

Annex II: DRAFT Terms of Reference for the Strategic Environmental and Social Assessment for the REDD+ Mechanism in Cambodia

1. Introduction

Reducing Emissions from Deforestation and Forest Degradation (REDD+) is a proposed global mechanism to mitigate climate change, while mobilizing financial resources for socio-economic development in forest countries. The Forest Carbon Partnership Facility (FCPF), facilitated by the World Bank, brings together 50 donor and forest country participants with the aim of supporting the forest countries in the preparation and subsequent implementation of their REDD+ Strategies.

Cambodia is a key participant country in the FCPF. The Royal Government of Cambodia is currently implementing its Readiness Preparation Proposal (R-PP) with regards to the REDD+ Readiness phase, and has requested a FCPF Readiness Preparation Grant to support the design of its REDD+ Strategy. This Strategy aims to control deforestation and degradation in order to reduce green house gas emissions into the atmosphere.

Strategic environmental and social assessment (SESA) is a key component of Cambodia's Readiness Preparation Proposal (R-PP) to the Forest Carbon Partnership Facility (FCPF). This component is essential for both avoiding negative impacts ("do no harm") and enhancing positive or "additional" REDD benefits, especially in terms of social or livelihood benefits, governance and wider environmental or biodiversity benefits. The SESA is part of the phased approach of the FCPF Readiness Mechanism (preparation of the R-PP and subsequent Readiness Preparation for REDD+).

2. Objectives

The overall objective of these Terms of Reference (ToR) is to ensure that Strategic Environmental and Social Assessment (SESA) can be applied to integrate environmental and social considerations into Cambodia's REDD+ readiness process in a manner consistent with Cambodia's environmental laws and regulations and the UNDP's environmental and social safeguard policies.

In accordance with FCPF guidelines, special consideration should be given to livelihoods, rights, cultural heritage, gender, vulnerable groups, governance, capacity building and biodiversity.

3. Drivers of deforestation and forest degradation

Cambodia is classified as a 'high forest cover, high deforestation' country¹, with approximately 10.7 million hectares of forest in 2006, and an annual deforestation rate of 0.8% between 2002 and 2006² (approximately 379,485 hectares of forest were lost during this period). Deforestation is driven by a complex set of processes (Table 1), including:

- improvements in accessibility to remote forested areas encouraged initially by a rapid increase in commercial logging activity in the 1990s, which ceased with the Government declared logging moratorium in 2002, and more recently by road-building projects;

¹ Griscom, B., Shoch, D., Stanley, B., Cortez, R. and Virgilio, N. 2009. Sensitivity of amounts and distribution of tropical forest carbon credits depending on baseline rules. *Environmental Science and Policy* 12: 897-911.

² Forestry Administration, 2007. *Forest Cover Changes in Cambodia, 2002-2006*. Paper prepared for the Cambodia Development Cooperation Forum. Forestry Administration, Phnom Penh.

- uncertain land tenure, which encourages land-grabbing based on squatters rights, even though illegal under the Land Law (2001);
- lack of Government capacity in remote areas to adequately manage forests, which are state public property under the Forestry (2002), Protected Area (2008) and Land Law (2001);
- a rapid increase in agricultural expansion and other large-scale development activities, which lead to widespread clearance of some areas; this is usually driven by declaring economic and social land concessions (ELCs and SLCs);
- increasing regional and global demand for raw materials; and
- rural poverty, which is still widespread in Cambodia. The majority of the rural poor are dependent on forest resources for a portion of their livelihoods.

Escalating development pressures, in particular for land for economic and social land concessions, has caused a rapid increase in the rate of deforestation since 2004-5, suggesting that Cambodia's baseline deforestation rate has probably now much greater than 0.8%. This in turn is leading to greater pressures on gazetted protected areas and protection forests, with parts of some areas being degazetted in recent years. Given the increasing opportunity costs of forest conservation, in comparison with alternatives such as economic and social land concessions, justifying forest programs requires demonstrating that forests can deliver substantial economic and social benefits to Cambodia.

Table 1: Drivers of deforestation and forest degradation identified through the REDD+ Roadmap

	Within the forest sector	Outside the forest sector
Direct	<ul style="list-style-type: none"> • Unsustainable logging; • Fire (role disputed); • Unsustainable woodfuel collection (role unclear). 	<ul style="list-style-type: none"> • Clearance for agriculture; • Expansion of settlements; • Infrastructure development;

Indirect	<ul style="list-style-type: none"> • Lack of demarcation of forest areas; • Inadequate forest law enforcement; • Low institutional capacity and weak policy implementation; • Demand for wood energy for domestic and industrial use; • Low efficiency of wood conversion and use for construction, energy production, etc. • Lack of incentives promoting sustainable management of forests; • Lack of finance to support sustainable forest management (SFM) activities by line agencies, local authorities and local communities • Lack of sustainable or alternative supply of wood and timber, including for wood energy to meet demand; • Weak forest sector governance <ul style="list-style-type: none"> - Low levels of stakeholder participation and involvement; - Lack of transparency and accountability; - Lack of assessment of social and environmental impacts 	<ul style="list-style-type: none"> • Population increases; • Poverty; • Rising incomes and demands for resources; • Increasing accessibility of forest areas; • Low agricultural yields; • Migration into forest areas; • New settlements, including in border areas; • Large-scale agro-industrial developments (including economic and social land concessions and other concessions); • Land speculation; • Regional demand for resources; • Poor Environmental and Social Impact Assessment (ESIA) regulations and lack of implementation • Governance <ul style="list-style-type: none"> - Weak forestland tenure – tenure is weakest in forests and other areas outside residential or farming zones; - Weak enforcement of the law; - Limited implementation of land registration (private and state) - Lack of a fair and transparent conflict resolution mechanism; - Insufficient implementation of land-use planning; - Overlapping/unclear jurisdictions; • Social norms (claiming land through utilisation); • Economic benefits provided by sustainable management of forests at the national level often appear lower than alternative land-uses; • Opportunity costs of sustainable management of forests at the local level; • Low awareness of environmental roles of forests.
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The REDD+ Background Document and the REDD+ Roadmap Assessment of Land use, Forest Policy and Governance report provide further information and references. It should be noted that the role of fire as a driver of deforestation and forest degradation is unclear, as fire has been traditionally used to manage deciduous dipterocarp forests in Cambodia for potentially 1000s of years. In addition, although construction and factories in Cambodia rely on woodfuel for energy to a great extent, the contribution of woodfuel burning to emissions depends on where the woodfuel is sourced from. Woodfuel from sources that are allowed to regenerate, or from clearance of forestland for agro-industrial concessions (which would have been emitted anyway) might not make any additional contribution to overall emissions. Additional research is required to accurately understand the drivers of deforestation and forest degradation in Cambodia.

4. REDD+ strategy options

The R-PP suggests a preliminary REDD+ strategy based on support to the implementation of three key long-term management plans of the RGC, rather than establishing parallel or competing plans and management structures for Cambodia's forests. The three key plans are:

- Cambodia's National Forest Programme (NFP, 2010), which is a 20-year the long term national forest management plan for the sector (2010-2030). The NFP was developed through a 2-year multi-stakeholder consultation process (2008-2010) supported by Danida and FAO, and is widely accepted as the primarily long-term plan for comprehensive reform of Cambodia's forestry sector and the permanent forest estate managed by the Forest Administration (FA) of the Ministry of Agriculture, Fisheries and Forestry (MAFF). It includes implementation plans for the policy reforms and legal frameworks outlined above. Through the consultation process around the R-PP drafts, in-country stakeholders emphasized the importance of investing in the implementation of the reforms set out in the NFP, rather than embarking on another policy reform process.
- The planned National Protected Areas Strategic Management Plan for the 3.1 million hectares of Protected Areas (Pas), which is to be based on the 2008 Protected Areas Law.
- The Strategic Planning Framework for Fisheries (2010-2019) and the 3-year Fishery Development Action Plan for the fishery domain, which is based on the 2006 Fisheries Law and subsidiary legislation.

Note: Internationally, the National Forest Programme (NFP) represents a series of holistic socio-political processes that coordinate the policies, planning and field operations in the forest sector. Its development in Cambodia is still at an early stage, and it currently applies only to the mandate of the Forestry Administration of MAFF.

The Cambodia REDD+ Readiness Roadmap identifies that Cambodia's REDD+ Strategy should be implemented through:

1. Main Strategy: Support for effective management of Cambodia's forests, in accordance with existing laws and policies (supporting the NFP, PAs and flooded forest management). As part of the main strategy, line agencies may decide to investigate additional implementation strategies, such as:
 - a. Conservation Concessions, as a viable alternative to other types of land concessions
 - b. Local forest protection contracts
 - c. Management of timber and wood energy
 - d. Understanding how REDD+ can support implementation of the Convention on Biological Diversity (CBD) in Cambodia
 - e. Adopting the nested approach to REDD+ implementation
2. Supplementary strategies: Addressing drivers from outside the forestry sector. These candidate REDD+ Strategies will need to be investigated further through the REDD+ Readiness phase.

5. Links between the SESA and the REDD+ Strategy Options

The SESA contributes to the REDD+ Readiness process in Cambodia in two main ways. First, it helps to refine the REDD+ strategy options by assessing how REDD+ strategy options address environmental and social priorities associated with current patterns of land use and forest management. Gaps identified through this assessment would lead to adjustments in the REDD+ strategy options to close the gaps. Second, the SESA would produce an Environmental and Social Management Framework that will outline the procedures to be followed for managing potential environmental and social impacts of specific policies, actions and projects during the implementation of the REDD+ strategy that is finally selected.

6. Strategic Environmental and Social Assessment

The SESA will integrate environmental and social considerations in the REDD+ strategy options and will provide a framework for managing potential environmental and social impacts associated with the implementation of these strategy options through the combination of analytical work, consultation and public participation. Appendix 1 provides the schematic diagram of SESA. Monitoring and evaluation procedures are included in the preparation of the ESMF.

6.1 Scoping

6.1.1 Consultation and Participation Activities

During the preparation of the R-PP, extensive stakeholder analysis was carried out to identify key stakeholders. Notwithstanding, the Consultant at the start of the assignment shall conduct a stakeholder gap analysis to identify any relevant stakeholders that might not have been considered during the R-PP development phase. Important among them are community level representatives, Chiefs and land owners, local, regional and national organizations, and women's organizations. The consultant shall then prepare a comprehensive set of consultation and participation activities for the SESA based on these ToR, a review of the consultation and participation plan prepared during the development of the R-PP, a review of the consultation and participation experiences and literature which may be relevant for the Cambodia context. In carrying out this activity, the consultant shall ensure that these activities are in line with the REDD+ Readiness Roadmap. The Consultant shall coordinate as needed with other teams assisting the Royal Government of Cambodia in the implementation of the Roadmap.

National Validation Workshop

The Consultant will prepare a SESA work plan, which will include the consultation and participation activities of SESA. The SESA work plan shall be subjected to broad stakeholder validation in a national workshop. The validation workshop is crucial in defining the legitimacy of all subsequent stakeholder consultation and participation processes. Existing platforms and all key stakeholder groups related to forest management in Cambodia should therefore be considered. Ample notice shall be given to stakeholder groups and platforms who, as much as possible, shall nominate their own representatives.

The workshop should be held at a place which is more readily accessible to the stakeholder groups coming from different parts of the country. The format and facilitation of the workshop should also ensure that all stakeholders feel comfortable to voice their concerns and that all voices are heard and all inputs considered. Among the issues to be discussed should be included legitimacy and representativeness of stakeholder groups as well as mechanisms for feedback in the SESA process. Criteria for including new stakeholders in future consultation and participation activities would be also agreed as well as the rules to be followed to reach agreements along the SESA process. Views, comments and agreements from the validation workshop should be used by the consultants to finalize the SESA work plan. The plan and any other outcomes of the workshop shall then be publicly disclosed via the websites of the Forestry Commission, the EPA and Lingo websites. For reaching out local communities a plan summary will be communicated by radio in a culturally sensitive format.

6.1.2 Identification of key environmental and social issues

The Consultant will identify key environmental and social issues associated with deforestation and forest degradation in Cambodia to inform the selection of environmental and social priorities. This proposed identification of key issues should be based on analytical work using spatial analysis, case studies and participatory rural appraisal methods. Spatial analysis will be applied in mapping and for overlaying different sets of information to identify critical areas of concentration of environmental and social issues. Case studies will be used to show opportunity costs of different

land uses including environmental and ecosystems valuation. Case studies will also help to dig deeper into key issues, inter-sectoral linkages, and potential policy trade-offs in key areas. Participatory rural appraisal would be the main vehicle for identifying key environmental and social issues at the community level. For scoping key environmental issues the following steps will be followed:

- 1.- Construction of a base map (first layer), using information on forest cover, river basins, water bodies, and salient biodiversity characteristics, including biodiversity hotspots and protected areas.
 - 2.- Mapping of main economic activities in forest areas and surroundings including but not limited to logging, farming, agriculture, mining and tourism. The mapping will include information on geological provinces and main production projects under implementation or likely to be implemented in the following five years (second layer).
 - 3.- Mapping of existing infrastructure and identification of proposed road, dam, and power projects under investigation or implementation (third layer).
 - 4.- Superimposition of these three layers of information, together with layers dealing with social issues, to define critical areas under potential environmental stress in forest areas.
 - 5.- Examination of specific environmental issues by using participatory rural appraisal methods and case studies agreed with the Forest Administration and/or GDANCP in selected areas of interest.
- Likewise, the following steps will be followed to scope key social issues:

- 1.- Construction of a base map (first layer) of communities in and around forest areas, including key demographic indicators such as number of inhabitants, gender and age structure, and ethnicity of the populations.
- 2.- Poverty and vulnerability map including income levels of the population (second layer).
- 3.- Mapping of access and land tenure rights that shall include concessions or other existing titling rights for natural resources or extractive industries such as mining (third layer).
- 4.- Superimposition of these three layers of information, together with layers dealing with environmental issues, to define critical social issues in forest areas.
- 5.- Examination of specific social issues by using rural appraisal methods and case studies to document critical interactions and synergy of these different social factors affecting sustainable forest management in Cambodia.

Building on the evidence and results of these analyses, the consultant will produce a scoping report of key environmental and social issues in forests areas in Cambodia. The report will:

- i. identify environmental and social hotspots and discuss their main characteristics;
- ii. discuss in a sample of key forest areas land use trade-offs by analyzing the opportunity cost of conserving forests versus developing these areas into alternative land uses such as mining or agriculture; and,
- iii. analyze critical institutional, legal, regulatory, policy and capacity gaps underlying the key environmental and social issues identified.

The scoping report will inform the public consultations to be undertaken with key stakeholders for the selection of environmental and social priorities.

6.1.3 Selection of environmental and social priorities

In line with the consultation and participation plan of the SESA, the key environmental and social issues resulting from the mapping and analytical work shall be reviewed and prioritized by a representative sample of communities in the critical areas identified from the mapping exercise. Stakeholder engagement at this level shall be in the most widely spoken national dialect of the area. The prioritization will then be validated at the regional level by community representatives.

In parallel, institutional stakeholders identified in the SESA work plan such as research and academia, government line agencies and Civil Society organizations and the private sector will review and prioritize environmental and social issues through consultations that are culturally sensitive like focus groups. A national workshop will be convened to discuss the results of the prioritization undertaken by the institutional stakeholders to reach a common set of priorities agreed by all institutional stakeholders at the national level. The selected environmental and social priorities of institutional stakeholders and those of the forest communities will be reported either separately, if they are different from each other, or integrated into one set of priorities for the communities and institutional stakeholders, if they are similar or identical.

The Consultant will prepare a report on the selection of priorities by the SESA stakeholders. The report shall then be publicly disclosed via the websites of the Forest Administration and GDANCP. It should also be published on the REDD+/Cambodia web-site.

6.2 Assessment

The Consultant will assess environmental and social sustainability of the REDD+ strategy options as follows:

6.2.1 Assessing candidate REDD+ strategy options vis-à-vis previously defined priorities

The Consultant will assess the extent to which candidate REDD+ Strategy options address the previously defined environmental and social priorities and take into account in their formulation the opportunity cost of forests. When the REDD+ strategy options address partially or do not address some of the priorities and/or are unresponsive to forest opportunity costs, the gaps will be identified and specific recommendations will be made to refine the REDD+ strategy options to close these gaps. In this way, priority environmental and social considerations and to some extent forest valuation will be integrated into the preparation of the REDD+ strategy. The expected output is revised REDD+ strategy options.

The revised REDD+ strategy options shall be assessed against the environmental and social impacts that they may induce or create during their implementation. These environmental and social impacts will be identified vis-a-vis UNDP environmental and social safeguard policies. The Consultant shall provide recommendations to refine further the REDD+ strategy options in order to eliminate or minimize risks. If some residual risk still remains, it will be dealt with in the Environmental and Social Management Framework (ESMF) prepared to manage risks during implementation of the REDD+ strategy.

6.2.2 Validation of the assessment

In coordination with the team in charge of preparing the REDD+ strategy, the refined REDD+ strategy options shall then be subjected to a national validation workshop. Participants from all key stakeholders should be invited to this workshop including those whose work/livelihoods are likely to impact on or be impacted upon by the strategy options. Care should be taken to include women, migrant farmers and small scale practitioners and any otherwise marginalized groups in line with the consultation and participation plan of the SESA. The validation workshop should be organized in such a way that there will be parallel validation by the different key stakeholders, before a plenary session. This will empower “weaker” stakeholders by ensuring they have a chance to freely express and promote their views. Where necessary, local languages should be used to allow for proper articulation of concerns by all key stakeholders.

6.3 Environmental and Social Management Framework (ESMF)

The Consultant will prepare an initial draft ESMF suitable for disclosure and public consultations that would involve the following minimum tasks:

- a) A description of the **indicative REDD-plus strategy option(s)**, its main social and environmental considerations, and the various risks involved in its implementation.
- b) An outline of the **legislative, regulatory, and policy regime** (in relation to forest resources management, land use, community customary rights, etc.) that the strategy will be implemented within, drawing from the information available from the Draft REDD+ Strategy to be provided by the REDD+ Technical Working Group.
- c) A description of the **potential future impacts**, both positive and negative, deriving from the project(s), activity(-ies), or policy(-ies)/regulation(s) associated with the implementation of the REDD+ strategy options, and the geographic/spatial distribution of these impacts.
- d) A description of the arrangements for implementing the specific project(s), activity(-ies), or policy(-ies)/regulation(s) with a focus on the procedures for (i) screening and assessment of site-specific environmental and social impacts; (ii) the preparation of time-bound action plans for reducing, mitigating, and/or offsetting any adverse impacts; (iii) the monitoring of the implementation of the action plans, including arrangements for public participation in such monitoring.
- e) An analysis of the particular institutional needs within the REDD+ implementation framework for application of the ESMF. This should include a review of the authority and capability of institutions at different administrative levels (e.g. local, district, provincial/regional, and national), and their capacity to manage and monitor ESMF implementation. The analysis should draw mainly from the REDD+ implementation framework of the Draft REDD+ Strategy.
- f) An outline of recommended capacity building actions for the entities responsible for implementing the ESMF.
- g) Requirements for technical assistance to public- and private-sector institutions, communities, and service providers to support implementation of the ESMF.
- h) An outline of the budget for implementing the ESMF.

The final draft ESMF suitable for inclusion in the R-Package will contain specific sections addressing the requirements of applicable UNDP safeguard policies.

6.3.1 Consultation on and disclosure of the ESMF

The generation of a draft ESMF needs to be preceded by the preparation of the ESMF ToR for which inputs are solicited through their public disclosure. In putting together the draft ESMF, extensive stakeholder consultation shall be done, particularly in the critical areas as identified through the prioritization and mapping exercise. The draft document should also be subject to broad stakeholder consultations and inputs. Eventually, a representative sample of communities in the critical areas should be enabled to participate in a public hearing on the ESMF which should be held in a readily accessible community or district capital. Community-based organizations and NGOs operating in these areas should participate in the public hearing, which should also be held in the local dialect widely spoken in the specific area.

Consultation and participation for the SESA will include consultations of the ESMF which should involve community and institutional stakeholders in a manner consistent with Cambodian Law and UNDP safeguard and disclosure policies. Copies of the document should be made available to the public through the websites of REDD+/Cambodia and UNDP; hard copies should also be available at FA and GDANCP offices. Copies should also be sent to relevant public sector institutions, civil society and the private sector to solicit inputs and comments.

7. Schedule and Deliverables

Table 1 below summarizes the main activities, deliverables and schedule for the implementation of the SESA process. Key intersection points with other activities of the REDD+ readiness package are also included.

Table 1: SESA Road Map

Code	Activities	Institution / Organization Responsible	Time	Result Indicator (Deliverable)	Key intersections and comments
1	PREPARATION/SCREENING				
1.1	Refinement of ToR	SESA sub-working group (coordination with the National REDD+ Taskforce)	Month 1	Final ToR	
1.2	Hiring of Consultants				A consortium of local and international consultants is recommended
1.2.1	Request for Proposals	FA (coordination with the National REDD+ Taskforce)	Month 1	Public bid issued	Ensure consistency of timing and deliverables with the RFP for the REDD+ readiness package
1.2.2	Short listing and bid evaluation	FA	Month 5	Evaluation report	
1.2.3	Awarding of contract	FA	Month 6	Signed consultancy contract	
2	SCOPING				
2.1	Gap assessment of R-PP stakeholder analysis	Consultant	Month 7	Progress/inception report submitted to FA/GDANCP	SESA C&P activities should be compatible with NFP and REDD+ Readiness Roadmap
2.2	Refinement of SESA consultation & participation (C&P) activities and formulation of SESA Work Plan				
2.3	Validation of SESA Work Plan				
2.3.1	Organization of National Workshop	SESA sub-WG through the consultants	Months 8 and 9	Invitation and agenda issued	- Includes participation of representatives of forest communities, districts and relevant institutional stakeholders
2.3.2	National workshop and reporting			Workshop report	
2.3.3	Finalization of SESA Work Plan	Consultant		Final SESA Work Plan that includes C&P SESA activities	
2.3.4	Disclosure of SESA Work Plan	FA/GDANCP		- Plan published in REDD+/Cambodia and UNDP websites - Radio	Communication of the Plan at the local level will be coordinated with the C&P Working Group

				announcement of Plan summary			
2.4	Scoping of Key E&S issues						
2.4.1	Gathering and technical validation of available spatial data on - environment and, - social issues	Consultant / FA/ GDANCP	Months 10 -16	Progress report			
2.4.2	Spatial mapping, including community based participatory mapping, of - forest, biodiversity hotspots, river basins, main infrastructure projects - forest dependent communities, activities undertaken in forest areas, use and access rights to forest and land			A GIS data base and progress report that includes maps, case studies and key environmental and social issues		- Key intersection point with preparation of reference scenario	
2.4.3	Case and valuation studies in selected forest areas			Case studies reports			
2.4.4	Report on key environmental and social issues			Report submitted			
2.5	Prioritization of E&S issues						
2.5.1	Review and prioritization by selected communities in critical areas	Consultant / FA/ GDANCP	Months1 7 – 19	Community consultation report		- Key intersection point to coordinate consultations with the REDD+ strategy options	
2.5.2	Regional validation by community representatives			Month 20	Regional validation report		Likely to be workshops
2.5.3	Review and prioritization by institutional stakeholders			Months 21-22	Institutional consultation report		Likely to be focus groups
2.5.4	Institutional stakeholders workshop				Institutional prioritization report		
2.5.5	Report on E&S priorities	Consultant	Month 23	Prioritization report			
3	ASSESSMENT						
3.1	Analysis of REDD+ candidate strategy options vis-à-vis E&S priorities	Consultant / FA/ GDANCP	Months 24 and 25	Progress report			
3.2	Refinement of REDD+ candidate					SESA consultants coordinate with	

	strategy options				REDD+ strategy consultants
3.3	Assessment of other E&S risks associated with refined candidate strategy options				
3.4	Report on candidate REDD+ strategy options	Consultant of REDD+ Strategy	Month 26 – 27	REDD+ Strategy options	- Report and consultation to be carried out by REDD+ strategy consultants
3.5	Stakeholder validation of REDD+ strategy options				
4 REPORTING					
4.1	Preparation and disclosure of ToR for Environmental and Social Management Framework (ESMF)	FA/GDANCP	Month 16 -19	ToR	
4.2	ESMF				
4.2.1	Draft ESMF	Consultant	Months 20-26		
4.2.2	Consultation of Initial Draft ESMF	Consultant	Months 27-29	Draft ESMF report and consultation report	- Coordinate with consultations to validate final REDD+ Strategy - Includes consultation with selected local forests communities and at the regional and national levels
4.3	Final Draft ESMF	Consultant	Month 31	Final draft ESMF	- Input to REDD+ Readiness Package
4.3.1	SESA report	Consultant	Months 32 -33	SESA Report	- Integrates all previous reports including Final Draft ESMF
4.3.2	Disclosure of ESMF	FA/GDANCP/UNDP	Month 33	Publication in relevant websites	Executive summaries sent to District Assemblies

8. Composition of SESA Team

The SESA process will be undertaken by a consortium made up of members of an international consulting company and of a Cambodian consulting company or local NGO. The international company members should lead the SESA's analytical work, have proven experience in applying UNDP safeguard policies and be responsible for the quality control of the whole SESA process. The local company members are expected to lead the consultation and public participation process and contribute to SESA's analytical work.

The minimal technical expertise required for the SESA will include the following:

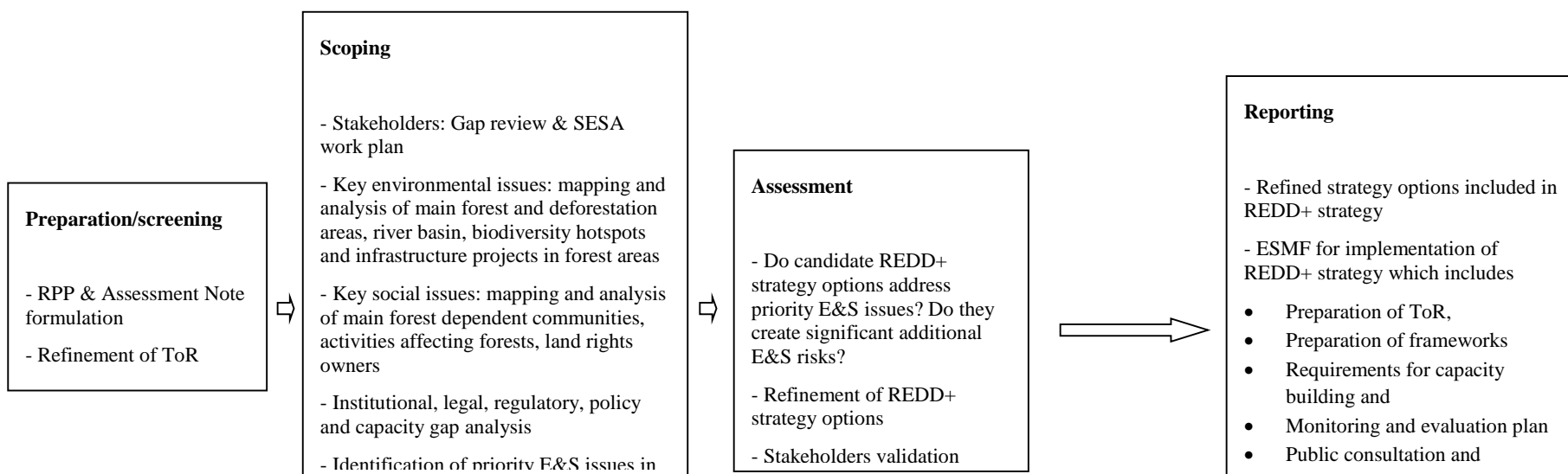
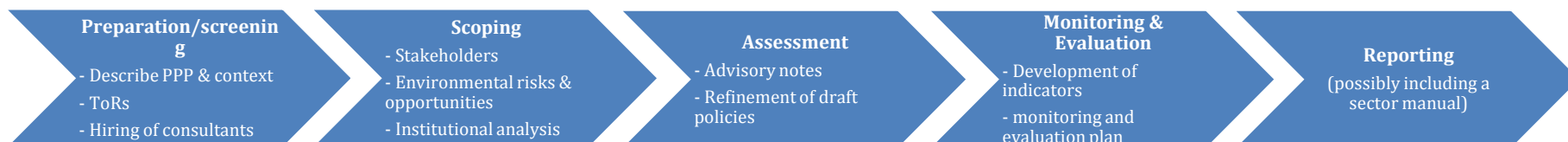
1. **Team leader** should have proven experience in leading sector or national reviews or assessments of public policies or development strategies. At least 15 years experience, of which 10 years are relevant experience in developing countries, is required. This expert should have at least 2 years of experience in Southeast Asian countries. Experience in Cambodia is desirable. S/he must have academic training in natural resources management, environmental or social sciences. Experience in SESA is desirable.
2. **Natural resource/forestry specialist** should have at least 10 years of experience in forest management, including timber and non timber projects. At least two years of experience in forestry projects in Cambodia is required. Knowledge on the legal, regulatory and institutional framework of natural resources in Cambodia including mining and agriculture is desirable.
3. **Social development specialist** should have at least ten years of experience on forest communities and indigenous peoples. Familiarity with participatory rural appraisal and social issues associated with forests in Asia and UNDP social safeguard policies is required. At least three years of experience in Southeast Asia is required; experience in Cambodia is desirable.
4. **Stakeholder engagement specialist** should have at least five years of experience in Cambodia. Proven knowledge of stakeholders at the national, regional and local level on forest and land use in Cambodia is required. S/he may know at least one local language or dialect widely spoken by rural communities in Cambodia.
5. **Environmental Specialist** should be able to cover all environmental issues of the project. S/he may have at least 10 years of experience in environmental assessment in developing countries. Familiarity with environmental issues associated with forests in Asia and UNDP environmental safeguard policies is required. Experience in environmental valuation is desirable. Priority will be given first to experience in Cambodia and then in developing countries.
6. **Mapping specialist** should be able to cover all mapping requirements of the SESA. Experience of at least 5 years and proven experience on mapping and GIS techniques is required.

All members of the team should be fluent in English. Specific technical inputs on legal, infrastructure development projects, gender and environmental and natural resources valuation should be provided by the Consultant as needed.

9. Institutional reporting

The team of Consultants shall work closely with the National REDD+ Taskforce Secretariat, and report to the Taskforce, a high level inter-Ministerial and sectoral body composed of senior official in key line agencies.

Appendix 1: SESA of REDD+ Readiness Cambodia



“SESA approach” for REDD+ Readiness

- Includes environmental and social issues
- Focus on the process (stakeholder involvement)
- Consistency with UNDP environmental and social safeguard policies