

REPUBLIC OF TAJIKISTAN

**Committee for Environmental Protection under the Government of
the Republic of Tajikistan**

**RESILAND CA+: TAJIKISTAN RESILIENT LANDSCAPE
RESTORATION PROJECT**

P171524

**Stakeholder Engagement Plan
(SEP)**

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List of Abbreviations & Acronyms

AWP&Bs	Annual Work Plans and Budgets
CAMP4ASB	Climate Adaptation and Mitigation Program for Aral Sea Basin
CAREC	Central Asia Regional Environmental Centre
CBO	Community Based Organization
CEP	Committee for Environmental Protection
CPF	WB's Country Partnership Framework
DEP	Department on Environmental Protection
DPOs	District Project Officers of the IG and PMU
E&S	Environmental and Social
ESA	Environmental and Social Assessment
ESCP	Environment and Social Commitment Plan
ESF	Environmental and Social Framework
ESIA	Environmental and Social Impact Assessment
ESMF	Environment and Social Management Framework
ESMP	Environmental and Social Management Plan
ESS	Environmental and Social Standard
FAO	Food and Agriculture Agency of the United Nations
FGD	Focus Group Discussion
FLR	Forest Landscape Restoration
FUGs	Forest User Groups
GBAO	Gorno-Badakhshan Autonomous Oblast
GFP	Grievance Focal Point
GIZ	German Society for International Cooperation
GOT	Government of the Republic of Tajikistan
GRM	Grievance Redress Mechanism
GRS	WB's Grievance Redress Service
ICARDA	International Center for Agricultural Research in the Dry Areas
ICSD	Interstate Commission on Sustainable Development
IDA	International Development Association / World Bank
JFM	Joint Forest Management

LDN	Land Degradation Neutrality
LGMG	Local Grievance Management Group
LMP	Labor Management Procedures
M&E	Monitoring and Evaluation
MoA	Ministry of Agriculture of the Republic of Tajikistan
MoEWR	Ministry of Energy and Water Resources
MoF	Ministry of Finance of the Republic of Tajikistan
MoLEM	Ministry of Labor, Employment and Migration
MSMEs	Micro, small and medium enterprises
MTDP	Medium-Term Development Program of Tajikistan (2021-2025)
NADF	National Association of Dekhan Farms
NBS	Nature-Based Solutions
NDS	National Development Strategy for the period of up to 2030
NFI	National Forest Inventory
NGMG	National Grievance Management Group
O&M	Operations & Maintenance
OIPs	Other Interested Parties
PAPs	Project Affected Parties
PDO	Project Development Objective
PRT	Pasture Reclamation Trust of the Ministry of Agriculture
PSC	Project Steering Committee
PTC	Project Technical Committee
PUU	Pasture Users Union
RAP	Resettlement Action Plan
RBO	River Basin Organization
RPF	Resettlement Policy Framework
SISPNA	State Institution of the Specially Protected Natural Areas
SEP	Stakeholder Engagement Plan
SFE	State Forest Enterprises
SFF	State Forest Fund
TA	Technical Assistance

TAAS	Tajik Academy of Agricultural Sciences
WB or WBG	World Bank or World Bank Group
WUA	Water Users Association

1. INTRODUCTION

Tajikistan is committed to reducing landscape degradation through reforestation and afforestation. In 2018, Tajikistan along with five other Caucasus and Central Asian countries signed the Astana Resolution to restore about 2.7 million ha of degraded forest landscapes. Tajikistan specifically committed to restore 48,000 ha of degraded forest landscapes from 2018-2030. The National Development Strategy (NDS) 2030 addresses energy issues and aims to provide a reliable energy supply, which includes planting 1,000 ha, rehabilitating 2,000 ha and supporting natural forest regeneration on 8,000 ha of forests annually. Tajikistan's limited forest cover (about 3%) is diminishing rapidly due to overexploitation and uncontrolled grazing. For 70 % of the population, fuelwood is the primary energy source due to an inconsistent energy supply. Additional constraints in the sector include open access to resources, inefficient heating and cooking devices, and lack of land tenure security and forest ownership awareness. Land degradation is also a threat in protected areas. Currently, about 22% of Tajikistan is demarcated as protected areas and recreational zones, with limited use of natural resources or full prohibition across 2,500 hectares of land with valuable ecosystems. Due to inadequate financing and technical capacity, protected areas lack management plans, proper boundary mapping, and measures to prevent or reduce degradation, and opportunities for co-management with stakeholders.

Tajikistan is one of the countries, along with Uzbekistan and a few other countries to join later, under the RESILAND CA+ Program, which aims to increase the resilience of regional landscapes in Central Asia. As part of RESILAND CA+ Program, the Government of the Republic of Tajikistan under the leadership of the Committee of Environmental Protection (CEP) supported by the World Bank's Environment, Natural Resource and Blue Economy (ENB) Global Practice has prepared the Tajikistan Resilient Landscape Restoration Project (TRELIS) to be implemented over a five-year period. The Project is aimed to increase the area under sustainable landscape management in selected locations in Tajikistan and promote Tajikistan's collaboration with Central Asia countries on transboundary landscape restoration.

The Project sites for the interventions were selected based on a combination of criteria - poverty incidence, potential for integrated landscape restoration (incorporating pasture, agriculture, water, forestry, biodiversity), regional and transboundary corridors, and complementarity with government and donor-funded initiatives. The potential project sites fall in the following river basins: a) Zarafshon basin covering three districts – Ayni, Panjekent, and K. Mastchoh (in Sughd oblast, bordering Uzbekistan and the Kyrgyz Republic); b) greater Panj covering four districts – Vanj, Rushon, Shughnon, and Murghab (in Gorno Badakhshan Autonomous oblast, bordering the Kyrgyz Republic and Afghanistan); and c) Lower Kofarnihon covering three districts – Shahrituz, Nosir Khisrov, Qubodiyon (in Khatlon oblast, bordering Uzbekistan and Afghanistan). These sites include protected and forest areas that share boundaries with the above countries, along with sub-basins and watersheds that form upper catchments and include tributaries of regionally important rivers.

1.1 Project Description

The goal of the RESILAND CA+ Program is to increase resilience of regional landscapes in Central Asia. The regional impact of the Program will be measured by aggregating the results of individual country projects and monitoring the results of regional activities

The Project Development Objective (PDO) is to increase the area under sustainable landscape management in selected locations in Tajikistan and promote Tajikistan's collaboration with Central Asia countries on transboundary landscape restoration. This PDO is uniform across the RESILAND CA+ projects with sustainable landscape management practices differing based on the specific context and interventions financed in each country. In the case of Tajikistan, sustainable landscape management includes land use practices like agroforestry (intercropping with trees, shelterbelts); improved grazing land management through temporal enclosure and enrichment planting; plantations and reforestation, i.e., production-oriented plantations, tree belts for protection of catchments and erosion control; protected area management; soil fertility and water

harvesting measures to support tree systems; and other relevant sustainable landscape management practices, Sustainable landscape management practices will be carried out by the government, SFE the private sector, and rural communities in the targeted locations, whose capacities will be increased to carry these out.

Potential project sites fall in the following river basins and regions/oblasts of the country:

Oblast/Basin	Sub-basin	Project Districts
Sughd/ Syr Darya	Zarafshon	Ayni, Panjekent, K. Mastchoh
Khatlon/Vakhsh	Lower Kofarnikhon	Shahrituz, Nosir Khisrov, Qubodiyon
GBO/Panj	Western Pamir	Vanj, Rushon, Shughnon
	Eastern Pamir	Murghab

Project Components

Project activities are grouped into the following **three inter-related components**, which are further grouped into sub-components:

Component 1. Strengthen Institutions and Policies, and Regional Collaboration. This component will finance consulting services, goods and equipment to support the strengthening of national institutional policies and legal frameworks, developing of knowledge and skills of government, communities and other stakeholders for landscape management, and improving the capacities of government partners to operate effectively. Under this component, financing will be provided for activities to support regional collaboration efforts in order to contribute to landscape restoration that benefits both Tajikistan and the wider Central Asia region with which the country shares and contributes critical resources and infrastructure.

Sub-component 1.1. Strengthen Institutions and Policies. The objective of this sub-component is to develop an adequate policy and legal environment to restore and sustainably manage target landscapes in Tajikistan. The project will finance analysis, and revisions of existing policy, legal and implementation frameworks for forests, pastures, and PAs to help align these with national and international obligations. Planned activities include development and implementation of Landscape Restoration Strategy and Action Plan, and Protected Area Strategy and Action Plan. Institutional Capacity Building activities, including i) on- the-job training of operational and technical staff on landscape restoration, and a range of related topics through short courses, workshops, seminars, etc.; ii) post-graduate studies for qualifying students for study in the region, or elsewhere, in key topics, e.g., landscape management, forest conservation, pasture management; and iii) curricula development for universities in the country to improve formal training.

Rehabilitation of SFE offices and selected Special PA units. In the project districts, financing will be provided for rehabilitation of field buildings and offices, provision of equipment, vehicles, and small machinery for SFE offices and selected Special PA units. The project will also finance the purchase and installation of office equipment including computers, tablets, furniture, etc., as well as field equipment such as binoculars, cameras, drones, field mapping equipment, uniforms, sleeping bags.

Strengthening research and knowledge management activities include i) research and analytical studies. ii) knowledge management; and iii) study tours and exchanges within the country, with neighboring countries, and further afield to other countries, building on WBG’s presence in the region and globally, as well as other projects and initiatives.

Sub-component 1.2. Strengthen Regional Collaboration. The objective of this sub-component is to promote collaboration among Central Asia countries on transboundary landscape restoration given the critical need to address new emerging threats at the regional level, such as the impacts of climate change. The Regional Environmental Centre for Central Asia (CAREC) will execute this sub-component under a contract with the GoT given its regional mandate and capacities. CAREC will partner with other entities, such as FAO, UNDP,

University of Central Asia, International Center for Agricultural Research in the Dry Areas (ICARDA), and International Center for Biosaline Agriculture, to execute specific activities. In addition, the sub-component will also finance the management of a regional level M&E system for RESILAND CA+ to monitor, evaluate, and report on the Program's regional impact.

Component 2. Enhance Resilient Landscapes and Livelihoods. Overall, this component will finance works, consulting services, non-consulting services, goods, and grants for both government institutions and communities to implement a range of landscape restoration investments. To support the selection of investments, assistance will be provided for landscape restoration planning. All planning will encourage women's leadership, will follow citizen engagement mechanisms, and will be based on good practice principles for a landscape approach when reconciling different and often competing land uses. Funds for the implementation of community-based activities will be provided through the CEP IG directly to community groups/organizations as defined in sub-grant agreements based on the approved proposals and the achievement of agreed milestones.

Sub-component 2.1 Forest Restoration and Sustainable Forest Management. The Forestry Agency will lead on the technical aspects of this subcomponent, while the financial and procurement management responsibilities will remain with CEP. This subcomponent includes the following key activities:

National Forest Inventory. The project will finance a national-level systematic National Forest Inventory (NFI) using a low sampling density. Other relevant data will also be collected, e.g., evidence of illegal removals, erosion, forest fires, condition/species of pasture, etc., as required.

Forest management plans. The project will finance the preparation and implementation of sustainable forest management plans for 8 SFEs in the project sites. Preparation of the plans will build upon experience of earlier methods.¹ Preparation of the plans entails conducting a land cover assessment, and an inventory with permanent sample plots and random stand sampling. The forest resource assessments for management plans will be more extensive and build on the experience of management planning conducted in Khovaling district. Stakeholder engagement is a critical component for development of these plans, providing a more bottom-up and participatory dimension. Based on these activities, 10-year plans will be elaborated, with measures and costs identified for sustainable forest management (including JFM management plans) and corresponding maps developed. Development of plans at this scale for forestry will be coordinated with the PUU pasture management plans, since it will be critical to ensure that any proposed activities are not adversely affected by livestock encroachment into forest plantations.

Afforestation and fuelwood plantations. State Forest Enterprises will carry out afforestation in approximately 4,120 ha (including 220 ha of fuelwood plantation) through JFM. JFM essentially involves leasing forest land to local people over the long term. The tenants rehabilitate and use their forest plots according to management plans, with SFEs advising on forest rehabilitation. Based on experience, SFEs will look to develop contracts primarily with Forest User Groups (FUGs) rather than individual households. FUGs will sign contracts for the land use rights with the SFEs for a period of at least 20 years. A suitably qualified organization will be contracted to mobilize participants and groups, develop plans and provide support to FUGs. There are several organizations in the country that have wide experience in facilitation of similar activities. Plans will be developed jointly by the SFEs with the FUGs for a consolidated area. Assessments and plans will be prepared of proposed locations, species to be planted, and risks and mitigation measures. will be established. Sub-grants will be provided to FUGs to carry out the afforestation works including for fuelwood plantations which will use fast-growing native species planted on both SFF and non-SFF lands, to supply growing demand of fuelwood,

Assisted natural regeneration. SFEs will further improve SFF land through assisted natural regeneration in 8,000 ha. SFEs will carry out activities which will include measures such as fencing to protect regenerating

¹ .Under the KfW supported project "Climate Adaptation through Sustainable Forestry in Important River Catchment Areas in Tajikistan" a methodology for the preparation of participatory forest management plans for SFEs has been developed. At present only Khovaling SFE has a such a plan.

areas, soil improvement and enrichment planting to increase the quality and number of trees and/or species diversity.

Forest nurseries. The project will support two types of forest nurseries – those operated by SFEs and smaller ones at the household level. The project will finance semi-modernization measures in eight 8 SFE-operated nurseries in the project areas. This approach is preferred to a smaller number of hub nurseries given the dispersed geographical coverage of the project, and more location specific ecological requirements of each SFE. Building on the experience of JFM in the country, the project will also promote the development of private backyard nurseries to bolster seedling supply for Joint Forest Management (JFM) and afforestation, and as an income generation activity for rural households. A start-up grant will support nursery establishment with the purchase of initial inputs, e.g., seeds, fencing, small equipment. Nursery operators will be connected through a specific seedlings supply contract to boost motivation and ensure specific tree species seedlings. SFEs will monitor household-based nurseries. About 50 nurseries are expected to be established in the project sites.

Joint Forest Management. The Joint Forest Management (JFM) approach in Tajikistan focuses strongly on the participation of local communities in forest management that enables the local population – either individuals or groups – to become involved in forest management and support the rehabilitation of degraded natural forests over the long term. Earlier JFM approaches in the country focused on contracts with individual households. However, based on experience, the project will look to develop contracts primarily with Forest User Groups (FUGs that are overseen by local mahalla committees). The size of FUGs will depend on the location and area suitable for JFM, but unlikely to exceed 25 households. FUGs will sign contracts for the land use rights with the SFEs for a period of 20 years, with the possibility of extension. This arrangement will seek to encourage the FUG members to sustainably manage and rehabilitate their forest plot of usually 1-2 hectares. It is anticipated between 100 to 150 FUGs will be supported across the project districts. In addition to the contract, management and annual plans will serve as tools for forest management planning and monitoring of activities and results. Plans will be developed jointly by the SFEs and the respective tenant for each individual plot, or with the FUG for a consolidated area. Typical tasks to be specified in the annual plan include measures to protect the plot from livestock overgrazing, planting of trees, harvesting and pruning. Furthermore, the annual plan specifies the harvest shares of the SFEs and the forest tenant according to a fair sharing principle defined in the contract. The management plan will be developed for a five-year period and will specify long-term goals, such as the installation of an irrigation channel or diversifying a forest plot.

Sub-component 2.2 Integrated Pasture Management and Restoration. The Pasture Reclamation Trust (PRT) of the Ministry of Agriculture will lead on technical aspects of this sub-component, while the financial and procurement management responsibilities will remain with CEP. This subcomponent includes the following key activities.

Geobotanical surveys and pasture inventories. SCLMG has responsibility for monitoring pasture areas under the authority of the PRT. In the past, geobotanical surveys have been conducted and maps produced. The project will finance cadastral assessment of pasture resources and geobotanical surveys in the project districts, with data digitized for planning and monitoring purposes. Within this activity, the project will pilot the use of 'smart inventories' based on updated methods and statistical analysis. Staff at the SCLMG and PRT will conduct the assessments. Outputs will be used for the overall monitoring system for pasture in the country, and in the preparation of pasture management plans that are mandated by the Pasture Law.

Forage seed demonstration plots. Establishment of seed demonstration plots for native forage species in two project locations, each covering 100ha. These plots will be under the management of the PRT and serve to demonstrate the production of better-quality forage seeds, as well as to supply suitable seeds for forage production by PUUs and others.

Pasture/livestock Management Plans. To help slowing land degradation processes, the project will support sustainable pasture/fodder-based livestock production systems in selected areas. The focus of support will be PUUs, whether these are to be created or existing unions are to be strengthened. Where PUUs are to be created,

these will be primarily at village and jamoat levels (and at district level, if needed, depending on resource use regimes). In the project districts, financing will be provided for the development and implementation of PMPs in line with the requirements of the Pasture Law. Financing will differ depending on if a PUU is to be created, or if an existing PUU is to be supported. Up to 65 PMPs will be financed. The PUUs will be responsible for implementing the plans and will be formed (or strengthened if already existing) at the level considered appropriate for the resource use regime. Under the Pasture Law, a PMP has a five-year duration and normally comprises the following: (i) a pasture map, (ii) a carrying capacity and stocking rate calculation, (iii) a plan for rehabilitation of infrastructures, and (iv) a pasture rotation plan. Within specified budget limits, the plans supported by the project will also identify: (a) measures to improve pasture productivity and sustainability, such as protecting areas for regeneration, pasture rehabilitation, improving access to remote pastures, and needs for supplementary fodder production; (b) grazing utilization levels; (c) animal health requirements and breed improvement measures; (d) investment needs; and (e) implementation responsibilities, targets and indicators.

Investments could include: (i) infrastructure to access and use remote pastures, such as spot road improvements, stock watering points, shelters and stock-pens, and milk cooling equipment; (ii) small machinery to produce and harvest fodder; (iii) rehabilitation measures for degraded areas such as fencing, weed and shrub control, and re-seeding; (iv) inputs for supplementary fodder production such as seeds; (v) vaccinations and parasite control; and (vi) artificial insemination. Grant funds could also be used for training and for provision of office equipment and furnishings for PUUs. Plans may need to include arrangements for access to and management practices/rules for grazing areas that are beyond the jamoat boundaries, in other areas of the district, and even further if necessary. PUUs will be required to coordinate PMP preparation and implementation, closely with JFM planning and implementation to ensure that measures are in place to protect forest areas from livestock encroachment.

Sub-component 2.3 Protected Area Management and Biodiversity Conservation. This subcomponent will be technically led by the SISPNA, as part of CEP. The subcomponent includes the following key activities.

(a) Priority PA Management Plans. Four management plans will be prepared or updated for Tajik National Park and Zorkul Special Reserve in GBAO (which border the Kyrgyz Republic and Afghanistan), Yagnob National Park in Sughd and State Natural Reserve Tigrovaya Balka in Khatlon (bordering Afghanistan). Management plans are not in place for all PAs, and if they exist, they are outdated. Plans will comprise standard elements of management arrangements, conservation and restoration measures, protection and enforcement, monitoring, education and awareness, stakeholder engagement, ecotourism and recreation, prioritized actions, and associated costs. Planning activities will involve boundary mapping, spatial planning, economic and financial analysis, and stakeholder consultations.

(b) Implementation of PA management plans. The project will support selected activities including a) establishment of monitoring systems and protocols including remote and field-based monitoring with community participation; b) interpretation of PA assets and attractions for visitors, e.g., signage, exhibits, etc. ; c) restoration of degraded natural land-based habitats through afforestation, and human-assisted natural regeneration and habitat conservation for key species such as snow leopard, Bukhara deer, Marco Polo sheep, ibex, Tibetan snowcock, Indian goose(identified as impacted by upward and downward slope movements due to climate change)²; and d) general PA management, e.g., boundary demarcation, mapping, provision of facilities. For communities in the vicinity of PAs in the project sites, community-based nature tourism is an income-generation opportunity, while providing incentives to conserve biodiversity when planned in line with PA objectives. Groups of households organized as common interest groups (CIGs) will be eligible for sub-grants to carry out small-scale tourism activities including a) development of homestays and small cafes; b)

² Idrisova, A. 2012 Climate change impact on biodiversity: and its implication for protected areas management in Tajikistan, accessed here- <https://www.amazon.com/Climate-change-impact-biodiversity-implication/dp/3848444755>

training of tourism guides; c) development of ecotourism activities, e.g., trekking routes, horse trekking, nature trails; and d) production of associated products such as handicrafts, promotional materials, interpretation.

Sub-component 2.4. Landscape Restoration and Livelihoods. The project will provide sub-grants to farmers organized as CIGs to implement small-scale livelihood investments based on Village Development Plans. CEP IG will provide the technical lead for this sub-component and oversee the management of sub-grants to beneficiaries.

Climate-smart crop production practices and technologies. The project will support crop land-based livelihoods, through sub-grants for sub-projects identified and selection in the above plans to groups of farmers that form common interest groups (CIGs), o Both will be eligible for grants to address degradation issues such as on-farm salination, erosion, and low productivity in ways that can increase income for members and reduce degradation impacts and increase climate adaptation. The focus will be the adoption of practices such as: a) diversification of agricultural/horticultural crops; b) improved crop varieties and biotechnology that reduce emissions; c) adoption of water-efficient crops and varieties, and cultivation methods; d) erosion control measures such as increasing vegetative cover along the sides of linear infrastructure such as roads and planting of shelterbelts; e) harvesting and processing of different crops, including cooling, storage; f) reduced tillage intensity and cover crops, crop rotation, perennial cropping systems, cultivation of deep rooting species; g) higher inputs of organic matter to soil, processing and application of manure. Activities and CIGs would be prioritized and identified during a participatory planning process and supported to prepare proposals. Project financed sub-grants to CIGs will not exceed US\$10,000 and will require a match of 5% if provided in cash, or 10% if provided in-kind as beneficiary contributions.

Component 3. Project Management and Coordination. This component will finance the operating costs of project management functions to be carried out by the Implementing Group within the Committee for Environmental Protection. Key functions include procurement, financial management, coordination, reporting, and monitoring and evaluation. The CEP IG will also be responsible for ensuring project compliance with environmental and social standards, attention to gender aspects, and citizen engagement for their respective components. The central CEP IG will be supported by project-financed province-level technical units with core staff in key areas such as pasture management, forestry and biodiversity conservation as needed.

Financing will be provided for fixed and or short-term specialists in procurement, financial management, monitoring and evaluation, and technical assistance in environmental management, social development and in other areas as per approved work and procurement plans. Financing will also be provided for targeted training and other activities in areas such as participatory planning, integrated land management, participatory resource management and other relevant areas to help build the capacity of existing CEP staff, especially those with project responsibilities. The project will support office furniture and equipment, incremental operating expenses (including travel), and partial operating costs for CEP district offices participating in the project.

1.2 Environmental and Social Risk Ratings of the Project

The project is being prepared under the World Bank's Environmental and Social Framework (ESF),. As per the Environmental and Social Standard ESS 10 Stakeholders Engagement and Information Disclosure, the implementing agencies should provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.

Both the Project's environmental and social risks are assessed as Substantial, making the overall environmental and social risk rating Substantial.

Social risks which may impact project implementation and outcomes include: (i) accessibility – to poor and near-poor people, specially, in rural and mountainous areas; (ii) equity challenges due to geographic, socio-economic, and inter regional disparities; (iii) fragility and conflict situation in some border areas; (iv) gender

inequity – which could affect outreach to women in general and female headed households , in particular; (iv) adequate and appropriate facilities provision and service quality; and (v) regulation and governance, especially with regard to integrating forestry with other livelihood department activities. As regards project related issues, it is difficult to assess at this juncture the nature and scale of impacts likely to occur and the risks thereof as the project locations and the interventions are not finalized. However, as the key interventions will be in the spheres of protected area and landscape management, the interface with the local communities will be critical. It is likely that project will have to address potential conflicts in order to bring together differing perspectives. This would mean that the project will have to develop appropriate strategies and implementation plans to ensure that the local communities are provided with an opportunity to participate in decision making and derive full benefits. The project does not envisage involuntary acquisition of lands, nor any permanent restrictions impeding formal or customary access and usage.

The Sexual Employment and Abuse/Sexual Harassment (SEA/SH) risk is assessed as moderate mostly due to the status of national Gender-Based Violence (GBV) legislation, gender norms, and the rural location of most project activities.

Towards addressing the social risks and in compliance with ESS10 on Information Disclosure and Stakeholder Engagement, the Government of Tajikistan/ the Implementing Groups of Committee of Environmental Protection (IG/CEP) and Agency for Land Reclamation and Irrigation (PMU/ALRI), have developed the this Stakeholder Engagement Plan (SEP).

1.3 Purpose of the SEP

Government of Tajikistan recognizes that the Project’s stakeholder profile is quite diverse and heterogeneous and that their expectations and orientation as well as capacity to interface with the project are different. This SEP identifies the different interested and affected stakeholder groups and approaches for reaching these groups. The overall objective of this SEP is to define a program for stakeholder engagement, including public information disclosure and consultation, throughout the entire project cycle. These in turn are expected to create an atmosphere of understanding that actively involves key stakeholders, which encompasses project-affected people and other interested parties, reaching out to them in a timely, accessible, and culturally appropriate manner, and that each group is provided opportunities to voice their opinions and concerns. The involvement of the local population is essential to the success of the project in order to ensure smooth collaboration between project staff and local communities and to minimize and mitigate environmental and social risks related to the proposed project activities. Overall, the SEP serves the following purposes: i) stakeholder identification and analysis; (ii) planning engagement modalities including effective communication tool for consultations and disclosure; and (iii) enabling platforms for influencing decisions; (iv) defining roles and responsibilities of different actors in implementing the Plan; and (iv) grievance redress mechanism (GRM).

1.4 Scope and Structure of the SEP

This document includes 8 chapters. The first chapter serves as an Introduction. It provides a brief about the project and the context in which the SEP is being prepared. Chapter 2 lists the regulatory framework in Tajikistan which provides a legitimacy for SEP. A summary of the consultations held so far is presented in Chapter 3. All the three chapters serve as a backdrop. Stakeholder Identification, Mapping and Analysis is elaborated in Chapter 4. Stakeholder Engagement Plan is presented in Chapter 5. Chapter 6 includes the Resources and Responsibilities for Implementing Stakeholders Engagement Activities. Grievance Redress Mechanism (GRM) follows in Chapter 7. Monitoring, documentation and reporting are presented in the last Chapter 8. Minutes of public consultations and disclosure workshops are annexed to compliment the SEP.

2. ADMINISTRATIVE, POLICY AND REGULATORY FRAMEWORK

This chapter provides details on the social policies, laws, regulations as well as guidelines that are relevant to the activities proposed under the project. It also provides an assessment of the adequacy of the coverage on social aspects in the legislative and regulatory framework. Lastly, WB Environmental and Social Standard 10 on Information Disclosure and Stakeholder Engagement is described below.

2.1 Key National Sector Specific and Citizen Engagement Legal Provisions

The Constitution of the Republic of Tajikistan establishes exclusive state property on land whereas the state ensures its effective use in the best interests of the people. The amendments to the Land Code, that took place in August 2012 allow alienating land use rights, and land use rights became subject to buying/selling, gift, exchange, pledge and other transactions. Amendments to the Mortgage Law, allow the individual land user to pledge his/her user rights to the land plot to another individual, bank or institution at the current market price. The implementing mechanisms for these amendments are being developed, although this right provides greater scope and flexibility to the land user. Cost of realty, constructions and assets should be compensated to physical persons. Some key strategies, laws and regulations relevant to the Project are presented below.

The Land Code of the Republic of Tajikistan is the most systematized code of rules regulating the complex of legal relations arising during the process of exercising the land use rights. Matters related to suspension of land use rights, in case of their acquisition, and compensation of losses to land users and losses connected to withdrawal of land from the turnover are considered in two chapters and nine articles of the Land Code. These articles contain basic provisions on land acquisition for public and state purposes. The Code allows the state to seize the land from land users for the needs of projects implemented in the interests of state and at the state scale, and describes methods, system and order of protection of rights and interests of persons whose land is subject for withdrawal for the purposes of the project and provides for the complex of compensatory measures to cover the land users' losses. The Regulation about an order of compensation of the land users' losses and losses of agricultural production, approved by the Resolution of the Government of the Republic of Tajikistan # 641, dd. 30th December 2011, establishes concrete and detailed order of reimbursement of the land users' losses.

Forestry Code of the Republic of Tajikistan (No. 769) (1993/2008) regulates forestry aiming at the rational use of forest resources, the protection and conservation of the natural environment and the promotion of the production of timber and agricultural products. Forests are declared to be common property of the people of Tajikistan and as such are owned by the state. All forests together form the "unified state forest reserve". Articles 6 and 7 define the competence of the Government and local authorities ("khukumats") in regulating matters.

Pasture Law (of June 20, 2019 No. 1618) governs the public relations connected with management, use and protection of pastures. The government of the Republic of Tajikistan, authorized state body on use and protection of pastures, local executive bodies of the government, self-government institutions of settlements and villages and authorized state body in the field of forestry manage pastures within the powers and competence according to the procedure, established by the Law and other legal acts of the RT The Law defines the following principles of the pastures use:

- ensuring effective and complex use of pastures;
- availability of pastures to physical persons and legal entities;
- control of use, protection of pastures and the environment for ensuring interests of the state and society;
- broad participation of the population and public associations in implementation of actions for protection of pastures; transparency of holding the actions connected with use of pastures;
- attraction of domestic and external investments for yield increase and effective use of pastures;
- regulation of pasture of the cattle on pastures;

- compensation of damage caused to pastures as a result of negative impact on them; international cooperation on effective use y to protection of pastures.

Law on Dehkan Farms (2016) provides the legislative basis for the establishment and operation of private dehkan farms. It clarifies and fixes the rights of dehkan farm members as land users. The law improves the management of dehkan farms and defines the rights and duties of their members. It allows farmers to legally erect field camps on land as temporary buildings, which makes it possible to significantly improve productivity at the agricultural season. The law requires dehkan farms to take measures to improve soil fertility and improve the ecological status of lands, timely payments for water and electricity, and provide statistical information to government agencies.

Law on Freedom of Information is underpinned by Article 25 of the Constitution, which states that governmental agencies, social associations and officials are required to provide each person with the possibility of receiving and becoming acquainted with documents that affect her or his rights and interests, except in cases anticipated by law.

Per the *Law on Public Associations*, a public association may be formed in one of the following organizational and legal forms: public organization, public movement, or a body of public initiative. Article 4 of this law establishes the right of citizens to found associations for the protection of common interests and the achievement of common goals. It outlines the voluntary nature of associations and defines citizens' rights to restrain from joining and withdrawing from an organization. August 2015 amendments to this legislation require NGOs to notify the Ministry of Justice about all funds received from international sources prior to using the funds.

The 2014 *Law on Public Meetings, Demonstrations and Rallies* (Article 10) bans persons with a record of administrative offenses (i.e. non-criminal infractions) under Articles 106, 460, 479 and 480 of the Code for Administrative Offences from organizing gatherings³. Article 12 of the Law establishes that the gathering organizers must obtain permission from local administration fifteen days prior to organizing a mass gathering.

Law on Local Governments (2004) assigns a district or city chairman the authority to control over the natural resource management, construction and reconstruction of natural protection areas, to oversee the local structures in sanitary epidemiological surveillance, waste management, health and social protection of population within the administrative territory. No public gathering is implemented without official notification of local government (district khukumat).

Law of Republic of Tajikistan on Appeals of Physical and Legal Entities (2016) contains legal provisions on established information channels for citizens to file their complaints, requests and grievances. Article 14 of the Law sets the timeframes for handling grievances, which is 15 days from the date of receipt that do not require additional study and research, and 30 days for the appeals that need additional study. These legal provisions will be taken into account by the project-based Grievance Redress Mechanism.

Labor Code prohibits forced labor (Article 8). The Labor Code also sets the minimum age at which a child can be employed as well as the conditions under which children can work (Articles 113, 67, and 174). The minimum employment age is 15, however, in certain cases of vocational training, mild work may be allowed for 14-year-old (Article 174 of the Labor Code). In addition, there are some labor restrictions on what type of work can be done, and what hours of work are permissible by workers under the age of 18. Examples of labor restrictions include those between 14 and 15 cannot work more than 24 hours per week while those under 18 cannot work more than 35 hours per week; during the academic year, the maximum number of hours is half of this, 12 and 17.5 hours, respectively. These limitations are consistent with the ILO Convention on Minimum

³ These provisions concern the hampering of gatherings (Article 106); disorderly conduct (Article 460); disobedience to police (Article 479); and violation of rules of conducting gatherings (Article 480).

Age. In addition, *Law on Parents Responsibility for Children's Upbringing and Education*, makes parents responsible for ensuring their children not involved in heavy and hazardous work and that they are attending school. The *Child Labor Monitoring Department* at the Ministry of Labor created 2009 performs methodological analysis and trains the specialists who monitor child labor and collect statistics to introduce effective methods for reducing child labor and preventing its worst forms throughout the country.

List of International Treaties and Conventions related to Social Issues ratified by Tajikistan:

- Rotterdam Convention on Prior Informed Consent (PIC) procedure (1998);
- International Covenant on Economic, Social and Cultural Rights;
- Convention on the Elimination of all forms of Discrimination Against Women; and
- Tripartite Consultation (International Labor Standards) Convention, (2014).

The legal and regulatory framework at the national and local levels provides an adequate and appropriate enabling framework in relation to the WB ESF requirements for implementing the key activities to be supported under the Project. Responsiveness to complainants' inquiries/questions, and public accountability are adequately covered by the legal framework at different levels. The legislation highlights the importance of state's commitment to serving and ensuring citizen protection, in general, and people to be affected by the project in particular. The laws on access to information, consumer rights; grievance redress; and ethics codes in place stipulate rules governing fair services; and the investments in strengthening the agricultural resilience systems to be applied during the project implementation.

2.2 World Bank Environmental and Social Standard on Stakeholder Engagement

The World Bank's ESF's ESS10, "Stakeholder Engagement and Information Disclosure", recognizes "the importance of open and transparent engagement between the Borrower and project stakeholders as an essential element of good international practice" (World Bank, 2017: 97). Specifically, the requirements set out by ESS10 are the following:

- "Borrowers will engage with stakeholders throughout the project life cycle, commencing such engagement as early as possible in the project development process and in a timeframe that enables meaningful consultations with stakeholders on project design. The nature, scope and frequency of stakeholder engagement will be proportionate to the nature and scale of the project and its potential risks and impacts.
- Borrowers will engage in meaningful consultations with all stakeholders. Borrowers will provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.
- The process of stakeholder engagement will involve the following, as set out in further detail in this ESS: (i) stakeholder identification and analysis; (ii) planning how the engagement with stakeholders will take place; (iii) disclosure of information; (iv) consultation with stakeholders; (v) addressing and responding to grievances; and (vi) reporting to stakeholders.
- The Borrower will maintain and disclose as part of the environmental and social assessment, a documented record of stakeholder engagement, including a description of the stakeholders consulted, a summary of the feedback received and a brief explanation of how the feedback was taken into account, or the reasons why it was not." (World Bank, 2017: 98).

A SEP proportionate to the nature and scale of the project and its potential risks and impacts needs to be developed by the Borrower. It has to be disclosed as early as possible, and before project appraisal, and the Borrower needs to seek the views of stakeholders on the project, its environmental and social risk and measures to address them, including this SEP, which includes identification of stakeholders and the proposals for future engagement. If significant changes are made to the SEP, the Borrower has to disclose the updated SEP (World

Bank, 2017: 99). According to ESS10, the Borrower should also propose and implement a grievance mechanism to receive and facilitate the resolution of concerns and grievances of project-affected parties related to the environmental and social performance of the project in a timely manner (World Bank, 2017: 100). For more details on the WB Environmental and Social Standards, please follow the below links:

www.worldbank.org/en/projects-operations/environmental-and-social-framework/brief/environmental-and-social-standards and <http://projects-beta.vsemirnyjbank.org/ru/projects-operations/environmental-and-social-framework/brief/environmental-and-social-standards>

3. PREVIOUS STAKEHOLDER ENGAGEMENT ACTIVITIES

3.1. Key stakeholder meetings and consultations

The Committee of Environmental Protection (CEP) and its team and the Inter-Ministerial Working Group established by Tajik Government held a number of meetings, consultations and discussion on the project design during February 2020 - June, 2021 to: (i) discuss the details of project activities with relevant state and non-state institutions; (ii) agree on the approach to project preparation; (iii) agree on fiduciary and safeguards requirements related to the project preparation; and (iv) address additional issues and guidance that were provided during the World Bank’s internal project concept note review meeting.

Details about the previous stakeholder meetings and consultations held are presented Table 1 below.

Table 1. Stakeholder Consultations

Place and Method	Date	Participants	Key points raised
A World Bank mission visited Tajikistan	February 24-28, 2020	Deputy Ministers of Finance; Energy and Water; and Agriculture, as well as representatives of various government agencies, partner organizations and civil society organizations.	<ul style="list-style-type: none"> • Scope new project activities and agree on project preparation approach and timeline
Dushanbe, virtual webex discussions	February 1-10, 2021	Ministry of Energy and Water, Ministry of Agriculture, Forestry Agency, Pasture Trust, Agency for Land Reclamation and Irrigation, State Land Committee	<ul style="list-style-type: none"> • Initial meeting and discussion on project preparation process, timelines and requirements from the GOT side • Agree on the project development objective and project components • Detailing of all project activities, analyses of the pre-selected project target areas and regional cooperation activities
Dushanbe, virtual meeting	April -May 2021	PDT, WBG task team	<ul style="list-style-type: none"> • Preparation of the social and environmental risk management documents by the CEP with the WB technical support.

Dushanbe, Email exchange, phone calls, meetings	June, 2021	CEP, ALRI, FA, members of interministerial working group, NGO Znaniye	<ul style="list-style-type: none"> • Development of E&S risk management instruments: <ol style="list-style-type: none"> 1.Environment and Social Management Framework (ESMF); 2. Resettlement Policy Framework (RPF); 3. Stakeholder Engagement Plan (SEP); and 4. Labor Management Procedures (LMP).
Qubodiyon district (66 persons)	June 25, 2021	Field trips of NGO Znaniye, CEP subcontractor, - meetings with the districts' authorities, CEP and ALRI local departments, and communities in 14 target districts	<ul style="list-style-type: none"> • Organization of bank protection works, rehabilitation of irrigation infrastructure for a sustainable supply of irrigation water, improvement of the condition of winter pastures.
Shahrituz district (71 persons)	June 27, 2021		<ul style="list-style-type: none"> • Financial support to WUAs through grant mechanisms, organization of courses on land and water use, as well as capacity building for employees of the Forestry Agency and Specially Protected Natural Areas.
Nosir Khusrav district (64 persons)	June 29, 2021		<ul style="list-style-type: none"> • Construction of dams to improve the supply of irrigation water, planting forest shelter belts, organizing nurseries for reforestation.
Ayni district (44 persons)	July 2, 2021		<ul style="list-style-type: none"> • Eliminating the causes of landscape degradation, improving the management of protected areas, attracting unemployed people in public works during the implementation of the project.
Panjikent district (76 persons)	July 4, 2021		<ul style="list-style-type: none"> • Conducting bank protection works, planting intensive gardens, rehabilitation of cattle-grazing roads, organizing training courses for obtaining grants.
Shahriston district (73 persons)	July 7, 2021		<ul style="list-style-type: none"> • Partial restoration of pastures, organization of training on land and water use, creation of nurseries at household.
K. Mastchoh district (44 persons)	July 9, 2021		<ul style="list-style-type: none"> • Involvement of women in public works during the implementation of the project, construction of bridges in places of mass cattle walking, organization of special groups for reforestation and their training.
Istarafshon (92 persons)	July 11, 2021		<ul style="list-style-type: none"> • Eliminate flood threat in the area, reforestation, improve pasture management.
B. Ghafurov (59 districts)	July 13, 2021		<ul style="list-style-type: none"> • Providing irrigation water in Undji, Rukhaki and Goziyon Jamoats, restoration of the protective forest belt in Kholmatov and Ismoil Jamoats.
Asht district (67 persons)	July 15, 2021		<ul style="list-style-type: none"> • Improvement of land reclamation, construction of bridges in pasture routes, carrying out bank protection works.

Vanj district (66 persons)	July 17 2021	Field trips of NGO Znaniye - meetings with the potential target districts' authorities, CEP and ALRI local departments, and community	<ul style="list-style-type: none"> • Involvement of the population in public works during the implementation of the project, allocation of quotas for young people to study at the agrarian university in agro-forestry, organization of training courses on land use.
Rushon district (54 persons)	July 20, 2021		<ul style="list-style-type: none"> • Organization of training courses for receiving small grants, creation of information centers for the prevention of flood risks.
Shughnon district (53 persons)	July 23, 2021		<ul style="list-style-type: none"> • Organization of training courses for obtaining grants, the creation of special groups for tree planting, collection of medicinal herbs and wild fruits.
Murghab district (48 persons)	July 26, 2021		<ul style="list-style-type: none"> • Organization of short-term courses to improve the potential of forestry specialists, specially protected areas and the "pasture users" trust.
14 focus group discussions were conducted in pilot districts	July-August, 2021	Various categories of social groups of women both in urban centers and rural areas, like female-headed households, female workers from jamoats, teachers, nurseries, farmers and as well as women working for districts authorities and/or local state organizations in various fields.	<ul style="list-style-type: none"> • Rural women are interested to be involved in public works during the implementation of the project, to be mobilized in groups/women's groups for reforestation and other project activities • Need training courses on land use, water use, business plans and environmental issues, grant proposal design, establishing special groups for tree planting, collection of medicinal herbs and wild fruits. • When organizing PUUs, the main focus should be on attracting more women by establishing a minimum quota for women's membership in PUU, FUG and WUAs to enable their participation in decision-making processes. • Involve women in the process of creating tree nurseries (cuttings, planting and other work); • Creation of women groups for collecting medicinal herbs and plants, organizing handicrafts; • Involvement of more women in the organization of ecological tourism, through different trainings, ect; • Creation of working conditions for women with disabilities at the community level; • Encourage female students to study in agro specialties in the universities • Supporting single women heads of households to access the grants and promote employment opportunities.
Dushanbe, Public consultations	August 20, 2021	Multi-stakeholder workshop 45 participants	<ul style="list-style-type: none"> • Public consultations of the project design and components

Dushanbe, Public consultations	September 3, 2021	Multi-stakeholder workshop	<ul style="list-style-type: none"> • Public consultations of the draft ESF instruments
Ayni, Rushon, Qubodiyon districts, Community consultations	October 28-29, 2021	68 community activists and leaders, local government representatives, PA representatives	<ul style="list-style-type: none"> • E&S requirements monitoring process, roles played by PUGs, FUUs, and WUAs in planning, implementing, and monitoring the project activities, as well as E&S instruments monitoring • E&S capacity trainings are required at the local level to comply with the WB ESF requirements • GRM focal points at mahalla/grassroot level will be vital to provide feedback • Grant activities should be supported by wide awareness campaign and technical assistance in grant proposal development • PF is a new instrument, which requires guidance during implementation.

3.2 Lessons Learned in Engaging Communities / Stakeholders from Previous Projects

Community mobilization and involvement play important roles in ensuring relevance and ownership of interventions. The project draws on the stakeholder engagement experience under several World Bank (WB) -financed portfolio of landscape and related projects across the globe and in Tajikistan, and from similar regional platforms ⁴ to identify effective approaches to citizen engagement.

The main lesson is that stakeholder participation at different scales is critical for building ownership and sustainability in landscape management approaches. Tajikistan Environmental Land Management and Rural Livelihoods Project (P122694 (ELMARL) highlighted the value of: a) CDD planning and decision-making in creating ownership among rural communities to take responsibility for interventions and maintain their livelihoods in sustainable ways; and b) engaging district-level decision makers in the review of community-level investments was critical for buy-in and helped elevate SLM and climate resilience issues to the district level. Ensuring participation across scales and sectors will continue to be important in this project particularly given the focus on landscapes in which there are multiple and often competing land uses and need to address potential conflicts. At the same time, it is important to recognize the challenges of participatory approaches where the transaction costs can be prohibitive and total agreement elusive. The project will build on the experience of ELMARL and other similar projects adopting a participatory approach for the development of CCAPs and sub-basin level landscape restoration plans. Stakeholder analysis and engagement will be critical to the development of various types of landscape-level strategies and management plans, e.g., forests, PAs. The project will also continue to work with an inter-ministerial working group at the central level (formed during preparation) during project implementation.

Another lesson is that **capacity building at all levels, communication and access to information** are important for the widespread adoption of new practices. The involvement and commitment of government agencies at various levels and community organizations are important factors contributing to project success. People require the ability to participate and accept certain roles and responsibilities in landscape restoration and management. While CDD approaches as used in ELMARL and other projects in Tajikistan, have been effective in ensuring transparency and prioritizing local needs, significant capacity building was required of communities, local government and the implementing agency. Even with the capacity developed in the CEP

⁴ As discussed in (i) IEG. 2021. The Natural Resource Degradation and Vulnerability Nexus: An Evaluation of the World Bank’s Support for Sustainable and Inclusive Natural Resource Management (2009–19); (ii) IEG. 2019. Two to Tango: An Evaluation of the WBG Support to Fostering Regional Integration; (iii) Implementation Completion and Results Report (ICR) of Tajikistan: Environmental Land Management and Rural Livelihoods Project (P122694, ICR00004451); (iv) ICR of Building Resilience through Innovation, Communication & Knowledge Services (BRICKS) (P130888, Report No. ICR00004839); and (v) ICR of the First Phase of the Central Asia Road Links Program (CARS-I) (P132270, Report No. ICR00004743).

since 2013, the project cannot underestimate the need to continue to build capacities of stakeholders, particularly in given the integrated approaches needed in landscape restoration and management and the absence of a formal extension service in the country. The project has included a range of capacity building activities that cover stakeholders from government, research institutes, and communities. The project is also investing in knowledge management generate, capture and make accessible information for land users and managers to improve SLM practices in support of landscape restoration.

During the discussions with the WB ESF team members, it was recommended that the project team should take into consideration the impact of COVID-19 on the project design, risks and targeted indicators.

4. STAKEHOLDER MAPPING, SEGMENTATION AND ANALYSIS

The project is expected to have positive social impacts, as the project will support investments in rural livelihood development and landscape management selected through a multi-stakeholder planning process, and the bulk of which will be designed and managed primarily by communities, farmers, and resource user groups through the small grant program. Issues of social inclusion, especially vulnerable and disadvantaged groups, and the dependence of their livelihoods from selected resources are assessed through social and environmental assessment and considered in the project design to ensure that stakeholders have equal access to project benefits. The key project interventions will require extended interface between local communities and government bodies. It is likely that project will have to address potential conflicts to bring together differing perspectives. This would mean that the project will have to develop appropriate strategies and implementation plans to ensure that the local communities are provided with an opportunity to participate in decision making and derive full benefits.

Primary project beneficiaries are expected to be rural communities, private farmers and farmer groups, villages and village communities, including women and youth, and resource user groups (e.g., for pasture, forest) interested in adopting landscape restoration practices while improving their livelihoods and job opportunities. These communities and groups will benefit from technical and financial support to implement technologies and approaches that improve their livelihoods, increase their resilience, while also contributing to the restoration of ecosystem functions. Rural communities will also be key beneficiaries of NBS approaches through reduced exposure to risks of flooding, landslides, etc. Under Components 1, 2 and 3 Government agencies are expected to benefit from technical support and capacity building for integrated landscape planning in ways that attempt to reconcile different land uses at national and regional scales. Staff in these agencies at both central and field-levels will also benefit from investments in improved equipment and infrastructure, improved and more accessible data to support timely decision-making related to landscape restoration.

ESS 10 recognizes two broad categories of stakeholders: Project Affected Parties and Other Interested Parties. **Project-affected parties (PAPs)** include those likely to be directly or indirectly, positively or adversely affected by the project because of potential impacts and risks to their physical environment, health, security, cultural practices, well-being, or livelihoods. These stakeholders may include individuals or groups, including local communities. They are the individuals or households most likely to observe/feel changes from environmental and social impacts of the project. The term “**Other interested parties**” (OIPs) refers to individuals, groups, or organizations whose interests may be affected by the Project and who have the potential to influence the Project outcomes in any way, which may be because of the project location, its characteristics, its impacts, or matters related to public interest. For example, these parties may include regulators, government officials, the private sector, the scientific community, academics, unions, women’s organizations, other civil society organizations, and cultural groups.

4.1 Stakeholder Mapping

One of the key challenges will lie in mapping out comprehensively the stakeholder profile and the ‘system’ thereof. This would imply identifying various sub-groups of beneficiaries/actors/functionaries, soliciting their expectations (from the project) and ascertaining the issues and concerns. The stakeholders hence have been classified into two groups, including PAPs, such as CEP, subordinate structures, user associations and farmers, and separately considered vulnerable groups, including women headed households, women farmers, youth and people with physical disabilities, and other interested parties such as ministries, local governments, IFIs, CSOs, and media. Table 2 below describes the mapping of the Project stakeholders.

Table 1. Project Stakeholders

PROJECT AFFECTED PARTIES			
Committee for Environmental Protection Substructures			
State Institution "Specially Protected Natural Areas"	Climate Change Centre	Department of Environmental Monitoring and Policy	
Project Implementation Group			
Agency of Forestry under the Government of the Republic of Tajikistan			
Forestry Department	International Relations Department	State Forestry Enterprises (SFE) (13 regional and district' SFEs in the Project area)	
Committee for Land Management and Geodesy of the Republic of Tajikistan			
"Fazo" Design and Research Institute	State Design Institute for Land Management "Tojikzaminsoz"	Land Cadaster and Management of Land Resources Department	
Local community/farmers and CBOs			
Rural communities, private farmers and farmer groups, villages and village communities, including women and youth	Water Users' Associations (WUA)	Pasture User Unions (PUUs)	Forest User Groups (FUG)
Community-based ecotourism providers (households, groups of villagers, associations)	Individuals and groups, including local communities in target sites, likely to be affected by project impacts	Community members, small traders to be affected by land acquisition	Contracted workers
Disadvantage and Vulnerable Groups			
Women farmers, youth	Disabled people, who may be physically challenged or handicapped in other ways	Female headed households	
OTHER INTERESTED PARTIES			
Enabling Ministries, Agencies, Entities			
Committee for Environmental Protection	Ministry of Agriculture, Pasture and Land Reclamation Trust (Department)	Ministry of Finance	Ministry of Energy and Water Resources Department on Basin Water Resources Management
Agency for the Procurement of Goods, Works and Services	Ministry of Labor, Employment and Migration	State Investments Committee and Immovable Property Management	Majlisi Namoyandagon Majlisi Oli (Parliament) of RT
Agency for Meteorology	Committee on Women, and Family Affairs	Tajik Academy of Sciences of the Republic of Tajikistan	Committee of Emergency Situations of RT
Regional and local executive bodies			
Oblast level khukumats	Jamoats	District level khukumats and their sectoral departments	
International Financing Institutions, International NGOs and Interstate Partnerships			

Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)	Food and Agricultural Organization	Asian Development Bank	European Union
KfW	Caritas-Switzerland	UNDP	Central Asia Regional Environmental Center (CAREC)
Other National and Local NGOs			
National Association of Dehkan Farms (NADF)	Sarob Cooperative	Agro-service Consulting firms	Other consulting firms
Employers Association	Environmental NGOs	Community Based Organizations	Other NGOs
Media			
Print and broadcast – newspapers, TV channels, radio programs	Electronic Media – web sites, news agencies		Social media – Facebook, Instagram etc.

4.2 Stakeholder Analysis.

Stakeholder consultations (face to face, on-line, phone conversations, e-mail exchange, women focus groups and field trips) were held with representatives of different stakeholder groups at the national and local levels (please see Table 1 above for details). Information on project design, planned activities, potential environmental and social impacts and mitigation measures was shared to understand their expectations and the issues/ concerns thereof. These consultations helped to understand the current functioning of the system, as well as to ascertain the environmental and social issues likely to be addressed by the project. The results obtained were consolidated and the initial set of impacts likely to occur as a result of the project interventions drawn. Consultations were held that covered a variety of stakeholders in order to identify gaps, risks, and potential actions. Findings of the consultations are reflected in the SEP and should be also addressed in the Project Operational Manual. The Project beneficiaries and stakeholders have different expectations from, and issues related to the Project.

Table 2. Expectations, Issues, and Concerns

Project Affected Parties (PAPs)

1. Group/ Subgroup	2. Expectations from the project	3. Current Status	4. Concerns and issues	5. Significance of Risks	6. Enabling Conditions required
<p>Committee of Environmental Protection under the Government of Tajikistan</p> <p>Project Implementation Group (IG) under CEP</p>	<p>Successful implementation of the Project components – landscape restoration, effective pastures management, harmonization of legislation, strategies development, Capacity building of CEP’ and other agencies structures in the regions. All categories of stakeholders should receive expected benefits. The end result should be an increase in the living standards of people in the target areas</p>	<p>The CEP mandate is to coordinate policies and investments on sustainable natural resource management, climate change mitigation and adaptation, environmental monitoring & awareness. It issues environmental permits and conducts environmental expertise for any civil works subprojects</p> <p>IG was formed in 2013 to implement WB funded Environmental Land Management and Rural Livelihoods Project (P122694, 2013-2018), and Climate Adaptation and Mitigation Program for Aral Sea Basin (CAMP4ASB) - 2016-2021</p>	<ul style="list-style-type: none"> • COVID -19 impact - delay in financing and the implementation of the project components • Temporary local disturbances to biodiversity and living natural resources; habitat disturbances; soil loss related to planting activities; dust; and temporary, construction related, air or water pollution • Lack of qualified personnel at all levels, in the structures involved 	<p>Substantial</p>	<p>Ensure a smooth and timely implementation of the Project components.</p> <p>Timely financing technical equipment of implementing agencies.</p> <p>Recruiting experienced specialists on the ground.</p> <p>Establish effective cooperation between all stakeholders on the national and local levels</p> <p>Development and implementation of ESMF, site specific ESMPs for small rehabilitation works</p>
<p>Committee for Land Management and Geodesy of the Republic of Tajikistan</p>	<p>Successful implementation of the project components. Establishment of efficient land management. Basic information on landscapes is available in the Committee and its subordinate organizations (land area,</p>	<p>The central government authority, responsible for development and implementation of the public policy in the area of state land management, land cadastre, land surveying, mapping, state registration of</p>	<p>-Insufficient involvement of some agencies in the project implementation.</p> <p>-Land management should be based on reliable data.</p> <p>-Updating maps and information on soils and geobotany are catastrophically out of date.</p> <p>- Lack of appropriate information systems to ensure participation of all parties in the</p>	<p>Moderate</p>	<p>For the Committee and its subordinate organizations:</p> <ul style="list-style-type: none"> - capacity building of landscape management specialists; - training in innovative technologies, including remote sensing (monitoring

	<p>level of their degradation, information on soil characteristics, on geobotany, relief, etc. and the committee is responsible for planning territories in terms of efficient use of land resources.</p> <p>In this regard, the Committee and its subordinate organizations are ready to play a more active role in the project implementation.</p>	<p>immovable property and its rights, and state control over land use and conservation. Defines issues and opportunities for development of effective land management technologies to be incorporated into the project design</p>	<p>development process and to provide farmers and communities with the necessary information to support effective production and management of territories.</p>		<p>the state of crops, determining the yield, determining the degree of land degradation and erosion, preparing soil maps, etc.):</p> <ul style="list-style-type: none"> - training on new GIS technologies to improve landscape management; Technical support for mapping improvement: - Vehicles -computers, unmanned aerial vehicles, GPS-receivers, plotters, scanners and other equipment; -programs, etc.
<p>Agency of Forestry under the Government of the Republic of Tajikistan</p>	<p>Amendments to the Forestry Code (2011)</p> <p>On-the-job training for ALRI and SFE' personnel on landscape restoration</p> <p>Organization of the Forest Seed Center based on the Research Institute of Forestry.</p> <p>Renovation of ALRI and SFEs field buildings and offices, provision of equipment, vehicles and small equipment.</p> <p>Conducting a national inventory of forests in the project areas</p> <p>Development and implementation of Forest Management Plan</p>	<p>The Forestry Agency performs the function of developing and implementing a unified state policy, normative, legal regulation and state administration in the field of forestry, forest resources, hunting, flora and fauna of specially protected natural areas, and also carries out economic functions of organizing the system and provides state control.</p> <p>Within the Project the Forestry Agency will lead the technical aspects of <i>Sub-Component 2.1: Reforestation and sustainable forest management.</i></p>	<ul style="list-style-type: none"> • Contradictions in legislation (land and environmental protection), which prevent adoption of enforcements stipulated by the Forestry Code. • Lack of specialists in forest protection and forest inventory • There is no forest seed center in Tajikistan. • No forest inventory has been conducted in the target area forestries in the last 30 years. 	<p>Substantial</p>	<p>Improvement of forest legislation.</p> <p>Capacity building of the Agency and SFE specialists</p> <p>Training of specialists on forest protection and forest inventory at the Tajik Agrarian University.</p> <p>Upgrading of ALRI/ target SFEs offices technical base.</p> <p>Documentation and distribution of the best approaches and technologies for landscape management and restoration through WOCAT.</p>

	Afforestation and reforestation on an area of 2,386 hectares. Creation of industrial fuel plantation forests on an area of 550 hectares	There are 8 State Forest Enterprises (SFEs) in the project target areas.			
Common Interest Group (CIG)	Get access to grants to address degradation issues such as on-farm salination, erosion, and low productivity in ways that can increase income for members and reduce degradation impacts. The focus will be to encourage CIGs to adopt practices such as diversification of agricultural/horticultural crops, adoption of water-efficient crops and varieties, use of efficient irrigation technologies, environmental measures such increasing vegetative cover on irrigation channels and planting of shelter-belts.	Informal or formal groups established at the village level to advocate for their member rights, and to manage jointly the water use issues. Closely cooperate with ALRI. Sometimes conduct bank protection works having no expertise in this field. CIG will serve as key informants to design the land use management plans	Lack of experienced specialists in CIG management Shortage of machinery and mechanisms Low level of fees collection for water supply services and membership fees Inefficient maintenance and use of land and water resources	Substantial	Consult on their needs and challenges, which will be helpful during selection criteria setting and identification of scope of small grants
Pasture User Unions (PUU)	Development and implementation of the efficient Pasture Management Plans	Informal or formal groups established at the district or village level to manage common assets issues. The groups will serve as key informants to design Pasture Management Plans (PMP)	A large number of PUUs are not yet fully legalized, have no registration at the tax authorities and do not fully functional	Substantial	Take into account PUU needs and challenges during PMP development. Legalize PUU performance
Rural women groups, women farmers	To have access to the project benefits, investments,	Women with no skills (school education only).	Women comprise the overwhelming majority of the casual and temporary workers in agriculture. Women are often employed in lower-skill positions; they also face additional	Medium to high	In addition to mitigation measures included in the project LMP and ESMF, the project will raise awareness

	income generating activities and trainings	<p>Women engaged in seasonal agriculture.</p> <p>Women with secondary vocational education.</p> <p>Single mothers/Female headed households.</p>	<p>obstacles to acquiring permanent jobs due to childcare and family obligations. Working on temporary or casual basis with no formal contractual relationships, entails they have less job security and are less socially-protected. Wage discrimination may also occur, for example, by using commonly accepted norms for wages for men and women that are not related to actual productivity. Women are more vulnerable to Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) at the workplace that can also affect their job security, productivity, health, and well-being.</p>		<p>of labor standards, equity and non-discrimination requirements, SEA/SH risks and mitigation measures. These will also be included in project information materials, consultations and information campaigns</p>
Other Interested Parties					
1. Group/ Subgroup	2. Expectations from the project	3. Current Status	4. Concerns and Issues	5. Significance of Risks	6. Enabling Conditions required
<p>Ministry of Agriculture (MoA)</p> <p>Pasture Reclamation Trust Department</p>	<p>Pasture restoration and enhancement of their productivity</p> <p>Enhance capacity of existing seeds\seedlings producers, support dekhkan farms by modern equipment and machinery/techniques.</p> <p>Establishment of new farms for growing and further distribution of forage crops - Establishment of seed demonstration plots for native forage species in the project locations, each covering 100ha. Restoration of roads and bridges along the route of livestock</p>	<p>The MoA develops comprehensive sectoral and regional programs aimed at development of agriculture sector, food security, increase employment and rural incomes, maintain a stable level of prices for food products in the domestic market.</p> <p>The Pasture Reclamation Trust of the MoA is responsible for state control of pasture use and protection. Like all agricultural land in Tajikistan, pastures are under state ownership and mainly held by state agricultural enterprises, dekhkan farms and household farms.</p>	<ul style="list-style-type: none"> • Timely and effective targeted disbursement of funds • Lack of qualified personnel at all levels of the project implementation <p>Current agricultural challenges related to the project specifics are:</p> <ul style="list-style-type: none"> • lack of funding for restoration and maintenance of pastures and related infrastructure (machinery, feed warehouse) • Limited access to high quality seeds; 	Substantial	<p>Establishment of the project implementation group (IG) under the MoA</p> <p>Capacity building of all involved in the project implementation structures at the national and local levels, including the project implementation unit, employees of research institutes, laboratories, seeds producers, farmers - Pasture User Unions (PUU). Develop effective Pasture Management Plans (PMPs)</p> <p>Ongoing monitoring and technical support from the WB</p>

Ministry of Energy and Water Resources	Successful implementation of the Project components, in particular application of Nature-Based Solutions (NBS) through integration of green and grey infrastructure to address flood management; and capacity building of relevant RBO to pursue integrated basin management	The central government authority that formulates and carries out the public policy and fulfils regulatory functions in the area of fuel, energy and water resources. It maintains water & energy cadastres; water resources databases and information system, inventory of hydraulic structures. Oversees several donor-funded projects on energy and water sector, including CASA-1000, Rural Water Supply and Sanitation. Facilitates the activities of the Interagency Working Group on Drinking Water Supply and Sanitation	The sector challenges: <ul style="list-style-type: none"> • Water management is carried out on basis of territorial administrative boundaries and not on the natural flow areas, preventing effective planning of water allocation and of development of water resources; • Inefficient pumping stations and high lifts with low O&M budgets limit sustainability of pump irrigation systems; • Increase in lands out of irrigation due to salinization; Low salaries restrict recruitment of new, trained irrigation specialists.	Moderate	Include to the project design subprojects on smart water solutions and water management.
Ministry of Labor, Employment and Migration (MoLEM)	Labor risks are considered limited because all project workers, other than civil servants assigned for project implementation at the PIU are government by the mutually agreed labor contracts.	The Labor Inspection under the MoLEM has primary responsibility for overseeing labor conditions, occupational health and safety.	Non-regular labor audits and inspections of state organizations are conducted; Use of child labor, forced or conscripted labor is prohibited in the project No measures to prevent Sexual Exploitation, Abuse/ Sexual Harassment (SEA/SH) at work are included in labor contracts according to the national legislation.	Moderate	The CEP/ALRI will develop and implement Labor Management Procedures (including measures on occupational health and safety and Code of Conduct for all project staff, consultants and workers) for the project.
Committee on Emergency Situations and Civil Defence of the Republic	Gain new experience in flood management through construction and maintenance of nature-based solutions	It is the central executive body responsible for state policy in the sphere of management of emergency situations and civil defense, normative legal regulation, as well as the state services in emergency situations, peace and wartime,	<ul style="list-style-type: none"> • Organize additional training to increase the capacity of personnel to apply the “Natural Solution” approaches to manage flood risk reduction; • if necessary, strengthening the material and technical capabilities of the CoES services in the pilot areas of the project; 	Moderate	Active engagement in planning and implementation of Component 3 of the project

of Tajikistan (CoES)		coordinating nation-wide, actions and military operations on civil defense	Assist in improving the population in case of emergence of emergency situations in the pilot areas of the project.		
Regional and local executive bodies	Would like to know much more project details along with their expected roles and responsibilities in project implementation. Interested in successful implementation of the project components.	Responsible for socio-economic development of territories and development of business entities. District khukumats are also key actors in provision of local services, such as electricity, water, maintenance of road network, issuance of relevant permits and land allocation issues.	<ul style="list-style-type: none"> Do not know details of the project investments and the requirements thereof. Lack of capacity in terms of personnel. 	Moderate	Engage them during project activities design and implementation, solicit their support in public outreach and stakeholder engagement Enrol their staff in capacity building activities
National CSOs, agrobusiness associations, women business associations, agro-consulting companies	<ul style="list-style-type: none"> Cooperate in terms of timely raising awareness and capacity building of farmers and seed producers on seed production innovations; Promote extension services and render support to players along the value chain; Facilitate feedback mechanisms to strengthen relationships with project beneficiaries and project implementation unit. Voice the challenges faced by vulnerable farmers, with special attention to the needs of women and disabled 	There are wide range of service CSOs, associations and consulting firms functioning in agricultural sector. Their institutional capacity is sufficient to facilitate the project activities in rural areas.	<ul style="list-style-type: none"> Limited donor and state funding; Beneficiary surveys results are not publicized and not used to enhance services; All gatherings and activities should be agreed prior implementation with local governments; Constant monitoring of CSO activities and funding received from donor organizations by the justice authorities; Poor engagement of NGOs in public consultations on the agricultural reforming agenda; Limited third-party monitoring (TPM) practices to assess the performance and verify the goods and services offered by the Government under the donor funded projects. 	Moderate	Partnership agreements with CSOs/firms to provide outreach and capacity building services on (a) development and implementation of a public education campaign and training and educational programs for farmers; (b) creating a system to provide timely, high-quality advisory services to farmers; Engage CSOs in TPM activities.
Media	Cooperate in terms of timely raising awareness	Wide range of national and local media outputs are available, especially popular	<ul style="list-style-type: none"> Beneficiary Survey results have not been disclosed and disseminated; 	Moderate	Partnership agreements with state establishments to provide outreach and

	<p>of ongoing reforms and project accomplishments</p> <p>Promote farmers willingness to use the certified new seeds and seedlings and modernized methodologies to improve productivity and raise food security.</p>	<p>in rural areas where the internet access is limited.</p>	<ul style="list-style-type: none"> • High censorship on behalf of the state authorities; and • Blocked public access to online resources of some media institutions. 		<p>capacity building services on development and implementation of a public education campaign using multiple communication channels including new media (social media, mobile) and mass media; updating and enhancing CEP and ALRI's websites</p>
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4.3 Disadvantaged and Vulnerable Groups

As per ESS10, it is particularly important to understand project impact and whether it create equitable opportunities accessible to the vulnerable and disadvantaged groups or disproportionately fall on them. These groups often do not have a voice to express their concerns or understand the impact of a project.

As part of a gender analysis, the project preparation team reviewed the Gender Assessment and Gender Action Plan for World Bank Group in Tajikistan (2020), Asian Development Bank's Tajikistan country gender assessment (2016), and other literature examining national policies, strategies, sectoral plans and programs. Tajikistan has several laws and strategies working towards gender sensitive policy – e.g., "On State Guarantees of Equal Rights and Opportunities for Men and Women" (2005), National Strategy for activation of the role of women in the Republic of Tajikistan for 2011-2020 (2010) and the approved Presidential Grants for Women Entrepreneurs (2008-2011). However, these strategies have to be updated and revisited in context of (1) COVID19 and its disproportionate impact on women and (2) dependence on natural resources – timber and non-timber forest produce for livelihoods.

Women dominate in the agriculture sector, due to men labor migration, but their participation tends to be mostly informal, seasonal, low-wage, or unpaid. Human, financial, and social capital constraints as well as traditions and norms hinder women employment and leadership opportunities in the agriculture sector. Although there are many different types of associations and groups in the environmental sector, ranging from self-support groups to resource management groups, very few women participate in them. This is an unfortunate participation rate because these (informal and formal) groups deliver extension, training, and even credit. This is reflected also in women's use of new technologies and access to productive resources and information, which are lower than men. Female-headed households are also less likely to own their assets (instead they share equipment, or rent), and they use less inputs in their land. Constraints on women's access to and control over resources, such as technologies and inputs, limit the success and sustainability of development. Deep seated perceptions and social norms about male and female roles in the household and agriculture cast women as lacking skills and knowledge either as farmers or farm managers. Lastly, even though men are absent from their households and farms, this does not always translate into women's increase in decision making. The composition of extended rural households, other male relatives, migrant males still taking decisions for the farm, do not allow for meaningful assumption of a decision-making role for many women.⁵

It should be noted that the level of participation of women in public life (community meetings, planning, decision-making and access to investments at the community level) in the pilot districts differs.

The results of focus group surveys of various social categories of the pilot districts revealed the following problems:

Focus groups with women working in government, education and health care sectors revealed that

- 83% of attendees have the opportunity to find a job answered;
- 86% answered that have the opportunity to place your child in preschool institutions;
- 84% answered that household income does not cover their expenses;
- 75% answered that they do not participate in decision making events at the community and jamoat levels.

A focus group survey with the participation of women heads of Dehkan farms, Water Users Associations and rural jamoats revealed the following problems:

- everyone noted that they have the opportunity to find a job;
- 35% noted that they do not have such an opportunity to place your child in preschool institutions;
- 26% noted that household income does not cover their expenses;

⁵ USAID. 2014. *AgTCA Tajikistan: Agricultural Technology Commercialization Assessment*. USAID Enabling Agricultural Trade (EAT) project. June 2014.

- Almost all of the surveyed noted that they actively participate in community meetings, planning and decision-making at the local community level;

Among other problems, they highlighted are the following:

- limited access to irrigation water and limited access to drinking water, especially in Khatlon;
- limited access to pastures;
- lack of awareness about environmental issues
- limited access to electricity especially in wintertime (scheduled by 3 hours in the morning and 3 hours in the evening)
- lack of sufficient funds for basic needs;
- high rates of bank loans;
- limited availability of financial resources for starting and doing business.

Key points /recommendations were raised by women as follows:

- They are interested to be involved in public works during the implementation of the project, to be mobilized in groups/women's groups for reforestation and other project activities
- organization of training courses on land use, water use, business plans and environmental issues
- Organization of training courses for obtaining grants, the creation of special groups for tree planting, collection of medicinal herbs and wild fruits.
- Organization of language course on basic English for rural women to be able communicate with the tourists

Recommendations for ensuring the active and effective participation of women in community management, planning, decision-making and investment allocation:

- Conduct gender sensitization training at all levels
- When organizing pasture user unions, the main focus should be on attracting more women by establishing a minimum quota for women's membership in PUU, FUG and WUAs to enable their participation in decision-making processes;
- Involve women in the process of creating tree nurseries (cuttings, planting and other work);
- Create women groups for collecting medicinal herbs and plants, organizing handicrafts;
- Involve more women in the organization of ecological tourism, through different trainings, ect;
- Create working conditions for women with disabilities at the community level;
- Establish short-term courses for women on writing business plans for receiving small grants;
- Encourage female students to study in agro specialties in the universities;
- Support single women heads of households to access the grants and promote employment opportunities;
- Support for women in obtaining education (scholarships, quotas, etc.).

Other disadvantaged groups include disabled people, who may be physically challenged or handicapped in other ways. They would not be able to benefit from the project without assistance. They will be reached, consulted and engaged in project activities through NGOs promoting rights and interests of people with disabilities. Vulnerable households may be found with women headed households or elderly. However, the women-headed households are often the result of worker migration and would receive remittances while elderly citizens live with family members and therefore not considered vulnerable.

Project's Gender Related Activities

Activities to help reduce gender gap have been included in the project design for example through access to better jobs (by supporting women producers and entrepreneurs), access to financial assets (through small grants), and platforms to raise voice (encouraging women's participation in landscape management planning under Subcomponent 2.1). The analysis informed gender gaps related to landscape restoration and livelihoods and helped define actions and indicators in the project mainstreamed into the components and several results indicators.

The project well recognizes that women play a critical and significant role in Tajikistan's agriculture and livelihood development. Further corroborates that addressing the gender gaps is essential to accomplish fully the development objectives. In line with this, a need for a Gender Action Plan (GAP) is proposed to

be prepared which would help in promoting women's socio-economic advancement and empowerment through interventions at both macro and micro levels. The ultimate objective of the plan is to ensure that the project is able to serve women's strategic and practical needs. Ensure that women are given an opportunity to participate in the project and are represented in key planning and management structures. Scope of the GAP, however, will be restricted to the project's boundaries and as mapped around project activities. The GAP will be prepared by the CEP/PIG with the help of external consultants within the first six months of project implementation.

5. STAKEHOLDER ENGAGEMENT PROGRAM

5.1 Purpose and timing of stakeholder engagement program

The project stakeholder engagement activities need to be streamed horizontally and vertically. The horizontal stream implies an engagement with stakeholders at the national level. Activities on the horizontal level are assumed to improve awareness and coordination of efforts in the relevant sectors of the country. Whereas vertical stream implies the application of cascading mode which will allow the project to establish the communication with project-affected parties. As part of SEP the project will finance activities to improve the system of beneficiaries' outreach and education: development and delivery of training courses and modules in different formats, which among other things, will promote and embed formal and regular consultation with farmers, civil society, and other stakeholders. The outreach and education activities will provide specific stakeholder groups with relevant information and opportunities to voice their views on topics that matter to them.

5.2 Proposed strategy for information disclosure

The project has a citizen engagement-oriented design and will benefit from feedback monitoring throughout implementation. During preparation, the project carried out stakeholder consultations with civil society, academia and other relevant stakeholders, and their feedback were duly incorporated into the project design. Project implementation will include mechanisms to engage citizens, beneficiaries, and stakeholders, as shown in the table below (Table 4). The project will carry out meaningful stakeholder consultations through focus groups and surveys, employ monitoring mechanisms such as satisfaction surveys, grievance redress mechanism (GRM) and multi-stakeholder forums, and deploy tools for remote consultations and where appropriate, organize socially-distanced gatherings, following local regulations. Team work closely with gender and social specialist will ensure existing consultation plans have been designed with citizen engagement in mind and/or have a stand-alone citizen engagement plan. As per best practices, this will also be reflected in the scope of the activities in the project.

Table 4: Citizen Engagement (CE) mechanisms, project activities and Indicators

Citizen Engagement Mechanism	Project Activity	Indicator
Participatory planning and participatory monitoring	Various resource management plans to be supported by the project such those for catchments, forest management, pasture management, will be developed through participatory planning, including participatory watershed GIS mapping, and they will include the provisions of participatory monitoring.	Share of management plans supported by the project are developed through participatory planning and include participatory monitoring
Beneficiary satisfaction surveys	Organize project activities e.g., trainings, grants such that they fully reflect the need of direct beneficiaries, collect data on beneficiaries' perception, monitor and improve.	Percentage of direct beneficiaries that are satisfied with project activities
Grievance redress mechanism (GRM)	Grievances are registered in the GRM and responded to within two weeks and resolved within four weeks.	Percentage of feedback/ grievances resolved within the stipulated service standards for response times

Website coverage

The Russian versions of power point presentations on the SEP, ESMF, RPF, LMP were disclosed along with English versions of the full documents on August 28, 2021 at the CEP web page: http://tajnature.tj/services/projects/?ELEMENT_ID=1927. Consultation meeting was undertaken on September 3, 2021 in Dushanbe with key national stakeholders, including members of the internal ministerial working group, representatives of various government agencies, partner organizations and civil society organizations, NGO Znaniye that conducted environmental and social assessment for the IA, and

IG/CEP., The minutes of the national stakeholder consultation meeting are enclosed in the project's RPF. Based on the consultation results the instruments have been updated. The project materials were also sent to the local governments of the potential project districts and CEP units at the district level to increase awareness and get their feedback. The CEP will create a project webpage on its existing website. All future project-related materials, site-specific ESF instruments, monitoring reports listed in the above sections will be disclosed on this webpage. Project updates will also be posted on the homepage of CEP website.

Mass/social media communication

CEP IG Social Development Specialist will maintain close communication with stakeholders. The IG representatives will be responsible for posting relevant information on the dedicated IA website, social media channels and on information boards throughout the project's lifecycle. IG will also inform citizens about the project progress through radio & TV programs.

Communication materials

Written information will be disclosed to the public via a variety of communication materials including articles in newspapers, brochures, flyers, posters, etc. A public relations kit will be designed specifically and distributed both in print and online form. CEP/IG will also update its website regularly with key project updates and reports on the project's performance in Tajik, Russian and English. The website will also provide information about the grievance mechanism for the project.

Information Desks

Information Desks in target regions and districts will provide information on stakeholder engagement activities, project interventions, contact details of the focal point, etc. The focal point, in turn, will set up these information desks, either in their offices or other easily accessible places where they can meet and share information about the project with PAPs and other stakeholders. Brochures and fliers on various project related social and environmental issues will be made available at these information desks.

Proposed Strategy for Consultations during Project Implementation.

Beneficiary Perceptions Surveys

The Project has been designed to support mechanisms for citizen engagement. The CEP IG will carry out in-depth mid-term and completion assessments where the achievement of outcomes and other project impacts will be assessed, including beneficiary satisfaction and environmental and social impacts. Building on the experience of ELMARL, a well-being assessment is planned to provide a broader picture of changes in livelihood assets. The mid-term review will also assess the overall implementation progress and identify and propose solutions for any key issues affecting implementation. A final evaluation will also be carried out at the end of the project as an input to the World Bank Implementation Completion and Results Report (ICRR) to evaluate end results, assess overall performance, and capture key lessons.

Focus Group Discussions

Focus group discussions will be primarily conducted with the women on the ground, to gather their perspective on their specific needs and issues that women encounter as they navigate the work environment. In a well-facilitated FGD, a discussion between participants is possible that enables to record voices expressing the risks, barriers and needs from their perspective. This forum will provide a more dynamic environment for women to express their viewpoints on the relevant issues. The results of the FGD will form part of a gender gap analysis to promote equal opportunities and help increase female participation in all levels.

Grievance Redress Mechanism

In compliance with the World Bank's ESS10, the project-specific grievance redress mechanism (GRM) as described in Chapter 7, will be operationalised to handle complaints and issues, and this will be integrated into the GRM country system that are available to citizens. Dedicated communication materials (specifically, a GRM brochure or leaflet) will be developed to help residents become familiar with the grievance redress channels and procedures. Locked suggestion/complaint boxes will be posted in local IG offices and responsible specialists will maintain a grievance register in order to capture and track grievances from submission to resolution and communication with complainants.

Also, details about the Project Grievance Mechanism will be posted on the CEP website. An online feedback mechanism will also function as a grievances redress mechanism, allowing data-users to provide comments or lodge complaints. Contact details of the IG/CEP representatives will also be made available on the CEP website.

Proposed strategy to incorporate the view of vulnerable groups

In terms of gender, the project will contribute to WBG Gender Strategy, particularly to Objective 2 ‘Removing Constraints for More and Better Jobs’, Objective 3 ‘Removing Barriers to Women’s Ownership of and Control over Assets’, and Objective 4 ‘Enhancing Women’s Voice and Agency and Engaging Men and Boys’. The project will contribute to reducing gender biases by incorporating in capacity building messages that do not confine women to defined gender roles and social expectations. Within three months of the project effectiveness date, the Project will develop the Gender Action Plan with specific activities to fill in the gender gaps identified. The proposed actions may include:

- Supporting female students from marginalized families by covering cost of their annual studies at the Tajik Agrarian University based on agreement with the University to study integrated landscape management, including forestry, agro-ecology and veterinary medicine.
- Organizing training courses on land use, water use, business plans and environmental issues, grant proposal design, establishing special groups for tree planting, collection of medicinal herbs and wild fruits.
- Women representation in FUGs and PUGs and their participation in the development of forest management and pasture management plans
- Women equal access to small grants (growing seedlings at their households, establishing hostels.)

The new project will undertake stakeholder engagement activities to ensure that these groups are not disproportionately affected and have equal opportunity in partaking in project benefits. Such activities will include awareness and information campaigns including targeting women and mahalla-level meetings which community members of all backgrounds can join, distributing information materials through multiple channels such as media, social media, and mahalla leaders, emphasizing the rules and principles of equity and non-discrimination for example in relation to employment opportunities in all training and consultation activities. Where ethnic and linguistic minorities are present, the project will ensure that information materials and consultations are accessible in the simple language common to the local groups. Where gender balanced consultations cannot be ensured, the project will undertake separate consultations with women in order to record and consider their feedback, questions, and concerns. Community liaison officers will identify, map, and ensure tailored outreach to women, disabled, socially or spatially isolated communities to ensure that they are aware and able to participate in project-related activities. This may include, for instance, tailored information meetings for small farmers, female farmers on benefitting from project-financed services (such as extension and advisory services), mahalla-level meetings on project benefits for farmers as well as the broader community, among others. Such meetings and consultations will highlight project commitments with regard to good environmental, social, labor/OHS, and stakeholder engagement practices, as well as explain the project grievance redress mechanism to raise awareness on the above among vulnerable groups and their communities.

A listing of disadvantaged groups and/or individuals may be by the following associations and unions:

- a. Dehkhan farmers with low skills/experience and women farmers may be represented by the National Association of Dekhan Farms (NADF);
- b. Disabled people may be represented by the Association of Disabled People of Tajikistan;
- c. WUAs and mahalla committees

Ultimately the objective of engaging with the different categories of stakeholders above is to create an atmosphere of understanding that actively involves project-affected people and other stakeholders in a timely manner, and that these groups are provided sufficient opportunity to voice their opinions and concerns that may influence Project decisions.

5.5 Timeline of SEP Implementation

Keeping the above in mind, following is the tentative work plan and timelines:

Table 5. Proposed tentative strategy for stakeholder engagement activities

Activity	Purpose	Stakeholders	Responsible	Timeline/ Frequency
Project Steering Committee (PSC) Meetings	Provide oversight and guidance on project management and ensure coordination of project activities among various agencies. PSC will also provide strategic guidance on policy decisions on landscape management.	Representative of relevant ministries, agencies and representatives of PUUs and FUGs. The PSC will be chaired by the Deputy Prime Minister or CEP Chair.	CEP	bi-annually
Project Management Committee (PMC) meetings	Provide a technical level support and coordination and chaired by the IG coordinator.	PMC will include Project Director, project coordinator, focal persons from the IA, beneficiary agencies and other technical institutions relevant for project implementation and additional technical staff from IG as necessary	CEP/IG	Quarterly, on needed basis
Landscape Restoration Strategy and Action Plan. Protected Area Strategy and Action Plan.	The project will finance preparation of a national landscape restoration strategy and action plan. To guide the development and management of the PA system, the PA Strategy will define the intentions, priorities, and measures for the reforms.	Representative of relevant ministries, agencies, RBOs, PAs, PUUs and FUGs.	CEP/IG	Regular meetings and workshops as needed
Knowledge management through support for Sustainable Land Management Tajikistan platform	Knowledge exchange and dissemination among diverse range of stakeholders	Representative of relevant ministries, agencies, NGOs, IFIs, RBOs, PAs, PUUs and FUGs.	CEP/IG	Exchange and learning initiatives, annual review meetings
Forest Management Plans Pasture/livestock Management Plans Priority PA Management Plans	Provide a more bottom-up and participatory dimension during planning and implementation of the plans	Local bodies, organizations or groups, e.g., pasture user unions, SFEs, FUGs,	CEP/IG	Public consultations on regular basis

		jamoats, WUAs, surrounding communities.		
Common Interest Group (CIG) for Climate-smart crop production practices and technologies	Provide training and financing to encourage farmers to adopt improved climate change adaptation and land management practices	Groups of land users/farmers, rural households as well as to jamoats to implement small-scale livelihood investments.	CEP/IG, Contracted NGOs	Trainings, guidance during proposal preparation and subprojects implementation based on the workplan
Information and consultative meetings with relevant stakeholders at the local levels: share and consult with the relevant stakeholders on matters related to the planned project activities, provide them with regular briefs, and solicit their views on future envisioned actions.	The objective is to strengthen effective public consultations, incorporate the board's views into the project design, and thereby ensuring a proper implementation of the project Components.	'Rural communities' referring to rural households and farms, family enterprises, farmer/ community groups, and small rural entrepreneurs, FUGs, WUAs, SFEs, respective NGOs and associations	CEP/IG	Quarterly, on needed basis
Baseline survey on gender related and other socio-economic indicators.	Learn about challenges faced by women and vulnerable groups and incorporate them in the Gender Action Plan (GAP)	Rural communities and district administrations	CEP/IG	During the first year of the project implementation.
Development and implementation of public awareness campaigns at the national and local levels	Raise awareness and address the social exclusion risk.	All stakeholders at national and local level	CEP/IG	Continuously throughout project implementation
Focus groups and well-being surveys	Determine changes in monetary or non-monetary benefits from landscape restoration forestry, pasture, and agricultural lands, disaggregated by gender.	Rural communities in the target areas	CEP/IG	Prior to the mid-term review in year 3 and at Project end
Beneficiary satisfaction surveys	Facilitate independent feedback from a wide range of stakeholders on the project interventions progress and effectiveness.	All stakeholders (disaggregated by gender to better tailor interventions)	CEP/IG	Mid-term and end of the project
Regional cooperation and dialogues of various stakeholder groups	Share experiences and lessons learnt on landscape restoration, climate change mitigation, adaptation and resilience. Raise and address common restoration challenges in common transboundary areas	Government agencies overseeing climate-sensitive sectors, academia, civil society, farmers and communities from region-wide	CAREC CEP/IG	On needed basis

	across Uzbekistan, Tajikistan and other neighboring countries.			
Visibility materials, including maintaining the project page at the IA website	Raise public awareness on the project plans and accomplishments	All stakeholders at national and local level	CEP/IG	Continuously throughout project implementation
Stakeholder awareness, education and consultations campaigns	Keep informed about the project achievements; improve knowledge and skills in landscape restoration, including integration of green and grey infrastructure to address flood management	All stakeholders at the national, district and community levels	CEP/IG,	Based on annual plans timelines
Finalization and implementation of the Process Framework (PF)	Secure access to members of neighboring communities to the targeted protected areas through participatory planning and implementation of PA Management Plans	Communities and local activists neighboring to the targeted protected areas	CEP/IG	Based on the timelines set in the PF
Grievance Redress Mechanism	Provide avenues for making a complaint or resolving any dispute that may arise during the project implementation Assist to resolve complaints and grievances in a timely, effective and efficient manner that satisfies all parties involved.	PAPs and other interested parties	CEP/IG	Continuously
Operational meetings	Facilitate project implementation at the local level	District level departments of CEP	CEP/IG	Quarterly

6. RESOURCES AND RESPONSIBILITIES FOR IMPLEMENTING STAKEHOLDER ENGAGEMENT ACTIVITIES

6.1 Resources

The CEP carries out its activities directly or through its territorial bodies (at district levels) in cooperation with other central and local public authorities, enterprises, institutions, organizations regardless of their forms of ownership and organizational and legal form.

The CEP IG will be responsible for the SEP implementation and update, if needed. The IG has Social Development Specialist with a clear role, responsibilities, and authority for the implementation and monitoring of stakeholder engagement activities and compliance with the ESS10. Based on the needs of the SEP, the stakeholder engagement budget (to be funded from Component 3) will cover the following activities: additional staffing at local level, travel, development of communication strategy, beneficiary surveys, recruitment of NGOs, media coverage expenditures; printed outreach materials; workshops/sessions/events, training, GRM, etc.

6.2 Implementation Arrangements

Implementing Agency (IA). The project will be implemented by the CEP, whose mandate is to coordinate policies and investments on sustainable natural resource management, climate change mitigation and adaptation, environmental monitoring, and awareness. Other three agencies Forest Agency (FA), Pasture Reclamation Trust (PRT), State Institution of the Specially Protected Natural Areas (SISPNA) will technically lead subcomponents 2.1, 2.2 and 2.3 respectively, but main fiduciary and environmental and social risk management responsibilities remain with the CEP.

Project Steering and Management Committees. A Project Steering Committee (PSC) will be established during project implementation and will include representatives of Forest Agency, Pasture Reclamation Trust, Protected Areas Enterprise, Ministry for Energy and Water Resources, relevant RBOs, State Committee for Land Management and Geodesy, Committee of Emergency Situations and Civil Defence, Ministry of Finance, University of Central Asia (UCA) and representatives of PUUs and FUGs. The PSC will provide oversight and guidance on project management and ensure coordination of project activities among various agencies. PSC will also provide strategic guidance on policy decisions on landscape management. This Committee will be chaired by CEP Chairman and will meet bi-annually. A technical-level Project Management Committee (PMC) will provide a technical level support and coordination and co-chaired by the IG coordinator. PMC will include Project Coordinator, focal persons from the IA, beneficiary agencies and other technical institutions relevant for project implementation and additional technical staff from IG as necessary. Details of these arrangements will be provided in the Project Operations Manual (POM).

CEP Functions in Implementation. The overall responsibility for project management will be with CEP and its Implementation Group (IG). The IG will be responsible for project coordination and will act as the lead agency given its mandate on natural resource management, environmental monitoring, and climate change. The CEP IG will be responsible for fiduciary management, environmental and social risk management, contract management and monitoring and evaluation and supervision of implementation of project activities under all Components. The IG will manage the Project Designated Account in the Central Bank and be responsible for overall project reporting to the World Bank.

CEP Central and Field Support. At the central unit of the IG, staff will comprise: Project Director Chair, IG Director, project field coordinator and component coordinators. The project will finance procurement, financial management, monitoring and evaluation (M&E) specialists, technical specialists (e.g., forestry, pasture, PA management, water resources, agriculture), and environmental and social/gender specialists. Implementation will also be supported through project-financed field-based focal points located in project districts. These field-based personnel will provide critical liaison with local government, and beneficiaries. The appointed Project Director and the component coordinators will be civil servants who will be supported by local specialists.

Other Key Project Partners. The CEP as the lead IA for the Project will be supported by and work closely with various beneficiary agencies: (i) Forest Agency for activities related to National Forest Inventory, forest management planning, afforestation, and JFM; (ii) Pasture Reclamation Trust (in the Ministry of Agriculture) for pasture inventory activities and plans, and geobotanical surveys; and (iii) State Institution of the Specially Protected Natural Areas (SISPNA) for projected areas management planning and investments. Cooperation between the CEP and these agencies will be set out in Memoranda of Understanding that define the roles and responsibilities of each institution and will be signed by project appraisal/negotiations. The overall arrangement of committees and implementing units is shown in Figure 1 below.

Figure 1. Overall Implementation Arrangements

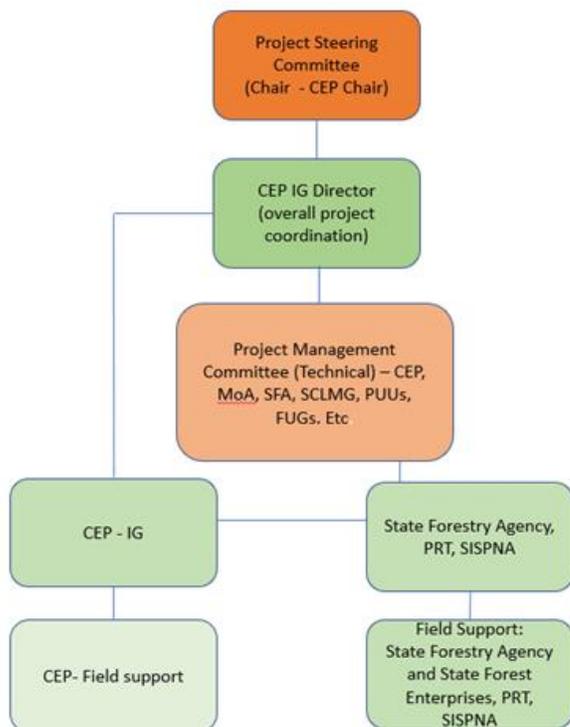


Figure: Overall Implementation Arrangements

The IA through its project team is responsible for the implementation of project components and activities according to implementation work plans and budgets. The respective teams will provide input into the Procurement Plan, draft terms of reference, and oversee the procurement process as per the respective components described in the project appraisal document. The IG in the CEP will be responsible for overseeing the execution of the overall implementation plan, and monitoring project results. Table 6 below summarizes the main project partners, and their functions in project implementation.

Table 6. Government Partners and Functions in Project Implementation

Government Ministry/Committee/Agency	Division/Department/Other	Key functions in Project Implementation
Committee for Environmental Protection (CEP)	Implementation Group (IG) – Center and field focal points	<ul style="list-style-type: none"> • IG reports to Chair of CEP who acts as Project Director • Overall project coordination and management • Implementation of all Components

Government Ministry/Committee/Agency	Division/Department/Other	Key functions in Project Implementation
		<ul style="list-style-type: none"> • Reporting to WBG on project implementation progress, including technical, fiduciary, E&S, and M&E aspects • Preparation and consolidation of workplan and budget
	State Institution of the Specially Protected Natural Areas (SISPNA) and selected PA management units	Operates as part of CEP. Technical support on <ul style="list-style-type: none"> • PA management planning, • Implementation of project-financed PA investments, • Participation in PMC • M&E tasks as allocated by CEP IG
Forestry Agency	Forestry Department	Technical support and oversight on: <ul style="list-style-type: none"> • Preparation of forest management plans • Implementation of forest management plans including afforestation, forest nurseries, JFM with FUGs, and other activities as developed • Reporting on field implementation and M&E aspects as agreed with CEP IG
Ministry of Agriculture	Pasture Reclamation Trust (PRT) and district Pasture Commissions	Technical support and oversight on: <ul style="list-style-type: none"> • Preparation of pasture management plans with PUUs • Implementation of pasture management plans by PUUs • Forage seed demonstration plots • Reporting on field implementation and M&E aspects as agreed with CEP IG
State Committee for Land Management and Geodesy (SCLMG)	FAZO (State Mapping Agency)	Technical support and participation in: <ul style="list-style-type: none"> • Geobotanical surveys and pasture inventories • GIS and mapping support for resource planning

Other Agencies involved in Coordination. Other agencies that will be participating in project coordination include the Ministry of Energy and Water Resources, Committee on Emergency Situations and Civil Defence and others as needed and instructed by the PSC.

6.3 Management functions and responsibilities

The CEP IG will facilitate stakeholder/citizen engagement through recruiting local NGOs and community-based organizations. Recruited NGOs/CBOs will work with dehkan farms, WUAs, PUU, FUUs, agribusiness representatives, communities, other NGOs and business associations to raise their awareness on the project components, brief them on latest plans and actions, and solicit their views on the project progress. The purpose is to strengthen public consultations and secure the buy-in of stakeholders to ensure smooth and proper project implementation. The roles and responsibilities of main actors are summarized in the Table 7 below.

Table 7. Responsibilities of key actors/stakeholders in SEP Implementation

Stakeholder	Responsibilities
CEP\IG	<ul style="list-style-type: none"> • Plan, coordinate implementation and report on SEP activities; • Lead stakeholder engagement activities; • Redress grievances and manage grievance database; • Monitor and report on ESF performance to the World Bank. • Facilitate and implement the stakeholder awareness, education and consultations campaigns at the national level; • Consult, disclosure and implement site specific ESF instruments (ESIAs/ESMPs, RAPs, if needed).
CEP regional departments	<ul style="list-style-type: none"> • Forward all Project relevant complaints to appropriate district GRM Focal Point or CEP\IG ;
CEP district departments	<ul style="list-style-type: none"> • Participate in implementation of assigned activities in the SEP; • Provide report on all complaints to the district GRM Focal Point; • Establish and facilitate the work of the Local Grievance Redress Group; • Make available the disclosed SEP and GRM procedures.
CEP/Environmental Information Center of the Committee	<ul style="list-style-type: none"> • Register the appeals coming through website and hotlines (+99237) 2354430. WhatsApp, Telegram и Imo - (+992) 777162275 • Share a summary report on all project specific complaints to the IG GRM Focal Point.
NGOs/CBOs	<ul style="list-style-type: none"> • Facilitate and implement the stakeholder awareness, educational and consultation campaigns at the local level
Project affected parties	<ul style="list-style-type: none"> • Lodge their grievances using the Grievance Mechanism defined in the SEP; • Help the Project to define mitigation measures.

7. GRIEVANCE REDRESS MECHANISM

7.1 Overview of Grievance Redress Mechanism

The main objective of a Grievance Redress Mechanism (GRM) is to assist to resolve complaints and grievances in a timely, effective and efficient manner that satisfies all parties involved. Specifically, it provides a transparent and credible process for fair, effective and lasting outcomes. It also builds trust and cooperation as an integral component of broader community consultation that facilitates corrective actions. Specifically, the GRM:

- Provides affected people with avenues for making a complaint or resolving any dispute that may arise during the course of the implementation of projects;
- Ensures that appropriate and mutually acceptable redress actions are identified and implemented to the satisfaction of complainants; and
- Avoids the need to resort to judicial proceedings.

The CEP IG operationalise the project specific GRM to address all citizen complaints and requests related to the project. Day-to-day implementation of the GRM and reporting to the World Bank will be the responsibility of the IG. The Social Development Specialist/Consultant will be the key nodal officer for GRM in the CEP IG central office. Project would encourage receiving complaints by a variety of channels, *including anonymous complaints*, at different levels. The system and requirements (including staffing) for the grievance redress chain of action – from registration, sorting and processing, and acknowledgement and follow-up, to verification and action, and finally feedback – are incorporated in the GRM. To ensure management oversight of grievance handling, the CEP IG M&E will be responsible for monitoring the overall process, including verification that agreed resolutions are implemented. Prevention and response measures in relations to complaints of SEA/SH will be included to the project Gender Action Plan. It is recommended to establish a separate GRM window for women at Mahalla (neighbourhood) Committees (MC) level. The Mahalla Committee is traditional public voluntary self-initiative association of citizens that resolves various local social issues. The MCs consist of local leaders including active women that deal with women issues. One of the active women of the respective MC will serve as a focal point for receiving, registering and processing the SEA/SH complaints in the project interventions areas. The information on this GRM channel, including the focal point contacts, will be communicated to local residents and contractors. The IG Social Development and Gender Specialists will be responsible to ensure that the mechanism is in place and disclosed to the community.

7.2 GRM Structure

Grievances can be filed at the following two levels:

To whom is the complaint filed	Form of submission	Complaint management procedure	Timelines
Local level: Local government authorities (district/jamoat / mahalla) and IG district Project Officers	Verbal Phone calls Written Electronic format	1.Register complaint/ proposal in the Log for registration of complaints and proposals; 2. Maintain and monitor the process of reviewing and responding to complaints; 3. Reporting monthly in writing to the IG Social Development Specialist on the status of work with complaints. If the issue cannot be resolved to the satisfaction of the complainant within 5 days, then it is taken to the next	5 days Monthly reporting

		level. In the register of complaints and suggestions, a record is made about the solution of the problem or the decision to move it to the next level.	
National level: IG Social Development Specialist	Written, electronic, through websites	<ol style="list-style-type: none"> 1. Register a complaint in the Log for complaints and proposals; 2. Maintain and monitor the process of reviewing and meeting the complaints; 3. Consideration of the complaint may require additional verification of the issue, including collection of additional documents. 3. Report on a monthly basis in written (depending on the nature of the issue) on the status of work with complaints. 	<p>14 days</p> <p><i>30 days for the appeals that need additional study</i></p>

If, after receiving a response from the IG, the complaint is not satisfied, the Conflict Resolution Commission (CRC) to be established by IG or local khukumat at the PAP request. Project District Officer will function as the CRC Secretary at the local level. The CRC will consist of at least 5 members, including 2 staff members of IG, representatives of recognized local NGOs / CSOs, reputable individuals (for example, a respected lawyer or professor), if available, and representatives of the participating site. Decisions made by the commission and agreed between all parties are legalized in the form of an order of the participating khukumats.

The IG 's Social Development Specialist will function as the CRC Secretary and serve as national Grievance Focal Point (GFP) to file the grievances and appeals. S/he will be responsible for summarizing the number and types of all the complaints and issues received by the districts and possibly regions.

The complainant will be informed of the outcome immediately and at the latest within 5 days of the decision.

The project affected persons can also file their complaints with the central apparatus of the CEP directly. The timeline for the grievance processing is 15 days upon registration.

CEP/Environmental Information Center of the Committee:

- CEP website (<http://tajnature.tj/>)
- email info@tajnature.tj
- hotlines (+99237) 2354430 and
- (+992) 777162275 WhatsApp, Telegram and Imo
- official page of the Committee on the Facebook. <https://www.facebook.com/tajnature.tj>

Citizens who notice a violation of the law can take a video or picture and send it to the CEP through the social networks. In this case, the Center, promptly registers the appeal and sends the materials to the responsible persons for further action and decision.

Appeal Mechanism. If the complaint is still not resolved to the satisfaction of the complainant, then s/he can submit his/her complaint to the appropriate court of law.

7.3 Grievance Resolution Process

Information about the GRM will be publicized as part of the public awareness campaigns. Brochures and leaflets will be displayed in the target district CEP departments, targeted jamoats, if appropriate, and local governments information boards, etc. GRM leaflets will also be posted online on the CEP websites and social media webpages. The overall process for the GRM will be comprised of six steps, as described below.

Step 1: Uptake. Project stakeholders will be able to provide feedback and report complaints through several channels: contacting CEP\IG by mail, telephone, email, social media and messaging.

Step 2: Sorting and processing. Complaints and feedbacks will be compiled by the Social Specialist at IG at central or regional offices and recorded in a register. These are assigned to the respective individuals / agencies to address. They are expected to discuss/ deliberate with the complainant and arrive at a resolution, within 15 working days of receipt.

Step 3: Acknowledgement and follow-up. Within five (5) working days of the date a complaint is submitted, the responsible person/ agency will communicate with the complainant and provide information on the likely course of action and the anticipated timeframe for resolution of the complaint. If complaints are not resolved within 15 days, the responsible person will provide an update about the status of the complaint/question to the complainant and again provide an estimate of how long it will take to resolve the issue.

Step 4: Verification, investigation and action. This step involves gathering information about the grievance to determine the facts surrounding the issue and verifying the complaint's validity, and then developing a proposed resolution, which could include changes of decisions concerning eligibility for mitigation, assistance, changes in the program itself, other actions, or no actions. Depending on the nature of the complaint, the process can include site visits, document reviews, a meeting with the complainant (if known and willing to engage), and meetings with others (both those associated with the project and outside) who may have knowledge or can otherwise help resolve the issue. It is expected that many or most grievances would be resolved at this stage. All activities taken during this and the other steps will be fully documented, and any resolution logged in the register.

Step 5: Monitoring and evaluation. Monitoring refers to the process of tracking grievances and assessing the progress that has been toward resolution. The CEP/IG will be responsible for consolidating, monitoring, and reporting on complaints, enquiries and other feedback that have been received, resolved, or pending. This will be accomplished by maintaining the grievance register and records of all steps taken to resolve grievances or otherwise respond to feedback and questions.

Step 6: Providing Feedback. This step involves informing those to submit complaints, feedback, and questions about how issues were resolved, or providing answers to questions. Whenever possible, complainants should be informed of the proposed resolution in person (communicating by telephone or other means).

If the complainant is not satisfied with the resolution, s/he will be informed of further options, which would include pursuing remedies through the World Bank, as described below, or through avenues afforded by the Republic of Tajikistan legal system. On a quarterly basis, the IG will report to CEP on grievances resolved since the previous report and on grievances that remain unresolved, with an explanation as to steps to be taken to resolve grievances that have not been resolved within 30 days. Data on grievances and/or original grievance logs will be made available to World Bank missions on request, and summaries of grievances and resolutions will be included in semi-annual reports to the World Bank.

Grievance Logs will include at least the following information:

- Individual reference number
- Name of the person submitting the complaint, question, or other feedback, address and/or contact information (unless the complaint has been submitted anonymously)
- Details of the complaint, feedback, or question/her location and details of his / her complaint.

- Date of the complaint.
- Name of person assigned to deal with the complaint (acknowledge to the complainant, investigate, propose resolutions, etc.)
- Details of proposed resolution, including person(s) who will be responsible for authorizing and implementing any corrective actions that are part of the proposed resolution
- Date when proposed resolution was communicated to the complainant (unless anonymous)
- Date when the complainant acknowledged, in writing if possible, being informed of the proposed resolution
- Details of whether the complainant was satisfied with the resolution, and whether the complaint can be closed out
- Date when the resolution is implemented (if any).

The CEP has GRM focal points at the central and district levels that will allow the project to address effectively all grievances raised at grass root level, which will have countrywide scattered pattern including those in remote areas. PAPs will have an option of submitting grievance to the CEP/IG directly.

7.4 Monitoring and Reporting on Grievances

The CEP/IG will be responsible for:

- Analyzing the qualitative data on the number, substance and status of complaints and uploading them into the project databases established by CEP/IG;
- Monitoring outstanding issues and proposing measures to resolve them;
- Preparing quarterly reports on GRM to be shared with the WB.

Semi-annual reports to be submitted to the WB shall include section related to GRM which provides updated information on the following:

- Status of GRM implementation (procedures, training, public awareness campaigns, budgeting etc.);
- Qualitative data on number of received grievances (applications, suggestions, complaints, requests, positive feedback), highlighting number of resolved grievances;
- Quantitative data on the type of grievances and responses, issues provided and grievances that remain unresolved;
- Level of satisfaction by the measures (response) taken;
- Any correction measures taken.

7.5 World Bank Grievance Redress System

Communities and individuals who believe that they are adversely affected by a World Bank (WB) supported project may submit complaints to existing project-level grievance redress mechanisms or the WB's Grievance Redress Service (GRS). The GRS ensures that complaints received are promptly reviewed in order to address project-related concerns. Project affected communities and individuals may submit their complaint to the WB's independent Inspection Panel which determines whether harm occurred, or could occur, as a result of WB non-compliance with its policies and procedures. Complaints may be submitted at any time after concerns have been brought directly to the World Bank's attention, and Bank Management has been given an opportunity to respond. For information on how to submit complaints to the World Bank's corporate Grievance Redress Service (GRS), please visit <http://www.worldbank.org/en/projects-operations/products-and-services/grievance-redress-service>. For information on how to submit complaints to the World Bank Inspection Panel, please visit www.inspectionpanel.org. A complaint may be submitted in English, Tajik or Russian, although additional processing time will be needed for complaints that are not in English. A complaint can be submitted to the Bank GRS through the following email: grievances@worldbank.org

Communities and individuals who believe that they are adversely affected by a project supported by the World Bank may also complaints directly to the Bank through the Bank's Country Office through the following channels.

By phone: +992 48 701-5810

By mail: 48 Ayni Street, Business Center "Sozidanie", 3rd floor, Dushanbe, Tajikistan

By email: tajikistan@worldbank.org

The complaint must clearly state the adverse impact(s) allegedly caused or likely to be caused by the Bank-supported project. This should be supported by available documentation and correspondence to the extent possible. The complainant may also indicate the desired outcome of the complaint. Finally, the complaint should identify the complainant(s) or assigned representative/s and provide contact details. Complaints submitted via the GRS are promptly reviewed to allow quick attention to project-related concerns.

8. MONITORING AND REPORTING OF THE SEP

The CEP is responsible for the preparation and implementation of the M&E framework. The M&E Plan will allow for ongoing learning and feedback through the planning and implementation stages. The project Results Framework will guide day-to-day M&E, as well as evaluation analysis and reporting at midterm and completion. An integrated Monitoring Information System (MIS) will be developed and made publicly accessible to communicate results to project stakeholders on the CEP website. Technical assistance will be provided by the Project for the design of the MIS and training the CEP staff. The results monitoring is based on the agreed Results Framework and targeted annual performance objectives, which will be used to track progress in implementation activities.

The CEP/IG will support monitoring and evaluation (M&E) activities to track, document, and communicate the progress and results of the project, including monitoring of the Stakeholder Engagement Plan. M&E Specialist supported by the Social Development Specialist will be responsible for overall compilation of SEP implementation progress reports and results and summarizing them in *semi-annual reports* to be submitted to the WB.

Feedback and grievances received through the GRM focal points will also be included in the semi-annual reporting. The M&E Specialist supported by the CEP/IG Social Development Specialist will collate and analyze these outcome assessments and perception-based results and include them in semi-annual reports to be submitted to the WB.

ANNEX 1. MINUTES OF PUBLIC CONSULTATIONS

A. Minutes of the ESF public consultation workshop at the National Level with Key Stakeholders

(Mixed live and online formats: round table + zoom video call)

Organizers: IG/CEP

Date: September 03, 2021.

Venue: Dushanbe Serena hotel, 2nd floor conference room

Participants: 35 attendees, including members of the internal ministerial working group, representatives of various government agencies, partner organizations and civil society organizations, as well as the representatives of NGO Znaniye, IG/CEP and WB working group (via zoom video call). (The list of workshop participants attached)

Purpose:

- ➔ To familiarize workshop participants with Environmental and Social risk management instruments, which have been developed through the World Bank's Environmental and Social (E&S) Standards (ESS) frameworks in order to identify gaps, risks and potential actions
- ➔ To obtain and consolidate the participant's feedback/expectations/concerns on E&S instruments with further update, finalization and publishing on the CEP and WB websites.

Workshop Agenda:

- Welcoming speech and providing brief information on the main objectives of the TRELIS project (by T.Murodov);
- Presenting the Environmental and Social Management Framework (ESMF) (by Z.Fayazova);
- Presenting the Resettlement Policy Framework (RPF) (by M.Abulvasieva);
- Presenting Stakeholder Engagement Plan (SEP) (by Z.Fayazova);
- Presenting Labour Management Procedures (LMP) (by M.Abulvasieva).
- Questions/Feedback/Comments
- Wrap up and closing remarks by the T.Murodov.

The meeting was opened by the Mr. T. Murodov, the team leader of the IG/CEP, who welcomed workshop participants and introduced environmental and social aspects of the TRELIS project. He emphasized important role of stakeholder engagement in reviewing the key project documents, approaches and plans as a main guarantee of the social and environmental safety of the project. The brief information was also provided on the project goals, objectives and project components. At the end of the speech, the floor was given to the presenters.

The project '**Environmental and Social Management Framework (ESMF)**' was presented by Ms. Z.Fayazova, the PMU/ALRI social consultant. Prior to presentation, she thanked the WB consultants for providing technical support in developing four project documents/frameworks – ESMF, RPF, SEP and LMP. It was stated that these documents are developed through the frameworks of the World Bank's Environmental and Social (E&S) Standards (ESS) in order to prevent and manage the environmental and social risks and negative impacts throughout the project life cycle.

The document was presented in Power Point format and it was noted that the Framework approach had been applied because the specific locations of project activities are not identified yet, and their specific impacts are not known. It was mentioned that the ESMF ensures the environmental and social assessments for each subproject in the course of project implementation to meet the World Bank's E&S standards alongside with Tajikistan's Environmental and Social Laws and Regulations. Participants were briefly introduced with the ESMF goal, E & S assessment rule and procedures, with the measures and mechanism for avoiding, minimizing potential negative environmental and social impacts that may occur in the result of project implementation; as well as with the grievance redress mechanism.

Ms. Fayazova also noted that the implemented agencies already have an experience of using timely preventative mitigation measures.

The project “**Resettlement Policy Framework (RPF)**” was presented by Ms. M.Abdulvasieva. In the beginning, it was outlined that the framework approach was applied because there will be no land acquisition during the project implementation. Further, participants familiarized with the main goals and principles of RPF, which was developed with the requirements of WB Social & Environmental Standard 5 (ESS 5) on Land Acquisition, Restrictions on Land Use and Involuntary Resettlement. The brief comparative review/analysis of the Tajik legislation and the ESS 5 and the existing gaps were presented. It was noted that in case of any discrepancies on the involuntary resettlement issues, the principles and procedures of ESS 5 will be applied. Also the information about compensation procedures and grievance redress mechanisms for people affected under the project was specified and the steps for preparation process of the Resettlement Action Plan were briefly described during presentation.

Next presentation on “**Stakeholder Engagement Plan**” (SEP) project was provided by Ms. Fayazova. It was noted that SEP was developed in the first turn since it required at first to identify the project stakeholders and to establish close and constructive interaction with them and to take into consideration their opinions during the project design. Ms. Fayazova mentioned that SEP was developed with the requirements of ESS 10 and introduced the participants with the mechanisms of the engagement of different groups and methods for public consultation and information disclosure, as well as the grievance redress mechanisms.

Finally, the project on “**Labor Management Procedures**» (LMP) was presented by Ms. Abdulvasieva. It was noticed that the document was developed with the requirements of WB ESS 2 “Labor and Working conditions” and defines the main requirements of national labor legislation and risks associated with project implementation. The participants were acquainted with key principals of ESS 2, with the types and preliminary quantity of labor resources involved into the project, as well as with potential labor risks, associated with project implementation. It was noted that the implementation of labor management procedures will be under the responsibility of IG/PIU (social and monitoring specialists) and the Contractors (NGOs and civil works). In addition, the LMP grievance redress mechanism at two levels was briefly introduced to the participants. It was mentioned that LMP will be further revised throughout project design and implementation.

It was underlined that the information on **ESMF, RPF, SEP and LMP** and handouts materials are presented in a very concise form. The electronic versions of PPTs in Russian language and full version of the ESMF, RF, SEP and LMP (available only in English) could be accessed on the CEP web page: www.tajnature.tj

After the presentations, there were questions and feedback/comments from the workshop participants as follows:

Representative of Ministry of Labor, Migration and Employment of Population of RT (MLMEP) (Azizov Amir):

- In LMP document in the section of labor risks “In case the project activity involves heavy work, persons under 18 years are not be allowed” it is necessary to include additional paragraph, that **women are not allowed to be employed in heavy works**. (Reference: Labor Code of the Republic of Tajikistan)

Ms. Fayazova commented: *Agencies that are implementing the projects, possessing sufficient capacity to ensure successful implementation of project activities. All the requirements of the Labor Code of RT are observed. The article, which states that no women labor in heavy works or at places with dangerous working conditions, is applied as well.*

Representative of MLMEP:

- It is recommended to apply the GRM at the region level as well, not only at the project level, so, the citizen can refer/apply to the responsible local authorities in the regions.

Ms. Fayazova commented: *It was confirmed that the project will be using both levels - project and the regional.*

Representative of MLMEP:

- On LMP is recommended to consider the financing of labor protection measures, including provisions of dietary nutrition and special uniform.
- Recommendation on RF project - it is necessary to consider issues on “eco-migration” (natural hazards/disaster related resettlement) and cooperation with the specialists from the Ministry should be considered on the specific activities with regards to environmental migration.

Representative of State Institute on Land Engineering “TajikZaminsoz”, (Obid Islomov)

- Comments on the RPF - in the section of the national legislation it is recommended to add the Law of the Republic of Tajikistan “On state registration of real estate and rights to it” (from 01.08.2012, #891);
- In the section of comparison of Tajik legislation and ESS 5 it is recommended to add formulation, that commission will be formed in case of resettlement;
- In the section on comparison of legislation of the Republic of Tajikistan and ESS 5 of the World Bank, it is noted that there are no special laws or provisions in the legislation of the Republic of Tajikistan on the restoration of livelihoods in connection with the alienation of land and the impact of involuntary resettlement. This wording is not accurate, because the resettlement commission is considering issues related to provision of compensation;
- In the same section on the procedural mechanisms, it is noted that the Law on access to information requires disclosure of information on the regular basis; however, the resettlement issues are not addressed, as there are no specific requirements. This formulation is not accurate, as all decision on the withdrawal of land plots will be published in national newspapers in Tajik and Russian languages (Ref. Article 40, pr.1 of the Land Code).

The representative from ALRI (Saidsayrova, Sh) noted that one of the key stakeholders is missing in the SEP document – the Committee on Emergency Situations of the Republic of Tajikistan

During the discussion, it was emphasized by Ms.Fayazova, that the project does not include the land acquisition and resettlement activities; therefore, the framework approach was adopted for the Resettlement Policy Framework and was presented as an overview of WB requirements for investment projects.

At the end of the workshop, Mr. T.Murodov thanked the participants for being active and requested to provide their additional comments, if any, by e-mail.

The project materials were sent to the Hukumats of the 14 potential project districts and CEP units at district levels to increase awareness and visibility about the project.

All stakeholder groups involved in the consultation were satisfied with the course of the public hearings and expressed their hope that the implementation of the project will make a positive contribution to the restoration of the landscape of Tajikistan and solutions based on nature will help reduce the risks of natural disasters.

**LIST of participants of the ESF public consultation workshop at the National Level
with Key Stakeholders under the
“Tajikistan Resilient Landscape Restoration Project”**

<i>Dushanbe city</i>			<i>Serena Hotel</i>	<i>03.09.2021 c.</i>
Nº	Name surname	Position		
1	Murodov Turakul	Head of Projects implementation Group, CEP		
2	Yakubov Jamoliddin	CEP Information Center		

3	Rajabov A	Representative of the Ministry of Energy and Water Resources of the Republic of Tajikistan
4	Nazarov Safarali	Head of the Pasture and Land Reclamation Trust of the Ministry of agriculture of the Republic of Tajikistan
5	Rustam Abdukaym	Leading Specialist of the Main Department of Public Debt and Attraction of Public Investment of the Ministry of Finance of the Republic of Tajikistan
6	Bobozoda Khurshed	Director Design institute "Tojikzaminsoz" of the State Committee for Land Management and Geodesy
7	Islomov Obid	Chief Specialist of the Design Institute "Tojikzaminsoz" of the State Committee for Land Management and Geodesy
8	Inomov O	Representative of the PMU of the ARLI
9	Sodatsayrova Shahlo	Head of the Department of Construction and Coastal Strengthening ARLI
10	Saidzoda Madibron	Head Main Department of Forestry of the Forestry Agency RT
11	Azizov A	Representative of Ministry of labor, migration and employment population of the Republic Tajikistan
12	Hamidova G	Representative of Emergency Committee of the Republic Tajikistan
13	Kurbonov N. B	Head of the Department of Physical, Mathematical, Chemical, Biological and Technical Sciences - Vice-President of the National Academy of Sciences of Tajikistan
14	Khudododov S	Representative of Agency on Statistics under President of the Republic Tajikistan
15	Akramov Akhmadjan	Coordinator Youth Environmental Center of the SLM TJ
16	Gulomkhaydarov Akmal	Representative of State Committee for Land Management and Geodesy
17	Hakimov S	Representative of the NGO "Znanie"
18	Kurbonov Firuz	Representative of State committee on investments and state property management of Tajikistan
19	Irgashev T	Representative of the NGO "Znanie"
20	Akramov Abdugafor	Representative of the NGO "Znanie"
21	Mahmudov Hakim	Financial Management Specialist IG CEP
22	Aliev Bahrom	Procurement Specialist IG CEP
23	Abdulvosieva Malika	Social development Specialist IG CEP
24	Rahmatiloev Rahmonkul	Water Management Specialist IG CEP
25	Amirbekzoda Mizrob	Natural Resources Specialist IG CEP
26	Rahimov Rustam	Environmental Management Specialist IG CEP
27	Kudratova Farzona	Representative of the NGO "Znanie"
28	Zuhurov Bakhtiyor	Representative of the NGO "Znanie"
29	Ahrorov A	Consultant PMU ARLI
30	Salieva Naima	Representative of the NGO "Znanie"
31	Fayazova Zamira	Social development Specialist PMU ALRI
32	Saidov Mahmadi	ALRI Projects implementation Group
33	Sharipov Davlatali	Deputy Director of «Specially Protected Natural Areas»
34	Kholov I	Environmental Management Specialist PMU ARLI
35	Rahmonov B	Representative of the NGO "Znanie"

B. Minutes of the ESF public consultation workshop at the District Level with Key Stakeholders in Ayni

Date: 28.10.2021 Meeting Room of Ayni District Administration

Agenda of the consultative workshop: Overview, potential impacts, mitigation measures and environmental and social commitments under the "Tajikistan Resilient Landscape Restoration and Livelihood Project".

The workshop was attended by 26 people (list of participants is enclosed).

Based on the agenda, the workshop began with a discussion of the framework of environmental and social commitments of the Project "Tajikistan Resilient Landscape Restoration and Livelihood Project".

On behalf of the executive body of Ayni district administration, head of Environmental protection department of Ayni district administration, Mr. Bokiev Boki expressed his gratitude to the Government of the Republic of Tajikistan and the World Bank for inclusion of Ayni district in this project. In his speech, the head of the sector noted that the issues of environmental protection and climate change, rational use of natural resources are currently in the focus of attention of various countries, influential organizations. The climate change has created serious challenges for Tajikistan, including Ayni, as the district is very vulnerable and has relatively low potential for climate change adaptation measures, and the project will provide the district with better opportunities for the environment and climate change adaptation. He wished the participants successful work for the day.

The workshop participants suggested the below agenda to be, followed by a question-and-answer session and discussions with public organizations, environmental and financial institutions.

Workshop Agenda	Responsible persons
Registration of participants	District administration
Opening remarks by the District administration representative	Bokiev B
General information about Project management and other activities	Kakharov K
The Environmental and Social Management Framework (ESMF)	
The Resettlement Policy Framework (RPF)	Kakharov K
The Labor Management Procedures (LMP)	
The Stakeholder Engagement Plan (SEP)	Kakharov K
Process Framework (PF)	Kakharov K
Questions and answers, discussion	

For the issues discussed recommendations and suggestions of those present at the workshop, the floor was given to the representative of the public organization «Znaniya» Kakharov Kakhar.

First, the speaker presented a brief overview of the project "Tajikistan Resilient Landscape Restoration and Livelihood Project", its goals, directions of the project implementation and its components.

Summary of the E&S instruments, including ESMF, RPF, LMP, SEP and RP were presented. After that the workshop participants moved on to discussions:

Suggestions and recommendations of the participants of the public workshop:

Head of the Ayni district Environmental Protection Department, Bokiev Bokimahmad, suggested that there are many natural resources in the area to improve the landscape, but these activities are difficult to implement due to lack of funding. The land in Ayni is mostly rocky and cannot be cultivated without irrigation, and there is a shortage of potable water, so communities from Rarz, Fondarya and Dar-Dar Jamoats should be included in the project.

Answer: The existing problems will be considered during the project implementation and will be supported by the project based on the requirements of the project in case of priority of the proposed problem. Specialists will analyze the natural resources of the district and select rural communities based on the analysis.

Representative of Shamtuch Jamoat Shokirov Kamol: He suggested that one of the main problems of the villagers Ayni lack of quality seeds, restoration of new orchards, restoration of irrigation systems and forests in Ayni district, is there any activity in this direction?

Answer: The project consists of a "Landscape Restoration" component, which is divided into four sub-components. The reforestation sub-component is aimed at the development of forestry. In this regard, it is planned to support forest nurseries, create family nurseries, and restore forest lands in a natural way and through tree plantations. The project also includes the construction of drinking water and irrigation water lines.

Chairperson of the Department of Women and Family Affairs of Ayni district: As for the employment of housewives and people with disabilities, she suggested creating clothing enterprises in rural areas, and the second issue is the creation of a landfill in the center of Ayni and other villages.

There have been no complaints of sexual exploitation or involvement of minors in the district, and this issue is under control of the district administration and the relevant district authorities.

Answer: Gender issues are the main focus of the project. If this is a problem in a village and its solution is supported by the villagers, it will be analyzed by the project experts. Landfills in the district center and its villages are under the jurisdiction of the district authorities.

To the question Kakharov Kakhar, head of the Department of land reclamation and irrigation of the Zarafshon River Basin Nuriddinov Shamsiddin noted that the procedure for hiring and dismissal is carried out in accordance with the current legislation of the Republic. Tajikistan is constantly monitored by the relevant organizations of the republic and the district are under constant control.

In the event of a labor dispute, the case will be considered by the management and the trade union. To date, the office has not registered any complaints about labor relations. Reduced labor intensity. Is there sexual exploitation and abuse in the workplace? Have any GBV cases been reported in your community?

Chairman of the Jamoat Fondarya Jurazoda Ermahmad to the question " Is there a problem of involving minors and forced labor in projects implemented by international organizations?", the answer was that at the local level, there is no such affairs in Ayni district, and this issue is closely monitored by the relevant district authorities.

List of participants of

Consultative workshop to discuss Environmental and Social commitments of the Project "Tajikistan Resilient Landscape Restoration and Livelihood Project" in Ayni district

District Ayni

Date: October 28, 2021.

№	Name	Position
1	Bokiev Bokimahmad	Head of the district department for environmental protection (DEP)
2	Mavlonov Behruz	Director of forestry department
3	Chakonov Ilyos	DEP Specialist
4	Olimzoda Zarafshon	Chairman of Anzob Jamoat
5	Subhonzoda Amir	Chairman of Ayni Jamoat
6	Ustoev Ikromjon	Chairman of Dar-dar Jamoat
7	Sanginzoda Abduahad	Chairman of Rarz Jamoat
8	Nazarzoda Bahridin	Chairman of Shamtuch Jamoat
9	Qodirov Aliqul	Chairman of Urmetan Jamoat
10	Jurazoda Yormahmad	Chairman of Fondary Jamoat
11	Samizoda Aminjon	Chairman of Zarafshon Jamoat

12	Nuriddinov Shamsiddin	Department of land reclamation and irrigation of the Zarafshon River Basin
13	Karimov Niyoz	Director of Specially Protected Natural Area of Yagnob
14	Bokiev Hojimurod	Worker of Specially Protected Natural Area of Yagnob
15	Rahmonova Hilola	Chairman of the collective farm "Somoniyon"
16	Rizoeva Akliya	DEP Specialist
17	Shodiev Tuytimurod	District Statistics Officer
18	Khalifaeva Sayora	Head of the district Department of Women and Family Affairs
19	Gafurov Niyoz	Agronomist of the agricultural Department of Ayni
20	Nuruloeva Fazolat	Officer of the district Department of Women and Family Affairs
21	Shokirov Kamol	Chairman of the collective farm "Tojikiston"
22	Shokirov Bahodur	Chairman of the collective farm "Rarz"
23	Badalov Mahmad	Chairman of the collective farm "Kh. Karimov"
24	Rahmatov Nemat	Chairman of the collective farm "Shavatk"
25	Sokiev Soki	Chairman of the collective farm "K. Karim"
26	Oymahmadov Olim	DEP Specialist

C. Minutes of the ESF public consultation workshop at the District Level with Key Stakeholders in Qabodiyon

Date: 28.10.2021 in the meeting hall of Qabodiyon district administration.

Agenda of the consultation workshop: discussion of social and environmental commitments and plans of the project "Tajikistan Resilient Landscape Restoration and Livelihood Project"

The workshop was attended by 17 participants (the list of participants is provided).

The workshop started with discussion of the project's social and environmental commitments and instruments based on the meeting agenda.

Firstly, the Deputy Chairperson of Qabodiyon district Sharifova Tojiniso expressed her gratitude to the Government of the Republic of Tajikistan and the World Bank Group for their consideration of Qabodiyon district in this project. In her speech, the Deputy Chairperson noted that the issues of environmental protection and climate change, rational use of natural resources are now in the focus of attention of various countries, leading international organizations, environmental and financial institutions.

The global climate change has created serious challenges also for Tajikistan, in particular for Qabodiyon district, as this area is very vulnerable and has a relatively low potential for climate change adaptation, and the project provides the district with good conditions for the environment and adaptation to climate change. In conclusion, he wished success to the participants of today's meeting.

The workshop participants suggested that a question-and-answer session should be held after each presentation.

At the beginning of the seminar, the floor was given to the representative of CEP Fasehzoda Islom. He gave a brief overview of the project "Tajikistan Resilient Landscape Restoration and Livelihood Project" from the beginning, its goals, local directions of project implementation and its thematic components.

Speaking about the first item on the agenda of the seminar, "Environmental and Social Management Framework", he noted that the tasks set out in the World Bank's environmental and social standards assign the Executive Agency responsibility for assessing, managing and monitoring environmental and social risks. To do this, it is necessary to conduct public opinion surveys, improve the skills and awareness of the local population and stakeholders about possible environmental impacts at the district level.

In this regard, it is necessary to develop social and environmental safety measures that meet the requirements and the environmental legislation of the Republic of Tajikistan and as well as the requirements of the World Bank.

He also informed the workshop participants about ways and means of reducing the potential impacts on the environment.

Addressing the first issue: Yusupov N., Chairman of Jamoat "Nazarov U." noted that the risks and potential environmental and social impacts to communities in their area are high, including Afghan hurricane that causes significant damage to the area's economy, as well as droughts, and what can the project do in this area?

Respond: within the framework of the project, project institutes and support organizations will conduct research and analysis of natural disasters, geobotanical studies and inventory of pastures, as well as provision of recommendations on risk management. In this regard, a project will include proposed reduction of soil erosion, wind erosion and landscaping, funded by the project.

As part of the project 50 hectares of demonstration plots of forage crops will be created in Qabodiyon district, which will be controlled by the land reclamation and pasture trust and will provide seeds to pilot plots.

Saifullozoda Adolat noted that in the areas of the river basin Kofarnihan

What mitigation measures are planned to prevent or reduce environmental and safety impacts? Are the proposed mitigation measures adequate and appropriate?

Respond: Regarding this issue, it should be noted that due to the lack of budget funds, the environmental conditions in the lower reaches of the Kofarnikhon river basin is unfavorable. In order to avoid risky situations, the project provides certain amount of funds for purchase of small-scale machinery and equipment and other necessary materials that will help reduce the impact of the environmental impacts. The PUGs, FUUs, WUAs are also eligible for grants to address the problem of land degradation, salinization, erosion and low productivity, taking into account the income of members and reducing the impacts on the land.

Leading Investment specialist of the district Abdusalomzoda S expressed his views on development of the project and asked the following questions. How is E&S requirements monitored? What role will PUGs, FUUs, and WUAs play in planning, implementing, and monitoring the project activities?

Answer: Through grants, the WUAs establish farmers' groups and climate-resilient agricultural groups. If there are no WUAs in the project territories, the general interested group at the expense of the farmer group, farmers, will have an advantage in receiving the grants. Also during the E&S requirements monitoring period, the focus will be on initiatives in coordination with district and local authorities and stakeholders, and to contribute to the achievement of project objectives, the PUGs, FUGs, WUAs, will play a role.

What role will the district environmental protection department, local governments and rural representatives play in monitoring the environment and safety?

The role of the Department of environmental protection and local governments in the implementation of the project is significant, which will be reflected in the memorandum of understanding in terms of tasks and responsibilities of the parties. For environmental monitoring of each project activities/sites, the Department of environmental protection gives its own conclusions. In case of non-compliance of the project activities/sites with environmental requirements, their implementation will be terminated.

Speaking on the second agenda item of the workshop "Fundamentals of the Project commitments and plan for Resettlement Policy Framework "(RPF), Khakimov Sadullo, noting that this document meets the requirements of World Bank Environmental and Social Standard 5 (ESS - 5). It identifies the project risks and potential impacts related to land acquisition and access restrictions. The speaker explained to participants of the workshop the specific measures to reduce the potential impacts, the amount of compensation and the procedure for their implementation as the result of the project.

As a result of discussing the issue of demographic policy, the participants noted that there is no such problem in our regions. In rural areas, about 80-90 % of the population has legalized their land plots, and in such cases, the damage will be compensated in accordance with the requirements of the legislation of the Republic of Tajikistan.

There are no such cases related to the sale of land in the district.

What economic impact do you expect from the project activities? To this question, the Chairman of Zarkamar M. Jamoat, Abdiyeva O. replied that there are many lands in the jamoat that have been taken out of agricultural use. The reason is the increase in groundwater and its transformation into swamps. We believe that the project plans to clean up wastewater and as a result of improved land reclamation, productivity will increase and the local economy will improve.

Is any need for capacity-building activity for implementation of the RPF?

In this regard, to the head of the environmental department of the district Olimov S. responded that there is no need to conduct trainings and explanatory works on the implementation of resettlement policy framework.

Fasehzoda Islom spoke on the third issue on the agenda of the seminar «The system of obligations for regulating labor relations in the project "(LMP). In his speech, he noted that the system of obligations for regulating labor relations was developed on the basis of environmental and social standards (ESS-2) of the World Bank. It defines the main requirements of the Project in the field of labor law and the risks associated with them. In his speech, he introduced the workshop participants to the requirements of the World Bank, which are included in the ESS-2 standards. He also noted that the requirements of the World Bank and the requirements of the Government of the Republic of Tajikistan regarding obligations to regulate labor relations.

Answering the question about involvement of children and minors, as well as in sexual exploitation and sexual violence, Jurakulov Ulugbek, head of the district's general department, control and of citizens' appeals, said that the issue is constantly monitored by their relevant organizations of the district and there have been no complaints registered from citizens in this issue so far.

Are there issues of forced and child labor in any projects implemented in the district and funded by international financial organizations?

Answering this question, the head of the forestry department of the district Gulov Khushvakht said that there are no such issues in our district, and we do not have such information.

In connection with the fourth presentation the "Project Outline of the Stakeholder Engagement Plan (SEP)" Sadullo Khakimov informed the workshop participants that this issue is based on the World Bank's Environmental and Social Standard (ESS 10) and aims to actively involve project stakeholders and other stakeholders through consultation and giving each group an opportunity to express their views. In conclusion with this, it also uses different stakeholders, planning and institutional mechanisms for social and environmental management and consultation methods in terms of collaboration with Project stakeholders.

Speaking about the rules of interaction with project stakeholders, the chief specialist of the social department of the district Sadriddinzoda Ilkhom said that the implementation of the project "Cooperation with stakeholders" is based on a mutual employment contractor a bilateral agreement based on legislation Republic of Tajikistan and requirements of the World Bank.

Fasehzoda Islom made a presentation on the fifth topic of the workshop, "Process Framework (PF)" and said that the process framework was prepared for "Ensuring a sustainable landscape and economic activity in the Republic of Tajikistan" It is implemented by the Environmental Protection Committee (CEP) and funded by the World Bank. In addition, the framework describes the roles and institutional responsibilities for managing environmental and social risks within the project, as well as feedback and complaint mechanisms through which citizens and other stakeholders can collaborate with the project implementation agency.

It was noted that Tajikistan has a comprehensive regulatory framework. These laws, issued by the Government, provide a favorable legal framework for the protection, use and conservation of the country's natural resources. They also ensure the right of citizens to environmental safety, environmentally friendly products, the environment, and access to environmental information to improve the environmental situation in the country.

Speaking on the "Process framework" document, specialist of the Department of agriculture of the district Safarov Zafar noted that there is a need to study this issue in order to increase the awareness level of the local population.

At the end of the workshop, Deputy Chairman of the district Sharifova Tojiniso made a speech and thanked the participants for their participation.

Figure 1 photo with the participation of the workshop in Qabodiyon district



Figure 2 Khakimov Saadullo made a speech at the workshop.



Figure 3 Conversation with Deputy Chairman of the District, Sharipova Tojiniso



List of participants of

Consultative workshop to discuss Environmental and Social Commitments under the Project "Tajikistan Resilient Landscape Restoration and Livelihood Project" in Qabodiyon district

Qabodiyon District

Date: October 28, 2021.

No	Surname First name	Position
1	Abdieva O	chairman of jamoat zarkamar
2	Sahat S.	chairman Navobad
3	Gulov H.	forestry chairman
4	Rahmukulov M.	chairman of the jamoat of the village of 20th anniversary of Istiklol
5	Nurmahmad U.	village jamoat chairman Nazarov
6	Sayfiddinzoda F.	Leading Specialist of the Science Department
7	Olimov N.	Chief Technical Safety Officer
8	Olimov S.	chief environmental accountant
9	Gaffurova B.	Deputy Chairman N. Shahrak
10	Mirzoev D.	leading specialist of the statistics
11	Safarov Z.	chief specialist of the agriculture
12	Murokiev U.	general department control and supervision
13	Sadriddinzoda I.	Leading Social Protection Specialist, "
14	Umarhonova M.	Polvontugay" Preserve in Kubadiyan Local branch specialist Kubodien
15	Hamraev S.	Migration Service sector
16	Alimardonov S.	Specialists in forestry
17	Abdusamadzoda S.	Head of personnel Department

D. Minutes of the ESF public consultation workshop at the District Level with Key Stakeholders in Shugnan

Date: 10/29/2021

Location: Conference Room of Shugnan District Administration

The agenda of the consultative workshop: Consideration of the plans and obligations within the social and environmental framework of the Project "Tajikistan Resilient Landscape Restoration and Livelihood Project"

The workshop was attended by 25 people (the list of participants is annexed).

The workshop began with a discussion of the plan of social and environmental obligations of the Project "Ensuring the sustainability of landscapes and economic activities in the Republic of Tajikistan"

1. Chairman of Shugnan district Jumazoda Juma Shofakir opened the workshop and informed about the project "Tajikistan Resilient Landscape Restoration and Livelihood Project", noting that in accordance with the signed Agreement between the Government of the Republic of Tajikistan and the World Bank through the Committee for Environmental Protection under the Government of the Republic of Tajikistan a new grant project "Preparation of Tajikistan Resilient Landscape Restoration and Livelihood Project" was approved and Shugnan district was selected as a project target area.

Therefore, today we need to discuss in this workshop, along with the documents of social and environmental frameworks of the Project, the relevant obligations, existing problems, risks and shortcomings of the sector and identify the necessary measures to address them and take further necessary actions. Also, justify the problems and shortcomings and submit them to the Committee or Republican Interdepartmental Commission for inclusion in the given Project.

As you know, on September 20, 2021, a mudflow occurred in the village of Saddi, in Navobod Jamoat of Shugnan district, as a result of which the stream of the Gund River was blocked and created a lake.

Currently, the village's artificial lake is destroying the left bank of the river, threatening to wash down more than 40 houses, the village's arable land and even the only bridge in the village.

Such problems and other similar risks are high in the region, and in order to prevent and eliminate these dangerous events, it is necessary to carry out work to ensure security in these territories within the framework of the project "Tajikistan Resilient Landscape Restoration and Livelihood Project".

It is also necessary to plan and implement the repair and reconstruction of canals, strengthening the banks of rivers and streams, the construction of gardens and greenhouses, warehouses and cold storages and the establishment of workshops for processing agricultural products in Shugnan district.

Also, the first deputy chairman of Shugnan district Shohzoda Latif Bozicha spoke on the issues of the workshop agenda, first of all he gave detailed information about the components and sub-components and explained the purpose and objectives of each of them.

Then the topics of "Environmental and Social Management Framework", "Fundamentals of the Resettlement Policy Framework", "Project Labor Management Procedures", "Stakeholder Engagement Plan" and "Process Framework" were discussed with stakeholders.

Workshop participants suggested that each presentation be followed by a Q&A session and a discussion.

To start the workshop, the floor was given to the representative of the NGO "Znaniya" Saadulo H.

First, the speaker gave a brief overview of the "Tajikistan Resilient Landscape Restoration and Livelihood Project", the purpose, areas of implementation of the project and its components.

Referring to the first agenda issue of the workshop, Social and Environmental Management Plan, he noted that the objectives set out in the World Bank's Environmental and Social Standards place the Executive Agency responsibility for assessing, managing and monitoring environmental and social risks.

To this end, it is necessary to conduct public opinion polls, increase the skills and awareness of the population and stakeholders about the possible environmental consequences at the district level. He also spoke about the prevention of mudflows in Saddi village of Navobod jamoat of Shugnan district and the issue of ways to break the artificial lake on the banks of the river Gund. The workshop participants were also briefed on ways and means to reduce environmental impacts.

Consideration of the first issue: The head of the land reclamation and irrigation department Ismoilov Marat noted that one of the main issues today is to eliminate the risk of washing down the banks of the river Gund in Saddi village of Navobod jamoat if no measures are taken, in this case in the spring of 2022 there will be a risk of washing away private houses and irrigated arable land. It would be great if you could point out what the Project can do in this area.

Answer: Within the framework of the project implementation, the Hukumat of the district should prepare proposals and show the endangered areas with pictures and facts. Shortcomings in the implementation of this project, which are aimed at improving the landscape, will be addressed and funded by the Project.

Khusravov Umed, the head of the district's agriculture department, spoke about the regulation of pastures in the district, construction of bridges and issues related to food security in Shugnan district, and suggested that such issues be supported by this project.

Answer: In the framework of the project, design institutes and public organizations will conduct research and analysis of natural risks, geobotanical surveys and inventory of pastures, and will provide guidance on risk management.

In this regard, the population is working to reduce the risks and eliminate these dangerous phenomena and ensure food security in the district. the project will support the repair and reconstruction of green infrastructure, establishment of orchards and greenhouses, warehouses and cold storages, and the establishment of workshops for processing agricultural products.

2. On the second item on the agenda of the workshop "Fundamentals of the resettlement policy framework" (RPF), a representative of the NGO "Znaniya" Saadullo H. noted that this issue meets the requirements of the World

Bank Standards on Environment and Social 5 (ESS-5), which identifies the risks and potential impacts of the project associated with land acquisition and access restrictions.

The speaker explained to the participants of the workshop specific measures to reduce the potential impact, compensation rates and procedures for their implementation as a result of the project.

As a result of the discussion of the issue of population policy, the participants noted that such an issue does not exist in our regions. In rural areas, about 80-90 percent of the population has legalized their plots, and in the event of such cases, the damage will be compensated in accordance with the requirements of the legislation of the Republic of Tajikistan.

There are no such cases related to land sales in the district.

What economic impact do you anticipate from the project activities?

To this question, the chairperson of Zarkamar jamoat, Abdieva O., answered that there is a lot of land in the jamoat that has been withdrawn from agricultural use.

The reason for the increase in groundwater and their transformation into swamps: We believe that the project can support to clean drainages, and as a result of improved land reclamation will increase land productivity and improve the local economy.

WUAs and FUGs are eligible for grants to address land degradation, salinization, erosion and low productivity, taking into account member incomes and reducing land impacts.

Mr. Saadullo H. spoke on the third issue of the agenda of the workshop "Labor Management Plan" (LMP).

In his speech, he noted that the system of obligations for the regulation of labor relations is designed on the basis of environmental and social standards (ESS-2) of the World Bank.

At the end of the workshop, the chairman of Shugnon district Jumazoda Juma Shofaqr supported the suggestions of the speakers and noted that there is a need for training on this issue to improve the knowledge of the local population.

At the end of the workshop, the Deputy Chairman of the district Shohzodaev Latif spoke and thanked the participants for their participation.

LIST of participants of

Consultative workshop for discuss the ESF documents and environmental and social commitments under the
the Project "Tajikistan Resilient Landscape Restoration and Livelihood Project"
Shugnon district Date: October 29, 2021

№	Surname First name	Position
1	Jumazoda Juma	Chairman of the district
2	Shohzodaev Latif	First Deputy Chairman of the District
3	Sandarobzoda Gulguncha	Deputy Chairman of the District
4	Rajjabbekov Sarabek	Chief of Staff of the District Chairman
5	Mirovalov P	Chairman of Jamoat "M.Shirinjonov"
6	Qalandarbekov H	Chairman of Jamoat "Porshnev"
7	Ayomatbekov K	Chairman of Jamoat "Suchon"
8	Moyonshoev Ayo	Chairman of Jamoat "Navobod"
9	Miralibekova R	Chairman of Jamoat "G. Shahbozov"
10	Suriev Nosir	Chairman of Jamoat "Ver"
11	Darvoziev Farhod	Chairman of Jamoat "Vongala"
12	Farodshoev	District doctor
13	Zevarshoev B	District Land Management Committee
14	Khisravov Umed	Head of the agricultural sector
15	Yormamadov R	Specialist in agricultural sector
16	Abibuloev Kh	Head of the Department of Environmental Protection
17	Yormamadova A	Specialist of the Department of Environmental Protection

18	Ismoilov Marat	Head of Land Improvement and Irrigation Department
19	Ibroimkhonov M	Head of the forestry
20	Atomamadov Zemir	Head of the State Unitary Enterprise "Housing and Communal Services"
21	Mardonov Aybkhon	Director of the District Food Safety Center
22	Simikova S	Deputy Director of the District Food Safety Center
23	Beknazarov I	Head of economic and trade department of the district
24	Sobirov R	Head of investment and state property department
25	ShosulaymonovA	Head of the district emergency department