



Securing Permanent Forests to Combat Climate Change and Enhance Sustainable National and Local Economies in Cameroon

ANNEX 6B

Environmental and Social Management Plan (ESMP)

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3 List of Acronyms and Abbreviations

E&S	Environmental and Social
ESCOP	Environmental and Social Code of Practice
ESMP	Environmental and Social Management Plan
ESMS	Environmental and Social Management System
ESS	Environmental and Social Standard
FEICOM	Special Fund for Equipment and Inter-council Interventions
FPIC	Free, Prior and Informed Consent
GAAP	Gender Analysis and Action Plan
GCF	Green Climate Fund
IPs	Indigenous Peoples
IPPF	Indigenous Peoples Process Framework
IUCN	International Union for the Conservation of Nature
LC	Local Community
LGA	Legal Gap Analysis
M&E	Monitoring and Evaluation
MINFOF	Ministry of Forests and Wildlife
MINAT	Ministry of Economy, Planning and Regional Development
MINEPDED	Ministry of Environment Nature Protection and Sustainable Development
MINEPIA	Ministry of Livestock and Animal Industries
MRE	Monitoring, Reporting and Evaluation
NAP	National Adaptation Plan
NDC	National Determined Contributions
NGO	Non-Governmental Organisation
NTFPs	Non-Timber Forest Products
ONACC	National Climate Change Observatory
PAPs	Project Affected People
PFAs	Permanent Forest Areas
PMU	Project Management Unit
ROAM	Restoration Opportunities Assessment Methodologies
SOPs	Standard Operating Procedures
UFA	Forest Management Units
VAP	Village Activity Plan
WB ESF	World Bank Environmental and Social Framework
WNP	Waza National Park
WWF	World Wide Fund for Natura

4 Introduction

This document is the Environmental and Social Management Plan (ESMP) for the proposed Project “Securing Permanent Forests to Combat Climate Change and Enhance Sustainable National and Local Economies in Cameroon” (hereafter referred to as “the Project”). The Project objective is to transform land use and forest exploitation practices in and around Permanent Forest Areas (PFAs) into climate-resilient, low-emission and economically viable systems that sustainably generate forest ecosystem goods and services for national and local economies, reduce emissions from deforestation and forest degradation, and strengthen the climate change resilience of forest-dependent communities and ecosystems.

It is therefore designed to bring about a number of environmental, economic and social benefits. This document outlines the environmental and social management commitments that IUCN will implement to avoid or manage potential inadvertent negative impacts and enhance the positive impacts of the project. The Environmental and Social Management Plan (ESMP) describes the main project features relevant for environmental and social (E&S) risk identification and management, and sets out the institutional and legal framework for safeguards implementation in Cameroon to ensure compliance with applicable laws as well as the applicable framework requirements by donors. It establishes the project’s E&S risk management strategy and integrates key components of an Indigenous Peoples’ Process Framework (IPPF). It also introduces the other safeguard instruments to be applied in this project, notably the safeguards-enhanced Restoration Opportunities Assessment Methodologies (SG-ROAM) and the Grievance Mechanism and references safeguards instruments that are not risk related but mandatory for all projects and developed as stand-alone documents: the Stakeholder Engagement Plan (SEP) and the Gender Assessment and Action Plan (GAAP).

Projects funded by the Green Climate Fund (GCF) are required to ensure that appropriate screening and categorization processes are conducted; environmental and social risks and impacts are assessed; meaningful and inclusive stakeholder consultation is conducted; and measures are established to avoid, minimize or mitigate any potential adverse impacts, as well as to compensate for residual impacts. The project is set up in a process-oriented manner where interventions on the ground including restoration activities will only be clarified during or after the conduct of the Restoration Opportunity Assessment Methodology (ROAM) process. For this reason, it has been decided to develop a provisional ESMP that takes on the form of a Framework. The scope and scale of the ESMP, including the safeguard-enhanced ROAM methodology, GAAP and Grievance Mechanism, are proportionate to the nature and scale of the potential risks and impacts of the Project.

The ESMP and appended GAAP, SEP, safeguards-enhanced ROAM methodology, and Grievance Mechanism will be publicly disclosed and demonstrate IUCN’s commitment to being transparent and accountable for the potential project impacts. No personal information/data will be included in these publicly disclosed documents, and any personal data collected for the purpose of the Project and this ESMP, will be stored in a secure manner.

The objectives of the ESMP are to:

- Ensure that the Project operates in compliance with Cameroon’s legal requirements, IUCN’s Environmental and Social Management System (ESMS) policy framework (principles and standards) and procedures, and GCF’s Environmental and Social Policy (2021);
- Establish measures to ensure that the potential negative Environmental and Social (E&S) risks and impacts of the Project are managed appropriately by avoiding, minimising or

mitigating adverse impacts, compensating for residual impacts and where avoidance is not possible, providing for remedy and restoration.

- Ensure that the potential positive environmental and social impacts of the project are enhanced;
- Ensure that the principles of environmental and social sustainability are taken into account; and
- Provide a reference against which future monitoring and evaluation can be undertaken.

5 Project description and Rationale for ESMP

5.1 Project objective, proposed outcomes and key components

The project objective is to transform land use and forest management practices in and around Permanent Forest Areas (PFAs) into climate-resilient, low-emission and economically viable systems that sustainably generate forest ecosystem goods and services for national and local economies, reduce emissions from deforestation and forest degradation, and strengthen the climate change resilience of forest-dependent communities and ecosystems.

It is envisaged that the proposed project outcomes will include:

Outcome 1: Targeted PFAs are managed and restored using climate-smart sustainable forest management practices that reduce deforestation and degradation, increase carbon sequestration, and maintain forest ecosystem services.

Outcome 2: Forest product NTFP value chains are operational, competitive and low-emission, generating stable incomes for local communities while conserving forest resources.

Outcome 3: Stakeholders (communities, local governments, state services, private sector) have the technical, organizational and governance capacities to plan and adopt climate-resilient land-use practices in and around PFAs.

Outcome 4: A robust monitoring, governance and knowledge-driven partnership system guides public and private decisions, secures climate/REDD+ financing, and enables scaling up of resilient, low-emission and economically viable forest management models.

The proposed outcomes will focus on the following principal components. For each of the four components, the Project aims to achieve several outputs (detailed activity descriptions are provided in the FP):

Component 1: Climate-smart sustainable forest management (SFM) and land restoration practices effectively implemented in targeted forest landscapes

Output 1.1 Improved governance systems and management plans for SFM of PFAs

Output 1.2 Increased restoration of degraded lands and forests in and around permanent forest areas

Output 1.3 Enabling environment for green investment strengthen and REDD+ results-based payment instruments improved

Component 2: Value chain development and transformation are operational

Output 2.1: Strengthened non timber forest product (NTFP) Value Chains and Market Linkages

Component 3: Stakeholders' capacities are strengthened on climate-resilient land-use practices

Output 3.1 Improved capacity of stakeholders on the use of enhanced SFM instruments, restoration, and climate-friendly livelihood systems

Component 4: Strong project monitoring and knowledge-driven partnerships

Output 4.1. Project is monitored, evaluated, and audited

Output 4.2. Project results, knowledge, lessons learned, and best practices are consolidated, upscaled and disseminated at the national, sub-regional and local levels

5.2 Project sites

The Project is located in Cameroon, with project sites situated in Dja-Lobéké in South-East Cameroon, Bamboutous Highlands in the West and North- West of the country, and Waza in the Far North of Cameroon. While a detailed socio-ecological context report is available in Annex 3A, a short overview of the three project landscapes is produced below.

5.2.1 Dja-Lobéké

The Dja-Lobéké landscape is located in the South-East of Cameroon (Figure 1) with a total area of 6,537,230.49 ha. It is integrated into an impact area of this project that covers the entire South-East of the country. It is a bimodal forest landscape that includes several categories of permanent forests and represent a total area of 7,540,411 ha, including 5 national parks, 02 wildlife reserves, 01 wildlife sanctuary, 40 communal forests and 83 Forest Management Units (UFAs).

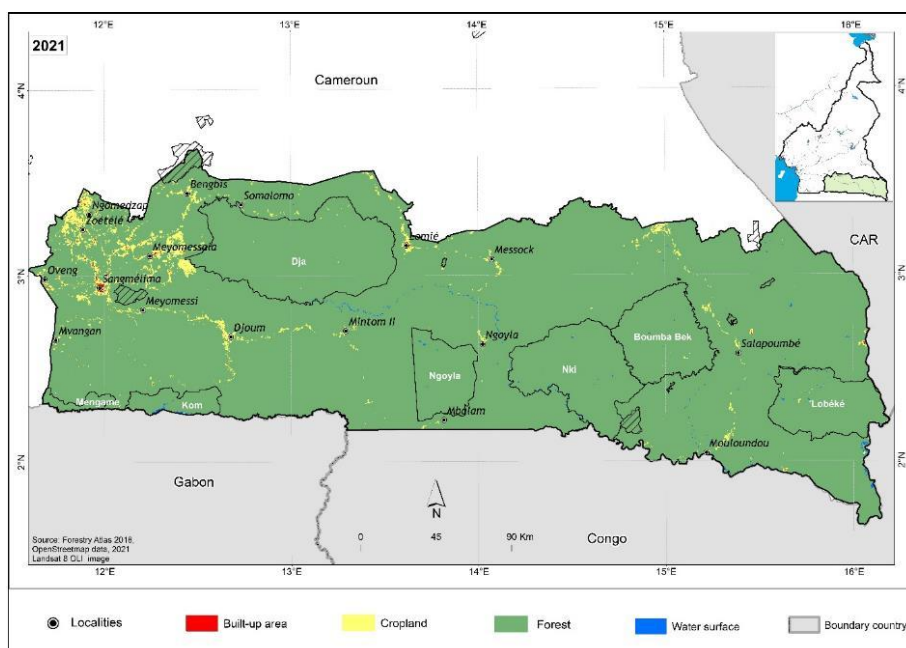


Figure 1: Land cover map of Dja-Lobéké landscape

The human densities of the Dja-Lobéké area (about 1 inhab/km²) are among the lowest in Cameroon. Several ethnic groups are present in the Dja-Lobéké landscape. The Baka pygmies are the main minority ethnic group in the landscape. They occupy nearly 75% of the villages in the landscape and constitute a kind of "transversal" ethnic group. The Bantu, on the other hand, are the majority ethnic group. They are subdivided into ethnic subgroups: Bangando, Mboman, Bimo, etc. The Baka are a nomadic people. But there has been a gradual sedentarization of the Baka in recent decades. The Baka can move and settle in a locality without any resistance from the Bantu as long as the latter know that the Baka do not appropriate land or forests, their movements being motivated by the abundance or scarcity of resources they need. Among the Bantu, gender aspects are taken into account. For example, if a woman from a village is not yet married, she has the same right to land as the men. The choice of land for agriculture is made on the basis of certain indicators relating to soil fertility as well as the presence of specific fruit trees such as cheese trees.

In the Dja-Lobéké landscape, the climate is Guinean equatorial type characterized by the alternation of rainy and dry seasons namely: i) The short rainy season from mid-March to June; ii) The short dry season from June to mid-August; (iii) The heavy rainy season from mid-August to mid-November; (v) The long dry season from mid-November to mid-March. The average annual temperature is 24°C. The relief of the Dja-Lobéké landscape is quite diverse. Its topography presents areas of plains, valleys and hills. It is usually a plateau relief, flat and wavy. It is not very rugged with a slope between 0 and 3%, reflecting a low sensitivity to erosion. The average altitude is 500 to 850 m. Several types of soils are particularly found in the Dja-Lobéké landscape, including red ferralitic soils representing most of the soils in the area. The hydro graphic network of the Dja-Lobéké landscape is very dense and composed of an abundance of rivers which, in some sectors, feed swamps that are sometimes very developed. The Dja-Lobéké landscape consists of several plant formations. There are more than 1000 species with a diameter of more than 10 cm. These plant formations are rich in marketable species and Non-Timber Forest Products (NTFPs).

Table 1: Some NTFPs exploited in the Dja-Lobéké landscape

Common Name	Scientific Name	Common Name	Scientific Name
1. Sapelli	<i>Entandrophragma cylindricum</i>	11. Framiré	<i>Terminaliaivorensis</i>
2. Moabi	<i>Baillonelatosisperma</i>	12. Eyong	<i>Sterculiaoblunga</i>
3. Doussiérouge	<i>Afzeliabipindensis</i>	13. Ebenier	<i>Diopyros crassiflora</i>
4. Ayous	<i>Triplochytonscleroxylon</i>	14. Ilomba	<i>Picnanthus angolensis</i>
5. Sipo	<i>Entandrophragmautile</i>	15. Djangsang	<i>Ricinodendronheudolettii</i>
6. Kosipo	<i>Entandrophragma candolei</i>	16. Kotibé	<i>Nesogordoniapapaverifera</i>
7. Iroko	<i>Chlorophoraexelsa</i>	17. Bubingarouge	<i>Guibourtiademeusei</i>
8. Fraké	<i>Terminalia superba</i>	18. Bosséclair	<i>Guareacedrata</i>

9. Beté	<i>Mansoniaaltissima</i>	19. Dibétou	<i>Lovoatrichilioides</i>
10. Acajou	<i>Khayaspp</i>	20.Tiama	<i>Entandrophragma angolense</i>

Source: Fokabs, 2022

The Dja-Lobéké landscape is endowed with an important fauna richness divided into several categories, including small rodents, chiroptera, insectivores, more than 100 species of mammals including primate species, about 150 species of fish, almost 80% of forest species of butterflies, around 100 species of lepidoptera, more than 500 species of birds; and many species of freshwater shrimp; ungulates, carnivores; reptiles and amphibians.

Several ethnic groups are present in the Dja-Lobéké landscape divided into several localities (villages). For example, the Baka and generally the Bantu are subdivided into ethnic subgroups (Bangando, Mboman, Bimo, etc.). The Baka more specifically, are a "transversal" ethnic group that has spread to nearly 75% of the villages in the landscape. The Baka and Bantu are forest peoples living in common in the Dja-Lobéké landscape. The Baka inherited clan formation from their Bantu neighbours. The Baka have become attached over time to Bantu clans through blood pacts. The signing of the blood pact implied that the Baka family belonged to the clan with which they were making a pact and demanded that this Baka family leave the forest to settle with their new Bantu family. Through this pact the Bantu family becomes "owner" of the Baka family. This explains the usual language "my Baka".

Agriculture is the main activity practiced by the population of the Dja-Lobéké landscape. Agriculture is developed according to the itinerant slash-and-burn technique with the practice of periodic rotation of fallow land. The population mostly practice subsistence agriculture. About 75% of the harvest is dedicated to household consumption and 25% for commercialisation. These proportions vary according to the type of crop. The practice of livestock farming in the Dja-Lobéké landscape has a very low added value. Almost all (95%) of the animals are free ranging and are left wandering. Poorer households own few animals (small livestock and poultry). The wealthiest inhabitants have large herds (30 to 60 goats, sheep; 15 to 30 pigs, poultry, but no cattle) that are more for sale than for household consumption (FEWS NET, 2019). Hunting activity in the Dja-Lobéké landscape is exclusively practiced by men and boys in the forest and around plantations. Hunting takes two forms: controlled hunting and traditional subsistence hunting.

The Dja-Lobéké landscape is traversed by the Dja, Boumba, Ngoko and their tributary networks. It is in these rivers that the populations of this area practice fishing which is a secondary activity. Fishing is practiced intensively in the dry season (December-March and July-August), a period during which canoe travel is less dangerous. It is both a traditional and modern activity: poor households are those who utilize traditional fishing rods using rudimentary fishing rods and the wealthiest households practice quasi-modern fishing insofar as they have a considerable range of fishing tools and even sophisticated equipment. In times of decline and low water, dam fishing (scoop and trap), especially practiced by women and children, is a traditional activity that is very popular. Collection of fish, shrimp, mussels, oysters, crabs, and turtles is almost entirely for consumption, and represents a significant food supplement. The agro-industrial sector in the Dja-Lobéké landscape is dominated by the small-scale artisanal processing of food products. This is the case of the transformation of cassava into couscous and "tapioca".

Two systems of land appropriation prevail in the Dja-Lobéké landscape: the traditional mode of appropriation and the modern mode of appropriation. Although the traditional collective

appropriation of land varies between Bantu and Baka Pygmies, it is fundamentally based on customary law or right of use and remains the dominant mode of land holding.

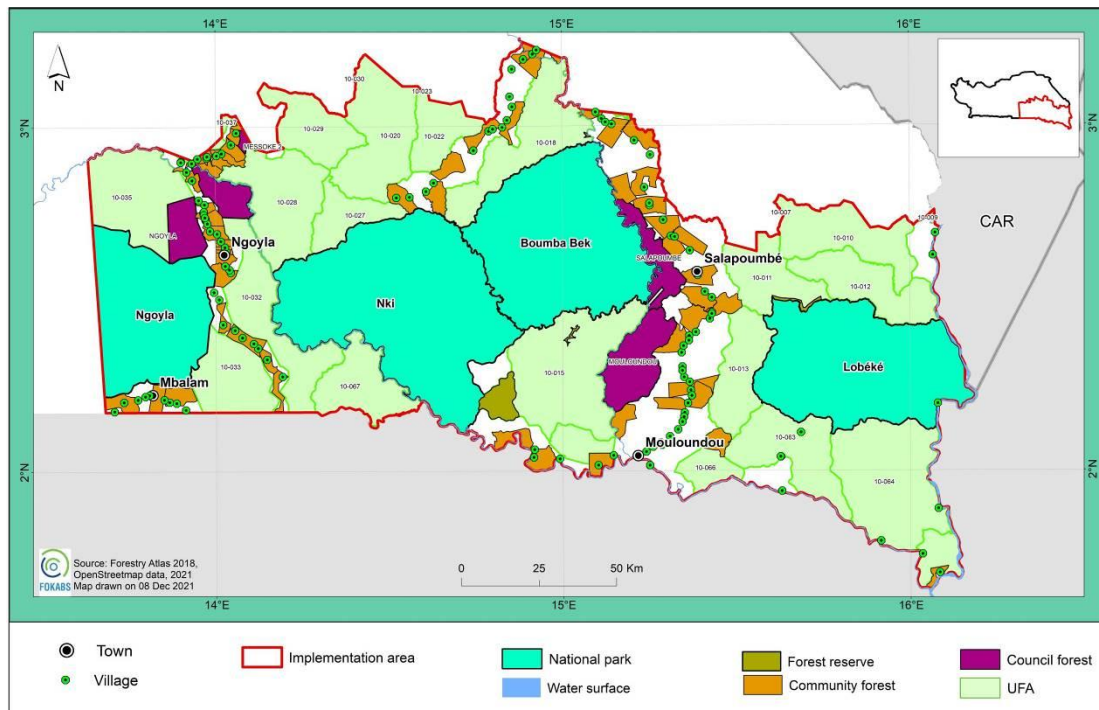


Figure 2: Geographical boundary of the Dja-Lobéké intervention site

5.2.2 Bamboutos Highlands

The Bamboutos landscape extends over 3 regions: South West, North West and West; and covers an area of 704,412.72 ha (Figure 3). The human density of the Bamboutos landscape is about 261 inhabitants/ km² on average. Several ethnic groups are present in the Bamboutos landscape and they are divided into several communities. About 56 communities inhabit and are bordering the Bamboutos Highlands, consisting of the Mbororo (also called Fulani) and the local communities. The Mbororo are essentially pastoralists and are one of the main minority ethnic groups in the landscape. Indeed, the Mbororo community grazes cattle in the area, and herders light bushfires in grazing areas between January and March. This practice, which aims to repel new grass at the beginning of the wet season, is illegal (Decree No. 95/531/PM OF 23 August, 1995). The other communities bordering the Bamboutos Mountains are engaged in forestry, fish farming, poultry, even artisanal, and especially agricultural activities, the main driver of deforestation and degradation in this landscape.

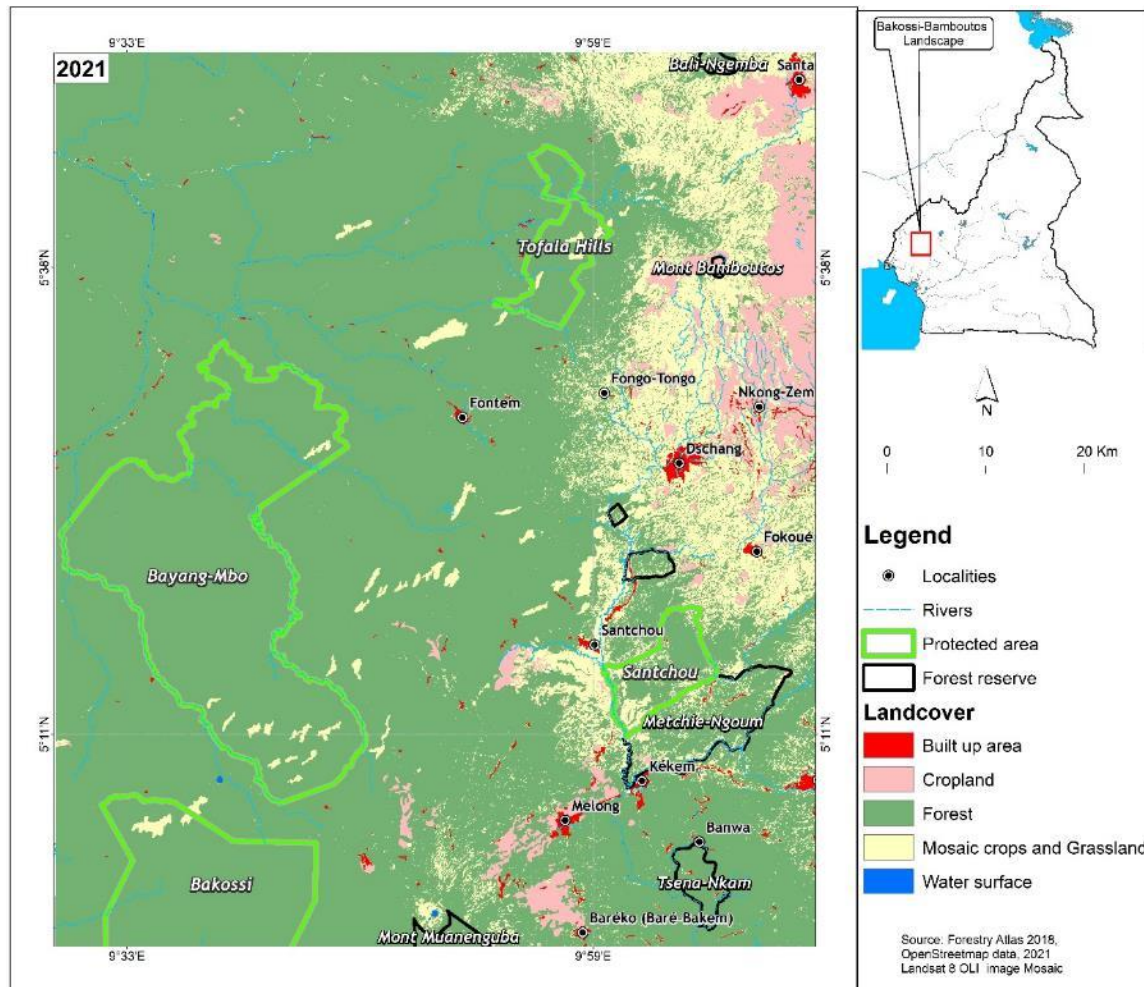


Figure 3: Land cover map of Bamboutos landscape

In the Bamboutos landscape, there is a strong linguistic and socio-cultural diversity. This multicultural and multi-linguistic mix is at the origin of certain mistrusts within the populations. By way of illustration, there is mistrust between Francophones and Anglophones. The Mbororo do not trust the communities on the French-speaking flanks of the Bamboutos Mountains, but are much more inclined to socialize with the communities on the English-speaking side. Communities in the Bamboutos landscape derive their livelihoods from forest resources including water, agriculture, fisheries, aquaculture and other activities based on biological biodiversity, and the exploitation of non-timber forest products and wood resources.

Income-generating activities include agriculture, livestock, fishing, NTFP collection, mining, logging, wood energy, handicrafts and small trade. Unsustainable agricultural practices such as slash and burn cultivation are also present in this landscape. Income-generating activities are carried out throughout the year at certain intervals. Major cultivable food crops include plantain, macabo, taro, yam, groundnut, sweet and irish potato, beans, cassava, maize, etc. Potatoes are grown in mountainous areas and in irrigated lowlands. Tree crops and fruits trees include safout, mango, kolatier, coffees and raffia. The main cash crop is coffee, although production is on the decline due to price fluctuations. Animal husbandry consists of goats, pigs, sheep and cows. Poultry farming is widespread and this area is famous for egg production. Intensive livestock farming is practiced mainly by the Mbororo people. Other animal species raised are sheep, goats, poultry, pigs, guinea pigs, bees, fish, dogs, cats, etc.

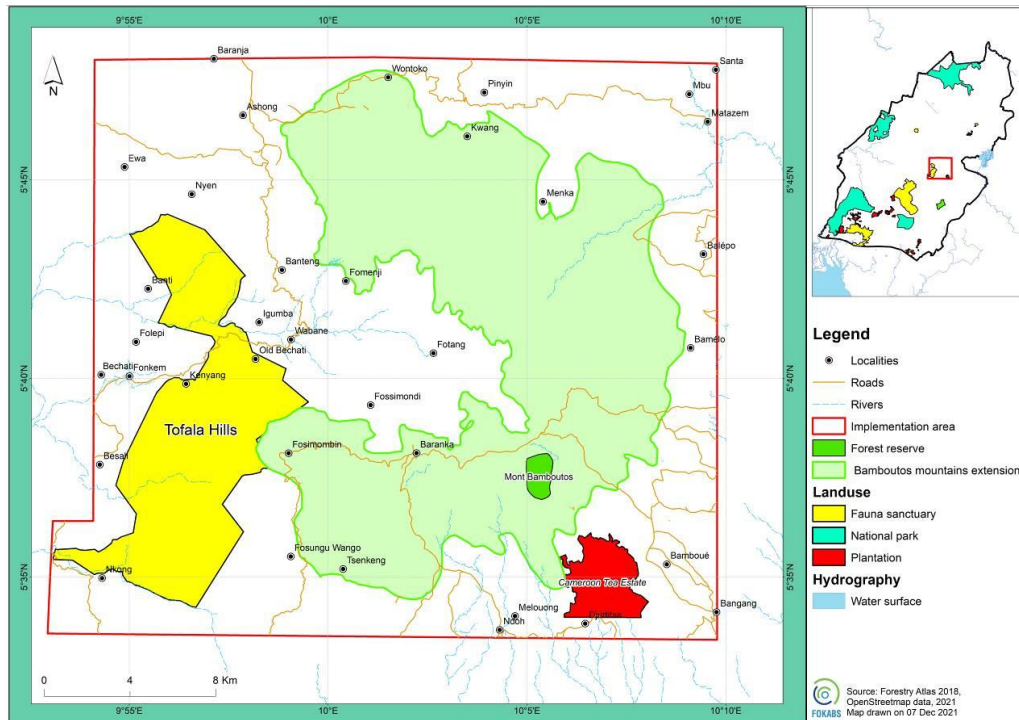


Figure 4: Location of the Bamboutos intervention site (Source: Fokabs, 2022)

The Bamboutos Mountains give rise to many rivers whose volume increases during the rainy period. These include: Metché, Tsdédeng, Matazem, Falifo, Nkoo, Ko'okwalé, Doji, Tousson, Meloung, Maleou, Madjui, To'odza, etc. These rivers are characterized by periods of flooding in the rainy season and periods of low water in the dry season. Low water levels are aggravated by multiple catchments that are estimated in thousands and that are carried out by gravitation and pumping.

The Bamboutos landscape is dominated by a herbaceous savannah (pennisetum, impérata, huparaténia, clotalaria) shrub and also wooded with a dominance of eucalyptus towards the summits, especially in the areas of cultivation and breeding. However, eucalyptus populations have drastically declined, giving way to agriculture. Along the many rivers that originate at the tops of the mountains, there are gallery forests that extend from the top to the foot of the mountains according to the flow route of the waters.

The Bamboutos landscape has two distinct seasons: a rainy season 8 months long (March to November) and a dry season, of 4 months (mid-November to mid-March). Temperatures in the area decrease as we move towards the summits. The minima vary between 12°C and 15°C, the averages between 22°C and 24°C and the maximums between 28°C and 30°C (ITTO, 2014). Rainfall is heaviest towards the peaks, with August and September being the rainiest months with more than 330 mm/month. Towards the foot of the mountains, there is an abundance of fruit trees (avocado, orange, guava, grapefruit, safoutier, mango, lemon, canarium, kolat, lemon ...) and many other wild species in addition to food crops of all kinds. The Bamboutos Mountains in particular have an abundance of eucalyptus which are generally aligned and serve as hedges. Although the eucalyptus population has declined, this dominance is justified by the multiple uses of this silvicultural species, particularly in the delimitation of cultural plots, the materialization of barriers to avoid agro pastoral conflicts, use as windbreaks, use as timber and firewood and many other smaller uses.

The Bamboutos Mountains contain few NTFPs. However, there are a few that are prized in this landscape, including *Raphia* palm wine, black fruit, kola and *Prunus africana*. The

landscape is essentially formed of hills, valleys, plateaus, and lowlands made of more or less marshy plains. The wildlife is that of the savannah consisting of game (hedgehogs, rats, squirrels, monkeys, porcupines, rabbits, deer), birds (partridge, sparrowhawk, owl, sparrows), reptiles and insects (snakes, lizards, centipedes, margouillats, bees, wasps, flies, locusts, termites, earthworms, crickets and other beetles). In terms of road infrastructure, the municipalities of Batcham and Mbouda are the municipalities that have the largest road networks in the peripheral area of the Bamboutos Mountains. Agriculture is the main activity practiced by the population. The agrarian system is characterized by small farms (0.2 to 3 ha), with an average of 1.5 ha. Agriculture is developed according to the itinerant technique of slash-and-burn with the practice of rotation. About 75% of crops cultivated are subsistence and 25% for commercialisation. These proportions vary according to the type of crop (food or rent). There is an intensive and permanent development of the soils. All soils are cultivated, including marginal soils such as mountain pastures and shallows, all year round due to the introduction of water-intensive off-season crops. Eucalyptus serves primarily as border trees for these fields while being a source of lumber.

5.2.3 Waza landscape

The Waza National Park (WNP) extends between latitudes 11° 03' and 11° 30' North and longitudes 14° 28' and 14° 56' East. It is located in the Far North region of Cameroon (Figure 3), in the Waza sub-division, Logone and Chari Department. Its periphery extends into the sub-division of Zina (Department of Logone and Chari) and Pétte (Department of Diamaré). It has been part of the UNESCO Biosphere Reserve sites since 1982. This evolution in status reflects the importance given by international environmental bodies to this protected area on the basis of its specific richness and the benefits of its sustainable management for populations and ecosystems. As far as housing in rural areas is concerned, the dwellings grouped in family concessions (Saré) is very noticeable. There are also hamlets of nomadic and sedentary farmers or herders along the communication routes. In urban centers, especially in Maroua, the density of housing is remarkable with a gradual relaxation of the central core towards the periphery. The Waza landscape is located in the Far North region of Cameroon with a total area of 655,789.50 ha. It is an integral part of an impact zone that covers the entire Sudano-Sahelian zone. This impact zone is a formation of wooded, shrub and grassy savannahs that encompasses several categories of permanent forests representing a total area of 3,506,344 ha, including 9 parks, 2 protection forests, 26 areas of hunting interest and 5 hunting areas managed by the community.

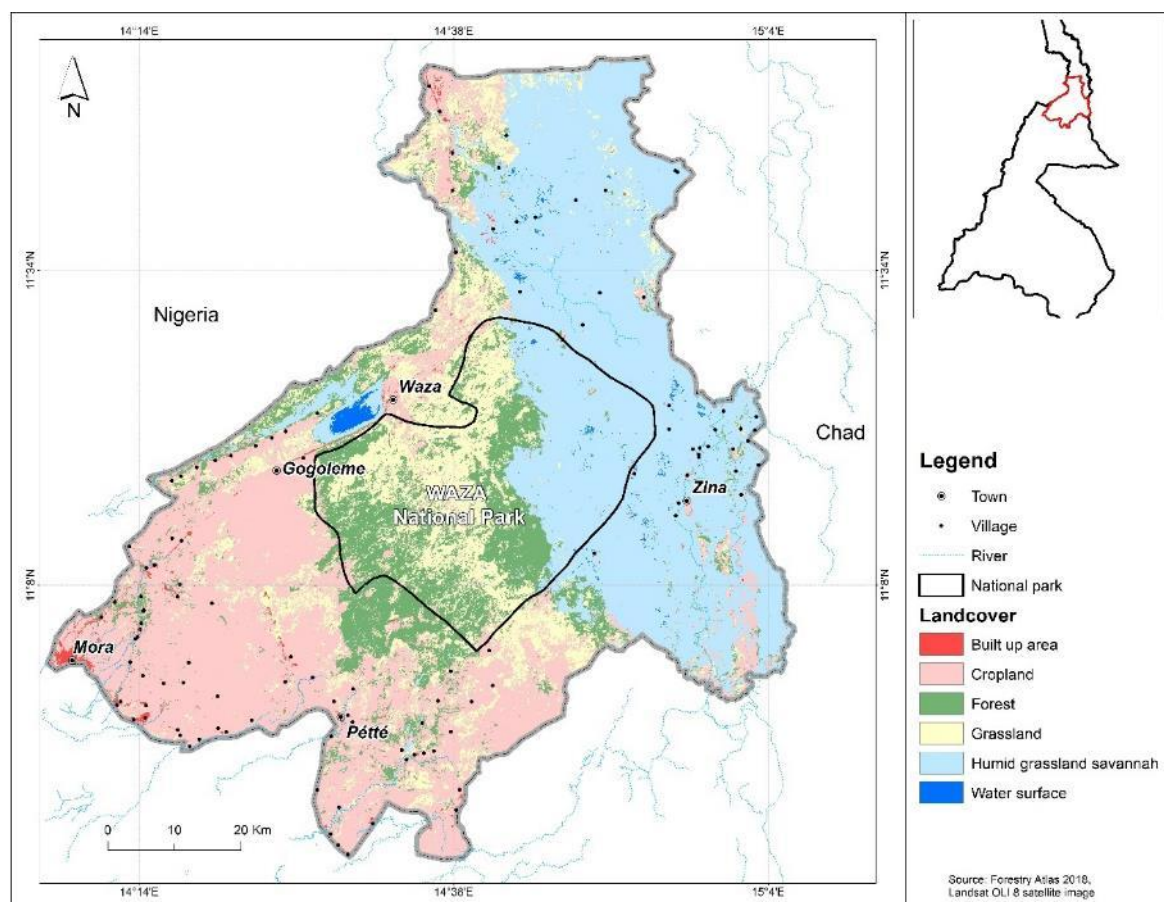


Figure 5: Land cover map of Waza landscape

The human density in the Waza landscape and its peripheral area is about 118.2 inhabitants/km². The Waza area is a "crossroads" locality in the Far North region and it is one of the most populated areas of Cameroon, but also of the Sudano-Sahelian zone. It includes 13 ethnic groups: Kanouri or Bornoi or Sirata, Arab, Kotoko, Mousgoum, Peuhl, Mafa, Toupouti, Moufou, Mada, MOUNGANG, Hausa, Sara and Kera) distributed in forty-eight villages and the city of Waza (MINFOF, 2014). The creation of the protected area has led to the eviction of several villages and camps of fishermen and herders that remained inside the Park, once heavily populated. Only the Baram village remains inside the park. In recent years, due to strong population growth, the population bordering the protected area has increased considerably. In the Waza landscape, the main food crops are: cereals, including rain fed sorghum, millet, muskuwari, maize, cowpea, groundnuts, okra, Guinea sorrel, voandzou, sesame, rice and legumes. The practice of these crops is strongly correlated with rainfall in this area. At the same time, rice cultivation and groundnut cultivation have particularly declined in favour of the emergence of other sectors such as onion, yam, cowpea whose production has doubled in the last decade (Republic of Cameroon, 2021).

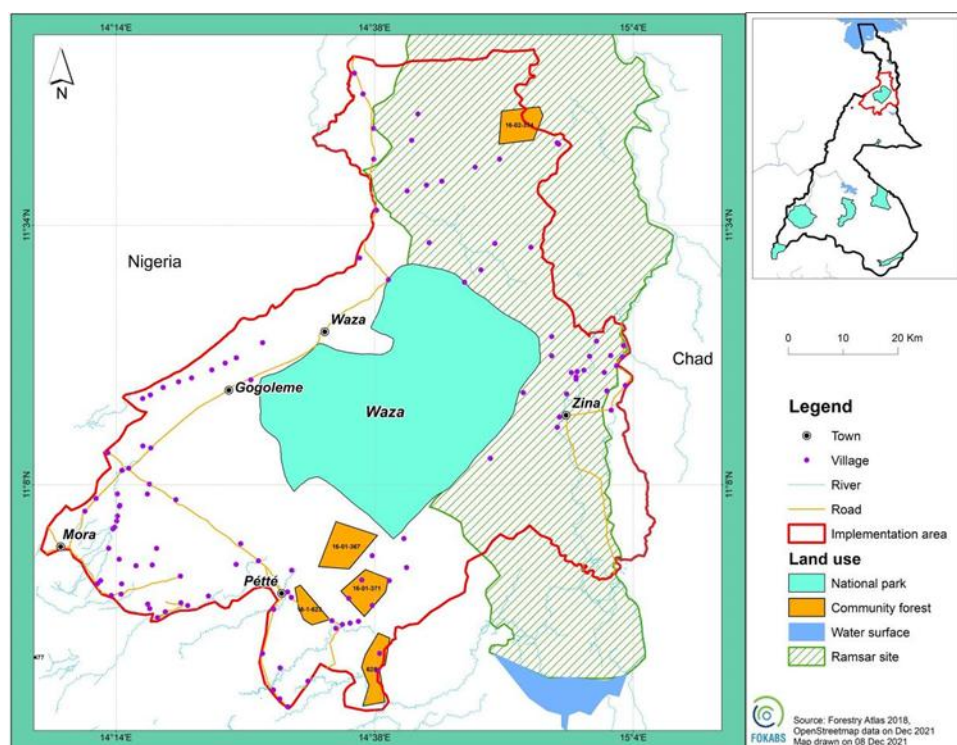


Figure 6: Waza Intervention Site (Source: Fokabs 2022)

In addition, conflicts between farmers, herders and park authorities are recurrent in the region due to population pressure, deforestation and pasture occupation (MINFOF, 2014). As far as pastoralists are concerned, the conflicts stem from the damage caused by cattle seeking grazing in fields with standing crops (FEWS NET, 2019). This situation is also justified by the general transhumance observed in the dry season of cattle herds from the North. In addition, Waza water front communities collect various NTFPs in the park. The main NTFPs collected around the Waza National Park and in the Yaérés include straw (e.g. *Andropogon* sp.) useful for roof covering, making seccos; doum palm leaves (*Hyphenae thebaica*) for making mats, fences, and ropes, etc.; fruits such as jujube (*Zizyphus mauritiana*), wild date (*Balanites aegyptiaca*), tamarind (*Tamarindus indica*) for local consumption; honey, and gum arabic. In addition, gum arabic and honey can boost the local economy. In terms of wildlife, Waza National Park has an exceptional and diverse concentration of wildlife. There are herbivores, carnivores, rodents, primates, insects, reptiles and birds, etc. In addition, the park is full of a large avifauna composed of more than 370 species of birds including more than 71 species of water birds among which about twenty are migratory (Dodman et al. 1996).

5.3 Roles in the execution and oversight of the project

Accredited Entity: As an Accredited Entity, IUCN will administer the transfer of GCF resources to the Republic of Cameroon (RoC) and provide technical and financial oversight, as well as implementation support and quality control. IUCN will oversee the project implementation and be accountable to GCF. IUCN will be responsible for ensuring that appropriate standards are adhered to, including procurement, finance, reporting and monitoring, as well as environmental and social safeguards.

Executing Entities: The project is implemented by two Executing Entities (EEs):

MINFOF: MINFOF represents the Republic of Cameroon (RoC) as a national EE. MINFOF, together with relevant technical units of MINEPDED, contributes to WPAB preparation, technical implementation, monitoring and evaluation, liaison with co-financers, and participation in technical subcommittees.

IUCN: IUCN Cameroon serves as a co-EE, responsible for providing technical and financial support for project implementation. IUCN country office in Cameroon will execute some of the activities and supervise the PMU.

The Project Steering Committee

The Project Steering Committee (PSC) will be established to lead project governance and implementation. It will have the following responsibilities: Provides political decision-makers and relevant stakeholders with the most advanced information on the project's progress, results, and impacts; Provides political and strategic guidelines; Approves the Work Plan and Annual Budget (WPAB); Ensures good inter-institutional coordination; Ensures transparency, accountability, and participation.

Project Management Unit (PMU)

The Project Management Unit will be supervised by IUCN and will operate with guidance from the Project Steering Committee. The PMU will include professional and technically qualified staff selected and recruited through a competitive process following IUCN procedures and presented to the Ministry for non-objection. MINFOF may also appoint a representative to be part of the competitive recruitment panel.

5.4 Project timeframe and budget

- Implementation period: The project will run over a period of 7 years
- Start and end year: 2026- 2033
- Estimated budget as stated in the funding proposal 46 045 635 USD (16 304 936 USD from IUCN and partners and 29 740 699 USD from GCF grant)

5.5 Rationale for ESMP

The project is designed to bring about a number of environmental, economic and social benefits through restoration and sustainable land-use practices. Environmental benefits include, among others, increased carbon sequestration, improved soil conservation, improved biodiversity and biological connectivity through agroforestry and silvopastoral systems, and improved tree cover. Expected social benefits and positive effects on peoples' livelihoods include, among others, enhanced income through productivity gains in agriculture, enhanced economic opportunities through NTFP value chain developments, etc.

Despite these overall positive expected outcomes, potential unintended social and environmental impacts might occur if not carefully managed. The purpose of the ESMP is to serve as guidance for ensuring that potential environmental and social impacts are appropriately managed, in line with the requirements of the IUCN Environmental and Social Management System (ESMS) and with the GCF Safeguard policies. The project executing partners and the project management unit (PMU) will follow this ESMP to ensure

environmental and social risks are identified and appropriately assessed, and management measures are in place prior to the implementation of the relevant project activities.

6 Legal Framework

This section describes the policy, legal, regulatory and administrative framework within which the project takes place and identifies any laws and regulations that pertain to both the project, and environmental and social matters relevant to the project. This includes regulations about environmental and/or social impact assessments to which the project must adhere as well as implementing host country obligations under international law. The section includes national legislation, international law and standards, and a gap analysis between national legislation and international standards.

IUCN is committed to full compliance with Cameroon's legal requirements, and international good practice standards listed below.

6.1 Legal Framework

Cameroon's formal legal system was inherited from its former colonial powers and consists of English common law and French civil law. The Cameroonian Constitution distinguishes between parliamentary power to legislate (*le pouvoir législatif*) and the governmental power to issue rules and regulations (*le pouvoir réglementaire*) for implementation.

The key legislation relevant to the project as well as Environmental and Social Management System include the following:

Ordinance no. 74-2 of 6 July 1974

Land in Cameroon is divided into private state domain and national domain. Per the 1974 land law, all land in Cameroon belongs to the government, however, individual families have customary rights to exploit land, with some gazetting having been done.

Private state domain: Land under this category includes for example protected areas, forest logging concessions, etc. In the private state domain land is reserved for the state, and communities have no right to access that land for private activities.

National domain: All other land is classified as national domain. In the national domain communities can reside and have the right to exploit land, which are usually customary rights. Communities are allowed to carry out construction, agricultural activities, foraging, etc. They also have the right to request land title, which is possible only if they have been exploiting that land since before 1974, i.e. before the passing of the land law. All citizens who can prove that they inhabited and used the land before 1974 can formalize land title. They also have customary rights to continue exploiting the land. In situations where communities have inhabited the land only after 1974 or when they are unable to prove occupation and therefore do not have land title, the land remains under the national domain but communities have the right to exploit it. Once the claim on a piece of national domain land has been verified and approved, the land becomes private property and the government has no further claims to this land. When the land is classified as private property, it can be divided into smaller pieces for

family succession or sold and sub titles can be given. This is applicable within the entire territory.

The carnet agroforestier is a notebook developed by the Ministry of forestry and wildlife to register NTFPs plantations which are established by farmers. This registration gives a legal recognition of private ownership of the NTFPs trees, thereby guaranteeing their legal exploitation in the future. It does not have any implications for land rights but it may be used as proof of valorising land in the case of conflict.

National Development Strategy

The objectives of Cameroon's National Development Strategy (SND 30) are (i) to establish conditions favorable for economic growth and accumulation of national wealth and ensure that the structural changes indispensable for the industrialisation of the country are achieved, (ii) improve the living conditions of the population and their access to basic social services by ensuring significant reduction of unemployment, and (iii) strengthen climate change adaptation and mitigate the effects of climate change, ensure environmental management that assures sustainable and inclusive economic growth, societal development, and improved governance to enhance policy performance toward achieving developmental goals (Republic of Cameroon, 2020).

Cameroon's Nationally Determined Contributions (NDC)

The long-term goal of Cameroon's NDC is to achieve a reduction of 35% of its Green House Gas (GHG) emissions compared to a baseline scenario for the target year (2030). To accomplish this goal, the country plans to implement some of the following fundamental climate change adaption and mitigation strategies (Republic of Cameroon, 2021): (i) Improving productivity and competitiveness; (ii) Sustainable forest management through the exploitation and development of productive forests within the framework of management plans; (iii) Contribution to economic growth and poverty alleviation through the retrocession of part of the tax revenue to communities, job creation, the creation of communal forests in the Permanent Forest Estate (PFE) and community forests in the Non-Permanent Forest Estate (NPFE); (iv) Biodiversity conservation through the reinforcement of the national network of protected areas; (iv) Ensuring coherence in the land tenure system through zoning plans; and (v) Increasing the use of renewable energy in electricity production, especially in areas that are difficult to connect to the electricity grid.

Cameroon's National Adaptation Plan (NAP) for Climate Change

Cameroon's National Adaptation Plan (NAP) for Climate Change addresses the impacts of climate change in the country by proposing acts such as reducing population vulnerability by increasing the resilience and quality of life, as well as increasing adaptive capacity to new opportunities for country development (UNFCCC, 2015). The Plan also demonstrates steps to achieve these goals including improving education on climate change, informing, distributing, and mobilising population on climate change adaptation, increasing population climate resilience to climate change in primary and agroecological sectors, and integrating climate change adaptation in strategies and national policy strategies. Pertaining to the forestry sector directly, the plan proposes better education and research of the positive and negative effects of climate change, installation of a monitoring system for forest fires, implementation of forest health, and support and reinforcement of REDD+ implementation strategies and policies (MINEPDED, 2015).

Cameroon's Country Programme for GCF investment

In November 2017, the Government of Cameroon received from the Green Climate Fund (GCF) resources for its preparatory support program aimed at strengthening the capacity of its Designated National Authority. Cameroon's Country Program for GCF investment was developed to better leverage this funding mechanism, and to help build a low carbon and climate resilient economy (Republic of Cameroon, 2019). It represents the framework of strategic relationship of Cameroon vis-à-vis not only the GCF, but also with the accredited entities intervening in Cameroon. In this country program, a total of 12 priority programs were selected in Cameroon including (Republic of Cameroon, 2019): (i) Securing conservation and sustainable management of forests; (ii) Reducing emissions from deforestation and forest degradation; (iii) Development of integrated and resilient agriculture in response to the effects of climate change; (iv) Reducing the vulnerability of livestock and the fisheries sector to the effects of climate change; (v) Promotion of low-carbon public transport offers and systems in the sector; (vi) Development of energy production from renewable sources; (vii) Promotion of energy efficiency in the industry and infrastructure sector; (viii) Cities resilient to climate change; (ix) Protection of the coastline from the effects of climate change; (x) Establishment of an observation; (xi) Information management and warning system on climate risks in Cameroon; (xii) Forest ecosystems resilient to climate change; and (xiii) Populations, infrastructure, and resilience to climate change.

Forest and Landscape Restoration (FLR) Strategy

Since the institution of the Cameroon's 1994 forest law, the forest sector has witnessed substantial efforts towards sustainable forest management. However, deforestation and land degradation continue to be a principal threat to the forest ecosystems. The Cameroonian government therefore identified environmental protection and ecosystem preservation as key challenges in its national program for economic emergence by 2035. Restoration and sustainable management of forest resources are therefore important to ensure that ecosystems remain functional (MINEPDED-MINFOF, 2019).

Within the framework of the AFRI100 initiative and the Bonn Challenge framework, in 2017, the Republic of Cameroon set a target to restore 12,062,768 hectares of degraded land by 2030. This target is an important contribution to the national development and conservation objectives.

In 2020, the government elaborated a strategic framework for the restoration of forest and degraded lands in Cameroon. The objective of the strategic framework was to map out policy options for a National FLR Strategy (NFLRS). This strategic framework laid out a vision and an operational action plan to achieve the goal of restoring 12 million hectares of degraded forests and landscapes by 2030 (MINEPED-MINFOF, 2020).

REDD+ Strategy

The objective of REDD+ is to use financial incentives and market instruments to mitigate carbon emissions from deforestation and forest degradation and to promote conservation efforts in developing countries (Streck, 2016). In June 2014, Cameroon launched the process of developing its National REDD+ Strategy, which covers the country's five agro-ecological zones (AEZ). Technical documents were developed to present the reference situation and explore efforts needed to reverse the deforestation and forest degradation curve.

National Biodiversity Strategy and Action Plan (NBSAP)

Cameroon as a CBD member state, and given the importance of biodiversity to its economy, to adhering to the provisions of the CBD convention officially validated its first National Biodiversity Strategy and Action Plan (NBSAP) in 2000. After 10 years of implementation,

faced with major evolving trends and emerging issues, including among others, emerging threats from climate change, biophysical changes, and socio-economic pressure with devastating effects on species and their habitats, the strategy became inadequate in stimulating the urgent and dynamic response required on biodiversity issues. In this view, the government decided to revise and update the 2000 NBSAP which served as an important planning instrument for biodiversity.

Forest Law Enforcement Governance and Trade (FLEGT)

The Forest Law Enforcement, Governance and Trade (FLEGT) is a European Union program aimed at reducing illegal logging by strengthening sustainable and legal forest management, improving governance, and promoting trade in legally produced timber. It works through Voluntary Partnership Agreements (VPAs), which are legally binding trade agreements between the European Union (EU) and a timber-producing country outside the EU. The purpose of the VPA is to make sure that timber and timber products exported to EU are legally sourced. It also aims at stopping illegal logging in timber-exporting countries by improving regulations and governance of the forest sector¹.

On May 6th, 2010, the Government of Cameroon and the European Union concluded negotiations of the FLEGT Voluntary Partnership Agreement. The aim of this agreement with the Cameroon was to strengthen forest governance, promote Cameroonian timber products, and improve the country's competitiveness in the international marketplace. The VPA also considered strengthening the capacity of Cameroonian forest stakeholders and encouraging investment in sustainable management of forests (EU, 2010). It provided the necessary framework of legislation, systems and controls and verification procedures to ensure that all timber imports from Cameroon into the EU market are legally acquired, harvested, transported, and exported. This is shown through the FLEGT license issued for each shipment.

1994 Forestry Law

Cameroon undertook a several reforms to protect its environment since the 1992 UN conference on Environment and Development in Rio, which were influenced among other factors by the outcome of the Rio conference on the importance of the rainforest (Ndombe, 2019). In addition, the dwindling revenues from the oil and agriculture sectors resulted in the government seeking alternative income sources, in a period when timber demonstrated a steady increase in terms of contribution to the GDP (increase from 3.5% in 1989 to 12% of GDP in 2000). Taking all these into consideration the Cameroon National Assembly adopted the Forestry Law in 1994 with the aim of achieving the following:

- Rationalising the use of forest land;
- Enabling communities including indigenous people to benefit more significantly from their right to use forest resources;
- Allocating harvesting rights with greater transparency and efficiency;
- Supporting sustainable forest management; and
- Reforming the forestry and wildlife taxation system.

The law divided forests into permanent and non-permanent forests as shown in the diagram below. A key innovation in the development of the 1994 law, considering the concept of deforestation, was the division of the forest into two categories (article 20): The first category involves the permanent Forest Estate- which comprises lands that are used solely for forestry and/or as a wildlife habitat” and cover at least 30% of the country's national territory and need

¹ <https://www.wwf.org.la/projects/flegt/>

to consider the country's ecological diversity. It also includes strict ecological reserves, flora reserves, protection forests, recreational forests, research and teaching forests, production forests, reforestation areas and botanic areas. The second category involves the Non-Permanent Forest Estate which comprise forest lands that may be used for other purposes than forestry" as well community forestry (Ndombe, 2019). The forestry law embodied accepted development and environmental concepts including inter alia the involvement of NGOs, indigenous people, the private sector, village communities and other stakeholders, recognizing the rights of indigenous people and calls for the introduction of pre-emptive rights over community forest (FAO, 2002).

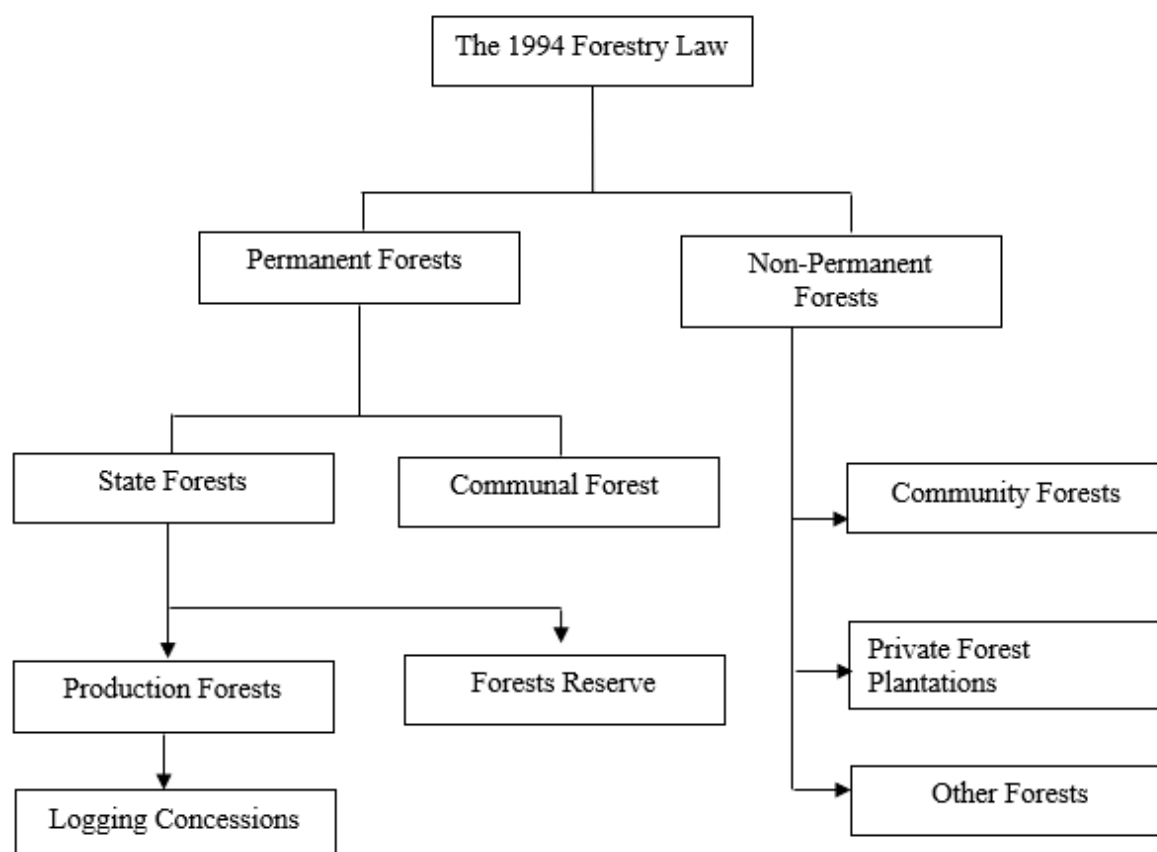


Figure 8: Forest tenure in Cameroon as per the 1994 forestry law

Decree No. 95/531/PM of 23 August 1995

Laid down the procedures for implementing the Forests System. It defines the different forest sub classes and highlights nature and biodiversity protection. It provides clarity on the 2 forest domains and provides orientation on forest use, inventory, and operational arrangements.

The 1996 National Environmental Management Plan and the Environmental Management Framework Law

The overall objective of the Plan was to develop policies, strategies and actions for environmental protection and the rational management of resources to contribute to sustainable development with 5 priority areas:

- Participatory land use management;
- Sustainable management of natural resources;
- Restoration of degraded land and improvement of soil fertility;

- Capacity building; and
- Concerted management of shared resources at the sub-regional level.

Decree No 95/678/PM of 18 December 1995 Establishing an indicative framework of land use in southern forest areas.

Under the first national inventory carried out with the support of Canadian Cooperation between 1984 and 1987; this Decree provides Standards of different types of forest inventories for management, operations, recognition, and pre-investments.

ESIA and EIA legislation

In Cameroon Environmental and Social study is required by national legislation. Three pieces of legislations govern EIA in Cameroon namely Decree No. 2005/0577/PM of the Prime Minister of the Republic of Cameroon which enacts the process and procedural framework governing EIA in Cameroon, Ministerial Order No. 0069/MINEP which prescribes the different categories of projects that would require an EIA and Law N° 96/12 of 05 August 1996 that lays down the general legal framework for environmental management in Cameroon including ESIA Cameroon. According to Ministerial Order No. 0069/MINEP this project requires an EIA.

Other laws relevant to the project include:

- **National Gender Laws and Conventions**

Cameroon has made key strides toward gender equality and women's empowerment through major international commitments, including the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Beijing Declaration and Platform for Action, the Declaration of Heads of State and Government of the African Union on Equality Between Women and Men, and the Sustainable Development Goals. However, though these international and regional commitments take precedence over Cameroon's national laws, customs, and traditions, the preference for customary laws remains, and means that discrimination against women continues in Cameroon, especially in rural areas. Further, the Preamble of the Constitution of Cameroon includes several provisions that enshrine gender equality. But many questions about ending inequalities faced by women continue to linger, such as the recognition of rape between husband and wife, protection for unemployed women, pension for widows, the continuation of child marriage, breast ironing, and other issues.

The project will contribute to the objectives of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Sustainable Development Goals (SDGs). The CEDAW, adopted in 1979 by the UN General Assembly and ratified by Cameroon, provides the basis for realizing equality between women and men through ensuring women's equal access to, and equal opportunities in, political and public life as well as education, health and employment. On the other hand, the Objective 5 of the SDGs aims to end all forms of discrimination against women and girls worldwide.

Cameroon has made substantial advances in gender equality over the last two decades. Institutional advances include the creation of the Ministry of Women's Empowerment and the Family, geared at reducing poverty among urban and rural women in the country. Cameroon has acknowledged a number of international women's rights commitments. Cameroon has ratified and/or signed many key international conventions, treaties and plans of actions on gender equality, women's empowerment and human rights, including the UN Declaration on Human Rights; The Convention on the Elimination of All Forms of Discrimination against Women; The International Covenant on Economic, Social and Cultural Rights. There are other national policies, laws and legislation frameworks which also support gender equality and

women's empowerment in Cameroon. This includes the 1994 Forestry Law, the Forest and Landscape Restoration (FLR) Strategy, the REDD+ Strategy and National Biodiversity Strategic Action Plan (NBSAP).

Divorce and Early and Forced Child Marriage²

The Cameroon Penal Code was updated in 2016 and now gives equal rights to men and women to sue for divorce. In practice, however, the courts are dominated by men, who may undermine gender considerations, such as lengthening proceedings and making the process unaffordable for women. The penal code also criminalizes early and forced child marriage and demands consent as a condition of marriage, and advises that consent cannot be obtained by force. However, the Cameroon Civil Status Registration Ordinance allows the marriage of girls under the age of 15 if for "serious reasons a waiver has been granted by the president of the Republic." There is also an urgent need to enact the draft Child Protection Code and Family Planning Code, which stipulates the age of marriage for girls as 18 years old and establishes other protections for women and girls. These laws, though enacted, are published mostly in French and sometimes in English, though many of these most affected women speak neither of these languages.

Education

Education is one of the most important means of empowering women with the knowledge, skills, and self-confidence necessary to participate fully in the development process. However, though the Cameroonian Penal Code penalises families that have the financial means to send children to school but do not, there is no tracking mechanism for girls who are in school. Further, there is no scheme to support girls who cannot afford secondary education. With more than 65.4% of the rural population living below the National Poverty Line, there is a need for the Government of Cameroon to prioritize a swift, effective transition of students to the secondary level of school, in addition to ensuring universal access to primary education for all, with a particular emphasis on rural areas, where child marriage is prevalent.

Legal Support

With regard to legal support for women, Cameroonian law recognizes the right to legal assistance for all unemployed persons who lack resources, or those abandoned by their spouses. The Ministry of Women's Empowerment and the Family focuses mostly on women in urban and semi-urban towns, where they have offices, and disregards rural women, who form the bulk of women with limited financial means. The rule of law and implementation of policies is moving Cameroon in the right direction and toward ending inequality against women. However, there must be an improvement in awareness and accountability. Laws must be understood at the local level and accompanied by meaningful rural programs to ensure that we don't leave rural women behind.

6.1.1 FPIC

In addition to national laws, Cameroon officially adheres to a number of international covenants and charters that call for the respect of FPIC principles, including the International Covenant on Economic, Social and Cultural Rights 1976, 58 the African Charter on Human and Peoples' Rights 1981, 59 the Rio Convention 1992, 60 and the Convention on Biological Diversity 1992.⁶¹

Cameroon is not signatory to ILO 169, but:

² [Ending Inequality Against Women in Cameroon | unfoundation.org](https://www.unfoundation.org/en/ending-inequality/against-women-in-cameroon)

“However, two groups - the Mbororo pastoralists and the so-called "Pygmy" groups, which include Baka, Bakola, Bagyeli and Bedzang, have officially completed the process of self-identification as indigenous, as their cultures and lifestyles differ significantly from those of the dominant society, and the survival of their traditional lifestyles depends largely on their rights and access to customary land and natural resources. The African Commission on Human and Peoples' Rights has recognized these groups as indigenous.”

6.2 International requirements

6.2.1 IUCN ESMS

The IUCN ESMS, including the four key Standards, and the ESMS principles, will apply to this project. IUCN's mission is “to influence, encourage and assist societies throughout the world to conserve the integrity and diversity of nature and to ensure that any use of natural resources is equitable and ecologically sustainable.” IUCN projects aim to achieve positive conservation and social outcomes, including benefits for forest dependent communities that depend on natural resources. However, unwanted negative impacts on the environment or on local communities may occur. Within the context of its mission, IUCN intends to ensure that appropriate measures are taken to avoid or minimise negative environmental and social impacts while stimulating positive impacts.

To put this intention into practice, IUCN has established an Environmental and Social Management System (ESMS) as an intrinsic part of IUCN's project cycle. It provides systematic steps and operational tools for managing the environmental and social performance of projects implemented or supported by IUCN. The system allows IUCN to screen potential projects for negative environmental or social impacts and develop suitable measures to avoid, minimise, or compensate for these impacts. It also ensures that the implementation and effectiveness of mitigation measures are monitored and that any impacts arising during execution of the project are addressed.

The ESMS is guided by eight overarching principles and four standards that reflect key environmental and social areas and issues that are at the heart of IUCN's conservation approach. The four Standards are published as stand-alone documents, the principles as well as the ESMS review procedures are described in the ESMS Manual³. The latter also depicts the institutional and operational arrangements including the ESMS Grievance Mechanism.

³ All ESMS system documents are available through the Union Portal at www.iucn.org/esms .

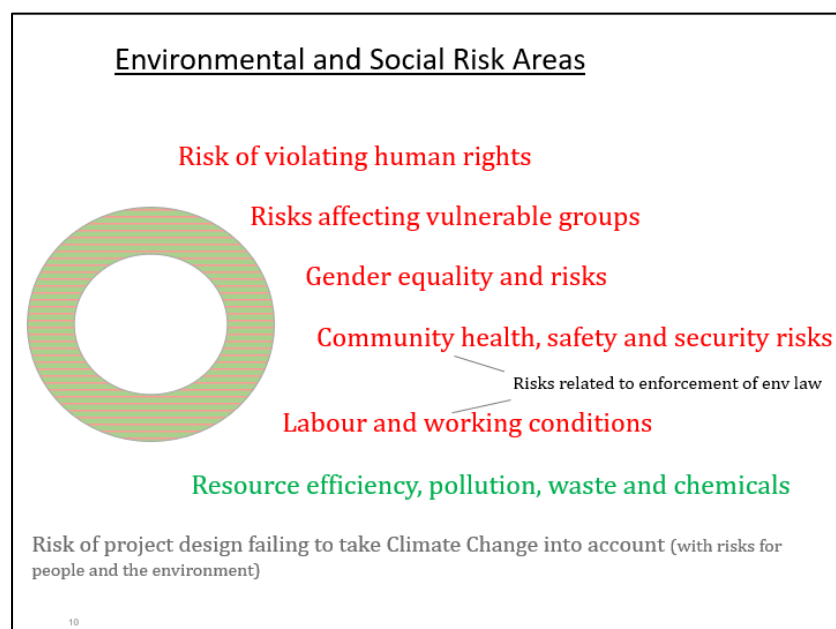
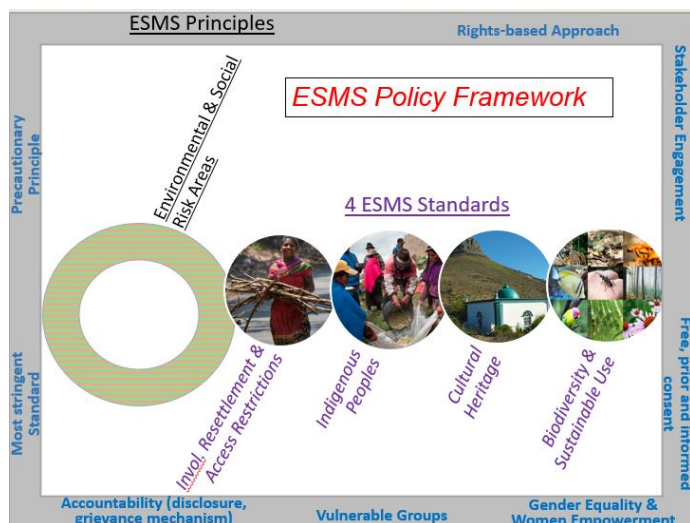


Figure 9: IUCN ESMS Standards, Principles and Risk Areas

6.2.2 Safeguards framework of the GCF

The project will also align with the safeguard requirements of the Green Climate Fund. With IUCN being an accredited agency to the GCF, the ESMS has been rigorously examined by GCF and found compliant with the entities' relevant policies.

6.3 Gap analysis

The project conducted a gap analysis, reviewing Cameroonian legislation against IUCN and GCF safeguard policies, and concluded that there were potential gaps as listed below. These gaps are addressed by the ESMP.

Gaps	Gap closure
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While there is legislation on Environmental Impact Assessments (2005), there is no specific provision for social impact assessments of environmental projects, and no provision for collection of adequate socioeconomic information prior to such impact assessments	The project has been screened per IUCN's ESMS policy and was rated moderate risk. The screening identified several social risks and called for a social impact assessment (SIA). Hence a landscape-level SIA was carried out.
Public consultation processes rarely translate materials or communications into local languages, reducing public participation, and timings of consultations are often at the discretion of the project proponent, rather than the public.	The project safeguards plans, and particularly the Grievance Mechanism, explicitly state the translation of communications into local languages as a requirement. Stakeholder engagement will also be maximized by ensuring that they are conducted at times and locations suitable to participants.
There can be potential for coercion during some forms of public consultation	IUCN's ESMS policy explicitly forbids the use of force or coercion in any project activity.
There is no legal requirement for Protected Areas or forest concession holders to operate a Grievance Mechanism for affected communities;	A project-level grievance mechanism is in place
No legal requirement to identify impacts on cultural heritage	IUCN's ESMS has a Standard on cultural heritage which has been triggered during screening. A Chance Find Procedure is therefore in place.
No legislation on Free, Prior and Informed Consent (FPIC) (although national guidelines exist);	IUCN's ESMS has specific provisions on FPIC relating to indigenous peoples and the use traditional knowledge
No legal requirement to compensate people for economic displacement related to PFAs, including loss of access to natural resources (legal or illegal use).	Access Restriction Mitigation Plans will be drawn up for each site where access restrictions may be enforced by the project

7 Risk Management Strategy

7.1 ESMS responsibilities

The PMU Secretariat has overall responsibility for operationalising the ESMS. Operationalisation of the ESMS will be ensured by the Project ESMS Officer who will be part of the PMU (Project Management Unit) and will coordinate day-to-day implementation of the ESMP, safeguards-enhanced ROAM, the stakeholder engagement plan and the Gender Action Plan (GAP), as well as receive and handle grievances. In that role, the ESMS Officer will guide the ESMS review procedures once activities are further defined and ensure that potential risks and impacts are appropriately assessed by measures as described in the ESMP Matrix. This officer will work with the Executing Entities (EE), in particular MINFOF as lead EE as well as project implementation partners and service providers to ensure a common understanding of the ESMP and the other safeguard plans, and compliance with the IUCN ESMS and GCF safeguard policies.

As accredited entity of the project, IUCN will be responsible for supervising and assuring quality of the overall implementation of this Environmental and Social Management Plan (ESMP), and the associated safeguard plans. This oversight responsibility will rest with the Regional ESMS Specialist based in the IUCN West and Central Africa Regional office, with high-level direction from the ESMS Coordinator who is part of the IUCN – Multilateral Finance Unit (MFU).

7.2 Project Affected People (PAPs)

In general terms, all people living within the identified Project Areas of any of the project activities are defined as Affected Communities in this project.

Prior to the application of ROAM and the identification of restoration sites it is not possible to define Project Affected Peoples (PAPs) more precisely. Following best practice, Project Affected Peoples will include persons with formal legal rights to land or assets, persons who do not have formal rights to land or assets, but who have a recognised or recognisable claim under national law or international regulation (such as UNDRIP or ILO 169), and finally, persons who have no recognisable legal right or claim to the land or assets they occupy or use. For example, this latter group will include any local communities or Indigenous Peoples residing within, or using natural resources within, a Permanent Forest Area, even if it is deemed illegal.

Vulnerable groups

Vulnerable groups identified in all three sites included handicapped people, elderly people, widows, and internally displaced people. Project activities were not perceived as disproportionately affecting their daily lives or discriminating against these groups.

Specifically: **Bamboutous**: vulnerable groups were mainly handicapped, elderly people, widows and internally displaced people. Project activities are generally perceived not to interfere with their daily activities. **Ngoyla-Lobeke** The vulnerable groups were mainly handicap people, elderly people and widows. Project is perceived to help vulnerable groups increase their adaptive capacities directly through their involvement or indirectly through the involvement of the relatives whom they depend on. **Waza** The vulnerable groups were mainly the handicaps, elderly people and widows.

Chapter 9 of the ESIA describes findings regarding vulnerable groups in the three landscapes as well as potential impacts of the project on these groups.

7.3 Project safeguard documents

Safeguard-relevant activities of the project can be broadly categorized into:

- i) Improved governance systems and management plans for Sustainable Forest Management (SFM) of Permanent Forest Areas (PFA) as well as actual restoration activities focusing on forest reserves, degraded park areas including buffer zones, community forests, council forests and agricultural land (outcome 1), and
- ii) Activities to develop NTFP value chains and pilot sustainable financing instruments to channel investments into FLR and value-chain expansion .

As explained above and also described further in the following sections, the project is set up in a process-oriented way where site selection for interventions on the ground including restoration activities, but also economic activities promoted through market-based and financial instruments will only be decided during or after the conduct of the Restoration Opportunity Assessment Methodology (ROAM) process. Project design is therefore, necessarily high-level at this stage, with sites and activities for restoration described at a national and regional level. For example, while three landscapes have been identified for restoration activities, these landscapes are vast, with different habitats, communities and

weather conditions. Therefore, local scale risks are impossible to identify at this stage. The environmental and social impact assessment (ESIA) conducted during project preparation is therefore also high-level, describing the potential risks and impacts at this scale as is the ESMP developed on the basis of the ESIA.

The safeguards-enhanced ROAM (Annex 6C) addresses all restoration-related activities, and lays out the methodology for the identification of E&S risks during the ROAM process and the development of risk management measures. It also details the scale (district/sub-district, etc) at which site-specific ESMPs may be drawn up to ensure that E&S risks of restoration activities are appropriately managed. It will also provide guidance on what these site-level ESMPs should contain including generic mitigation measures.

In component 2 the project envisages strengthening NTFP value chains and working with financial institutions in Cameroon to pilot sustainable financing mechanisms to channel investment into FLR and value-chain expansion. The work on value chains includes support for establishment or upgrading of small-scale processing, packaging and storage facilities which is safeguard-relevant but as the selection of value chains will be made during project implementation following stakeholder consultation and market engagement, they cannot be assessed on E&S risks at this stage. The ESMP therefore provides high level guidance at this stage for this category of activities.

The piloting of sustainable financing mechanism is safeguard relevant, but potential E&S impacts and risk will only materialize once such mechanism is designed and implemented and funds restoration interventions or value chain expansion. The ESMP therefore only includes high-level guidance on E&S risk identification, assessment and management to be taken into consideration when developing such mechanisms.

This ESMP makes reference to a number of safeguard documents annexed to this proposal. that were produced during project preparation. The full list of safeguards-related documents alongside their purpose is presented below:

1. **Annex 3A: General socio-economic context:** This document introduces the overall socio-economic context in Cameroon as well as in the three project sites identified. It describes the various communities that inhabit the project sites as well as those that use or are dependent upon resources available in the project sites. It includes a description of indigenous populations in the project area and their livelihood conditions. As such, it sets the basis for understanding potential impacts of the project on local populations.
2. **Annex 6A: Environmental and social impact assessment (ESIA):** The ESIA was commissioned following the project screening and provides further social baseline (from a risk perspective) as well as results of an environmental and social impact assessment process conducted during project preparation. The assessment was done at the level of the pre-selected landscapes, identifies potential positive and negative impacts of project activities and provides the first data for the design of mitigation measures. As the actual restoration intervention sites will only be selected through the ROAM process, the results of the ESIA need to be considered high-level only. They will be further deepened by applying the guidance described in the safeguards-enhanced ROAM (see below).
3. **Annex 6C: Safeguards-enhanced ROAM:** The project will use the Restoration Opportunity Assessment Methodology (ROAM) to identify areas suitable for restoration. The safeguard-enhanced ROAM presented as Annex 6C has been designed as a stand-alone safeguards document for the project to provide guidance on assessing risks and impacts of the restoration-related activities, developing mitigation measures and building further safeguards features into the existing ROAM methodology. It provides guidance to

ensure compliance with the ESMS Indigenous Peoples Standard as well as IUCN stakeholder engagement policy. Hence restoration-related risk management is not covered under this ESMP.

4. **Annex 7: Stakeholder engagement plan:** This high-level stakeholder engagement plan lists all the potential stakeholders who are expected to influence or be influenced by the project. This document is necessarily high-level as it approaches the stakeholders at a national and regional and landscape level. When granular site selection takes place during project implementation, the SEP will be amended to also list actual populations or organizations who will be engaged in project activities.
5. **Annex 8: Gender analysis and action plan:** This plan focuses on the impacts of the project on women, girls and non-binary people who may be resident in or impacted by the project activities. The analysis is based on field data as well as data collected during the preparation of the ESIA. The action plan proposes measures for equitable inclusion of women in the project activities to ensure that the project is gender-responsive. Similar to the SEP, the GAAP will also be updated with greater detail once granular scale sites have been identified.
6. **Annex 22D: Vulnerability Analysis:** This report assesses the vulnerability of the landscapes as well as populations to climate change, assessing the impacts of a 'no project' scenario as well as describing how key sectors of the economy are vulnerable to climate change. Such populations and ecosystems may require particular care and attention as they may be disproportionately negatively impacted by project activities due to their high sensitivity.
7. **Annex 25: Grievance Mechanism:** The project-level grievance mechanism lays out the overarching principles and requirements for grievance redressal mechanisms to be set up for the project. While a project-level grievance mechanism will be set up immediately upon project approval, the document describes how local-scale grievance collection channels should be set up, lays out the roles and responsibilities for responding to grievances, and makes recommendations on budget allocations. Grievance mechanisms will also be set up at district or sub-district levels, based on site-specific needs.

7.4 Environmental and Social Management Plan Matrix

This chapter describes the strategy for managing the E&S risks and impacts identified during the project preparation phase. Owing to the provisional nature of this ESMP, the risk management strategy will be further detailed once the project activities have been fine-tuned in line with an update of the other Safeguard Plans.

The Environmental and Social Management Plan Matrix presented on the following pages depicts the ESMS risks identified during project preparation and screening. The table is structured by first presenting risks and impacts related to the four ESMS Standards - on Involuntary Resettlement and Access Restrictions, on Indigenous Peoples, on Cultural Heritage and on Biodiversity and Sustainable Use of Natural Resources. It is followed by depicting risk and impacts related to the six ESMS risk areas - Adverse gender-related impacts (including gender-based violence), Risks of affecting vulnerable groups, Risks of undermining human rights, Community health, safety and security risks, Labour and working conditions and Resource efficiency, pollution, wastes, chemicals and GHG emissions.

The matrix includes indicative mitigation measures for the identified risks and impacts and, where relevant, also guidance on further assessments. While it presents an overview of all identified risks and impacts, the last column providing guidance on risk assessment and management will emphasize in particular those activities not covered by the safeguard-enhanced ROAM (in the following referred to as SG-ROAM).

Risks related to conflict and fragility due to external security or political events are described in the Conflict Sensitivity Analysis.

Table 2: Environmental and Social Management Plan Matrix

Standard on Involuntary Resettlement and Access Restrictions: The project does not involve any physical displacement, however, some activities may impose access restrictions. This may lead to economic displacement in the villages inside and surrounding the PFAs, potentially resulting in negative impacts on the residents' livelihoods.		
Outputs, activities and sub-activities (SA) triggering the Standard/risk area	Main risks and impacts	Assessment and management of risks
A1.1.1: Integrate climate mitigation and adaptation into the guidelines for improving protected areas (PA) management plans SA5. Revision of the strategic axes of PA management plan by integrating the adaptation options A1.1.2: Develop guidelines for preparing and implementing 03 production forests management plans including the integration of climate change mitigation and adaptation, and other improved SFM practices and update the status of illegal logging in Cameroon. SA3. Revise guidelines for PA management plans SA5. Monitor state of illegal logging in project sites A1.1.3: Implement management plans of 3 Communal forests. SA3. Implementation of council forest management plan A1.1.4: Create and operationalize multi-stakeholder platforms to strengthen dialogue between sectors or stakeholders with different land use interests. SA7. Identify and agree on corridors for transhumance SA8. Map grazing areas, enhance pasture production A1.2.2: Implement restoration activities in agricultural lands, mountains, degraded park areas, and community forests in the Waza intervention site SA2. Implement restoration with NTFPs species such as <i>Balanites aegyptiaca</i>, Acacias	Risk of management plans for PAs and PFAs, mapping and monitoring activities introducing or reinforcing access restrictions, preventing local communities from accessing forest resources necessary for survival. Risk of REDD+ pilot or restoration activities temporarily restricting access or use of forest resources. In all the three sites there is a moderate risk that the Project will reinforce existing access restrictions, or introduce new access restrictions. The ESIA has identified the following: 1) Bamboutous: Mbororo women voiced concerns over access to streams and watersheds due to project-supported restoration activities (tree planting, hedgerows, and fences). Mbororo men voiced concerns over loss of access to grazing land for the same reasons. 2) Dja-Ngoyla-Lobeke: De jure access now permitted to Baka to all PAs. There are de facto access restrictions to Baka due to fear and concerns over reprisal from the authorities (Ecoguards in particular) of entering PAs. Bantu population prohibited access to PAs. Council forests have natural resource quotas and licensing in place, with some issues of operationalising the system, but no project supported restrictions. 3) Waza: Some communities live within PAs, dependent upon natural resources within the PA. Potential further restrictions related to grazing, fodder, and other NTFPs, and fishing activities.	Assessment: The safeguard-enhanced ROAM methodology will assess risks of restoration activities causing access restrictions in detail as part of the integrated situation analysis involving land tenure and use rights (customary as well as legal). The findings will shape the opportunity area identification process by avoiding sites where significant economic displacement impacts are expected. During the revision of management plans, extensive consultations and impact assessments will be held to assess whether the plans or mapping activities introduce new access restrictions or exacerbate existing restrictions. Management: Although the project has identified sustainable livelihood activities at the initial consultation (ROAM phase 1, during project preparation), further stakeholder consultations are needed, once the sites have been narrowed down, especially with women, vulnerable groups and indigenous people, to define what these livelihood interventions will be (i.e ROAM 2 phase). This is established in the SG enhanced ROAM methodology, including a Free Prior and Informed Consent (FPIC) Protocol, to ensure that the final restoration interventions are agreed with the respective rightsholders. It is to be noted that per IUCN's ESMS Policy, FPIC is required from all project affected people (including Indigenous Peoples) in case of access restrictions. Where applicable, these will take the shape of community-

A1.2.3: Implement restoration activities in degraded agricultural lands, forest reserves and park areas, community, and council forests in the Dja-Lobeke intervention site SA2. Implement restoration A1.2.4 Implement restoration activities in degraded agricultural lands and forest reserves in Bakossi-Bamboutous intervention site SA2. Implement restoration A1.3.2 Test Forest monitoring system, REDD+ registry and REDD+ safeguard information system and forest reference level. SA1. Identify REDD+ pilot initiative		validated access restriction mitigation plans that include livelihood measures for compensating impacts from restrictions but also provisions for land use planning process and zoning as per land use plans to prevent expansion into protected areas. The plans might further include education and sensitization and clear zonation as per land use. -While the SG enhanced ROAM methodology aims at avoiding and minimizing impacts from access restrictions, the GRM that will be put in place ensures that impacts that might have been missed out will also be addressed.
Standard on Indigenous Peoples: This Standard is triggered due to the presence of indigenous peoples within the project area.		
Outputs, activities and sub-activities triggering the Standard/risk area	Main risks and impacts	Assessment and management of risks
A1.1.1: Integrate climate mitigation and adaptation into the guidelines for improving protected areas (PA) management plans. SA5. Revision of the strategic axes of PA management plan by integrating the adaptation options A1.1.2: Develop guidelines for preparing and implementing 03 production forests management plans including the integration of climate change mitigation and adaptation, and other improved SFM practices and update the status of illegal logging in Cameroon. SA3. Revise guidelines for PA management plans SA5. Monitor state of illegal logging in project sites A1.1.3: Implement management plans of 3 Communal forests.	Indigenous Peoples are present in all three sites including Dja-Ngoyla-Lobéké, Bamboutos Highlands, and Waza. In the Bamboutous Highlands and Waza, Indigenous Peoples are the Mbororo pastoralists, and in the Dja-Ngoyla-Lobéké landscape, Indigenous Peoples are the Baka hunter-gatherers. In Waza, the Mbororo are integrated into local communities and do not live in separate settlements as is the case in the Bamboutous Highlands. Indigenous Peoples may be face access restrictions and economic displacement due to restoration activities. They are also likely to be disproportionately impacted as they tend to have higher reliance on forest resources for their livelihood.	Assessment: The SG ROAM describes how pre-selected areas will be assessed on the presence of indigenous people in particular on risks or impacts on these groups, as part of the integrated situation analysis. SG ROAM also includes guidance on the engagement process with IP, the development of IP plans as well as for the FPIC protocol to be applied. Sites with Indigenous Peoples will be preferentially selected in order to ensure that the project benefits are available to IP. Note that separate consultations have been held with Indigenous Peoples for the design of the project Grievance Redress Mechanism and Gender Analysis and Action Plan. Separate stakeholder engagement sessions for Indigenous women and girls to be held to familiarize them with

SA3. Implementation of council forest management plan A1.1.4: Create and operationalize multi-stakeholder platforms to strengthen dialogue between sectors or stakeholders with different land use interests SA1. Engage inter-sectoral land use stakeholders SA4. Engage human-wildlife, agropastoral conflict victim SA6. Support transhumance related conflict resolution SA7. Create corridors for transhumance SA8. Map grazing areas, enhance pasture production SA9. Monitor illegal logging, wildlife poaching in project A1.2.1: Develop integrated restoration land use planning and ownership. A1.2.2: Implement restoration activities in agricultural lands, mountains, degraded park areas, and community forests in the Waza intervention site A1.2.3: Implement restoration activities in degraded agricultural lands, forest reserves and park areas, community, and council forests in the Dja-Lobeke intervention site A1.2.4 Implement restoration activities in degraded agricultural lands and forest reserves in Bakossi-Bamboutous intervention site Output 1.3 Enabling environment for green investment and REDD+ results-based payment instruments improved A1.3.2 Test Forest monitoring system, REDD+ registry and REDD+ safeguard information system and forest reference level. SA1. Identify REDD+ pilot initiative	Indigenous Communities may also be affected due to constraints to engaging in and benefiting from restoration activities and proposed market/ livelihood activities. They may be left out of decision making and benefit sharing discussions due to their often remote habitation as well as unfamiliarity with engaging in such processes. Improved management plans, mapping and monitoring activities may disproportionately impact indigenous peoples as they are more likely to hold customary tenure or informal use of forest resources. A3.1.1 may similarly impact informal forest use by indigenous groups for example, traditional grazing lands Key questions to be considered include: 1) Bamboutous: concern over how Mbororo women will access project benefits as traditionally they are not involved in land/ natural resource management, and potential for exclusion from project-supported market/livelihood interventions if women are not directly involved in natural resource management; concern over how male pastoralists will benefit from planned restoration activities, when interest is in improving fodder and grazing; 2) Dja-Ngoyla-Lobéké: questions as to how restoration activities, eg. shade cocoa, will benefit the Baka, who do not have land for agriculture; and if the market and NTFP interventions are going to benefit the Baka; and if the project approach is suitably adapted. Possible case of dispossession of IP when demarcating logging zones that encroach on their living space. 3) Waza: No direct consultations with solely Mbororo were held in Waza due to the seasonality of the transhumance..	the GRM and ensure that the channels are accessible to them. Note that impacts related to access restrictions are covered by the AR standard above. -In order to strengthen participation of IP the Project will facilitate access to NIDs and provide dedicated IP engagement measures in the stakeholder engagement plan, including ensuring that information, dissemination & community sensitization is done in local languages. The ESMS officer will ensure dedicated provisions for engagement and decision making in the following programmatic activities: - A1.1.2: The Project aims at improving SFM practices and management plans in Logging Concession and in Council Forests. This might lead to further aggravation of IP livelihood conditions in case they have been dispossessed when designing the concession. Hence, the Project will assess the sites to be selected as pilot production forests and ensure no dispossession has happened in the past. - A1.1.3: Assess the option of selecting one Communal forest managed by an indigenous community - A1.1.4: Ensure that multi-stakeholder platforms are involving IP representatives with due consideration for gender balance in a cultural appropriate way and working with representatives chosen by the respective IP groups; and that all sub-activities planned under this activity respect local customs and culture - A1.2.1: Ensure that IP representatives are involved in the Integrated restoration land use planning and
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A1.3.3 Support the establishment of a legal framework to support green investment in Cameroon. Output 2.1 Strengthened non timber forest product (NTFP) Value Chains and Market Linkages Activity 2.1.2 Support the development /upgrading of the NTFPs micro and small enterprises' equipment Activity 2.1.3 Support the simplification of policy and regulatory processes Activity 2.1.4 Engage with financial institutions on green investments A3.1.1 Train stakeholders on the use of improved guidelines for the design and implementation of PA and SFM management plans and reduce illegal activities in PA and SFM.	Furthermore, there is a risk of IPs not fully participating in Project activities due to lack of representation. For example, in the Dja-Ngoyla-Lobéké area, most IPs do not have National Identification Documents (NID) and in all sites IPs are not very involved in village institutions in-charge of forest management. Indigenous women and girls may be at higher risk of gender-based violence due to increased vulnerability and habitation in remote locations. They may also be more likely to be left out of stakeholder engagement activities and project benefits. For labour risks related to Indigenous Peoples, please see the risk area 'Labour and Working Conditions'	ownership with representation of IP women where culturally feasible. Output 1.3: Ensure that rights of IP are respected when improving green investment and REDD+ payment instruments Output 2.1: all activities should be screened on opportunities for engaging IP and selecting sites and NTFP that would benefit IP in a culturally appropriate way Component 3: Specific training modules to be organized for Indigenous women and women from other vulnerable groups.
Standard on Cultural Heritage: There is a risk that project activities (e.g. agroforestry, livelihood activities, restoration activities etc.) could affect access to and preservation of cultural heritage in all the 3 landscapes.		
Outputs, activities and sub-activities triggering the Standard/risk area	Main risks and impacts	Assessment and management of risks
A1.1.1 Integrate climate mitigation and adaptation into the guidelines for improving protected areas (PA) management plans. SA5. Revision of the strategic axes of PA management plan by integrating the adaptation options A1.1.2: Develop guidelines for preparing and implementing 03 production forests management plans including the integration of climate change mitigation and adaptation, and other improved SFM practices and update the status of illegal logging in Cameroon. SA3. Revise guidelines for PA management plans	Updates to management plans may include new restrictions on access or use of culturally significant sites. Restoration activities may temporarily limit access or inadvertently transform sacred sites. The potential for impacts on cultural heritage requires site-level identification during ROAM process. ESIA findings indicate that: 1) Bamboutos Several sacred sites for rituals and cultural activities exist around homegardens, agroforestry farmlands and across the entire landscape, and to be mapped out during ROAM 2. Initial indication is that there is a strong alignment between restoration / conservation activities of the project and the cultural heritage sites. 2) Ngoyla-Lobeke Several sacred sites for rituals and cultural activities (notably the jengi rituals of the Baka IPs)	The SG ROAM will include the identification of cultural sites as part of the integrated situation analysis. In parallel to the process of narrowing down site selection, cultural physical heritage and intangible heritage will be mapped through participatory mapping to avoid negative impacts from project activities. - Graveyards or cultural sites should be fenced to avoid trespassing -Following the ESMS standard, FPIC should be sought from rights-holders communities before including sacred groves into restoration areas FPIC will also be sought prior to promoting a wider use or commercialization of cultural resources; some NTFP, for instance, could be associated with

A1.2.2: Implement restoration activities in agricultural lands, mountains, degraded park areas, and community forests in the Waza intervention site A1.2.3: Implement restoration activities in degraded agricultural lands, forest reserves and park areas, community, and council forests in the Dja-Lobeke intervention site A1.2.4 Implement restoration activities in degraded agricultural lands and forest reserves in Bakossi-Bamboutous intervention site Output 2.1 Strengthened non timber forest product (NTFP) Value Chains and Market Linkages	exist within the PFAs and forest areas adjacent; there appears to be alignment between the project design and cultural heritage sites; 3) Waza: Several cultural sites exist. To be mapped out during ROAM 2.	traditional practices or have a specific cultural or spiritual meaning.
Standard on Biodiversity Conservation and Sustainable Use of Natural Resources: This Standard is triggered as the project area includes sites of high biodiversity value. Project activities may also inadvertently introduce invasive species or lead to unsustainable harvest of NTFPs.		
Activities and sub-activities triggering the Standard/risk area	Main risks and impacts	Risk management strategy
A1.1.3: Implement management plans of 3 Communal forests. SA3. Implementation of council forest management plan A1.2.1: Develop integrated restoration land use planning and ownership. A1.2.2: Implement restoration activities in agricultural lands, mountains, degraded park areas, and community forests in the Waza intervention site SA2. Implement restoration with NTFPs species such as <i>Balanites aegyptiaca</i>, <i>Prunus Africana</i>, Acacias A1.2.3: Implement restoration activities in degraded agricultural lands, forest reserves and park areas, community, and council forests in the Dja-Lobeke intervention site	All three project landscapes, particularly the Waza site, are sensitive and areas of high biodiversity value. Restoration activities may inadvertently or deliberately introduce non-native species, which could significantly alter the landscape and impact food sources, nesting sites or migration routes of wildlife. Furthermore, new council forest management plans as well as activities related to commercial scale harvest and market value chain of NTFPs may lead to unsustainable harvesting for economic reasons, threatening landscapes and species. In all sites, there is a high reliance on wood and trees as source of household cooking energy, causing	The safeguards-enhanced ROAM will address risks related to restoration activities including species use (risk of species with invasive characteristics), site suitability, species mix and type of restoration activity. As part of activity 2.1.1, the project will put in place sustainable harvesting thresholds for each species identified for commercialisation as well as processes for monitoring such harvests. This requires adequate human resources as well as budget for inspections and methodology development. This process will be defined for each NTFP upon its identification during project activity.

SA2 Implement restoration with Cocoa agroforestry and NTFPs species such as <i>Irvingia gabonensis</i>, <i>Garcinia cola</i>, <i>Dacryodes edulis</i>, <i>Ricinodendron heudelotii</i>, <i>Oxytenanthera abyssinica</i>, Ebene and Ndo'o, safou A1.2.4 Implement restoration activities in degraded agricultural lands and forest reserves in Bakossi-Bamboutous intervention site SA2. Implement restoration with avocado (<i>Persea Americana</i>) and safou (<i>Dacryodes edulis</i>), and NTFPs A1.3.2: Test Forest monitoring system, REDD+ registry and REDD+ safeguard information system and forest reference level. SA1. Identify REDD+ pilot initiative A2.1.1 Conduct a prioritization of high-potential NTFPs per AEZ	forest and land degradation. Very strong reliance on NTFPs collection and commercialization for livelihoods. There is potential for introduction of alien species in Ngoyla/Lobeke site. Some of the species included Bocassa; Latana; "L'herbeepineu"; and Susongo. Potential for species such as Eucalyptus to affect water dynamics and flows.	Establishment of a local natural resource management committees may empower communities. Raise awareness among the population on the notion of sustainable natural resource management with communication of thresholds and monitoring protocols.
Vulnerable groups: Vulnerable groups identified in all three sites included handicapped people, elderly people, widows, landless households and internally displaced people.		
Activities and sub-activities triggering the Standard/risk area	Main risks and impacts	Risk management strategy
A1.1.1: Integrate climate mitigation and adaptation into the guidelines for improving protected areas (PA) management plans. SA5. Revision of the strategic axes of PA management plan by integrating the adaptation options A1.1.2: Develop guidelines for preparing and implementing 03 production forests management plans including the integration of climate change mitigation and adaptation, and other improved SFM practices and update the status of illegal logging in Cameroon.	Vulnerable groups identified in all three sites included handicapped people, elderly people, widows, landless households and internally displaced people. Access restrictions imposed through the project could disproportionately affect vulnerable groups due to their high dependence on forests and its resources (but this is covered in the standard above). Vulnerable people are also likely to be left out of participatory mechanisms as well as stakeholder engagement activities due to lack of access, lack of knowledge or information or due to cultural norms.	Assessment: SG ROAM provides guidance for the integrated situation analysis to ensure livelihood conditions of vulnerable groups are assessed and possible impacts from restoration activities are mitigated. Where impacts are identified affected groups will be consulted in design of mitigation measures. Livelihood opportunities for vulnerable groups should be actively sought when identifying the

SA3. Revise guidelines for PA management plans SA5. Monitor state of illegal logging in project sites A1.1.3: Implement management plans of 3 Communal forests. SA3. Implementation of council forest management plan A1.1.4: Create and operationalize multi-stakeholder platforms to strengthen dialogue between sectors or stakeholders with different land use interests A1.2.2: Implement restoration activities in agricultural lands, mountains, degraded park areas, and community forests in the Waza intervention site A1.2.3: Implement restoration activities in degraded agricultural lands, forest reserves and park areas, community, and council forests in the Dja-Lobeke intervention site A1.2.4 Implement restoration activities in degraded agricultural lands and forest reserves in Bakossi-Bamboutous intervention site SA2. Define measurable adaptation outcomes (e.g. hectares of restored land, households with improved resilience, increased soil moisture retention) A3.1.1 Train stakeholders on the use of improved guidelines for the design and implementation of PA and SFM management plans and reduce illegal activities in PA and SFM.	Vulnerable groups are also likely to face difficulties in accessing benefits resulting from the project. For example, landless households may not be able to benefit from agroforestry activities, extension services, etc. They may not be able to access financial incentives as they may not have bank accounts or be otherwise financially included. Improved management plans may promote land use leading to loss of subsistence food sources . Specifically: Bamboutous The vulnerable groups were mainly physically challenged, elderly people, widows and internally displaced people. Project activities are generally perceived not to interfere with their daily activities. Ngoyla-Lobeke The vulnerable groups were mainly the handicaps, elderly people and widows. Project is perceived to help vulnerable groups increase their adaptive capacities directly through their involvement or indirectly through the involvement of the relatives whom they depend on. Waza The vulnerable groups were mainly the handicaps, elderly people and widows. There is expected to be little or no project interference with current livelihood activities.	NTFP and support processing and commercialization. Livelihood conditions of vulnerable groups should also be considered when designing results-based payments mechanism and specifying access to these benefits. Where possible, vulnerable groups should be included in project benefits such as employment opportunities. -
Adverse gender impacts There is a risk that project activities (e.g. agroforestry, livelihood activities, restoration activities etc.) could negatively affect women and girls and exacerbate existing gender gaps.		
Activities and sub-activities triggering the Standard/risk area	Main risks and impacts	Risk management strategy

A1.1.1: Integrate climate mitigation and adaptation into the guidelines for improving protected areas (PA) management plans. SA5. Revision of the strategic axes of PA management plan by integrating the adaptation options A1.1.2: Develop guidelines for preparing and implementing 03 production forests management plans including the integration of climate change mitigation and adaptation, and other improved SFM practices and update the status of illegal logging in Cameroon. SA3. Revise guidelines for PA management plans SA5. Monitor state of illegal logging in project sites A1.1.3: Implement management plans of 3 Communal forests. SA3. Implementation of council forest management plan A1.1.4: Create and operationalize multi-stakeholder platforms to strengthen dialogue between sectors or stakeholders with different land use interests A1.2.2: Implement restoration activities in agricultural lands, mountains, degraded park areas, and community forests in the Waza intervention site A1.2.3: Implement restoration activities in degraded agricultural lands, forest reserves and park areas, community, and council forests in the Dja-Lobeke intervention site A1.2.4 Implement restoration activities in degraded agricultural lands and forest reserves in Bakossi-Bamboutous intervention site Output 2.1 Strengthened non timber forest product (NTFP) Value Chains and Market Linkages	Access restrictions imposed through the project could disproportionately affect women due to their high dependence on forests and its resources (but this is covered in the standard above). Other key risks are related to limited representation in decision making, and limited access to benefits. There is a moderate risk that the project reinforces or even exacerbates women's limited role in formal natural resource use decision making, and excludes women from project activities/ benefits related to both restoration activities and the market/value chain/ livelihood activities. Specifically: Bamboutous: Women have minor presence in community / village decision making bodies and their contributions or views are not often considered. Women have access to land through their husbands or father. SEAH is uncommon. Ngoyla-Lobeke Women have minor presence in community / village decision making bodies and their contributions or views are not often considered. In general, women have access to land, but not ownership. SEAH is uncommon. Waza: As per the culture, men are the heads of the family and take the decisions on behalf of women. Women have access to land but cannot sell land or build on it. SEAH is very uncommon.	These risks will be managed through the SG-ROAM , which will include a focus on participation of vulnerable groups and women (from both local communities and indigenous communities). ROAM will have a gender-responsive approach during selection of restoration activities and avoidance of impacts on women. The GAAP provides measures to ensure that women are involved when selecting livelihood/ market activities to ensure their interests, capacities and needs are taken into account and they are able to access benefits. The activities under Output 2.1. (strengthening NTFP value chains and market linkages) are considered instrumental for this. The project has a gender coordinator as well as a safeguards position, responsible for all gender and safeguards-related matters during project implementation. An exclusive SEAH PoC is not foreseen as part of project staff. However, IUCN's ESMS team structure includes a Regional ESMS Specialist for its West and Central Africa operations, based in Dakar, who is responsible for oversight as well as handling of grievances, with a direct escalation in matters relating to SEAH. As this position is not part of the project staff, it ensures independence and protection from retaliation for victims. Further escalation levels include the ESMS Global Coordinator as well as the Head of Oversight.
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A2.1.4 Engage microfinance institutions and commercial bank per AEZ to co-develop financial products for NTFP-based enterprises A3.1.1 Train stakeholders on the use of improved guidelines for the design and implementation of PA and SFM management plans and reduce illegal activities in PA and SFM.		
Community Health and Safety : Risk of creating community tensions (between and within communities) owing to contrasting approaches to working with communities on land and livelihood issues. Human wildlife conflict due to increased wildlife populations from restored landscapes		
Activities and sub-activities triggering the Standard/risk area	Main risks and impacts	Risk management strategy
A1.1.4: Create and operationalize multi-stakeholder platforms to strengthen dialogue between sectors or stakeholders with different land use interests SA1. Engage inter-sectoral land use stakeholders SA4. Engage human-wildlife, agropastoral conflict victim SA6. Support transhumance related conflict resolution SA7. Create corridors for transhumance SA8. Map grazing areas, enhance pasture production SA9. Monitor illegal logging, wildlife poaching in project A1.2.2: Implement restoration activities in agricultural lands, mountains, degraded park areas, and community forests in the Waza intervention site A1.2.3: Implement restoration activities in degraded agricultural lands, forest reserves and park areas, community, and council forests in the Dja-Lobeke intervention site.	Due to past history of inter-community strife, there is a moderate risk of the project exacerbating existing stakeholder conflicts, particularly arable-pastoral conflicts (Bamboutous, Waza), council-community conflicts (eg. Ngoyla-Lobeke), as documented in the ESIA report. Specifically: Bamboutous: Conflicts between farmers and herders due to access to and use of grazing land and water for livestock and access to freshwater. Conflict due to the setting of bush fires by livestock owners to regenerate fodder grass. Ngoyla-Lobeke: Conflict is common between communities and their respective councils regarding exploitation of forest resources, mainly around logging interests. Waza: Several recurrent community conflicts: First type is due to use of natural resources between farmers and livestock owners. Second conflict is between the local fishing Mousgoun community and Arab Choa livestock owners who are in search of productive grazing land. The construction or establishment of small scale infrastructure such as processing and packaging units	Application of SG-ROAM to conduct careful land use planning for the restoration activities, involve different community stakeholders, and decide on activities and location; working with local partners with an understanding of local dynamics and power relations and able to facilitate these processes. Where conflicts and tensions are very high, alternate sites may be chosen in order to avoid the exacerbation of conflicts -Clarification of the project partners and roles (governance structure) that will be supported in the project implementation to ensure that project partners implementing ROAM 2 have adequate expertise working in the landscapes and understand social dynamics -An ESCoP (Environmental and Social Code of Practice) to be established for infrastructure activities if applicable (to be decided by ESMS Officer based on choice of site for facilities

A1.2.4 Implement restoration activities in degraded agricultural lands and forest reserves in Bakossi-Bamboutous intervention site A2.1.2 Support the development /upgrading of the NTFPs micro and small enterprises' equipment	may cause disturbance or pose a danger to communities where heavy machinery is involved A moderate risk that restoration within and outside PFA could exacerbate existing human wildlife conflict. Specifically: Bamboutous: no human wildlife conflict identified; Ngoyla-Lobeke: Very common between communities and wildlife such as monkey's, Gorillas, and elephants in search for water to drink especially during harvesting seasons; Waza: First, shortage of water in PFAs, exacerbated by climate change especially during the dry season forces wildlife such as elephants, and lions to go search for water beyond the park or protected area, causing conflict with local population. Second conflict is related to the movement of the population in Protected Areas in search of fish and other NTFPs such as gum Arabic If benefit sharing is perceived as unequal, inter-community conflicts may arise or old tensions may be reignited.	-Full transparency about selection criteria and process for selection of livelihood activities and benefit-sharing mechanisms to ensure that processes are understood and seen to be fair and equitable - Develop a framework for conflict consultation between farmers and herders (as part of activity A1.1.4); - Raise awareness of the population on the respect of animal corridors - Mapping animal corridors and prohibiting their encroachment by the population - leaning into local community knowledge on existing conflict, and potential ways of managing it, - establish a conflict management committee and conduct regular capacity building (is this covered by SA 3 - establish consensual rules for community conflict management;
Human rights: Rights violations, including physical abuse of community members due to law enforcement agents is possible, even though the project is not supporting law enforcement activities		
Activities and sub-activities triggering the Standard/risk area	Main risks and impacts	Risk management strategy
A1.1.1: Integrate climate mitigation and adaptation into the guidelines for improving protected areas (PA) management plans. SA5. Revision of the strategic axes of PA management plan by integrating the adaptation options A1.1.2: Develop guidelines for preparing and implementing 03 production forests management plans including the integration of climate change mitigation	Human rights violations, including physical abuses of community members due to law enforcement agents, are possible in the Ngoyla-Lobeke site (and have occurred in the recent past), but the project is not supporting law enforcement activities. There is a likelihood of impacts on peoples' right to land and natural resources, to cultural survival, and adequate standard of living, due to access restrictions explained above. There is a risk of undermining	Human rights risks due to access to land and natural resources, and procedural rights (including FPIC), are addressed under the Standard on Access restrictions (see above). As the project is linked to (but not contributing to) law enforcement within PFAs, the project will use its leverage to support district/sub-district/community-based best practices in addressing human rights risks such as the

and adaptation, and other improved SFM practices and update the status of illegal logging in Cameroon. SA3. Revise guidelines for PA management plans SA5. Monitor state of illegal logging in project sites A1.1.4: Create and operationalize multi-stakeholder platforms to strengthen dialogue between sectors or stakeholders with different land use interests SA9. Monitor illegal logging, wildlife poaching in project	peoples procedural rights (decision-making in relation to land and natural resources). No human rights violations by potential project partners were identified in Bamboutous or Waza. However, there are known and documented human rights violations of Baka in the Ngoyla-Lobeke landscape due to law enforcement agents working for MINFOF. Potential for law enforcement impacts such as misuse of force by Protected Area Ecoguards against local communities and indigenous peoples, particularly in the South East landscape	governance forum in Ngoyla and Lobeke facilitated by organizations such as CEFAID, OKANI, Mandella Institute, etc. Other mitigation measures include: - ensuring that project activities do not impact grazing lands (by IPs) - increasing awareness of project activities and transparency with the community in the project management process. - Provide regular educational session of park management and project staff on human rights as well as ensuring the education of communities of their human rights. - knowledge sessions on the sensitization of local communities' cultures and traditions to limit discrimination. - capacity building and sensitization on human rights, - Sensitize project partners working on PA law enforcement about the value of Codes of conducts (integrating human rights considerations) .
Labour and Working Conditions Occupational health and safety risks (OHS) for both project employees and community members involved in project activities.		
Activities and sub-activities triggering the Standard/risk area	Main risks and impacts	Risk management strategy
A1.1.2: Develop guidelines for preparing and implementing 03 production forests management plans including the integration of climate change mitigation and adaptation, and other improved SFM practices and update the status of illegal logging in Cameroon. SA5: Monitor state of illegal logging in project sites A1.2.2: Implement restoration activities in agricultural lands, mountains, degraded park areas, and community forests in the Waza intervention site	Occupational health and safety (OHS) risks are mostly linked to both project employees, and project implementation partners. The sub-contractors and other stakeholders/ community members will be working in remote conditions with possibilities of road accidents, challenging terrain and difficult environments with dangerous wildlife.	SG-ROAM addresses risks from conflict, where sites are assessed through the integrated situation analysis to be risky, alternate sites will be chosen. -Conduct an OHS risk assessment once the activities have been fine-tuned and develop an Environmental and Social Code of Practice (ESCOP) addressing in particular processing and packaging operations supported under A.2.1.3.

A1.2.3: Implement restoration activities in degraded agricultural lands, forest reserves and park areas, community, and council forests in the Dja-Lobeke intervention site A1.2.4 Implement restoration activities in degraded agricultural lands and forest reserves in Bakossi-Bamboutous intervention site A2.1.3 Support the establishment or upgrading of small-scale processing, packaging and storage facilities SA1. establishment or upgrading of small-scale processing, packaging and storage facilities A2.1.3 Support the simplification of policy and regulatory processes.1.4 simplify administrative processes for NTFP commercialisation	Project and forest staff may also be at risk of violence from armed logging groups while monitoring and enforcing logging prevention in project sites. The construction of small scale infrastructure may bring health and safety hazards as well as a risk of unsafe labour practices Risks from external conflicts in the sites of activities may imperil project workers and communities (external risk)	-Ensure that implementing partners provide travel and health insurance for their staff, fair remuneration, appropriate personal protective equipment and decent working hours. Once sites for restoration are identified, check for risk of damaging forms of labour, in particular child labour (e.g. cocoa farms involved in project activities) See conflict and fragility analysis on external conflicts. An emergency preparedness plan and protocols will be developed.
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8 ESMS Due diligence

8.1 ESMS Screening, risk assessment and management strategy

The project aims at building resilience to the impacts of climate change while advancing equitable social welfare and income generating opportunities, as well as safeguarding the environment.

The determination of the target sites for the actual restoration interventions will be based on the methodology detailed in the SG-ROAM. This analysis is a safeguards-enhanced version of the spatial assessment of landscape restoration opportunities following ROAM. The final set of priority criteria for selecting the target intervention areas will be defined and agreed by the stakeholder groups that will be engaged in the SG-ROAM process.

For non-restoration related activities, the ESMP Matrix in the previous chapter describes potential risks and proposed mitigation measures. The Project ESMS Officer will use this matrix as a guideline to carry out detailed screening, risk assessment to identify or confirm risks, and delineation of mitigation measures for each activity. In doing so, the context, location, involved entities and their safeguards capacity will also be considered. The template for such a screening is provided below. It may be necessary to prepare separate ESMPs for each landscape depending on the complexity.

Activities will be screened at the earliest possible opportunity, when the activity is sufficiently well-defined to be able to make an informed assessment. In any case, each activity must be screened, assessed and applicable mitigation measures signed off before its implementation can begin. The implementation schedule of the project will be used to plan the screening, beginning with those activities that will start first. Using the implementation schedule and the ESMP, the Project ESMS Officer will also prepare a timeline and ESMS work plan, including necessary actions and check points for screening, sign off, implementation and monitoring of mitigation measures, and reporting for each activity. This updated ESMP and work plan should be final for review prior to the first supervision mission.

If environmental or social risks have been identified, significance of the identified risks will be analysed by judging the probability and severity/magnitude of the risks and a strategy for risk avoidance or mitigation will be developed. These steps will require consultations with the affected groups and other concerned stakeholders. Depending on the significance of the issues, a targeted risk assessment might be required. Given the size and the nature of the activities, it is not expected that they will require a comprehensive Environmental and Social Impact Assessment (ESIA) process. The restoration activities under ROAM will undergo an integrated situation analysis. The terms of reference of the targeted risk assessment where necessary will be established by the IUCN Project ESMS officer. S/He will also establish whether the assessment and the respective report can be undertaken by members of the project team (PMU) or whether external expertise is required. This decision should reflect the level of risks and required technical expertise as well as whether sensitivity of issues might require an impartial and independent view. Complex social issues might require an external social expert.

Environmental and Social Management Plan (ESMP)

The team will first look at measures for avoiding impacts, e.g. through changing the design or siting of the activity. For impacts that cannot be avoided, mitigation measures need to be developed. The measures will be documented in an appropriately-scaled and adequately budgeted Environmental and Social Management Plan (ESMP), the template for which is below.

Project activities	Entities involved	Location	E&S risks and impacts ⁴	Standards / risk areas triggered	Management measures ⁵	Costs	Responsibility	Schedule	Monitoring arrangements
	<i>Who are the entities involved? If possible, indicate also their safeguards capacity and needs</i>	<i>In which sites will the activity take place? Indicate likelihood of conflict if known.</i>	<i>Brief description of the risk/ impact. This information should be available from the E&S Screening and/or ESIA. Specify locations and affected groups /receptors.</i>		<i>Management measures can include safeguards instruments (e.g. Process Framework, ESCOP, IPP, IPPF), a specific protocol (e.g. Law Enforcement Standard Operating Procedure, Health and Safety Protocol).</i>	<i>Estimated costs or resources to implement the measures</i>	<i>Indicate who assumes responsibility for implementing the measures</i>	<i>e.g., Year 1 1st Quarter, Year 2, 4th Quarter, etc.</i>	<i>Indicators for assessing effectiveness, methodology for monitoring etc</i>
Outcome 1									
Output 1.1									
Activity 1.1.1									
Outcome 2									
Output 2.1									
Activity 2.1.1									
Outcome 3									

⁴ Where an activity causes multiple impacts, these need to be presented in separate rows so to be able to specify the respective management measures, costs etc.

⁵ In some instances, mitigation measures are already conceptualized as a project activity. These should still be include / cross-referenced in the ESMP along with all other mitigation measures to provide an overall picture of the project's mitigation strategy and to be able to check the list of mitigation measures against the identified impacts. As such it serves to analyze whether measures are sufficient, feasible and sustainable for mitigating the impacts.

8.1.1 Risk mitigation for impacts from temporary access restrictions (Standard on Involuntary Resettlement and Access Restrictions)

The project is designed to bring about a number of economic and social benefits derived with the introduction of improved PA management plans, and restoration and sustainable land-use practices with positive effects on peoples' livelihoods. However, for restoration measures to be effective, often temporary restrictions on the use of forest land and resources are required which might affect the livelihood of vulnerable people who are highly dependent on these forest resources and display a low adaptive capacity.

The Standard is triggered as it also protects the rights of individuals with customary claims to land, including those that are not legally recognized. As the sites to be restored will only be identified during project implementation, an Access Restriction Mitigation Process Framework (PF) has been developed which is attached as an Annex to the ESMP. The Process Framework establishes the process by which potentially affected groups/ individuals participate in the identification of potential negative impacts from proposed access restrictions and in the identification of alternative project design to avoid access restrictions and associated negative impacts; it further establishes the need for mitigation measures if avoidance is not feasible, describes criteria for eligibility/ entitlement, and arrangements for implementation and monitoring. It further documents key elements of an Access Restrictions Action Plan. It must be noted that separate Process Frameworks will be developed for access restrictions caused by restoration activities as this will be guided by the safeguards-enhanced ROAM.

Safeguard instruments as Outputs for this Standard: Two Access Restriction Mitigation Plans including one for restoration activities, and another for non-restoration activities such as the updation of management plans of protected areas. They will be based on the Process Framework detailed in the Annex.

8.1.2 Risk mitigation for impacts on indigenous peoples (Standard on Indigenous Peoples)

The project landscapes overlap with the territories of indigenous peoples as described in the ESIA. However, as project sites are not known at this stage, and will be determined through the ROAM process, the integrated situation analysis will assess the impacts on indigenous peoples. At each site where the IP standard is triggered, the IPPF must be implemented. The process for drafting the IPPF is attached in the Annex of the ESMP. FPIC is requirement when this Standard is triggered, and will be requested during consultation workshops.

Safeguard instruments as Outputs for this Standard: A project-level IPP with evidence of FPIC including the following elements:

- (a) the mutually accepted consultation/decision-making process and protocols;
- (b) records of the outcomes of consultations, including how concerns were addressed;
- (c) the agreement(s) reached and how they will be implemented, monitored and updated; and
- (d) culturally appropriate access to grievance mechanisms for indigenous peoples (including language and representative channels).

8.1.3 Risk mitigation for impacts on cultural heritage (Standard on Cultural Heritage)

As part of SG-ROAM, the integrated situation analysis will include an assessment and mapping of sites of cultural importance. To the extent possible, such sites will be excluded from the ROAM process to avoid disturbance to site. Where this is not possible, negotiations with the communities will be carried out to ascertain how access can be maintained to such sites while restoration is ongoing. A Chance Find Procedure for the accidental discovery of objects of cultural value is presented in the Annex to this ESMP.

Safeguard instruments as Outputs for this Standard: When applicable at site-specific level based on the risk matrix above, evidence of FPIC is required, including the terms under which such consent has been given.

8.1.4 Risk mitigation for impacts on biodiversity (Standard on Biodiversity Conservation and Sustainable Use of Natural Resources)

Impacts on biodiversity are expected to be positive, given the inclusion of a broad array of native and a few non-native tree species of high commercial value in local production systems which will increase biodiversity in terms of both composition and structure. The project will ensure that non-native commercial tree species are combined with native tree species producing fruits, fodder for livestock, wood and timber to increase on-farm diversity and avoid any undue risks. Local nurseries will produce tree seedlings of up to 50 native and non-native timber and fodder species. Most of the plant species to be used in the agroforestry systems are commercial species prioritized by farmers. Each species to be used for restoration will be screened on risks related to the use of non-native species. If a risk of the species developing invasive characteristics has been identified, the project will carry out an in-depth risk assessment prior to their use in line with national and international regulations as well as IUCN's ESMS.

It is important to note that the project will not include the use of any genetically modified organisms (GMOs). The Exclusion list will guide species selection for restoration.

The planned use of *Prunus Africana*, a species listed under Appendix II of the CITES will require the setting up of a monitoring system for sustainable harvesting, which will be part of the project activity. However, the Project ESMS Officer will provide support and oversight as needed.

Safeguard instruments as Outputs for this Standard: A species selection protocol detailing each species used for restoration, potential for developing invasive characteristics where relevant, and an action plan for 'species of concern' including non-native species and species listed on the CITES Appendices. For NTFP species chosen for value-chain development, sustainable harvesting thresholds as well as means of monitoring.

8.2 Exclusion list

The following list describes activities that would be excluded from the project due to high negative impacts:

1. Procurement of Weapons and Munitions⁶
2. Activities that promote goods, technology, systems or services that serve military purposes

⁶ The restriction does not apply to field knives, bush knives, machetes and other essential field or safety gear provided to rangers. Equipment needed for research or translocation of wildlife is also permitted. Weapons and munitions required for IUCN staff safety and security are permitted, subject to the policies and approval of the local IUCN Office and in line with national law and any relevant donor restrictions.

3. Labor and working conditions involving harmful, exploitative, involuntary or compulsory forms of labor, forced labor, child labour⁷.
4. Activities that exacerbate or maintain harmful cultural norms that support gender inequalities including gender-based violence.
5. Activities in violation of human rights⁸, including the infringement of customary rights of indigenous peoples⁹ and local communities, for example, where their FPIC to activities affecting their lands, livelihoods, and cultural identity cannot be established.
6. Activities that would result in forced evictions of people from their homes, or territories including customary and ancestral domains.
7. In the case of private sector financing, projects underpinned by rationales that contradict the United Nations Guiding Principles on Business and Human Rights;¹⁰
8. Use of non-native species where the risk assessment has not ruled out a risk of developing invasive characteristics, unless there is a mitigation plan in place to prevent this from occurring as well as scientific justification for the choice of the species.
9. The following activities located in or near areas legally protected areas or those officially proposed for protection including reserves according to IUCN Protected Area Management Categories I - VI, UNESCO Natural World Heritage Sites, UNESCO Biosphere Reserves, Ramsar Convention on Wetlands, areas which are not covered in existing protection systems but identified by authoritative sources for their high biodiversity value and/or as critical natural habitats:
 - Activities that might cause irreversible adverse impacts to biodiversity and the integrity of the ecosystems, even inadvertently.
 - Establishment of forest plantations¹¹.
 - Unsustainable ¹² harvesting of natural resources as defined by IUCN's ESMS Standard on Biodiversity including animals, fishes and marine resources, plants, timber and/or non-timber forest products (NTFPs).
10. Activities that negatively affect tangible cultural resources such as the removal or altering of any physical cultural property (e.g. sites having archaeological, paleontological, historical, religious, or unique natural values) or those that negatively affect intangible cultural heritage (e.g. oral traditions, cultural practices, rituals, etc.) such as through appropriation, commercialization or publicization without FPIC¹³.
11. Activities that result in the exploitation of or access to outsiders to the lands and territories of Indigenous Peoples living in voluntary isolation or in initial contact.

⁷ Harmful child labor means the employment of children that is economically exploitive, or is likely to be hazardous to, or to interfere with, the child's education, or to be harmful to the child's health, or physical, mental, spiritual, moral, or social development. The ILO definition is applicable: <https://www.ilo.org/topics/child-labour/what-child-labour>

⁸ Human rights and their violation as defined in the UDHR are applicable <https://www.un.org/en/about-us/universal-declaration-of-human-rights>

⁹ For the purposes of this exclusion list, the definitions and terms used in IUCN's Standard on Indigenous Peoples will apply. <https://iucn.org/sites/default/files/2022-05/iucn-esms-standard-on-indigenous-people.pdf>

¹⁰ https://www.ohchr.org/documents/publications/guidingprinciplesbusinesshr_en.pdf

¹¹ Per FAO's definition of forest plantations: [Definitions Related to Planted Forests - FRA WP 79](#) Forest stands established by planting or/and seeding in the process of afforestation or reforestation. They are either of introduced species (all planted stands), or intensively managed stands of indigenous species, which meet all the following criteria: one or two species at planting, even age class, regular spacing.

New plantation forests were defined as afforestation for artificial establishment of forest on lands which previously did not carry forest within living memory or the past 10 years; and reforestation for artificial establishment of forest on lands which carried forest before.

¹² See IUCN ESMS Standard on Biodiversity and the Sustainable Use of Natural Resources for definitions iucn.org/sites/default/files/2022-05/iucn-esms-standard-biodiversity.pdf

¹³ Refer to IUCN's Standard on Cultural Heritage <https://iucn.org/sites/default/files/2022-05/iucn-esms-standard-cultural-heritage.pdf>

12. Production, use, sale or trade of pharmaceuticals, pesticides/herbicides, ozone layer depleting substances¹⁴, or other toxic¹⁵ or dangerous materials such as asbestos or products containing PCB's¹⁶, including all products that are banned or are being progressively phased out internationally.
13. Production, use, sale or trade of wildlife or products regulated under CITES Appendix I¹⁷

8.3 ESMP Monitoring and Supervision

The executing entity, which is responsible for the implementation of the project, is also in charge of implementing mitigation measures.

The ESMP template mentioned earlier provides a template for reporting progress of implementing the mitigation measures – to be completed by the executing entity according to the frequency established in the ESMP, at least on an annual basis. The executing entities' ESMP progress reports will be reviewed as part of the supervision mission by the IUCN Project ESMS officer. Aside from reviewing implementation progress this step will also involve checking the effectiveness of measures in mitigating risks and screening for additional risks that may have emerged and whether it is responded with adaptive management. Depending on the risk issues and their significance, the supervision mission might also include consultation with stakeholders and affected groups to gather feed-back on the effectiveness of measures.

Based on the executing entity's ESMP progress reports and the findings of the supervision mission, the IUCN Project ESMS officer will prepare the submission of the Annual Performance Report (APR) on the environmental and social performance of the project to GCF.

8.4 Institutional arrangements for ESMP implementation

¹⁴ Ozone Depleting Substances (ODSs): Chemical compounds which react with and deplete stratospheric ozone, resulting in the widely publicised 'ozone holes'. The Montreal Protocol lists ODSs and their target reduction and phase out dates. A list of the chemical compounds regulated by the Montreal Protocol, which includes aerosols, refrigerants, foam blowing agents, solvents, and fire protection agents, together with details of signatory countries and phase out target dates.

¹⁵ Substances or materials are considered toxic if they are included in the UN Consolidated List of Products whose Consumption and/or Sale have been Banned, Withdrawn, Severely Restricted or not Approved by Governments; Convention on the Prior Informed Consent Procedures for Certain Hazardous Chemicals and Pesticides in International Trade (Rotterdam Convention); Stockholm Convention on Persistent Organic Pollutants; WHO Classification of Pesticides by Hazard

¹⁶ PCBs: Polychlorinated biphenyls—a group of highly toxic chemicals. PCBs are likely to be found in oil-filled electrical transformers, capacitors and switchgear dating from 1950-1985

¹⁷ Convention on International Trade in Endangered Species of Wild Fauna and Flora (Washington, 1973). The restriction covers species listed in Appendix I of CITES.

Environmental and Social Management Plan (ESMP)

The overall supervision of the ESMP implementation is with the Project ESMS Officer supervised by IUCN's Regional ESMS Officer in accordance with IUCN's role as implementing and supervising agency. The Project ESMS officer who is part of the PMU is in charge of implementing the environmental and social safeguards activities of the project in close coordination with the lead executing entities for the respective activities. Roles and responsibilities are summarized in the below table 7.

Table 7: Roles and responsibilities for risk procedure

ESMS steps	Responsible entity	Involved entity	Guidance or Template
Safeguards training for projects staff, service providers	International Consultant	Project ESMS Officer, IUCN Regional ESMS Specialist	
Continuous Stakeholder Engagement, management of grievances	Project ESMS Officer	Project team / PMU	Project SH Engage-ment Plan and GN SH Engagement ¹⁸
Development of Indigenous Peoples' Plans where relevant	Consultant (as detailed in the IPPF)	Project ESMS Officer	Based on the IPPF
Implementation of the IPP	Project ESMS Officer	IUCN Regional ESMS Officer (to provide guidance)	
Development of Access Restriction Mitigation Plan	As detailed in the Process Framework	detailed in Process Framework	Process Framework
Access restriction mitigation plan implementation	detailed in Process Framework	detailed in Process Framework	Guidance note on Access Restriction Mitigation Framework
Risk assessment and development ESMP	Project ESMS Officer	IUCN Regional ESMS Officer (to provide guidance), Lead Executing Entity or service provider (where relevant)	ESMP– Guidance Note & Template
Development of Safeguard tools (action plan access restrictions, pest management plan etc.)	Lead Executing Entity or consultant	Project ESMS Officer (to provide guidance), service provider (where relevant)	

¹⁸ Available at www.iucn.org/esms

Environmental and Social Management Plan (ESMP)

ESMP implementation & report progress	Lead Executing Entity	Service provider (where relevant)	ESMP– Guidance Note & Template
Monitoring & Supervision ESMP implementation	Project ESMS Officer	IUCN Regional ESMS Specialist	
Effectiveness ESMP (part of project evaluation)	Consultant	IUCN Regional ESMS Specialist	

The budget heads for implementing the ESMP are described in the table below.

Table 8: Indicative budget heads for ESMP

ESMS steps	Description
Safeguards training for projects staff and stakeholders	Fee and travel/DSA international safeguard consultant, staff time and travel/DSA for IUCN regional ESMS officer
Translation of documents	Fees translator
Stakeholder Engagement according to SH Engagement Plan incl. management of grievances	travel/DSA for Project ESMS Officer, project team/PMU (as part of their PMU role, staff time already considered in project budget), meeting costs (facilities, catering, facilitation, financial support for participants, where needed), reports/publications
Process Framework implementation	Fee and travel/DSA Consultant(s), meeting costs
Risk assessment and development ESMP	Fee and travel/DSA Consultant (if required by screening) or travel/DSA Project ESMS Officer
Development of safeguard tools	Fee and travel/DSA Consultant, if required, travel/DSA for Project team / PMU
ESMP implementation & report progress	Project team / PMU (already considered in project budget)
Monitoring & Supervision ESMP implementation (annual)	Travel /DSA for Project ESMS officer, staff time and travel /DSA for regional ESMS officer

Effectiveness ESMP (part of project evaluation)	Evaluation is budgeted separately
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ANNEXES

Annex 1: Sample ToRs for Project Safeguard and Gender Officer

The following is meant to serve as a sample Terms of Reference and should, therefore, be amended accordingly to fit the context of the SPEFOCE project once final decisions have been made about budget and division of tasks (e.g. whether the project's gender specialist will be separate from the ESS Officer).

BACKGROUND {Updated background about the project including high level description, key sites, duration, PMU composition, etc}

OBJECTIVES OF THE ASSIGNMENT

The objective of this assignment is implementing the project safeguard tools and ensuring compliance of the project activities with Environmental & Social Safeguards policies of GCF and IUCN.

SCOPE OF WORK

Duties and Responsibilities: The specific tasks stipulated in this ToR to be undertaken by the Environmental & Social Safeguards Officer include, but are not limited to the following:

- With regard to Environmental and Social Safeguards: The Officer will assist the Project Coordinator/Project Manager and will work closely with the Environmental & Social Safeguards staff within the Provincial PMU to handle Environmental and Social Safeguards related responsibilities.

Specifically:

- Further develop and finalize the ESMP, SEP, IPP and Access Restriction Mitigation Process Framework including site-specific ESMPs and safeguard documents as required
- Implement the safeguard-enhanced ROAM working closely with the environmental and technical PMU staff to ensure that the integrated situation analysis and site selection incorporates the safeguards instituted in the methodology
- Implement the stakeholder engagement plan, particularly engagement with communities and indigenous peoples
- Set up the project grievance mechanism; Act upon grievances received in coordination with the PMU and ensure speedy and equitable resolution
- Provide ESMS training, including refresher courses to PMU, executing partners, contractors, consultants and other project-related staff
- Ensure that ESMS activities and deliverables are adequately budgeted
- Support the Project Coordinator and the MEL Officer in case of conflicts as laid out in the conflict analysis

Environmental and Social Management Plan (ESMP)

- Undertake site visits and on-ground review, check and document compliance with site-specific measures as presented in site-specific ESMPs.
- Ensure the timely disclosure of ESMS-related documents in avenues accessible to all stakeholders, particularly local communities. This includes any updates to these documents
- Provide guidance to contractors, site supervisors, and other stakeholders on manners of implementation and documentation of compliance related to environmental mitigation and monitoring measures
- Check that all documents necessary to ensure full compliance with Environmental & Social Safeguard instruments, in particular, Environmental and Social Management Plans (ESMPs) and Indigenous Peoples' Plans (IPPs) are prepared, regularly updated, and available to relevant stakeholders;
- Ensure that project activities, being developed as a part of the Project, are designed to include avoidance of potential social and environmental risks, as recommended in the ESMPs and annual IP Plans already prepared;
- Provide overall Environmental and Social Management oversight during the implementation of project activities and advise the implementation agencies in addressing the environmental issues;
- Ensure that each site and related activities under the project are subject to the Project's ESMP procedures;
- Review activity plans, design, costs, and bidding documents and be involved in procurement processes including provisions concerning the Environmental and Social Safeguard issues;
- Coordinate with relevant agencies for obtaining environmentally related permits, as necessary;
- Communicate with local governments, contractors, and with any Environmental, Social, Health and Safety (ESHS) Experts that may be part of the subproject supervision team in all matters related to design, implementation, documenting and reporting on environmental compliance, as indicated in site-specific ESMPs;
- Monitor implementation of site-specific ESMPs by the Contractors to ensure that appropriate management process and procedures are in place, that Environmental and Social Safeguards related measures are adequately addressed and to ensure that in the event of a noncompliance agreed remedial actions are applied and documented;
- Contribute to, along with the E&S Provincial PMU Specialists, preparation of semi-annual ESMP updates, preparation and finalization of the ESMS section of APR for IUCN and the GCF
- Participate in missions and technical visits by IUCN, and work closely with E&S Specialists to ensure the Project's compliance with relevant environmental and social policies. •
- Undertake other actions related to environmental and social aspects of the Project, as may be instructed by the Project Manager/Coordinator from time to time in order to ensure full compliance of the Project with national and international environmental and social standards and legislation.

REQUIREMENTS

The person suitable for the position of the Environmental & Social Safeguard Officer should have the following qualifications: •

Master's degree, preferable in the Environmental Sciences, anthropology, biodiversity conservation, gender studies or equivalent professional qualifications;

- A minimum of 5 (five) years of relevant experience in Environmental & Social Safeguard Monitoring;
- Knowledge of Cameroon's regulations and laws (particularly in the EIA processes) is required;
- Expertise in and experience working with Indigenous Peoples' issues, preferably in West Africa, is required;
- Familiarity with the IUCN, GCF, and REDD+ Safeguard policies will be an advantage;
- Proficiency in using computer and office software packages (word processing, spreadsheet etc.).
- Fluent written and spoken French and English. Knowledge of local languages will be an asset

REPORTING OBLIGATIONS

The Officer will work under the direction of and report to the SPEFOCE Project Manager/Coordinator within the PMU, and in close consultation with the E&S Specialists of IUCN. The Officer will deliver monthly progress reports concerning the accomplishment of their assignments.

Annex 2: ESMS Screening Report

ESMS SCREENING REPORT
Brief background and general findings
The project was categorised as “moderate risk” at the screening stage, based on IUCN's ESMS policy. Based on IUCN and GCF requirements, and Cameroonian legislation (the 1996 law relating to the environment), an Environmental and Social Impact Assessment (ESIA) was carried out. The ESIA focused on the pre-identified environmental and social risks and impacts. Following the ESIA, a management plan was designed, including a safeguard instrument for finalising the assessment of restoration opportunities at the community level. Below is a summary of the results of the ESMS screening. The full form is attached as an Annex to the ESMP. The Standard on Access Restrictions is triggered due to the high likelihood of use and access restrictions resulting from both restoration activities and the updating of management plans. Restoration activities may prevent communities from using forests, buffer zones, council and community forests, and even some agricultural lands while restoration is ongoing. Similarly, the revision of management plans in the three landscapes may lead to changes in access to forest products, increased enforcement, and temporary or seasonal restrictions. These impacts are likely to cause short- and medium-term economic displacement, reducing food and income sources even though long term outcomes may be positive. Risks related to access restrictions are therefore central to the project. The safeguards-enhanced ROAM process includes an integrated situation analysis and stakeholder engagement to assess potential impacts of restrictions. In the absence of community consent or where appropriate mitigation cannot be identified, alternate sites will be selected. While agroforestry schemes, NTFP value chain development and other livelihood measures are embedded in the project design, an access restriction mitigation process framework is part of the ESMP. The safeguards-enhanced ROAM integrates safeguard measures from the outset, beginning with site selection, and the final ROAM action plans will include both restoration and livelihood components developed at sub district or district level to align with government development plans.

The Indigenous Peoples Standard is triggered due to the presence of Baka and Bagyeli communities in some landscapes and the seasonal or permanent use of the Waza landscape by the Mbororo pastoralist community. These communities may be significantly impacted by access restrictions arising from project activities. One of the key risks identified is that Indigenous Peoples could be excluded from the project benefits due to the socioeconomic context and the design of the project activities. This issue is exacerbated by the limited representation of Indigenous Peoples in formal natural resource management committees and forums. The safeguards-adapted ROAM will address these risks by including an FPIC protocol, site-level assessment of restrictions and restoration options, and a clear consultation process with Indigenous Peoples for the development of market and livelihood interventions to ensure that these are fit for purpose. The safeguard adapted ROAM will also include community validated action plans at sub district level.

FPIC must be sought where activities take place on indigenous territories or where these communities may be negatively affected. Although preliminary consultations have been held, an FPIC plan has been prepared as part of the Indigenous Peoples' Planning Framework that sits within the ESMP. It should be implemented alongside the ROAM process during site selection. A further safeguard concern is that the scale of the landscapes may impede meaningful stakeholder engagement, requiring careful planning. It is also necessary to clarify project partners and roles to ensure that those implementing ROAM 2 and providing extension services have adequate expertise and understanding of local social dynamics.

The Cultural Heritage Standard is triggered as the Dja Biosphere Reserve is a UNESCO World Heritage Site, inhabited by Baka communities whose traditional way of life forms part of its cultural value. Project activities may disturb cultural sites such as temples, burial grounds, sacred trees, or groves. Communities may also lose access to such sites during restoration or construction of nurseries, NTFP facilities, or access roads. Intangible cultural heritage may be affected, including customary practices and traditional knowledge, particularly in activities such as NTFP value chain development. The SG-ROAM site selection process therefore includes a cultural heritage mapping to avoid or minimize such impacts. A Chance Find Procedure as described in the ESMP will be launched in the event of the project encountering buried tangible cultural resources.

The Biodiversity Standard is triggered because the three project landscapes include protected areas and regions of high ecological value. Restoration activities, land preparation, construction, or increased human presence may disturb wildlife, including sensitive species and ground-nesting birds. There is a risk of non-native species used for restoration developing invasive characteristics; to address this, an assessment and clearance process for species selection is included in the ESMP. There is also a risk of unsustainable NTFP harvesting, particularly of *Prunus Africana*, a CITES II species. Restoration may cause erosion or degradation if improperly implemented on steep slopes or riparian zones, and inaccurate ecological baselines could lead to ineffective or harmful restoration.

Beyond the Standards, several additional environmental and social risks are relevant. Gender-related risks arise from the possibility that women, who rely heavily on forest resources, may be disproportionately affected by access restrictions. They may need to travel farther for resources and may face safety risks while doing so. In some areas, cultural norms restrict their ability to produce or sell agricultural goods, to own land, or to participate in decision-making. Women may also lack access to project information, including weather or early warning information. These adverse gender impacts can be managed through the safeguards-adapted ROAM process, which will include a focus on participation of vulnerable groups, including women from both local and Indigenous communities as well as through the ESMP.

Risks to vulnerable groups extend beyond gender. Pastoralists, Indigenous Peoples, migrants, landless households, the elderly, internally displaced people and women headed households may all be excluded from project benefits if the design does not deliberately address barriers such as lack of land rights, literacy, or financial inclusion. Detailed benefit-sharing criteria have been drawn up to ensure equitable distribution of project benefits.

There is a moderate risk of community harmony being compromised if project activities exacerbate existing social conflicts, particularly if benefits are perceived to be unfairly distributed. Community health risks also stem from potential pesticide exposure, human-wildlife conflict linked to increased forest cover, and possible clashes with forest authorities due to stricter enforcement. Mitigation will include applying the safeguard adapted ROAM to conduct careful land use planning, mapping human-wildlife conflict hotspots, and involving local stakeholders with knowledge of social dynamics and power relations.

Human rights risks may arise from overlapping customary and formal tenure systems. Strengthened enforcement following updated management plans may restrict access to land traditionally used by local or Indigenous communities. Without adequate community engagement, strengthened rules could undermine procedural rights such as participation and consultation.

Labour risks include hazardous working conditions in steep or forested areas, exposure to wildlife, operation of machinery, and potential child labour among partners or vendors. Pollution and resource-efficiency risks arise from nursery waste, the use of chemicals, or improper waste disposal.

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Taken together, these risks require coordinated safeguards instruments, the most central of which is the safeguards enhanced ROAM, ESMP, IPP, Process Framework, FPIC plan, Species Management protocols, and Chance Find Procedures. The safeguards adapted ROAM will be the core mechanism through which participation, access rights, site selection, IP inclusion, gender equity, conflict avoidance, cultural heritage protection, and biodiversity considerations are systematically integrated into restoration activities.

Env&Social Risks - <i>see questionnaire section B for details</i>	Description of risk issues	Required assessments and management measures / plans	Risk rating ¹⁹		
			Likelihood (1-5)	Impact (1-5)	Significa nce (l/m/h) ²⁰
B1 Adverse gender-related impacts (including gender-based violence)	There is a likelihood of project activities having an adverse or disproportionately negative impact on women. This could be with regard to access to resources such as during restrictions imposed due to restoration activities (Output 1.2) or due to the updation of management plans of national parks. Women are often engaged in water, firewood and NTFP collection, and such access restrictions are likely to have a disproportionate impact on them, forcing them to travel longer distances or deeper into the forest. They may also be at risk of sexual abuse or harassment by park rangers or poachers. Women may also be left out of benefits such as employment opportunities, or agroforestry and NTFP schemes designed as part of the project, exacerbated by cultural norms around tenure ownership by women. In the Bamboutous region, women may not be allowed to produce or sell agricultural products due to cultural norms. They may not have equal access to project information, due to literacy gaps or cultural norms and therefore may not benefit from activities e.g. 1.2.5 on dissemination of weather information. If specific measures are not taken to address gender-based inequalities, there is a risk of the project exacerbating or perpetuating them.	Gender Analysis and Gender Action Plan The project's grievance mechanism should be designed to ensure that it is safely accessible to women, particularly for reporting of sexual abuse and harassment.	3	3	M
B2 Risks of affecting vulnerable groups	Several of the project activities could have adverse and disproportionate impacts on vulnerable groups if specific measures are not taken to mitigate these risks. Vulnerable groups in the context of the project could include indigenous communities, women, pastoralists, landless households, the elderly, internally displaced people, and others as detailed in the	ESMP with dedicated chapter on vulnerable groups, particularly in the Access Restriction Mitigation Process Framework. Detailed benefit-sharing criteria.	4	3	M

¹⁹ The rating for likelihood and impacts are based on those established in Annex 1. The rating of significance is a consequence of likelihood and impacts as shown in table 2 below.

²⁰ Low, moderate, high

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	socio-economic analysis. There is also a high likelihood of vulnerable groups not being consulted during stakeholder engagement or of such groups being left out of benefits resulting from the project. Output 1.2 relating to restoration and related benefits could disproportionately impact vulnerable groups, and leave them out of participation in project-related activities. There is a significant risk of communities, particularly vulnerable groups, being left out of decision making (elite capture), or being discriminated against in the access to project benefits (component on capacity building, activity 1.2.2 on water points installation, activity 1.2.3 on agroforestry schemes which are only available to farmers with >2ha of land thus excluding indigenous groups with no formal land titles, pastoralist groups, poor and landless households, women-headed households with no right to land ownership, migrants, etc). In addition, NTFP value chain activities could exclude those without access to financial systems or illiterate families.				
B3 Risk of undermining human rights	All three project landscapes have a history of overlapping land tenure systems (customary and regulatory) and associated legacy issues, both amongst communities as well as with state authorities. The project bears the risk of perpetuating inequalities in land tenure or use rights such as traditional ownership of land by vulnerable communities, thus weakening traditional governance systems. There is a risk of procedural rights (participation in decision making) being weakened or not adequately respected e.g. output 1.1 on improved management plans, activity 1.2.1 on land use planning and ownership. There is a risk of human rights violations being committed during enforcement of new PA management rules or guarding of restored sites.	ESMP, robust grievance mechanism with specific provisions for historically marginalized communities	5	3	M
B4 Community health, safety and security risks	There is a risk of communities being exposed to volatile conflict and security situations. There is a risk of communities being exposed to pesticides used in nurseries, restoration or agricultural extension activities, and of them making their way into water sources. Risk of human wildlife conflicts due to increased forest cover following restoration, risk of communities clashing with forest staff during enforcement of improved PA regulations Existing tensions, particularly over land tenure, may be exacerbated by project activities.	ESMP, Conflict analysis and risk management plan	4	3	M

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B5 Labour and working conditions	There is a risk of community members or project personnel including MINFOF and MINEPDED staff being exposed to hazardous working conditions such as while carrying out restoration activities on mountain slopes. They may also be exposed to harsh weather, wildlife, disease-bearing vectors. The use of machinery such as earth movers and construction equipment for nurseries or NTFP processing machinery may pose hazards if improperly used. There is a risk of child labour being used in some project activities, or of project partners or vendors not adhering to national and international labour regulations. Project staff or project-deployed personnel may be exposed to conflict, armed violence or political instability while carrying out their duties, particularly in volatile regions such as the Waza landscape.		Mitigation measures to be included in the ESMP	3	3	M
B6 Resource efficiency, pollution, wastes, chemicals and GHG emissions	Waste from nurseries such as plastic packaging, tarpaulins may not be appropriately disposed. Chemical effluents from pesticides used may contaminate soil or water ways.		Mitigation measures to be included in the ESMP	3	2	L
ESMS Standards	Trigger ²¹	Description of risk issues	Required assessments and management measures/ plans	Risk rating ²²		
				Likelihood (1-5)	Impact (1-5)	Significance (I/m/h) ²³
C1 Involuntary Resettlement & Access Restrictions	☒ yes ☐ no ☐ TBD	This Standard is triggered due to the high likelihood of access restrictions, although the project is not expected to result in involuntary resettlement. The two main project activities that trigger this standard are on-ground restoration (Activities 1.2.2, 1.2.3, 1.2.4) and the planned development and updates of protected area management plans in the three landscapes (Activities 1.1.1, 1.1.2) which could lead to economic displacement by restricting peoples' access to land or natural resources. Restoration activities are planned in degraded protected areas, forest reserves, as well as in agricultural land, community and council forests. While restoration is ongoing, and during the initial subsequent years, communities	☐ Resettlement Action Plan ☐ Resettlement Policy Framework ☐ Action Plan Access Restriction ☒ Process Framework ☒ Other: Access restrictions caused by restoration activities	5	3	M

²¹ The decision of triggering a standard does not mean that safeguard instruments or plans have to be prepared right away. The ESMS Reviewer will specify the consequences of triggering the standard in the respective ESMS reviewer section of the questionnaire in C1-C4. Often plans might be required immediately (prior to project approval), in other cases only at a certain point in time (e.g. plans might need to be complete and accepted before the relevant activity can begin). In cases where the risk issues are less substantive, a plan might not be needed at all and mitigation measures are incorporated into the ESMP.

²² Guidance for rating the likelihood, impact and significance is provided in Annex 1.

²³ Low, moderate, high

		that were using or were dependent on these areas will face temporary access restrictions to prevent disturbance to restored areas. This may result in reduced access to natural resources, reduction in quality or quantity of natural resources utilized by households, or seasonal disruption. Examples include permitted as well as illegal activities such as the gathering of firewood in forest patches, livestock grazing, NTFP collection, bushmeat hunting, fishing, water collection from streams/waterholes, etc. The development or updates of protected area management plans may include measures such as demarcation of boundaries, changes to management rules, increased enforcement, etc. Apart from a high likelihood of access or use restrictions such as on firewood gathering, NTFP collection, bushmeat hunting, seasonal use, etc., these measures may also result in loss of assets and/or land held illegally or under customary ownership. Activity 1.2.1 bears the risk of land use planning activity leading to loss of or change in land tenure or land use rights, especially customary rights. It is not clear at this stage which land parcels will be used to set up nurseries or NTFP processing units, as such there is a risk that land acquisition for project activities may result in loss of land or access to communities using or relying upon such land for their livelihoods. A number of mitigation measures are built into the project design such as, for example, support for agroforestry on private lands, NTFP value chain development, employment through restoration activities, etc. However, the extent to which the project activities will offset impacts of access restrictions is not clear at this stage. The project must also ensure that the mitigation measures benefit the affected households, particularly women, vulnerable groups and indigenous peoples. Typically, a Process Framework would be required, but considering the project's focus on restoration, the following approach is recommended: - The ROAM (Restoration Opportunity Assessment Methodology), which delineates the process of site-selection and restoration activities, should be fortified with safeguard measures, ensuring that safeguards are systematically built into the site-selection process and the development of FLR (Forest Landscape Restoration) Action Plans. - A process framework should be drawn up within the ESMP to delineate mitigation measures for the impacts of all non-restoration activities within the scope of the project that could cause access restrictions.	along with mitigation measures to be described as a process framework in the safeguards-enhanced ROAM, (SG-ROAM) whereas all other access restrictions to be addressed in the ESMP.			
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C2 Indigenous Peoples	☒ yes ☐ no ☐ TBD	This Standard is triggered due to the presence of the Baka, Mbororo and Bagyeli indigenous peoples in the project area. The Baka and Bagyeli forest-dwelling peoples are predominantly present in the Dja and Bamboutous landscapes while the Mbororo pastoralists traditionally use the Waza landscape. The activities that may negatively impact indigenous peoples include Activity 1.1.1, 1.1.2, 1.1.3 relating to the updation or improvement of management plans of protected areas, production forests and council forests. This bears the risk of altering governance regimes over land customarily or traditionally occupied or used by indigenous groups, as well as the risk of their exclusion from consultation processes related to the updation of the management plans. Activity 1.1.4 aims to create multi-stakeholder platforms to reduce conflicts among competing land users and owners. This bears the risk of aggravating pre-existing conflicts such as between pastoralists like the Mbororo and sedentary communities. Access restrictions caused by activities 1.2.1, 1.2.2, 1.2.3, 1.2.4 relating to restoration may have negative and disproportionate impacts on indigenous peoples, particularly as they are more likely to be governed by customary rights and laws which may not be recognized by the State, potentially also resulting in loss of land. These risks should be addressed through the SG-ROAM (safeguard-enhanced ROAM) which integrates safeguards and FPIC considerations systematically into the ROAM process. There is a risk that indigenous people may be left out of project benefits such as agroforestry schemes which are only available to landed, sedentary farmers, or of employment opportunities such as those related to restoration due to cultural norms or absences relating to transhumance. They may also be left out of other benefits such as NTFP value chains, capacity building exercises and credit schemes due to lack of financial inclusion, linguistic exclusion, lack of information or discrimination. In addition, there is some evidence of historical conflicts due to presence of communities in certain areas before the creation of the protected area, such as in the Waza landscape. There is a risk that the rights or livelihoods of indigenous peoples could be negatively affected due to use or commercial development of lands (during	☐ SIA ☐ Indigenous Peoples Plan ☒ Indigenous Peoples Planning Framework including FPIC framework which integrates Cameroon's existing FPIC steps ☒ Other: See also SG-ROAM and GAP	4	3	M
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		restoration) or forest resources (such as NTFPs) on territories traditionally claimed by them.				
		FPIC is required from all indigenous groups who are present in the sites where project activities will be implemented or who use the sites seasonally.				
C3 Cultural Heritage	☒ yes ☐ no ☐ TBD	This Standard is triggered due to the following potential risks identified: The Dja biosphere reserve which is one of the three project landscapes is classified as a UNESCO World Heritage Site. The Reserve includes a population of Baka pygmies who live in a relatively traditional manner and confer a recognized cultural value to the site. There is a risk that project activities could impact their traditional way of life or tangible and intangible cultural heritage during restoration activities or NTFP harvesting. Sites of cultural importance belonging to all communities, such as temples, burial sites, sacred groves, sacred trees may be disturbed during the restoration process or during the construction of nurseries, NTFP processing units or access roads. In some cases, communities may lose access to them. The project may also disturb intangible cultural heritage of indigenous and local communities living in the project area and impact traditional or customary ways of life. In addition, activity 1.2.2 refers to the provision of water points in order to 'reduce the need for seasonal transhumance'. It must be noted that this could have the inadvertent impact of affecting cultural transhumance practices (intangible cultural heritage). Activity 2.1.2 refers to NTFP value chains in nutra and pharmaceutical sectors which could bear the risk of commercialization or exploitation of traditional knowledge. This requires FPIC of affected communities per IUCN's ESMS policy. Actual sites for restoration will only be identified during the ROAM process, however the safeguard-enhanced ROAM includes an assessment of cultural heritage in the site selection process.	☒ Chance Find Procedures ☐ Other:	4	3	M
C4 Biodiversity & Sustainable Use Natural Resources	☒ yes ☐ no ☐ TBD	This Standard is triggered due to the following activities: - Potential negative impact on sensitive biodiversity in protected areas in the three landscapes such as disturbance during restoration, construction of access roads leading to clearing/cutting of trees or preventing movement of wildlife, disturbance to wildlife from machinery and personnel involved in restoration, disturbance of ground nesting birds or other wildlife currently using degraded areas - Risk of the introduction and spread of invasive species due to choice of species chosen for restoration or through inadvertent introduction such as from nurseries (activity 1.2.2, 1.2.3, 1.2.4)	☒ Pest Management Plan ☒ Other: ESMP, Species Selection Protocol, Species Management Plan for the use of known invasives such as prosopis juliflora, neem, etc. Plan for sustainable harvest	5	3	M

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		- Risk of unsustainable harvest of NTFPs, particularly for <i>Prunus Africana</i> – a CITES II species. This is a significant risk as part of the NTFP value chain output 2.1 - Risk of pesticides, soil amendments or chemical fertilizers used in nurseries, restoration or in agricultural activities leading to water contamination, disturbance of soil - Land preparation activities using machinery, particularly in sensitive ecosystems such as mountain slopes or riparian areas may have inadvertent negative impacts such as soil erosion, disturbance of wildlife or landslides. - Risk of agroforestry and other incentive schemes on agricultural land impacting food security - Planned conservation plantations bear the risk of establishing monocultures that do not harbour or support biodiversity - Risk of restoration and plantation activities carried out to unrealistic or false ecological baselines - Availability of year-round water (activity 1.2.2) may lead to increase in livestock numbers and therefore more wild predators straying into human habitation or livestock further degrading forested areas in search of pasture	of NTFP, particularly <i>Prunus Africana</i> to be included in ESMP			
Quality of stakeholder consultation during project design so far (see section D4 for details)	☐ good ☒ adequate ☐ not sufficient	Required action:	Stakeholder engagement with indigenous and local communities needs to be further strengthened during the inception phase of the project.			
Required assessments and management measures/plans:		☒ Full Environmental and Social Impact Assessment (Full ESIA) ☐ Partial ESIA ☒ Targeted assessment (social assessment, targeted environmental studies etc.): Conflict analysis		☒ Environmental and Social Management Plan (ESMP) including IPPF and ARMPF ☐ Environmental and Social Management Framework (ESMF) ☐ Abbreviated ESMF ☐ Environmental and Social Management System (ESMS) ☒ Other: Safeguard-enhanced ROAM (SG-ROAM), Protocol for Species Selection, Chance Find Procedure, Species Management Plan, Emergency Response Plan		
Project Risk Category:	The project risk category rates the overall project; it is based on the significance rating established for each E&S risk area and for the ESMS Standards. The overall rating is usually that of the highest risk.			☐ Low Risk	☒ Moderate Risk	☐ High Risk

Guidance for rating environmental and social risks

Risk rating is a function of the two elements expected likelihood and the expected impacts (consequence).

Likelihood represents the possibility that a given risk event is expected to occur. The likelihood should be established using the following five ratings:

- *Very unlikely to occur (1)*
- *Low likelihood (2)*
- *Moderately likely – could occur (3)*
- *Known to occur - almost certain (4)*
- *Common occurrence (5)*

Impact (or consequence) refers to the extent to which a risk event might negatively affect environmental or social receptors – see below criteria distinguishing five levels of impacts:

Table 1: Rating impact of a risk area

<i>Severe (5)</i>	Adverse impacts on people and/or environment of very high magnitude , including very large scale and/or spatial extent (large geographic area, large number of people, transboundary impacts), cumulative, long-term (permanent and irreversible) ; receptors are considered highly sensitive ; examples are severe adverse impacts on areas with high biodiversity value ²⁴ ; severe adverse impacts to lands, resources and territories of indigenous peoples; significant levels of displacement or resettlement with long-term consequences on peoples' livelihood; impacts give rise to severe and cumulative social conflicts with long-term consequences.
<i>Major (4)</i>	Adverse impacts on people and/or environment of high magnitude , including large scale and/or spatial extent (large geographic area, large number of people, transboundary impacts), of certain duration but still reversible if sufficient effort is provided for mitigation; receptors are considered sensitive; examples are adverse impacts on areas with high biodiversity value; adverse impacts to lands, resources and territories of indigenous peoples; significant levels of displacement or resettlement with temporary consequences on peoples' livelihood; impacts give rise to social conflicts which are expected to be of limited duration.
<i>Medium (3)</i>	Adverse impacts of medium magnitude, limited in scale (small area and low number of people affected), limited in duration (temporary), impacts are relatively predictable and can be avoided, managed and/or mitigated with known solutions and straight forward measures.
<i>Minor (2)</i>	Adverse impacts of minor magnitude, very small scale (e.g. very small affected area, very low number of people affected) and only short duration, may be easily avoided, managed, mitigated.
<i>Negligible (1)</i>	Negligible or no adverse impacts on communities, individuals, and/or on the environment.

Significance of a risk area is established by combining likelihood and expected impact (consequence) of a risk event as demonstrated in the table 2. The significance rating signals how much attention the risk area will require during project development and implementation and the extent of control actions to be put in place. See the Guidance Note on Assessment and Management of Environmental and Social Risks for further details on the rating (including factors influencing the likelihood and impact)²⁵.

Table 2: Rating significance of a risk event

<i>Impact</i>	<i>Likelihood of occurrence</i>
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²⁴ For the definition see IUCN ESMS Standard on Biodiversity Conservation and Sustainable Use of Natural Resources.

²⁵ Available at: https://iucn.org/sites/default/files/2022-09/iucn_esms_gn-risk-management-clean-22.pdf

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	<i>Very unlikely to occur (1)</i>	<i>Low likelihood (2)</i>	<i>Likely – could occur (3)</i>	<i>Known to occur - almost certain (4)</i>	<i>Common occurrence (5)</i>
<i>Severe (5)</i>	Moderate	Moderate	High	High	High
<i>Major (4)</i>	Low	Moderate	Moderate	High	High
<i>Medium (3)</i>	Low	Low	Moderate	Moderate	Moderate
<i>Minor (2)</i>	Low	Low	Low	Moderate	Moderate
<i>Negligible (1)</i>	Low	Low	Low	Low	Low

Annex 3: Access Restriction Mitigation Process Framework

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1. Introduction

1.1. Purpose of the Access Restriction Mitigation Process Framework

This Access Restriction Mitigation Process Framework (PF) was prepared to provide a governing framework as well as guidance for the process of preparation and implementation of Action Plans to Mitigate Impacts from Access Restrictions (AR Action Plans) for activities causing adverse impacts on land users due to restrictions on access to resources and land use²⁶. The PF and AR Action Plans aim to ensure adequate, fair and timely mitigation of the impacts of access restrictions (AR) on the livelihoods of economically displaced persons. The Project may involve outputs and activities which may necessitate AR with moderate livelihood impacts.

The Project will select sites in various geographical locations and design their specific project interventions only during its implementation phase using SG-ROAM.

1. Accordingly, the preparation of a Process Framework to guide the preparation of AR Action Plans is required by the Environmental and Social Policy of the Green Climate Fund (GCF), the project donor, and the Environmental and Social Management System of the International Union for Conservation of Nature (IUCN), the Accredited Entity (AE) of the Project.
2. The PF analyzes the applicable legal and policy framework and defines a Project Access Restriction Policy with eligibility criteria and entitlements for displaced project affected persons (PAPs). It sets out procedures for planning and implementation, stakeholder engagement (consultation, participation, disclosure and grievance redress), provision of mitigation measures, monitoring and reporting, as well as the institutional and financial arrangements for access restrictions.

This PF was prepared by IUCN and is endorsed by the MINFOF. It complies with the applicable laws of Cameroon, as well as the Environmental and Social Policy of GCF and the Environmental and Social Management System of IUCN. In accordance with the IUCN's ESMS Principle on the

²⁶ "Restrictions on land use" refers to limitations or prohibitions on the use of agricultural, residential, commercial or other land that are directly introduced and put into effect as part of the project. These may include restrictions on access to legally designated parks and protected areas, restrictions on access to other common property resources, and restrictions on land use within utility easements or safety zones. (World Bank, EBRD and Inter-American Development Bank Environmental and Social Policies)

Precedence of the Most Stringent Standard, the most stringent standard is given precedence i.e., the safeguard requirements providing stronger protection to project affected persons will prevail.

The PF is an integral component of the Project's Environmental and Social Management Plan (ESMP).

2. Scope of Impacts from Access Restrictions

3. As indicated above, the actual sites for restoration will be chosen using SG-ROAM. Consequently, at the project preparation stage it is not yet known where access restrictions may be imposed, how many persons may be affected and what type of impacts may occur. Therefore, only the more likely outcome, outputs, and activities which may cause potential AR impacts can be tentatively indicated.
4. The planned restoration of landscapes including degraded PA, mountain slopes, agricultural land and community and council forests may require the restriction of access to resources and land use or the strengthening of the enforcement of existing restrictions to allow for the regeneration of existing vegetation and the growth of planted seedlings.
5. However, it is likely that some of these sites are sought by **vulnerable people** to gather natural resources for livelihood purposes. As the duration of restrictions may range between 2 to 3 years for forage, 3-5 years for fruits and up to 20 years for wood, impacts on vulnerable groups might be considerable, as they often display low adaptive capacity and lack alternative means and resources.
6. Among the resources and livelihood activities most likely to be affected by AR in protected areas are gathering and/or cutting of firewood, timber, rocks and sand for construction, medicinal plants, fruits, honey, and food plants, as well as hunting and grazing. These can be used for home consumption and/or sale, as well as ritual practices including weddings, funerals and religious events.
7. While not all the outputs and activities entail the same likelihood or level of significance of AR impacts, it must be noted that all project interventions aiming at the restoration of landscapes and transformation of land use practices have the potential to cause access restrictions with adverse impacts on livelihoods of project affected persons.

8. The project does not include activities that require involuntary land acquisition and resettlement. The project also expressly excludes any physical displacement²⁷ due to access restriction, including of non-titled settlers who have established residential dwellings in protected areas without recognized land use rights.

9. This PF only focuses on access restrictions and associated impacts that are triggered by the project. This, however, includes not only new restrictions established under the project but also the strengthening of the enforcement of existing restrictions and regulations that were not effectively enforced prior to the project.

3.2. IUCN and GCF Standards

10. Safeguard requirements for the management of restrictions on access to resources and land use are provided in the Environmental and Social Policy of the Green Climate Fund and the Environmental and Social Management System of IUCN. GCF has adopted the performance standards of the International Finance Corporation (IFC) as interim standards, which address AR under Performance Standard 5: Land Acquisition and Involuntary Resettlement (PS 5). IUCN has formulated the Standard on Involuntary Resettlement and Access Restrictions under its ESMS.

11. This section focuses primarily on the safeguard requirements for access restriction of both GCF and IUCN, as the Project does not entail involuntary land acquisition and resettlement. The requirements of the respective standards of GCF and IUCN are similar in their substance and will be presented concurrently. Relevant differences will be pointed out as appropriate.

12. Both standards cover **physical displacement** (relocation or loss of shelter) and **economic displacement** (loss of assets or **access to assets** that leads to **loss of income sources or other means of livelihood**) as a result of project-related land acquisition and/or **restrictions on land use**.

13. They apply the **mitigation hierarchy** requiring projects to avoid and minimize displacement to the maximum extent possible by exploring alternative project designs. The avoidance of forced evictions is mandated. SG-ROAM will be used to choose sites with the least possible negative impacts (**avoidance**). Unavoidable AR impacts are to be minimized and **mitigated** by providing compensation of lost assets at replacement cost and by restoring and improving the livelihoods and standard of living of displaced persons. AR activities need to be carried out with appropriate **disclosure**

²⁷ Relocation or loss of shelter

of information, consultation, and the **informed participation** of those affected. IUCN requires the free, prior and informed consent (**FPIC**) of persons or communities affected by restriction of access.

14. IUCN's standard indicates as within the scope of its application (i) the restriction of access to and/or use of natural resources and to areas of occupation or use, as well as (ii) changes in the use and management regimes of natural resources, without specifying limitations based on the property status of the affected land and resource users.

15. The general requirements of the standards applicable to AR include the following:

- Involvement of affected communities through **stakeholder engagement**, including information disclosure, consultation, participation and a grievance mechanism, during the assessment, planning, implementation and monitoring and evaluation of AR under a project.
- **Social impact assessment** to provide baseline information, assess AR impacts on displaced persons and to determine their eligibility for mitigation measures.
- Special attention to the needs of and issues affecting **poor** and **vulnerable** people and groups, including gender-differentiated vulnerabilities.
- Preparation of **action plans** for the mitigation of AR impacts, which indicate the eligibility and entitlements of PAPs to mitigation measures, identify development opportunities, and develop a resettlement budget and schedule.
- Responsibility of the project for the **cost** of implementation of action plans.
- Preparation of **process frameworks** for the mitigation of AR impacts, which guide the preparation and implementation of action plans in cases where the exact nature and magnitude of impacts is not known during the project development stage.
- Compensation of losses at **replacement cost** (value) i.e., the amount necessary to replace the lost assets or lost access to assets, based on market value plus transaction costs or an estimate of the value of goods and services generated by the lost assets.
- Land based compensation for displaced persons with **land-based livelihoods**.
- Provision of **mitigation** measures **before displacement**.
- Provision of appropriate **project benefits**.
- Establishment of procedures for **monitoring** and **evaluation** of the implementation of mitigation plans.
- **Disclosure** and **approval** of action plans and frameworks for the mitigation of AR impacts by GCF and IUCN.

16. For persons affected by project-related **restriction of access** mitigation measures are provided to either allow **continued access under conditions** to affected resources or access to **alternative resources** with equivalent livelihood-earning potential and accessibility. In cases where

access to the same or alternative resources are not feasible, culturally appropriate **alternative income earning opportunities** may be provided, such as credit facilities, training, cash, or employment opportunities facilitating livelihood restoration with equivalent livelihood-earning potential.

17. To prevent opportunistic encroachment in the project area, the project or a relevant government authority establishes and makes public a **cut-off date** for eligibility.

3.3. Gap Analysis

4. Project Access Restriction Policy

18. In accordance with the IUCN's ESMS Principle on the Precedence of the Most Stringent Standard, the safeguard requirements providing the strongest protection to project affected persons will prevail, and therefore the Project adopts this Project Access Restriction Policy for the restriction of access to resource and land use.

Stakeholder Engagement

- All PAPs affected by AR and the stakeholder engagement activities relevant to AR will be included in the Stakeholder Engagement Plan.
- Displaced persons and other stakeholders will be consulted and informed about the planned access restrictions as well as their mitigation and given an opportunity to participate in the planning of AR in an accessible, understandable and culturally appropriate form. AR and mitigation measures will be negotiated with the PAPs and their free, prior and informed consent will be obtained before the imposition of agreed measures.
- Draft AR Action Plans, including drafts of updated AR Action Plans, will be disclosed to PAPs for review and comments. The approved final AR Action Plans will be disclosed to the PAPs as well. All stakeholder engagement activities will be documented in the draft, final and updated AR Action Plans.
- A grievance redress mechanism with representation of relevant stakeholders will be established at the time of project inception, will be accessible to persons displaced by AR and will endeavor to resolve their grievances promptly and transparently.

Vulnerable Project Affected Persons

- Vulnerable households and the specific AR impacts on their livelihoods will be identified in the census and socio-economic survey for each subproject and indicated in each AR Action Plan. The inclusion of displaced vulnerable persons in consultations and the planning of measures for the rehabilitation and enhancement of their livelihoods will be ensured, to safeguard against impoverishment and to reduce their vulnerability.

Indigenous Peoples

- Indigenous groups are as identified in the screening and ESIA. FPIC is required before any activities on the ground impacting access restrictions can commence.

Assessment of AR Impacts

- As part of the integrated situation analysis , an assessment of all persons displaced by AR, an inventory of their lost resources and assets, a limited socio-economic baseline survey, and an assessment of the economic value of lost assets and incomes will be carried out.

Eligibility

- All persons displaced by access restrictions imposed and/or enforced under the project, including those with and without formally recognized land use or ownership rights, who use or occupy restricted land and its resources before the cut-off date, will be eligible for mitigation of adverse impacts, including compensation and rehabilitation measures, as applicable, regardless of whether the impacts are permanent or temporary, full or partial. Non-titled PAPs without legally recognizable claims to land will be eligible for all mitigation measures.
- An eligibility cut-off date will be declared and widely publicized on the date of commencement of the social impact assessment for each subproject which requires AR, to ensure the exclusion of opportunistic encroachment from eligibility for mitigation measures.

Monitoring and Evaluation

- The effectiveness of the implementation of the AR Action Plan for each subproject and the impacts of its measures on the livelihoods of the displaced persons will be monitored during and evaluated after AR Action Plan implementation.

5. Institutional Arrangements for the Management of Access Restrictions

5.2. Capacity building

19. The staff of the Executing Entities and of the Service Providers involved in the implementation of activities throughout the Project will participate in training workshops on social safeguards for the restriction of access to resource and land use. The training will consist of two modules.
20. The first module will provide all project staff working in both the field and the regional and national offices with a general overview of the policy and legal requirements for AR under the Project and of the provisions of the Process Framework.
21. The second module will provide designated project staff directly involved in the preparation and implementation of Action Plans to Mitigate Impacts from Access Restrictions with detailed guidance through classroom and field-based training. Instruments for the assessment of AR impacts,

including *formats for the questionnaires of the participatory appraisal and census, as well as for the inventories of PAPs and lost assets, will be developed and refined in the context of the training.*

6. Stakeholder Engagement

22. Meaningful stakeholder engagement (SE) is a critical tool to facilitate the successful implementation of the Project and its subprojects and plays a central role in the management of social impacts caused by the restriction of access to resources and land use.

23. SE will be commensurate with the level and magnitude of AE impacts. It is involved in

- Screening of activities for AR impacts,
- Assessment of all AR impacts and identification of PAPs,
- Establishment and implementation of appropriate mitigation measures, and
- Monitoring and evaluation of the implementation of the subproject AR Action Plans.

24. SE for the management of access restrictions involves

- **Consultation** of all PAPs
- **Disclosure** of all relevant information on AR and its mitigation, including draft and final AR Action Plans,
- **Participation** of PAPs in the negotiation of and decisions on all mitigation measures, as well as the provision of mitigation measures, and
- Establishment of a **Grievance Mechanism**

25. In compliance with the requirement for **FPIC**, the implementation of all project measures with access restrictions and their mitigation will be negotiated with the PAPs and their consent will be obtained in order to go ahead with the planned project measures.

26. The key methodologies for SE are consistent with standard participatory appraisal practices (see section 7).

- **Focus group discussions** and **key informant interviews** with various subsections of the persons displaced by AR (according to gender, socio-economic status, vulnerability, types of livelihood activities, etc.) and other relevant project stakeholders for in-depth discussions and the negotiation of AR and mitigation measures and during their implementation
- **Plenary meetings** with all persons displaced by AR, segregated by gender and other social variables if relevant, and other relevant project stakeholders to (i) provide relevant information and disclose the results of groups consultations and negotiations, as well as Draft and Final AR Action Plans; (ii) receive feedback and address PAPs concerns during planning and implementation of AR; and (iii) discuss, obtain and confirm FPIC with measures for AR and the mitigation of their impacts,

- **Participatory resource mapping** to identify resource use practices and their locations, and **field visits** with **transect walks** in the landscapes and ecosystems under restrictions to observe and discuss in-depth the PAPs' resource use practices, their locations, and adverse impacts of AR.

27. All SE communication will be undertaken in an accessible, understandable and culturally appropriate form.
28. All stakeholder engagement activities will be documented in the Draft, Final and Updated AR Action Plans, where documentary evidence, such as attendance records and photographs of SE events will be annexed.
29. The Project-wide **Grievance Mechanism** (GM) will receive and document all complaints and concerns of project affected persons, including those concerning AR, and pursue their prompt and fair resolution.

7. Assessment of Impacts from Access Restrictions (SIA)

30. The Project will avoid and minimize AR impacts causing economic and/or physical displacement to the extent possible, without compromising its conservation objectives. Unavoidable AR impacts are required to be mitigated. Therefore, for each subproject the impacts of AR need to be fully identified, including a full inventory of affected resources and their uses and of the affected land users, to ensure that all of these are appropriately and fairly managed in accordance with the Project AR Policy and the applicable GCF and IUCN safeguard policies.
31. This section discusses the requirements for the assessment of impacts from access restrictions on displaced project affected persons and outlines the key methodologies used. The social impact assessment (SIA) will be aligned with the general baseline surveys and appraisal in each of the subproject sites stipulated in the ESMP.
32. The identification of impacts due to AR requires a considerate approach to the resource users whose livelihoods will be affected. Given the potentially sensitive nature of their resource uses in protected and restricted landscapes due to the absence of formal use rights, conventional quantitative survey methods may not be suitable, at least in the initial phase of the social impact assessment (SIA). Therefore, participatory appraisal methods will be used at first to establish rapport with the affected communities, and gain an in-depth understanding of PAPs' resource uses and the impact of AR.
33. As early as possible, the participatory appraisal will confirm whether the proposed access restrictions would cause any impacts on land users in the communities or not. In the case of a confirmed absence of impacts the assessment need not proceed to the census. Instead, the project staff will

prepare a due diligence report documenting the participatory appraisal activities undertaken and confirming the absence of impacts due to access restrictions. The due diligence report will be submitted to IUCN and its findings reported in the next project progress report.

34. It must however be noted that AR impacts mitigated by the proposed project measures do constitute AR impacts in need of full assessment and mitigation as determined under an AR Action Plan.

35. Once the project staff responsible for the SIA has confirmed impacts, established rapport and developed a thorough understanding of the ground situation, a community-level meeting can be undertaken with every group/community affected by AR.

7.1. Participatory appraisal

36. As stated above, the sensitive nature of non-titled resource use by mainly poor and vulnerable households and communities requires simultaneous rapport building and an in-depth assessment of AR impacts through participatory appraisal methods, to gain familiarity with the context and develop trust. Therefore, it needs to be ensured that the consultations are designed in a way that people feel safe and that they are assured that specific information obtained from and/or about individuals would not be disclosed, will not be used for any form of coercion and that analysis and documentation for public disclosure would only use anonymized data. The use of participatory appraisal methods for impact assessment is consistent with and overlaps with the stakeholder engagement approach indicated in section 6.

37. The assessment of AR impacts will focus on establishing the level and magnitude of impacts taking into account the following factors:

- Nature or type of the impact: What natural resource assets are affected and how?
- Purpose of resource use: Are the resources used for subsistence or commercial use?
- Persons affected: Who is affected? Are men and women, poor and vulnerable or well-off persons, or majority and minority groups affected differently?
- Duration of the impact: are access restriction short-term, medium-term, long-term, or permanent?
- Severity of the impact: do the resources losses constitute a large or small proportion of the livelihood assets used and incomes derived by the affected person, household and community (taking into account the duration of impacts)?

38. The participatory appraisal will combine several assessment methods. It is critical to allow for sufficient time to cover all selected activities, all affected person and groups, and all restricted locations or sites. The timing and pacing of activities will have to take into account people's obligations and schedules to pursue their livelihood activities and other commitments. Establishment of rapport and trust and gaining access to knowledge cannot

be rushed and require patience and respectful communication with the PAPs. The exercise is very much about listening and learning from the PAPs about their lives, activities, problems and concerns by the persons carrying out the assessment, and not about telling the affected persons what to do and think. During the SIA, the project staff needs to suspend preconceived notions and assumptions and be open to new insights and understanding before suggesting and negotiating how to resolve problems and mitigate impacts.

39. The following approaches and methods to participatory appraisal can be used:

40. **Key informant interviews** are used to discuss a topic in-depth with identified key persons who have extensive knowledge about a community or particular sub-groups, or who have positions of authority, trust and influence. Examples include religious leaders, chiefs, leading farmers, and traditional leaders. Responses can be triangulated with other sources of information. Key persons are also often opinion leaders in their communities or even regions and may be able to help generate support by and the cooperation of the PAPs.

41. **Focus group discussions** (FGDs) provide opportunities for detailed discussion with a small group of selected participants. Groups can be formed with the participation of a heterogeneous group or by focusing on a homogeneous group. The latter is in particular useful for situations where cultural norms do not allow certain groups to speak up (e.g., the poor and vulnerable PAPs, women or marginalized groups) or to focus on specific issues of a certain affected group (e.g., farmers, fishermen/women, youth etc.). It is more likely that sensitive issues around resource use, the legality of access, livelihoods, well-being, health or issues of marginalization are raised in a smaller group. FGDs should have a clear format using an open-ended questionnaire, so that the facilitator of the discussion can keep the discussion on track and the participants can expand on topics and raise their own. Documenting the questions asked will also allow the team to repeat the FGDs over time to monitor how perspectives may be shifting. However, due to sensitivity of issues around unlicensed use of resources, formal recording of discussions may need to be avoided.

42. **Participatory mapping** exercises can be used to identify AR impacts and to develop AR Action Plans. The most common mapping exercises include resource mapping combined with seasonal calendars or poverty and vulnerability mapping combined with wealth ranking. Through these exercises the location of resources in restricted areas and the residences of different social groups are plotted with differently colored markers on large paper or with various differently colored materials, such as sand and wood, on the floor of a meeting venue. The preparation of the maps leads to detailed discussions on the matters of concern, such as resource use, the composition of ecosystems and livelihood systems, the AR impacts on these systems, differential impacts on the poor and vulnerable or alternative arrangements for resource use. Mapping should be accompanied by developing seasonal calendars for resource uses to understand the timing of respective livelihood activities.

43. **Field visits with transect walks** in the landscapes and ecosystems under planned restrictions help the project staff to observe and discuss resource use practices, their locations, and the potential adverse impacts of AR, and to gain an in-depth understanding in situ. It is important to undertake these walks with the various resource users as well as trusted key informants and to ensure that all affected areas and locations are covered. Seasonal changes may need to be considered and walks repeated over time. At minimum it needs to be inquired how the ecosystems and livelihood systems concerned are changing throughout the seasons and how they have changed over time, in particular considering the potential impacts of climate change. Repetition of specific walks will need to be used to assess possible mitigation measures in the same or alternative sections of the subproject landscapes. Photographic and videographic documentation of critical issues and sites should be undertaken during the walks, keeping in mind the possible concerns of resource users about their anonymity.

44. The **findings of the participatory appraisal** with affected local stakeholders and community members will be **documented** in the AR Action Plans for each site visited and discussed, including

- The number and types of PAPs,
- Locations visited and observed,
- Records of mapping exercises,
- Inventories of affected resources and assets and their uses and by affected persons,
- Records of issues discussed and proposed solutions including possible mitigation measures, and
- Evidence of participation, including signed minutes or records of participation and photographs or videos, with the appropriate caveat about anonymity if requested or required.

45. The project staff responsible for the situation analysis will provide a concise narrative description and analysis of the findings of the participatory appraisal for each site under the subproject planned to go under restrictions. The narrative analysis can be supported and illustrated by a descriptive table for the main variables assessed, including

- the types of resource accessed,
- the use of the resource,
- the types of resource users,
- its significance for the resource users' livelihoods,

- the impact on the resource users' livelihoods, including, the duration of the impact due to restrictions, and the severity of the impact in terms of its likelihood and magnitude.

46. The sample in Table 5 includes potential impacts that may be expected from AR in the subproject areas, based on the findings of the Project's feasibility study.

47. Geographic maps and satellite imagery of the restricted areas, overlaid with information on AR related impacts, will be included among the documentation as well.

48. The types of resources users potentially affected by AR would likely be predominantly PAPs without formally recognized land use or ownership rights. A smaller group of APs may be expected to have no formal legal rights to land but can make claims to land and use rights that are recognized or recognizable under the national laws, such as persons with licenses for resources uses issued by government agencies. It is not expected that access restrictions would affect person or legal entities owning private land or land leased from the government.

49. Among the potential PAPs the following groups may be expected.

- Returning refugees or people affected by competing claims from returnees:
- Pastoralist herders: Restriction of access to grazing land might affect transhumant communities, and competition for water and pastures due to the increasing length of droughts may increase pressure on range lands.
- People owning very small plots: Even with land registration, registered land parcels might be too small to sustain a household and provide for sufficient resources.

50. Landless people: there may be vulnerable groups who may be landless and highly dependent on open land and forest resources owned by the state.

7.2. Participatory appraisal of persons affected by access restrictions

51. The participatory appraisal methods permit an in-depth understanding of resource uses in locations under proposed restrictions and of the impact of these restrictions on livelihoods. However, by using participatory appraisal methods the data generated is based on the observation of the various individuals and groups available for meetings, discussions and walks and can therefore not provide a complete inventory of all resource users and their losses and livelihood impacts. These need to be obtained through an integrated situation analysis of all PAPs affected by AR. This enumerates all AR-affected households and, if applicable, displaced businesses, using a closed-ended questionnaire querying all relevant variables.

Table 5: Sample Template: Resource Use and Impacts due to Access Restrictions at each site

Resource accessed and used	Purpose	Legal status of resource use	Resource users	Specification of resource loss	Duration of impact
Fallen branches and dead wood	Fuelwood for energy supply	Unlicensed	20 residents of adjacent village, mainly poor women	40% subsistence 60% sale to local traders Loss of key fuelwood source and main cash income	Medium term until regeneration of remaining forest and maturation of fuelwood plantation
Mature trees	Fuelwood for energy supply	Unlicensed	2 residents, male hardware traders from district town	Loss of lucrative additional income source Annual seasonal additional cash income source during dry season	
Logging	Commercial construction timber	Permit by district forest office	3 small scale timber traders in adjacent village	Loss of main cash income source	Long-term, regeneration planting up to 30 years
Medicinal plants	Subsistence use in household and sale at local market	Unlicensed	20 residents of adjacent village, mainly poor women		
Other non-timber forest products (fruits, bamboo, honey, food plants)	Subsistence use in household and sale at local market				
Hunting (meat)	Subsistence use in household and sale at local market				
Grazing of livestock	Subsistence use in household and sale at local market				
Non-timber forest products	Cultural/spiritual practices				
Collection of rock and sand	Construction				
Water resources (if restrictions apply)	Household supply and cultivation of home gardens				

52. In addition, a limited number of socio-economic characteristics of the displaced households, such as ethnicity, gender, age and education of its members, head of household, access to public services , as well as vulnerability in terms of poverty, age, disabilities and gender of household head, will be recorded.

53. The situation analysis will also inquire into the compensation preferences and expectations of each displaced household.

54. All data collection and presentation need to be disaggregated by gender and other relevant social characteristics, depending on the social groups of concern.

55. In the AR Action Plan, the findings will be tabulated in aggregate and disaggregated tables for analytical and reporting purposes.

8. Mitigation of Impacts from Access Restrictions

56. **Avoiding impacts** by seeking to exclude locations targeted for restoration which exhibit a high degree of dependency of especially poor and vulnerable resource users on their available resources **may be difficult**, as these sites tend to be overused and thus display a considerable degree of degradation. In order to meet both, the landscape restoration and livelihood support objectives of the project, its design aims to restrict damaging practices while providing ways and means for the improvement of land use practices.

57. Therefore, the planned **project benefits** under Outcome 1 and 2 will **function as the primary mitigation measures** for the restriction of access and ecologically adverse land use practices. This implies that all persons affected by access restrictions would be eligible for project benefits and be among their primary participants. The key project measures would entail a combination of (i) regulated access to and augmentation of existing resources and their sustainable use, (ii) sustainable use of alternative and economically viable resources or resource locations, and (iii) the reduction of demand on resources. Resource demands that cannot be met through regulated and/or alternative resources would require (iv) alternative means of livelihood generation or (v) subsidizing poor and vulnerable affected persons for the duration of necessary restrictions. Given that the regeneration of the various types of ecosystems and agro-ecosystems involved may take between 2-3 years for forage, 3-5 years for fruits and 10-20 years for wood, temporary restrictions of varying length can be expected.

58. The **community management of resources** is envisioned as a key mechanism for ensuring self-regulated access to and use of resources based on community ownership and an understanding of the positive implications of sustainable resource use. It is critical that **non-titled poor and vulnerable resource users** are fully engaged and entitled to project benefits and mitigation measures, as these would otherwise undermine strategies that only focus on the titled owners or licensed users of targeted landscapes, because the poor and vulnerable lack alternative means of livelihood generation.

8.1. Mitigation measures

59. The following planned project activities provide examples of project benefits which may readily be applied as mitigation measures for access restrictions.

8.1.2. Restoration of community and council forests: This provides communities affected due to loss of fuelwood access with alternative fuelwood sources. The households most affected by restrictions will be prioritized for resource use.

8.1.3. Direct and induced employment opportunities through reforestation works: Local communities will be employed as far as possible for restoration works such as preparing the ground, seed planting, carrying out ground truthing, watering and maintenance, guarding, etc.

8.1.4. Agroforestry: This planned project activity will be provide resources and training to affected communities, enabling them to grow and monetize fruit trees, cacao or other high value NTFPs on their private land.

8.1.5. NTFP value chain based income opportunities: A significant component of the project involves directing resources and training towards NTFP value chain development. The project invests in stimulating demand in green financing, and supports setting up of processing units and training.

8.1.6. Other mitigation measures: Employment at NTFP processing units will provide alternate income sources.

8.3. Eligibility and Entitlements

60. The participatory stakeholder engagement process with PAPs described above will need to assess, review and negotiate all the options for mitigation of AR impacts under consideration of the measures indicated and the concerns raised above.

61. Based on the inventory of losses and affected persons and the selection of preferred and feasible mitigation measures, the AR Action Plan is prepared. The entries in the entitlement matrix will be further specified in the text of the AR Action Plan to clarify all relevant details and modalities of the agreed mitigation measures.

62. The applicable agreed entitlements will also be logged in each individual PAP record together with the inventory of losses of each household, which thereby constitutes a mutual commitment by the project and each PAP household to accept the restrictions of access and the provision of the specified mitigation measures.

8.4. Free, prior, and informed consent

63. Once agreements on all mitigation measures have been established through the participatory negotiation process, a final plenary meeting among the PAPs, project staff and other relevant stakeholders, will be held in which the free, prior, and informed consent of the PAPs with the restrictions of access and the provision of the specified mitigation measures is requested by the

project and confirmed by the PAPs. Videographic and photographic documentary evidence of the event will be prepared. The FPIC of the PAPs will also be stated in a written document in both the local language and English and signed or thumb printed by the PAPs and management representatives of the Project EEs and the relevant local government authorities.

Withdrawal of consent: In line with the principles of FPIC, communities are also entitled to withdrawal of such consent already given. The withdrawal of consent must follow the same protocols as the giving of FPIC, i.e. withdrawal must be free, prior and informed and must be decided and communicated through the same channels such as through legitimate representatives of the communities. Upon receipt of such notice of withdrawal, submitted to the project coordinator, adequate notice is required for the project to stop the concerned activity. Such notice may include the time required to verify the legitimacy and authenticity of the withdrawal notice and to take adequate measures for cessation depending on the type of activity.

9. Budget for Assessment and Mitigation of Access Restrictions

64. The full cost of the preparation and implementation of the AR Action Plan includes the cost of the preparation of the plan, including the situation analysis, as well as of administration, monitoring and evaluation.

65. As the majority of mitigation measures for the impacts of access restriction may be expected to be planned project benefits provided to persons affected, the related AR Action Plan implementation costs may already be accounted for under the general cost for project activities and included in the overall project budget. Furthermore, the cost of administration, monitoring and evaluation of AR Action Plan implementation will also be covered under the general project budget for these activities.

66. However, any AR Action Plan implementation costs due to additional measures not covered under project benefits will require additional budgeting. The budget headings include the type of loss, type of mitigation entitlement, respective unit rates, number of units and total cost for each mitigation measure.

10. Monitoring, Evaluation and Reporting Arrangements

67. Monitoring of the planning and implementation of access restrictions and their mitigation are part of the ESMF monitoring, which is integrated into the monitoring, evaluation, reporting and learning (MERL) system of the Project. This will integrate specific monitoring and reporting components for the implementation of all the activities and measures of the AR Action Plans, following up on the requirements under the AR Action Plans. AR monitoring will involve (i) process monitoring of the progress of implementation of the required actions under an AR Action Plan; and (ii) output monitoring of the progress of implementation of the required mitigation measures, i.e. the provision of mitigation entitlements to the displaced persons affected by AR. These will be reported in the bi-annual progress reports of the PMU and the Lead EE(s).

68. If monitoring identifies any non-compliance with the AR Action Plans or other critical issues during their implementation, a Corrective Action Plan will be prepared, to facilitate the compliant implementation of all requirements of the AR Action Plan, as well as necessary adaptations of the Action Plan to ensure the effective mitigation of all impacts in accordance with the requirement for adaptive learning. The implementation of the corrective actions will be monitored until the full resolution of all issues addressed by the Corrective Action Plan and assessed during the evaluation of AR implementation.

69. The final evaluation of the implementation of the AR Action Plans will assess its overall performance with respect to the required actions and delivery of mitigation entitlements and assess their impact on the livelihoods of the PAPs. The impacts will be assessed against the baseline data generated by the census and socio-economic survey of the PAPs. The evaluation findings will be reported for each site in the interim and final evaluation reports of the PMU.

70. If the evaluation identifies any compliance issues or adverse impacts on the livelihoods of the PAPs, the interim and final evaluation reports will contain a Corrective Action Plan to address these issues. The implementation of the Corrective Action Plan will be monitored and evaluated until the full resolution of all issues concerned.

71. All monitoring and evaluation activities concerning the implementation of the AR Plans will be undertaken with the engagement of the relevant stakeholders, especially the persons affected by AR, to receive their feedback and consider their concerns.

12. Development of an Action Plan to Mitigate Impacts from Access Restrictions

Recommended Outline for an Action Plan to Mitigate Impacts from Access Restrictions

1. Introduction

1.1. Purpose of the Action Plan to Mitigate Impacts from Access Restrictions

1.2. Project Background

2. Legal and Policy Framework for Access Restrictions

2.1. Legal and Regulatory Framework

2.2 Project Access Restriction Policy

3. Institutional Arrangements for the Management of Access Restrictions

4. Stakeholder Engagement

5. Assessment of Impacts from Access Restrictions (SIA)

5.1. Participatory appraisal

5.2. Community groups affected by access restrictions

6. Mitigation of Impacts from Access Restrictions

6.1. Mitigation measures

6.2. Viability of livelihood restoration measures

6.7. Eligibility and Entitlements

6.8. Free, prior, and informed consent

7. Budget for Assessment and Mitigation of Access Restrictions

8. Monitoring, Evaluation and Reporting Arrangements

9. Schedule for the Preparation and Implementation of the AR Action Plan

Annex 4: Indigenous Peoples Planning Framework

Objectives of the IPP

The GCF IP Operational Guidelines stipulate that the IPPF is a process that leads to the development of a site-specific IPPs for the project and is designed to complement the project ESMP. The IPP planning process commences as soon as the information on the exact nature, extent, and location of activities to be undertaken in the project areas is determined. The IPP will aim at fulfilling the needs, and preferred options of the affected indigenous peoples, address any potentially negative impacts and integrate the positive impact enhancing measures in the subproject design. It will also aim to improve existing capacities of the targeted IPs and their community to participate and benefit from project interventions.

Structure and key elements of the IPP

1. A description of IPs and their vulnerable groups to be affected by a sub-project, baseline socioeconomic information of the IPs measures to address their needs and concerns, and a summary of the proposed activities
2. Summary of the Social Assessment, findings describing impacts, risks and opportunities, including tenure arrangements
3. Measures to avoid, minimize and mitigate negative impacts, and enhance positive impacts and opportunities;
4. Community-based natural resource management and governance institutions
5. Results of the free, prior and informed consultations with the IP communities, including a list of people and organizations that participated, a timetable, who was responsible for each activity
6. Details of participation and consultation process to be followed during implementation ensuring FPIC;
7. Gender analysis and action plan with due reference to the Project's GAAP
8. How adverse impacts will be avoided, minimized, mitigated or/and compensated through an agreed upon entitlement matrix
9. How culturally appropriate benefits will be shared with affected IPs communities within an agreed timeframe (benefit sharing plan)
10. A budget estimate, as well as timetables and organizational responsibilities;
11. Culturally appropriate grievance redress mechanism at PMU and the local level;
12. Monitoring, evaluation and reporting mechanisms; and
13. A capacity building plan.

Steps for Preparation of an IPP

An IPP will be prepared for each landscape, with a possibility of developing district level IPPs in conjunction with FLR action plans where necessary. The level of detail in an IPP will be based on nature, scale and extent of impacts. It will be prepared following the FPIC Principles, with the aim to inform, engage and cultivate broad community support for the project. The level of detail at every stage of the IPP will depend on the specific sub- project and the nature of effects to be addressed.

Information will be generated at two levels, a baseline survey, and social assessment as outlined hereafter.

a) Baseline survey

Participatory approaches will be used to determine the socio-economic baseline/appraisal of the IP communities through individual interviews and focus group discussion meetings. Information will be collected on their poverty levels, food security and nutrition status, land ownership status of forests, rangelands, and the recognition of women's rights, forest based productive activities (fuel wood collection and sale, charcoal production, shifting cultivation, collection for consumption and sale, and others), etc. Based on the outcomes of these meetings and discussions, the sites will be identified and agreements for the sub-project will be carried out for benefit of households/communities.

b) Social Assessment

The aim is to determine the social risks and impacts from implementation of the subproject and will include the following:

- A review of the legal and institutional framework applicable to Indigenous Peoples.
- Gather baseline information on the demographic, social, cultural, and political characteristics of the affected Indigenous Peoples' communities, the land and territories that they have traditionally owned or customarily used or occupied, and the natural resources on which they depend.
- Identification of key project stakeholders and the elaboration of a culturally appropriate process for consulting with the Indigenous People at each stage of project preparation and implementation.
- An assessment, in consultation with the affected persons and based on free, prior, and informed consultation, of the potential adverse and positive effects of the project. Further assess the relative vulnerability of, and risks to, the affected IPs communities given their distinct circumstances and customary ties to land and natural resources.
- The identification and evaluation of measures necessary to avoid/mitigate adverse effects, and to ensure that the IPs receive culturally appropriate benefits under the project.
- Full engagement and coordination at all levels of community institutions in all sub-project stages. IP leaders/IP-selected representatives or community organizations will be formed for the participatory situational analysis activities (Step á' above).

Consultation Principles

Consultations with IPs will be required throughout the sub-project design to implementation and the Free prior and informed consultation is required of the GCF IP Policy and IUCN ESMS Standard on IPs. Implementing the FPIC principles in the consultation process helps to promote effective design of the sub-projects, ensure local buy-in and ownership, and reduces the risk of project-related delays or controversies. The 3 main elements of the principle - free, prior, and informed – are defined as follows:

- **Free:** consultation should be free of coercion, corruption, interference and external pressures. IPs should have the opportunity to participate regardless of gender, age or socio-economic class.
- **Prior:** the consultation should be during the design phase and prior to the execution of any sub-project activities that would impact them. Times of engagement should therefore be established in advance, including the dissemination of relevant material.
- **Informed:** Dissemination of information during consultations should be timely, sufficient and accessible, and should cover the potential impact of the project, both positive and adverse.

Consultations at site level

Key considerations for the consultations include;

- **Respect and adherence to the IPs' tradition:** The traditional governance system, culture, and norms play an important role in the IPs community, and developing the IPP is not an exception. The IPs tradition demands that they commune and generate consensus on all they intend to do, and the Elders play their subscribed role of mediation and facilitating the community engagements. FPIC implementation is critical at this stage of the planning process, and prior consultation should be made to ensure the Elders are informed of the planned process and anticipated outputs from the planning exercise. The use of the clan structures in identifying the persons to engage, and facilitating linkages with the LG structures is important in this process to ensure that they are aware and informed of the process. Open communication and transparency is critical for the IPs engagement process. The PIU and Implementing Partners for the respective activities shall take a lead on this.
- **Selection of sites based on well defined needs of the IPs.** Clustering the IPs during the planning process, based on the most pressing problems in the community is recommended to ensure that only the most affected are targeted, and these jointly participate in defining the solutions required to address the problems.
- **Targeted inclusion of most vulnerable segments of community.** Targeted mobilization and inclusion is recommended, working through their most favored structures such as the clans, churches, youth cohorts, women's groups, etc. The project implementing partners at the community level are well placed to advance the proposed approach.

Consultations at sites

Consultation during implementation of the activities are essential, and it is important that such opportunities to consult and engage with IPs on issues of interest to them should be explored and undertaken. Consultation for instance with Council of Elders and Councils of Women on their role in conservation may be required to enhance the symbiotic relationship of the IPs with nature. This is also an opportunity to integrate the IPs in the decisions and activities pertaining to restoration and thence provide a clear role to traditional institutions to contribute to conservation and sustainable use of the ecosystem from which they derive a range of benefits.

During the project design stage, extensive consultations were undertaken.

Several Indigenous Peoples' Organizations, as well as communities and groups were consulted and engaged during the project design phase, particularly during the environmental and social impact assessment. These communities were from villages in all the three landscapes. A total of four rounds of consultations with two at the national level and two at the ground level were held. A representative list is below, while the full list and details of engagement have been documented in the SEP. CEFDHAC (Represent forest people and protect their rights in discussions and dialogue regarding forest governance, sustainable management of forests, benefit sharing, and general interests of local forest communities. Important in developing and implementing Safeguard instruments.); Indigenous People REDD+ Platform; Traditional rulers; ASBABUK(Baka IP association); Gbabandi platform (for Baka and Bagyeli), OKANI (local IP NGO); MBOSCUDA (Mbororo Social and Cultural Development Association). Continued engagement with these organizations as well as others identified during site selection is foreseen, with the first consultations planned during the inception phase, with recurring meetings every quarter, or as needed. Specific meetings for FPIC will be held as required, depending on the provisions of the Indigenous Peoples' Standard and as foreseen in the IPPF.

Capacity Building

Training will be organized for the PMU staff and partners, including district local governments. The training sessions could be structured based on the specific training needs of the participants, and where required the local language will be adopted to ensure clarity of the main concepts in the training.

The intended training objectives is to;

- a. Increase awareness and understanding of the IUCN-GCF project, roles and responsibilities and expected outputs.
- b. Increase understanding of the GCF-IUCN project planning cycle, and the interconnectedness between the ESMS and the IFFP that leads to developing the IPPs.
- c. Provide knowledge and skills on the approach and tools used for screening and identify sub-projects .
- d. Train on the Grievance Redress mechanisms (internal and external).
- e. Training on the skills and approaches required to develop IPPs, including the core consultation principles such as the FPIC.

IMPLEMENTATION OF THE IPPF

Roles and responsibilities

The IPPF will be implemented under the project implementation arrangements. The PMU will lead the process of developing the IPPs, working closely with the implementing partners and service providers outlined in the Project Proposal document.

The IPPF programming cycle will include the identification of the project sites and preparation of the IPPs, through to monitoring and evaluation.

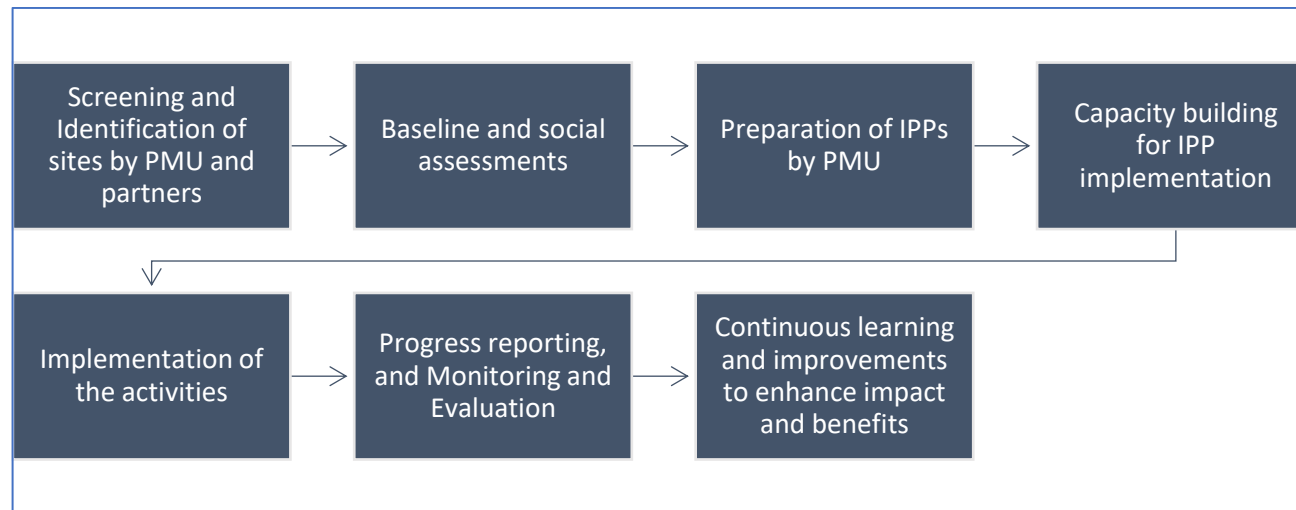


Figure 7-1: IPPF Programming Cycle

Annex 5: Procedures for accidental discovery of cultural resources (Chance find)

If cultural resources are discovered during project implementation (e.g., when undertaking civil works), the agency responsible for the work that has resulted in the find (e.g., the executing entity, executing partner or contractor) is obliged to declare the discovery at the earliest possible date to IUCN and the competent national authority.

If there is a legally established procedure for accidental discoveries (e.g., of archaeological objects or remains) in the country where the project is implemented, that procedure will be followed, without prejudice to compliance with this standard. If there is no such procedure, it will be the responsibility of the executing entity to prepare a specific 'chance find' procedure that must contain the following elements:

- a clear identification of roles and responsibilities;
- procurement of the services of a qualified entity, expert or group of experts to assess the cultural significance and conservation requirements of the find;
- a temporary suspension of the work, for up to one month, to allow this assessment to take place;
- protection and security for the resource and/or the site during the assessment to prevent looting or other loss;
- consultation of relevant local, national and international actors in the conduct of this assessment;
- a system for keeping appropriate records and ensuring expert verification of the process;
- the public release, in a culturally appropriate format, of the results of the assessment;
- the implementation of the protection or mitigation measures recommended by the assessment, when applicable, including alternative siting;
- the inclusion of this procedure in the project implementation plan, as part of the ESMP.

Annex 6: National Laws and Regulations in Cameroon Relevant to the Project

No.	Type	Year	Law/Regulation	Content
The Constitution of the Republic of Cameroon				
1	Law	1996	Constitution of the Republic of Cameroon	Ordains that the protection of the environment including forests shall be the duty of every citizen
Conservation of Biodiversity				
2	Law	2010	Forest Law Enforcement Governance and Trade (FLEGT)	Promote Cameroonian timber products, and improve the country's competitiveness in the international marketplace. The VPA also considered strengthening the capacity of Cameroonian forest stakeholders and encourage investment in sustainable management of forests

Environmental and Social Management Plan (ESMP)

No.	Type	Year	Law/Regulation	Content
3	Law	1994	1994 Forestry Law	The law divided forest into permanent and non-permanent forest with the goal of promoting sustainable forest management
7	Law	1995	Decree No. 95/531/PM of 23 August 1995	Laid down the procedures for implementing the Forests System. It defines the different forest sub classes and highlights nature and biodiversity protection. It provides clarity on the 2 forest domains and provides orientation on forest use, inventory, and operational arrangements.
8	Law	1995	Decree N° 95/678/PM of 18 December 1995	Establishes an indicative framework of land use in southern forest areas.
9	Law	1990	Law No. 5/1990	This law lays down provisions on conservation of living resources and their ecosystem through sustainable forest management
10	Law	2013	Law No. 18/2013	The law promotes the prevention and eradication of forest destruction in the country
Environmental Protection and Management				
11	Law	1996	The 1996 National Environmental Management Plan and the Environmental Management Framework Law	The overall objective of the Plan was to develop policies, strategies and actions for environmental protection and the rational management of resources to contribute to sustainable development with 5 priority areas: - Participatory land use management; - Sustainable management of natural resources; - Restoration of degraded land and improvement of soil fertility; - Capacity building; and - Concerted management of shared resources at the sub-regional level.
12	Law	2009	Law No. 32/2009	Provides a legal framework for the Protection and Management of Environment;
Ratification to International Conventions				
13	Law	1994	Law No. 5/1994	The law ratifies the United Nations Convention on Biological Diversity

