangements; and ensure stakeholder needs are integrated into the project's theory of change the project's results framework; o. Synthesize all analyses, studies, etc. that are prepared under Components A and B to produce the UNDP-GEF ProDoc, GEF CEO Endorsement, and all mandatory and project specific Annexes, using the templates³ <p>4) <u>Coordination of the National Consultants together with the National Lead Consultant</u></p> <ul style="list-style-type: none"> a. Organization of a Kick-off meeting; b. Drafting an overall Work Plan; c. Guide the work of the other Specialists; and d. Ensure that the PPG Outputs are in line with the requirements and time and budget are well allocated and adhered to <p>5) <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>6) <u>Final Deliverables:</u></p> <ul style="list-style-type: none"> a. Consolidation of all technical and consultation inputs and comments, 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. Finalized SESP (and stand-alone management plans as required); d. All documentation from GEF PPG (including technical reports, meeting minutes, etc.); and
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³ Please verify with the UNDP-GEF team that the correct templates are being used.

	<p>e. Validation Workshop Report</p> <p>Qualifications</p> <ul style="list-style-type: none"> • Master’s degree or higher in a relevant field, such as natural, social, political, environmental sciences and other related fields such as conservation science and environmental economics; • Minimum 10 years of demonstrable experience in the technical area of natural, social, political, environmental sciences and other related fields such as conservation science and environmental economics and in preparing high quality project documents, particularly for UNDP and GEF projects; • Excellent written and oral communication skills in English; • Demonstrated understanding of the GEF rationale and procedures, and demonstrated experience in formulation of GEF-funded project proposals, using the logical framework and the results-based management approaches; • Knowledge of and experience in and integrated natural resource management; and • Experience working with ETP MW, their priority habitats, and Marine Conservation Areas highly desired
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Consultant 2: National Coastal and Marine Resources Management Specialist (National Lead)

<p>Consultant 2: National Coastal and Marine Resources Management Specialist (National Lead)</p> <p>Type: NC</p> <p>Cost per person day: USD 350</p> <p>Number of person days needed: 58</p>	<p>Role and Deliverables</p> <p>The National Coastal and Marine Resources Management Specialist will be the National Team Leader, and will have expertise in ETP MW, coastal and marine ecosystems, and natural resource management. The Consultant will work closely with the International Consultant/Team Leader in designing, planning and executing PPG activities at the national level. S/he would provide support in coordinating /leading the other National Consultants (NCs), and ensure to regularly update the International Consultant of the progress made and anticipated challenges.</p> <p>The Consultant will work with DENR-WRD and DA-BFAR on gathering information from secondary sources on the biology, abundance and distribution of marine turtles, dugongs, cetaceans and elasmobranchs in the project sites, including potential areas of expansion for the MWPAN. S/he will conduct site scoping studies and rapid assessments of project sites to validate the presence of ETP MW populations in project sites, identify and quantify possible sources of threats to ETP MW and the priority habitats through Focus Group Discussions and Key Informant Interviews of stakeholders in project sites, and recommend ETP MW and MCA mid-term and end-of-project targets and indicators for inclusion in the monitoring plan for the project. S/he will develop a Biodiversity Action Plan, with appropriate budget and identification of appropriate project interventions to ensure protection or improved status of biodiversity in the demonstration sites. In addition, the consultant will assess potential sustainable financing mechanisms for MCAs and the MWPAN, identify gaps and provide preliminary recommendations on how to address these</p> <p>1) <u>Preparatory Technical Studies and Reviews (Component A): Prepare inputs and support the required analyses/studies, as agreed with the GEF PPG Team Leader, including:</u></p> <ol style="list-style-type: none"> a. Evaluate the project sites based on the presence and status of ETP MW and important habitats and identify other potential sites that could also form part of the proposed MWPAN b. Gather baseline information on ETP MW (e.g. species composition of ETP MW, population estimates, seasonality of sightings, presence of various life stages of ETP MW (e.g., juveniles, sub-adults, nesting females, mother and calves, mature males, etc.); including reports of mortalities and causes of mortalities) and on the presence of priority habitats (e.g. seagrass areas, coral reefs, nesting beaches); c. Gather and/or create comprehensive MCA profiles in the project sites, by gathering information on their extent (coordinates), function/zoning, legal status (proposed, approved, established), management structure etc.;
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- d. Conduct mapping activities with local stakeholders on: 1) Threats, 2) Fishing locations and gear 3) Sightings of ETP marine wildlife, and 4) areal extent of priority habitats in the project sites. If feasible, complement these maps with secondary data from research conducted in these areas;
- e. Use the above results in the development of a Biodiversity Action Plan, with a focus on ETP MW and MCAs, and provide recommendations to inform interventions needed to achieve the project outcomes in the project sites;
- f. Conduct METT for the existing MCAs in the project sites and gather and review secondary information, if available, on the MEAT and on enforcement mechanisms and/or structures present (*bantay dagat*, watchtower, marker buoys etc.);
- g. Gather municipal income statements from all municipalities in the project sites and review their yearly income as well as the percentage that is allocated for environmental conservation activities and enforcement to obtain an overview of the financial status quo
- h. Assess the status of MCA financing from 1) government, 3) private sector; and 3) civil society organizations, identify financing gaps and draft preliminary recommendations on how to address these;
- i. Identify other potential conservation financing schemes suited for application in the project sites, e.g. tourism fees, dive fees, payments for ecosystem services, etc., in collaboration with other programs such as BIOFIN and Biodiversity-friendly Enterprises (BDFEs) of DENR
- j. Review the lessons learned from existing MPANs and draft preliminary recommendations to be considered for the design of a financial sustainability strategy for the MPWAN during implementation;
- k. Work with the International Consultant and the Stakeholder Engagement and ESS Specialist in the identification and description of baselines of co-financing initiatives (from local governments, private sectors and civil society organizations), obtain co-financing letters, and ensure commitment from project partners;
- l. Work with Policy and Capacity Development Specialist to assess and evaluate the enforcement mechanisms and existing operational plans, participation of law enforcement agencies, potential conflicts with local communities, and response chain in place for violations such as unsustainable, illegal, and destructive fishing, wildlife poaching etc., identify preliminary gaps and recommend strategy for assessing training needs of partner institutions or organizations for MPA and coastal law enforcement
- m. Support the completion of any additional studies that are determined to be needed for the preparation of the ProDoc and all other final outputs as guided by the PPG Team Leader; and
- n. Provide support to the National Stakeholder Engagement and Environmental and Social Safeguards Specialist on the SESP formulation

2) Formulation of the ProDoc, CEO Endorsement Request and Mandatory Annexes as well as project specific annexes (Component B):

- a. Review and verify proposed Outputs and Indicators based on the information gathered during the PPG-Phase and, where appropriate, propose new ones for each Outcome, and establish baselines and targets to be monitored and tracked during implementation, for inclusion in the Results Framework, as appropriate;
- b. Review and verify Core Indicators, especially METT (primary) and MEAT (secondary) scores and Hectare Area (Ha) of MCAs to be established and/or under improved management for conservation and sustainable use, to establish baselines and allow for a more realistic calculation of extent and reach from project activities;
- c. Participate in consultations, workshops, meetings etc. and provide inputs to management arrangements
- d. Recommend potential additional project sites, if applicable, based on stakeholder consultations
- e. Work with the Gender and CEPA Specialist in the review and verification of Core Indicators, especially Core Indicator 11 (i.e., number of direct male and female beneficiaries), provide

inputs to establish baselines and allow for a more realistic calculation of beneficiaries based on extent and reach from project activities

- f. Work with the GEF PPG Team Leader to ensure relevant findings on coastal and marine resources management (particularly on ETP-MW and MCAs) and stakeholder needs are meaningfully integrated into the project strategy, theory of change and results framework, and its implementation are monitored as appropriate

3) Coordination of the national consultant team together with the International Consultant:

- a. Assistance in Kick-off meeting and Inception workshop;
- b. Consolidation of inputs from the national PPG team and prepare the Inception workshop report, including stakeholders' recommendations for the Project Document design, risk analysis and appropriate mitigation measures;
- c. Assistance in drafting an overall Work Plan;
- d. Ensure that the PPG Outputs of the national PPG team members are in line with the requirements and time and budget are well allocated and adhered to; and
- e. Coordination of consultations, workshops, meetings etc. and provision of inputs to management arrangements, ensuring stakeholder needs are integrated into the the project's results framework and project's theory of change

4) Validation Workshop (Component C):

- a. Contribute to the validation workshop; and
- b. Support all necessary revisions that arise during the workshop, as appropriate.

5) Final Deliverables:

- a. Biodiversity Action Plan, which will identify areas requiring more detailed assessment and biophysical profiling for ETP MW populations and their priority habitats, with appropriate budget and identification of appropriate project interventions to ensure stakeholder engagement in the demonstration sites;
- b. Project maps with Geospatial Coordinates, extent and boundaries of MPAs (core and buffer), municipal delineation (terrestrial and municipal waters), location and extent of ancestral domains, etc., for the project sites and for potential project sites to be identified in the beginning of the PPG-Phase
- c. Inputs to the detailed methodology for all assessments and overall work plan for the PPG
- d. Contribute to the first version of the GEF-UNDP Project Document, including draft responses to GEFSEC and GEF Council's comments;
- e. Appropriate inputs to the final UNDP-GEF project document based on guidance from the PPG Team Leader;
- f. METT results for existing MCAs in all project sites as project baseline (Core indicators);
- g. Co-financing commitments and letters; and
- h. Final project management arrangements

Qualifications

- Master's degree or higher in a relevant field, such as in marine biology, conservation biology, marine species conservation, or community development with a focus on coastal and marine communities;
- Minimum 7 years of demonstrable experience in the technical area of coastal and marine ecosystem assessment, and/or wildlife conservation;
- Demonstrated experience working with ETP MW, and conservation/protected areas policy and programmatic issues with national and local governments and civil society organizations including community organizations;
- Demonstrated experience in carrying out consultations with Indigenous Peoples, FPIC, protection of cultural heritage, and/or community engagement is highly desired;

	<ul style="list-style-type: none"> • Experience with project development and results-based management methodologies is highly desired; • Excellent analytical, writing, advocacy, presentation, and communications skills are required; and • Excellent written and oral communication skills in English and fluency in Filipino/ Cebuano/ Bisaya
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Consultant 3: National Policy and Capacity Development Specialist

<p>Consultant 3: National Policy and Capacity Development Specialist</p> <p>Type: NC</p> <p>Cost per person day: USD 300</p> <p>Number of person days needed: 25</p>	<p>Role and Deliverables</p> <p>The National Policy and Capacity Development Specialist will work closely with the National Team Leader in designing, planning and executing PPG activities at the national level. The Consultant will have specific experience in working with (marine) protected areas and will lead in the rapid technical review of the national and local policy and legislative frameworks pertaining to coastal and marine biodiversity conservation e.g. the Fisheries Code, Wildlife Act, with regard to ETP MW and their habitats etc. and assess the legislations’ status of implementation at various levels of governance. This will enable the Consultant to provide recommendations on how to improve the implementation of policies and laws on marine biodiversity conservation, particularly in relation to ETP MW and MCAs. The Consultant will also establish capacity development baselines (primarily using UNDP Capacity Development Scorecard and relevant tools), and assess existing curricula, modules, trainings, from which recommendations will be made to formulate a training and capacity building needs strategy to be conducted in the implementation phase. S/he will also propose mid-term and end-of-project targets and indicators for monitoring changes in policies and institutional capacities to be developed by the project.</p> <p>1) <u>Preparatory Technical Studies and Reviews (Component A): Prepare inputs and support the required analyses/studies, as agreed with the GEF PPG Team Leader, including:</u></p> <p>a. Policy:</p> <ol style="list-style-type: none"> 1. Analysis of extent of how international multilateral environmental agreements were translated to and adopted in national Philippine laws, legislation, policy and strategy documents for biodiversity conservation as relevant to MCAs and ETP-MWs, to include: CBD, CITES, CMS, vis-à-vis the Philippine NBSAP, Coastal and Marine Environmental Management Program (CMEMP) of BMB, R.A. 7586 (NIPAS), as amended by RA 11038 (e-NIPAS), RA 9147 (Wildlife Act), RA 8550 (Fisheries Code), as amended by RA 10654) and other policies relevant to MCAs and ETM MW, as appropriate; 2. Analysis of whether national policy frameworks, such as R.A. 7586 (NIPAS), as amended by RA 11038 (e-NIPAS), RA 9147 (Wildlife Act), RA 8550 (Fisheries Code), as amended by RA 10654), Executive Order (EO) 533 (Integrated Coastal Management (ICM)), EO 72 (Comprehensive Land Use Plans (CLUPS), EO 124 (Land Conversion) etc., were translated in into local coastal and marine related laws, policy and strategy documents for biodiversity conservation as relevant to MCAs and ETP-MWs in the project sites, to include recommendations for harmonization and convergence in implementation and enforcement at the local levels; 3. Conduct of a stock-taking of and evaluation of national policies and practices with regard to the management of MCA registry systems (e.g. the Environmentally Critical Area (ECA) listings), identification of mandates and challenges, and assessment of procedures pertaining to uploading information on MCAs to international databases (e.g. the world KBA and WDPA databases); 4. Analysis of local laws, policy and strategy documents, and institutional arrangements: Inter-LGU alliances/ Inter-LGU fisheries/coastal management agreements, coastal law enforcement Plans Marine Protected Area/MPA Networks, MPA/N Plans, PAMB resolutions, CRM Plans, inter-LGU among others, including informal, traditional and unwritten practices relevant to natural resource use in the project sites;
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5. Assess the status of legal instruments that were used to establish existing MCAs within the proposed project sites and identify strengths and weaknesses and assess legal options that can facilitate and expedite establishment other potential sites that could also form part of the MWPAN;
6. Assess and evaluate the status of enforcement mechanisms including operational plans, support and involvement of law enforcement agencies, and response chain in place in the project sites for violations such as unsustainable, illegal, and destructive fishing, wildlife poaching etc. and identify gaps through review and stakeholder interviews;
7. Assess how many community members in the project sites have been deputised as *bantay dagat* and as WEOs, whether qualification requirements are fulfilled (e.g. knowledge of RAs 9147, 8550/10654, 386 etc.), how often deputisations take place and the modus operandi for the volunteers (e.g. honorarium paid);
8. Evaluate the procedures in place to file a case, identify challenges, and indicate areas in need for increased legal support;
9. Review whether there are tourist-wildlife interaction guidelines in place in the project sites;
10. Review whether there are wildlife interaction/best practices in place for the fishery and tourism sectors in the project sites; and
11. Assess local development projects and structures near the coast (residential areas and resorts), cite potential violations of existing national and local legislations (Civil Code, Clean Water Act, Clean Air Act; etc.) and how these may impact on ETP marine wildlife and priority habitats in the project sites

b. Capacity Development:

1. Use the UNDP Capacity Development Scorecard to establish baseline scores, and propose mid-term and end-of-project targets and indicators for monitoring institutional capacities and personnel competencies to be developed by the project;
2. Review existing institutional and other stakeholders' capacities (e.g. for MCA identification, establishment, and management; business planning capabilities; ETP MW conservation; resource assessment and threat mapping; financing, enforcement, monitoring and evaluation, and reporting);
3. Assess and evaluate the enforcement mechanisms and existing operational plans, participation of law enforcement agencies, potential conflicts with local communities, and response chain in place for violations, etc., and identify preliminary gaps and recommend strategy for assessing training needs of partner institutions or organizations for MPA and coastal law
4. Assess existing tools, e.g., existing online training platforms/online modules, trainings already developed by other projects, curricula, modules, trainings of partner schools and/or universities, and provide first indications on possible gaps;
5. Draft a Capacity Development Plan, prepare recommendations and draft a roll-out strategy for assessing training and capacity building needs in developing personnel and institutional competency standards for marine wildlife conservation which can be adopted at the national, regional, and local levels;
6. Solicit inputs and recommendations for potential capacity building interventions on relevant aspects of the project design (e.g., policy; enforcement; biodiversity; ETP marine wildlife; MCAs identification, establishment and management; livelihood; CEPA; KM; gender; sustainable financing; etc.) from other PPG Consultants;
7. Support the completion of any additional studies that are determined to be needed for the preparation of the ProDoc and all other final outputs as guided by the PPG Team Leader; and
8. Provide support to the National Stakeholder Engagement and Environmental and Social Safeguards Specialist on the SESP formulation

	<p>2) <u>Formulation of the ProDoc, CEO Endorsement Request and Mandatory Annexes as well as project specific annexes (Component B):</u></p> <ol style="list-style-type: none"> a. Review and verify proposed Policy and Capacity Development Outputs and Indicators based on the information gathered during the PPG-Phase and, where appropriate, propose new ones for each Outcome, and establish baselines and targets to be monitored and tracked during implementation, for inclusion in the Results Framework, as appropriate; b. Participate in consultations, workshops, meetings etc. and provide inputs to management arrangements; c. Work with the Gender and CEPA Specialist in the review and verification of Core Indicators, especially on Core Indicator 11 (i.e., number of direct male and female beneficiaries), provide inputs to establish baselines and allow for a more realistic calculation of beneficiaries based on policy and institutional capacity development from project activities d. Work with the GEF PPG Team Leader to ensure relevant findings and stakeholder needs on policy and capacity development are meaningfully integrated into the project strategy, theory of change and results framework, and its implementation are monitored as appropriate <p>3) <u>Validation Workshop (Component C):</u></p> <ol style="list-style-type: none"> a. Contribute to the validation workshop; and b. Support all necessary revisions that arise during the workshop, as appropriate. <p>4) <u>Final Deliverables:</u></p> <ol style="list-style-type: none"> a. Policy Assessment Report with detailed recommendations for programmatic targets, actions, and indicators for strengthening the local and national policy, regulatory environment as well as enforcement mechanisms to empower institutions at all levels, including local communities, for ETP MW and MCAs; b. Capacity Development Strategy and Plan and budget; c. Mid-term and end-of-project targets for monitoring changes in policies and institutional capacities to be developed by the project; and d. Appropriate inputs to the final UNDP-GEF project document based on guidance from the PPG Team Leader <p><u>Qualifications</u></p> <ul style="list-style-type: none"> • Master’s degree or higher in a relevant field, such as social, political, environmental law, and other related fields; • Minimum 7 years of demonstrable experience in the technical area of social, political, environmental law and other related fields such as environmental policy review and development, and in preparing high quality project documents, particularly for UNDP and GEF projects; • Knowledge and/or application of UNDP Capacity Development Scorecard, and relevant capacity development strategies; • Demonstrated experience working on policy and programmatic issues and on capacity building with national and local governments and civil society organizations including community organizations; • Demonstrated understanding of the GEF rationale and procedures, and demonstrated experience in formulation of GEF-funded project proposals, using the logical framework and the results-based management approaches; • Knowledge of and experience in integrated natural resource management; • Experience working in ETP MW and priority habitats and Marine Conservation Areas highly desired; and, • Excellent written and oral communication skills in English and fluency in Filipino/Cebuano/Bisaya
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Consultant 4: National Stakeholder Engagement and Environmental and Social Safeguard Specialist

Consultant 4:	Role and Deliverables
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<p>National Stakeholder Engagement and Environmental and Social Safeguards (ESS) Specialist</p> <p>Type: NC</p> <p>Cost per person day: USD 250</p> <p>Number of person days needed: 30</p>	<p>The National Stakeholder Engagement and Environmental and Social Safeguards (ESS) Specialist will lead an appropriately-scaled assessment/ analysis of stakeholder participation dimensions that should cover all onsite and offsite stakeholders who have an interest in and/or are impacted on by activities to be implemented in project sites. This will comprise stakeholders from all levels, including Indigenous Peoples (IPs). This stakeholder analysis will provide the basis for the development of the project’s Stakeholder Engagement Plan, facilitate prioritization of engagement activities with particular stakeholder groups and individuals, and ensure relevant culturally sensitive indicators are integrated in the results framework. In addition, s/he will develop mandatory project Annexes related to application of social and environmental safeguards and support adherence of project development to UNDP’s Social and Environmental Screening Procedure (SESP) and specific requirements, as appropriate. The consultant will support the identification of sustainable livelihood activities resulting from conservation initiatives in the target sites. S/he will also assist the Coastal and Marine Resources Management Specialist (CMRM) Specialist with generating support and commitment for co-financing from relevant stakeholders for the project. The Consultant will propose mid-term and end-of-project sustainable financing targets and indicators for monitoring to be developed by the project.</p> <p>Deliverables</p> <ol style="list-style-type: none"> 1. <u>Preparatory Technical Studies and Reviews (Component A): Prepare inputs and support the required analyses/studies, as agreed with the GEF PPG Team Leader, including:</u> <ol style="list-style-type: none"> a. Stakeholder Engagement <ol style="list-style-type: none"> 1. Conduct a stakeholder mapping of project relevant organizations at the national, regional, local/site levels, and review the engagement of potential partners in the project, their roles, and which formal agreements may be required e.g. between DENR-BMB and DA-BFAR, building on on-going convergence efforts of organizational mandates between the two agencies; 2. Identify private sector companies and other organisations with an interest in sustained conservation activities who can contribute to long-term financing and clarify their potential contributions to the project as well as the conservation of ETP MW; 3. Facilitate stakeholder consultations of the project, at the national, regional, local/site levels and ensure that these are adequately and comprehensively documented; 4. Assess presence of Indigenous Peoples/ethnic minorities within project landscapes and their interests, if present, assess potential impacts of the project on rights and interests, lands, territories, resources, and traditional livelihoods and determine when FPIC applies in accordance with national contexts and preferences; 5. Carry out consultations with communities at demonstration landscape to assess level of understanding and capacity to give consent and identify community preferences for FPIC process, based on these assessments, and if relevant, integrate relevant matters as needed including FPIC into project design and into the comprehensive Stakeholder Engagement Plan; 6. Develop a Stakeholder Engagement Plan which will include an Indigenous Peoples Plan, as appropriate, and Livelihood Action Plan (with inputs from the Gender and CEPA specialist) for the project to inform interventions to project outcomes and work closely with the GEF PPG Team Leader to ensure its findings are meaningfully integrated into the project’s strategy, theory of change and results framework; 7. Conduct preliminary socio-economic and livelihood assessments, assess the current status and challenges of eco-tourism and its potential in the project sites, identify the underlying causes of risks to livelihoods of marginalized sectors in society and make recommendations for addressing these risks and initial recommendations for potential livelihood interventions in the Livelihood Action Plan that will be developed for the ProDoc; 8. Work with the CMRM Specialist in the identification and description of baselines of co-financing partners, in ensuring commitment from project partners (e.g., from local governments, private sectors and civil society organizations), and in obtaining co-financing letters; and
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9. Provide support to the Gender and CEPA Specialist in the assessment/analysis of stakeholders' awareness, perceptions, beliefs, practices, and systems in relation to marine biodiversity conservation

b. Environmental and Social Safeguards

1. Review the pre-SESP of the PIF, agree to a project-specific safeguards approach, workplan and mission schedule (as needed) with the UNDP Country Office, UNDP-GEF Regional Technical Advisor (RTA) and the PPG Team Leader, and familiarise other PPG team members with UNDP's SESP and specific requirements, as appropriate;
2. Based on stakeholder consultations, with support from the Gender and CEPA Specialist and in coordination with the PPG leader; assess all Moderate and High risks identified in the SESP pre-screening (mission required); update the SESP and develop an ESMF for the project; and, assist and/or advise the PPG Team in applying FPIC where required;
3. Support the detailed assessment of all project risks including consultations with local stakeholders;
4. Support the completion of any additional studies that are determined to be needed for the preparation of the ProDoc and all other final outputs as guided by the PPG Team Leader; and
5. Propose mid-term and end-of-project targets and indicators in mitigating and safeguard environmental and social risks to be developed by the project

2. Formulation of the ProDoc, CEO Endorsement Request and Mandatory Annexes as well as project specific annexes (Component B):

- a. Formulate a Stakeholder Engagement Plan and budget, which is Socially Inclusive and Gender Responsive, and contributes to the formulation of the ESMF with an Indigenous Peoples Plan and inputs to the Livelihoods Action Plan as appropriate;
- b. Verify and finalise the Social and Environmental Screening (SESP), based on assessments undertaken during Component A and detailed development of project interventions, and identify management measures to mitigate risks to be incorporated into the ProDoc;
- c. Review and verify proposed Outputs and Indicators based on the information gathered during the PPG-Phase and, where appropriate, propose new ones for each Outcome, and establish baselines and targets to be monitored and tracked during implementation, for inclusion in the Results Framework, as appropriate;
- d. Participate in consultations, workshops, meetings etc. and provide inputs to management arrangements;
- e. Work with the Gender and CEPA Specialist in the review and verification of Core Indicators, especially Core Indicator 11 (i.e., number of direct male and female beneficiaries), provide inputs to establish baselines and allow for a more realistic calculation of extent and reach of stakeholder engagement from project activities
- f. Work with the GEF PPG Team Leader to ensure relevant findings and stakeholder needs are meaningfully integrated into the project strategy, theory of change and results framework, and its implementation are monitored as appropriate.

3. Validation Workshop (Component C):

- a. Contribute to the validation workshop; and
- b. Support all necessary revisions that arise during the workshop, as appropriate.

4. Final Deliverables:

- a. Stakeholder Engagement Plan
- b. Final and complete Social and Environmental Screening (SESP) (Component A), including management measures to mitigate risks and recommendations for design of project interventions, to be incorporated into the ProDoc;
- c. Final and complete ESMF Plan (i.e. with IPP and Livelihood Action Plan, as appropriate);
- d. Mid-term and end-of-project targets and indicators for environmental and social safeguards;
- e. Direct inputs to the Project Risk Log; and

	<p>f. Appropriate inputs to the final UNDP-GEF project document based on guidance from the PPG Team Leader</p> <p>Qualifications</p> <ul style="list-style-type: none"> • Master’s degree or higher in a relevant field, such as in community development, project development, or sustainable development, sociology, anthropology or related field; • Minimum 7 years of demonstrable experience in the technical area of community development, and social and environmental safeguards risk assessment and mitigation; • Demonstrated experience in carrying out consultations with Indigenous Peoples, FPIC, protection of cultural heritage, and/or community engagement is highly desired; • Prior experience in the safeguards assessments and processes of international organizations and donors, such as World Bank, UNDP, etc.; • Demonstrated experience working on policy and programmatic issues with national and local governments and civil society organizations including community organizations; • Experience with project development and results-based management methodologies is highly desired; • Excellent analytical, writing, advocacy, presentation, and communications skills are required; and • Excellent written and oral communication skills in English and fluency in Filipino/Cebuano/Bisaya.
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Consultant 5: National Gender and CEPA Specialist

<p>Consultant 5: National Gender and CEPA Specialist</p> <p>Type: NC</p> <p>Cost per person day: USD 200</p> <p>Number of person days needed: 30</p>	<p>Role and Deliverables</p> <p>The National Gender and Communication, Education and Public Awareness (CEPA) Specialist will be a gender and social inclusion expert with experience in-depth gender analysis. S/he fully considers 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, marital status, etc.), as well as identifies appropriate measures to address these and promote gender equality and women’s empowerment. The Consultant will lead the assessment of the current level of awareness of key stakeholders regarding ETP MW, MCAs, and biodiversity conservation, among others, as well as awareness of related policies and procedures, issues and threats in the project sites. S/he will prepare a CEPA Assessment Report with recommendations on important elements for the development of a CEPA Strategy and Action Plan, inclusive of behavioural change communication methodologies that will be further developed during implementation. The Consultant will propose mid-term and end-of-project targets and indicators for monitoring gender and CEPA project targets.</p> <p>Deliverables</p> <p>1) <u>Preparatory Technical Studies and Reviews (Component A): Prepare inputs and support the required analyses/studies, as agreed with the GEF PPG Team Leader, including:</u></p> <p style="margin-left: 20px;">a. CEPA:</p> <ol style="list-style-type: none"> 1. Conduct stocktaking of existing knowledge management systems and databases and existing CEPA strategies and programs, and use best practices for developing the project’s knowledge management approach, activities, and structure; to coordinate with the National Policy and Capacity Development Specialist; 2. Carry out consultations with communities at demonstration landscape to assess level of understanding and capacity to understand and integrate environment and gender concerns; 3. Based on findings above, prepare a CEPA Assessment Report with recommendations on important elements for the development of a CEPA Strategy and Action Plan that will be fully developed during the implementation phase; 4. Work with the Stakeholder Engagement and ESS Specialist in the assessment/analysis of stakeholders’ awareness, perceptions, beliefs, practices, and systems in relation to marine biodiversity conservation; and
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5. Propose the elements of an appropriate participatory monitoring and evaluation approach for CEPA, which will be further developed during project implementation

b. Gender:

1. Conduct baseline analysis on: the gender dynamics in professions dependent on coastal and marine natural resources; the number of men and women, and youth in the project sites; and their roles, responsibilities and priorities in coastal and marine resource use and interactions with ETP MW;
2. Conduct a participatory analysis of the impacts of decreasing coastal and marine resources, including ETP MW, on the livelihoods of women and men;
3. Carry out consultations with communities at demonstration landscape to assess level of understanding and capacity to understand and integrate gender concerns;
4. Draft the Gender Analysis and Action Plan to identify gender-appropriate site interventions and work closely with the GEF PPG Team Leader to ensure its findings are meaningfully integrated into the project's strategy, theory of change and results framework;
5. Advise on gender responsive stakeholder analysis and consultations and ensure that they are complete and comprehensive;
6. Support the completion of any additional studies that are determined to be needed for the preparation of the ProDoc and all other final outputs as guided by the PPG Team Leader; and
7. Provide support to the Stakeholder Engagement and Environmental and Social Safeguards Specialist on the SESP formulation

2) Formulation of the ProDoc, CEO Endorsement Request and Mandatory Annexes as well as project specific annexes (Component B):

- a. Gender Analysis and Action Plan and budget to guide gender mainstreaming during project implementation;
- b. CEPA Assessment Report with recommendations on important elements for the development of a CEPA Strategy and Action Plan that will be fully developed during the implementation phase;
- c. Participate in consultations, workshops, meetings etc. and provide inputs to management arrangements
- d. Review and verify proposed Gender and CEPA Outputs and Indicators based on the information gathered during the PPG-Phase and, where appropriate, propose new ones for each Outcome, and establish baselines and targets to be monitored and tracked during implementation, for inclusion in the Results Framework, as appropriate;
- e. Work with Stakeholder Engagement and ESS Specialist and other National Consultants in the review and verification of Core Indicators, especially Core Indicators 11, whose calculation will benefit from additional information obtained on the socio-economic profiles of inhabitants residing in the project sites as well as the biogeographic extent/reach, policy/capacity development (to allow for a more detailed and realistic calculation of the number of direct beneficiaries (segregated for male and female beneficiaries); and
- f. Work with the GEF PPG Team Leader to ensure relevant findings on Gender Analysis and CEPA assessments are meaningfully integrated into the project strategy, theory of change and results framework, and its implementation are monitored as appropriate

3) Validation Workshop (Component C):

- a. Contribute to the validation workshop; and
- b. Support all necessary revisions that arise during the workshop, as appropriate.

4) Final Deliverables:

- a. Gender Analysis and Action Plan and budget to ensure gender mainstreaming during project implementation;

- b. CEPA Assessment Report with recommendations on important elements in the development of a CEPA Strategy and Action Plan that will be further developed during implementation;
- c. Mid-term and end-of-project targets and indicators for monitoring stakeholder engagement, gender mainstreaming, and CEPA; and
- d. Appropriate inputs to the final UNDP-GEF project document based on guidance from the PPG Team Leader

Qualifications

- Master’s degree or higher in a relevant field, such as gender studies, gender and development, women and environment, or women and sustainable development and in communication studies, environmental education, and public awareness, etc.;
- Minimum 7 years of demonstrable experience in the technical area of gender mainstreaming and communication, education, public awareness campaigns;
- Knowledge and/or application of CBD CEPA strategy, the IUCN CEPA toolkit, and other relevant CEPA strategies ;
- Experience in carrying out participatory gender analysis; experience collecting and formulating gender responsive indicators and sex-disaggregated data and preparing gender responsive project analysis; developing gender action plans;
- Experience in carrying out consultations with local communities, people’s organizations, IP groups, and other civil society organizations to assess capacity and understanding to integrate environment and gender concerns;
- Demonstrated understanding of the links between sustainable development, social and gender issues;
- Experience with project development and results-based management methodologies is highly desired;
- Excellent analytical, writing, advocacy, presentation, and communications skills are required; and
- Excellent written and oral communication skills in English and fluency in Filipino/Cebuano/Bisaya