**Term of References**

1. **Assessment of existing benefit sharing models used in Cambodia and other parts of the world relevant for REDD+ in Cambodia;**
2. **Consultation on results from the assessment under 1. and**
3. **Development of up to four preferred options for benefits sharing for REDD+ in Cambodia**

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| Level | 1 National Consultant (Individual Contract) |
| Practice Area: | Benefit sharing, REDD+ (Forests and Climate Change) |
| Duration: | Task 1: 40 days Task 2: 55 days  Task 3: 40 days |
| Duty Station: | Phnom Penh |
| Supervisor: | Technical Specialist, Programme Coordinator and REDD+ Taskforce Secretariat |
| Activity: | 2.3b, c, d |

***Background:***

The Cancun Agreements issued at the Conference of Parties (COP) 16 held in Mexico in 2010 provides strong support for policy approaches that deliver positive incentives for countries and their actors to engage in REDD+ (reducing emissions from deforestation and forest degradation in developing countries; and the role of conservation, sustainable management of forests and enhancement of forest carbon stocks in developing countries).

Thus far, a number of decisions related to REDD+ have been made on subjects including implementation, principles and safeguards, assessment of results, and reference levels. However, decisions are yet to be made regarding how to deliver positive incentives for countries and their actors to reduce emissions from the forest sector through REDD+. As of now, it is up to each country to decide upon how REDD+ should be implemented within the framework agreed, including issues related to how to distribute benefits at the national, regional and local levels, considering their national circumstances but also following the inter alia the safeguards listed in the Cancun Agreement.

Forests support the livelihoods of millions of rural indigenous peoples and communities who depend on forest resources for subsistence and income. Given the importance of forests for rural livelihoods, participating countries are required to apply safeguards in order to ensure “full and effective participation of relevant stakeholders, in particular indigenous peoples and local communities” in REDD+ (as stated in the Cancun agreement). The application of such safeguards is not only an important means of avoiding and mitigating possible negative impacts of REDD+ on these people but it can also serve to promote their active participation in forest and land conservation, as well as to reduce rural poverty which may contribute to achieving long term sustainable management of forests and carbon sequestration. On the contrary, the failure to involve local people and institutions in REDD+ and benefit sharing may risk lowering their incentives to engage in sustainable forest and land management, and thus may undermine the ultimate purpose of REDD+. Hence, it is imperative that indigenous peoples and local communities are also included in benefit sharing and that benefits are distributed in a manner that are equitable, transparent and cost-effective equitable.

Benefits are not limited to a monetary value but also include non-monetary values that may arise from improved forest governance. For instance, effective forest policies, programmes and measures to achieve REDD+ goals may not only generate income from carbon related payments but also deliver a broad range of multiple non-monetary benefits. REDD+ can contribute to new job opportunities, clarification and likely issuance of land tenure for communities and increased rural incomes and preservation of important ecosystem and environmental services and biodiversity.

With the completion of the REDD+ roadmap (2011) which defines key steps for Cambodia to be ready for REDD+ implementation, Cambodia has taken a first important step towards REDD+. The national REDD+ programme in Cambodia has also been supported by UN-REDD, CamREDD and other supporting frameworks that aim to build the national capacity to plan and implement REDD+. Since 2008, two REDD pilot projects have been implemented to test and learn from on the ground REDD+ activities. Despite numerous important initiatives having been undertaken, there remains a critical need for capacity building efforts for various actors involved in REDD+ including the issues of benefits sharing, and multiple benefits and costs associated with REDD+.

A decision on how to distribute benefits and to whom and in what forms at different levels will require careful analysis of possible options suitable to the national circumstance of Cambodia. For this reason, there is a need to assess and learn from national as well as international experiences with regard to benefit sharing mechanisms used in the forest sector (e.g. Payments for Environmental Services (PES) and REDD+ pilot projects). Such decisions will also require extensive consultation with relevant governments at national, provincial and local levels as well as discussions with all relevant stakeholders in order to ensure a common understanding and broad acceptance of a benefit sharing mechanism that is suitable for Cambodia. At the same time, ensuring the full and effective participation of all relevant stakeholders will contribute to avoiding the creation of unrealistic expectations about REDD+ benefits which in some cases has been noted as a problem in the past.

# *Expected Outputs and Deliverables:*

**Activity 2.3b (The start of the activity will depend on the successful recruiting of the international consultant.)**

* An assessment of national as well as international experiences with benefit sharing mechanisms.
* A national consultation meeting on benefit sharing mechanisms for REDD+ in Cambodia.
* A synthesis report not exceeding 30 pages plus annexes and references in English and Khmer that consolidates existing knowledge and experiences on benefit sharing and includes recommendations for next steps to be taken to develop a national level benefit sharing mechanism for REDD+ in Cambodia.
* Availability for dissemination of output.

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| **Expected delivery/outputs** | **Estimated duration to complete** | **Target due days** |
| Literature gathering, develop list of contacts relevant for the assignment | 5 days |  |
| Work plan for the assignment | 1,5 days | Last week of August |
| Draft assessment report (output 1) | 20 days | Second haft of September |
| Planning of national consultation meeting | 1,5 days |  |
| Consultation meeting | 1 day | Late September/ early October |
| Synthesis report for approval | 4 days |  |
| Final report with all comments included | 2 days | Mid October |
| Disseminate outcome to relevant stakeholders | 5 days |  |
| Total | 40 days |  |

**Activity 2.3c (the exact timing of this activity depends on both the successful completion of activity 2.3b)**

* A comprehensive consultation process on benefit sharing for REDD+ in Cambodia.
* A report on the consultations process highlighting key findings and concerns in English and Khmer with possible recommendations for further consultations.

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| **Expected delivery/output** | **Estimated duration to complete** | **Time period** |
| Development of consultation plan | 5 days | Early November |
| 15 local consultation meetings | 38 days | November to February |
| National consultation meeting in Phnom Penh | 3 day | February |
| Report for approval | 4 days | Februar/March |
| Final report with all comments included | 5 days | Februar/March |
| Total | 55 days |  |

**Activity 2.3d (the exact timing of this activity depends on both the successful completion of the national consultation under activity 2.3c and successful recruiting of the international consultant)**

* A proposal of up to four preferred options for benefits sharing for REDD+ in Cambodia.
* A national consultation meeting on the preferred options suggested with minutes from the meeting.
* A synthesis report not exceeding 40 pages plus annexes and references in English that consolidates the outcome of 1 and 2 above.

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| **Expected delivery/outputs** | **Estimated duration to complete** | **Target due days** |
| Preparation of relevant material | 3 days |  |
| Work plan for the assignment | 1,5 days | First semester of 2014 |
| Draft report with preferred options | 20 days |  |
| Planning of consultation meeting | 1,5 days |  |
| Consultation | 1 day |  |
| Synthesis report for approval | 4 days |  |
| Final report with all comments included | 2 days |  |
| Disseminate outcome to relevant stakeholders | 8 days |  |
| Total | 40 days |  |

# *Duty Station*

The duty station for this assignment is Phnom Penh. During the assignment the consultants are expected to be in Cambodia for all consultations.

***Supervision, teamwork and administrative support:***

The National Consultant will work closely with the International Consultant for activity 2.3b and 2.3d and with another National Consultant for activity 2.3c and will report to the UN-REDD National Programme Director and on day-to-day basis will be supervised by the Technical Specialist and the REDD+ Taskforce Secretariat.

***Monitoring and Progress Control***

The consultancy teams will be accountable for the timely and quality output and report weekly to the REDD+ Taskforce Secretariat on progress compared to the workplan.

***Payment milestones***

Consultant will be paid on a lump sum basis under the following installments

* (30 %) 1st payment, upon submission and acceptance of the final report from activity 2.3b
* (20 %) 2nd payment, upon finalization of all consultation meetings in the province under activity 2.
* (20 %) 3rd payment, upon submission and acceptance of the final report from activity 2.3c
* (30 %) 4th payment, upon finalization of the dissemination of output from activity 2.3d to relevant stakeholders.

***Application***

Applicants are requested to send CV, together with a letter of interest to REDD+ Taskforce Secretariat by either mail (N. 40, PreahNorodom Blvd. SangkatPhsarKandal 2, Khan Daun Penh, Cambodia) or e-mail (redd.secretariat@cambodia-redd.org).

# *Detailed list of tasks for the national Consultant(s):*

**Activity 2.3b**

Analyze existing benefits sharing mechanisms relevant for REDD+ by

1. Assist in preparing a list of existing literature on benefit sharing mechanisms used within the forest sector (e.g. Payments for environmental services, REDD+ pilot projects) and REDD+ related project activities (e.g. OddarMancheay and Seima projects) to be reviewed (subject to a review of the REDD+ Taskforce Secretariat);
2. Assist in analysing the selected existing benefit sharing mechanisms based on a literature review and interviews with relevant stakeholders; and
3. Assist in preparing an initial assessments report to present pros and cons of using different benefit distribution models in terms of effectiveness, efficiency and equity. These models can include both ex-ante and ex-post payments. The assessment should also highlight possible tradeoffs between effectiveness, efficiency and equity and provide recommendations for how to develop national level benefit sharing systems drawing on experiences from Cambodia and other parts of the world.

Support the development of a national workshop on possible options for benefit sharing systems for REDD+ in Cambodia

In collaboration with the REDD+ Taskforce Secretariat, the consultant team should design and organize a workshop to be held in Phnom Penh in September/October 2013. For the workshop organization, the team will be responsible for 1) preparing the workshop agenda, 2) identifying key initial national stakeholders in Cambodia REDD, 3) identifying relevant speakers from Cambodia (and abroad) and 4) preparing presentations to facilitate discussions. For the presentations, the team should share a consolidated view on pros and cons of using different benefit sharing mechanisms. The team should also present a number of alternative options for developing a national benefit sharing mechanism for REDD+ in Cambodia.

Produce a synthesis report that consolidates existing knowledge and experiences on benefit sharing

Assist in preparing a report not exceeding 30 pages plus annexes and references in English as a result of 1) literature reviews and 2) interviews with relevant stakeholders (e.g. government officials, NGOs, local communities, and indigenous peoples) and 3) a national level workshop. This report should not be limited but contain 1) an overview of pros and cons for using different benefits sharing mechanisms relevant for REDD+ and 2) recommendations for next steps to be taken to develop a national level benefit sharing mechanism for REDD+ in Cambodia.

**Activity 2.3c**

1. Prepare a plan for a country wide consultation process including one final consultation meeting in Phnom Penh on the results of the assessment of existing benefit sharing models including initial proposals for benefit sharing models;
2. Consult with relevant stakeholders, including representatives from local government, and make any necessary adjustments to the consultation plan;
3. Prepare necessary information material for the consultations;
4. Execute the consultation plan and collect comments from the consultations sorted by interest group and prepare them for a publication with a summary highlighting key ideas and concerns expressed by the participants in the consultation (in English and Khmer);
5. Compile the key ideas and concerns expressed by the participants during the consultation in the province for presentation in the national consultation meeting in Phnom Penh.
6. Provide recommendations on further consultations as appropriate.

**Activity 2.3d**

Develop suggestions for preferred options for benefit sharing mechanisms for REDD+ in Cambodia building on the work conducted under activity 2.3b and the consultations undertaken under activity 2.3c by:

Assist in conducting an extensive analysis for each of the preferred options which should not be limited but should include the result of the following considerations and activities:

1. how incentives can be linked to actions or results at the local level within a national accounting and the extent of monitoring necessary to implement the different options.
2. what are possible impacts of using each option on men and women in terms of their participation in benefit sharing mechanism and their actual ability to access to benefits.
3. costs implications of different options.
4. how the options will work for the different management regimes in Cambodia.
5. the possible implications for projects and sub-national implementation within a national benefit sharing mechanism.
6. whether the options for a national benefit sharing mechanism can also work for sub-national implementation.
7. present the options and the result of the above mentioned considerations and collect feedback from key ministries, REDD+ Taskforce, Consultation Group and other stakeholders as appropriate.

Support to the development of a national workshop on the preferred options for benefit sharing mechanisms for REDD+ in Cambodia

In collaboration with the REDD+ Taskforce Secretariat, the consultant team should design and organize a workshop to be held in Phnom Penh in second quarter of 2014. For the workshop organization, the team will be responsible for 1) preparing the workshop agenda, 2) identifying key national stakeholders in Cambodia REDD, 3) identifying relevant speakers from Cambodia (and abroad) and 4) preparing presentations to facilitate discussions. For the presentations, the team should share a consolidated view on pros and cons of the suggested preferred options and the reason why they have been preferred.

Prepare a synthesis report that consolidates the outcome of 1 and 2 above.

Assist in preparing a report not exceeding 40 pages plus annexes and references as a result of 1) the analysis and consultations conducted for identifying the preferred options and 2) a national level workshop. This report should not be limited but contain an overview of pros and cons for the suggested preferred options for benefits sharing mechanisms relevant for REDD+ in Cambodia.

The consultant is expected to work in close coordination with national partners, and is expected to visit some provinces, as necessary.

***National Consultant:***

The National Consultant will work in consultancy teams and tasks include but are not limited to:

* Assist and work closely with the International Consultant to conduct the analysis and produce the outputs mentioned above;
* Provide significant support to the development of the national level consultations on possible options for benefit sharing systems for REDD+ in Cambodia and preferred options for benefit sharing systems for REDD+ in Cambodia;
* Take the lead in the development of a consultation plan and its execution.

**Competence Requirements**

The National Consultant shall meet the following criteria:

* A minimum of a Master’s or equivalent degree in natural resource management, environmental economics and policy or a related field;
* A minimum of 5 years of relevant experience in natural resource management and policy
* Good analytical, writing and communication skills both in English and Khmer, including the ability to articulate ideas in a clear and concise manner;
* Good interpersonal skills and ability to work well in a team whilst also having the capacity and initiative to work independently;
* Sound knowledge of disciplines relevant to international development work and climate change.

**BREAKDOWN OF COSTS**

**SUPPORTING THE ALL-INCLUSIVE FINANCIAL PROPOSAL**

1. **Breakdown of Cost by Components:**

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| **Cost Components** | **Unit Cost** | **Quantity** | **Total Rate for the Contract Duration** |
| 1. **Personnel Costs** |  |  |  |
| Professional Fees |  |  |  |
| Life Insurance |  |  |  |
| Medical Insurance |  |  |  |
| Communications |  |  |  |
| Land Transportation |  |  |  |
| Others (pls. specify) |  |  |  |
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| 1. **Travel Expenses to Join duty station** |  |  |  |
| Round Trip Airfares to and from duty station |  |  |  |
| Living Allowance |  |  |  |
| Travel Insurance |  |  |  |
| Terminal Expenses |  |  |  |
| Others (pls. specify) |  |  |  |
|  |  |  |  |
| 1. **Duty Travel** |  |  |  |
| Round Trip Airfares |  |  |  |
| Living Allowance |  |  |  |
| Travel Insurance |  |  |  |
| Terminal Expenses |  |  |  |
| Others (pls. specify) |  |  |  |
|  |  |  |  |