United Nations Development Programme

Project Document for nationally implemented

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Funds

Project title: Safeguarding biodiversity from invasive alien species in the Federated States of Micronesia		
Country: Federated States of Micronesia	**Implementing Partner:** FSM Department of Resources & Development	**Management Arrangements:** National Implementation Modality (NIM)
United Nations Pacific Strategy/Sub Regional Country Program Outcome: By 2022, people and ecosystems in the Pacific are more resilient to the impacts of climate change, climate variability and disasters; and environmental protection is strengthened.		
UNDP Strategic Plan Output (2018-2021): 1.4.1 Solutions scaled up for sustainable management of natural resources, including sustainable commodities and green and inclusive value chains		
UNDP Social and Environmental Screening Category: Moderate Risk	**UNDP Gender Marker:** GEN2	
Atlas Project ID (formerly Award ID): 00119501	**Atlas Output ID (formerly Project ID):** 00115959	
UNDP-GEF PIMS ID number: 6004	**GEF ID number:** 9917	
Planned start date: 15 May 2020	**Planned end date:** 14 May 2025 (60 months)	
Expected date of Mid-Term Review: 15 May 2023	**Expected date of Terminal evaluation:** 15 February 2025	
LPAC meeting date: 18 September 2019		
Brief project description: The Federated States of Micronesia (FSM) comprises some 607 islands, including its four High Island states of Yap, Chuuk, Pohnpei and Kosrae that span a distance of some 2,700 km. Its oceanic islands are home to some of the most biologically diverse forests and coral reefs in the world, rich in species and many of which are endemic. Globally significant features include: the world's deepest trench (Mariannas); among the world's most endangered rainforests on Mt Winipot (Chuuk State); the largest green turtle (*Chelonia mydas*) rookery in insular Pacific; globally rare montane cloud forests at just 450 m on Pohnpei and Kosrae; and a diversity of marine ecosystems from high volcano islands with fringing and barrier reefs to coral atolls including Chuuk Lagoon, among the world's largest (3,130 km^2) and deepest (60 m). Invasive alien species (IAS) are the greatest threat to biodiversity in the Pacific Islands. They are the largest cause of extinction of single-country endemics in the Pacific, as well as contributing to the loss of traditional crop		

varieties, and they also impact on food security and tourism. Moreover, the threat is increasing as island nations develop, resulting in greater mobility among people, goods, and supplies. Introduced plant species, for example, account for 22% of plants in Kosrae, 40% in Pohnpei, 37% in Chuuk and 39% in Yap. In addition to established IAS are others of significant concern (e.g. Brown Tree Snake, Little Fire Ant and Coconut Rhinoceros Beetle) because they occur in Pacific countries that trade with FSM. Indeed, Little Fire Ant was detected in Yap in August 2017.

The project is designed to safeguard biodiversity in terrestrial and marine ecosystems, including agricultural and fisheries production systems, from the impacts of IAS by strengthening the institutionalization and enforcement of biosecurity measures across all sectors of government (federal and state), the private sector and civil society. Given that natural barriers to the spread of invasive species are thwarted by the movement of people, their goods and supplies, everyone (governments, citizens, visitors and traders) has a shared responsibility to safeguard natural and production ecosystems from the impacts of IAS. Hence, inadequate institutional policy and regulatory frameworks, lack of IAS awareness and understanding, and very limited operational capacity are the key barriers to be addressed under the project's three components.

FINANCING PLAN

GEF Trust Fund	USD 4,141,509
UNDP TRAC resources	USD 0
Cash co-financing to be administered by UNDP	USD 0
(1) Total Budget administered by UNDP	**USD 4,141,509**
PARALLEL CO-FINANCING	
FSM Department of Resources & Development	USD 1,000,000
Department of Resources & Development Yap	USD 1,000,000
Chuuk Environment Protection Agency	USD 2,750,000
Kosrae Island Resource Management Authority	USD 550,000
Pohnpei Environment Protection Agency	USD 500,000
College of Micronesia-FSM	USD 500,000
Island Conservation	USD 690,000
Micronesia Conservation Trust	USD 1,000,000
The Nature Conservancy	USD 750,000
UNDP	USD 100,000
(2) Total co-financing	**USD 8,840,000**
(3) Grand-Total Project Financing (1)+(2)	**USD 12,981,509**
SIGNATURES	

Signature: **Mr. Marion Henry**	Agreed by Implementing Partner Secretary, Department of Resources & Development	Date
Signature: *[signature]* **Levan Bouadze**	**Agreed by UNDP** **Pacific Resident** **Representative**	Date 06-May-2020
Key GEF Project Cycle Milestones:		
Project document signature: within 25 days of GEF CEO endorsement		

First disbursement date: within 40 days of GEF CEO endorsement
Inception workshop date: within 60 days of GEF CEO
endorsement **Operational closure:** within 3 months of posting of TE
to UNDP ERC **Financial closure:** within 6 months of operational

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Acronyms and Abbreviations

FSP	Full-Sized Project
GEF	Global Environment Facility
PIF	Project Identification Form
PIR	GEF Project Implementation Review
POPP	Programme and Operations Policies and Procedures
PPG	Project Preparation Grant
STAP	Scientific Technical Advisory Panel (GEF)

UNDP MCO	UNDP Multi-Country Office
UNDP-GEF	UNDP Global Environmental Finance Unit
COM	College of Micronesia
IAS	Invasive Alien Species
BIS	Biodiversity Information System
PILN	Pacific Invasive Species Learning Network
BTS	Brown Treesnake
CBD	Convention on Biological Diversity
CE	Chief Executive
CIST	Chuuk Invasive Species Taskforce
CITES	Convention on International Trade in Endangered Species of Wild Fauna and Flora
COM-FSM	College of Micronesia – Federated States of Micronesia
COP	Conference of the Parties
CRB	Coconut Rhinoceros Beetle
DECEM	Department of Environment, Climate Change and Emergency Management
DRD	Department of Resources and Development
DRR	Disaster Risk Reduction
ESC	Environmental Stewardship Consortium (Yap State)
EDRR	Early Detection and Rapid Response
ERP	Emergency Response Plan
FSM	Federated States of Micronesia
IBA	Important Bird Area
IC	Island Conservation
ILMP	Integrated Land Management Plan
iSTOP	Invasive Species Taskforce of Pohnpei
KISAP	Kosrae Invasive Species Action Plan
KISTG	Kosrae Invasive Species Technical Group
LFA	Little Fire Ant
LMO	Living Modified Organism
MIFS	Micronesia Islands Forum Secretariat
NBSAP	National Biodiversity Strategy and Action Plan
NISSAP	National Invasive Species Strategy and Action Plan
NORMA	National Oceanic Resource Management Authority
PA(s)	Protected Area(s)
PAN	Protected Area Network
RBP	Regional Biosecurity Plan for Micronesia and Hawaii
RISC	Regional Invasive Species Council
RISCO	Regional Invasive Species Coordination Office
SEA	Strategic Environment Assessment
SPC	Pacific Community (named changed from South Pacific Commission in 1997 to reflect Pacific- wide membership)
UK	United Kingdom
US	United States
US DOD	US Department of Defense
US OIA	US Office of Insular Affairs
UNDP	United Nations Development Programme
YIST	Yap Invasive Species Taskforce

II.   DEVELOPMENT CHALLENGE

1.   The Federated States of Micronesia (FSM) is a sovereign nation of four states, Chuuk, Kosrae, Pohnpei and Yap (Figure 1), located in Micronesia, which includes the Republic of the Marshall Islands and Republic of Palau, as well as two territories of the United States (Guam and the Commonwealth of the Northern Mariana Islands). As part of the Caroline Islands, FSM is distributed across a vast area (over 2.6M km^2) in the Western Pacific Ocean. Its 607 islands, of which only 74 are inhabited, occupy a total land area of just 708.36 km^2 but span a distance of some 2,700 km. The population is estimated to be 105,000 (mid-2015)[1]: approximately 50% live on Chuuk, 33% on Pohnpei, 10% in Yap and 7% in Kosrae, based on
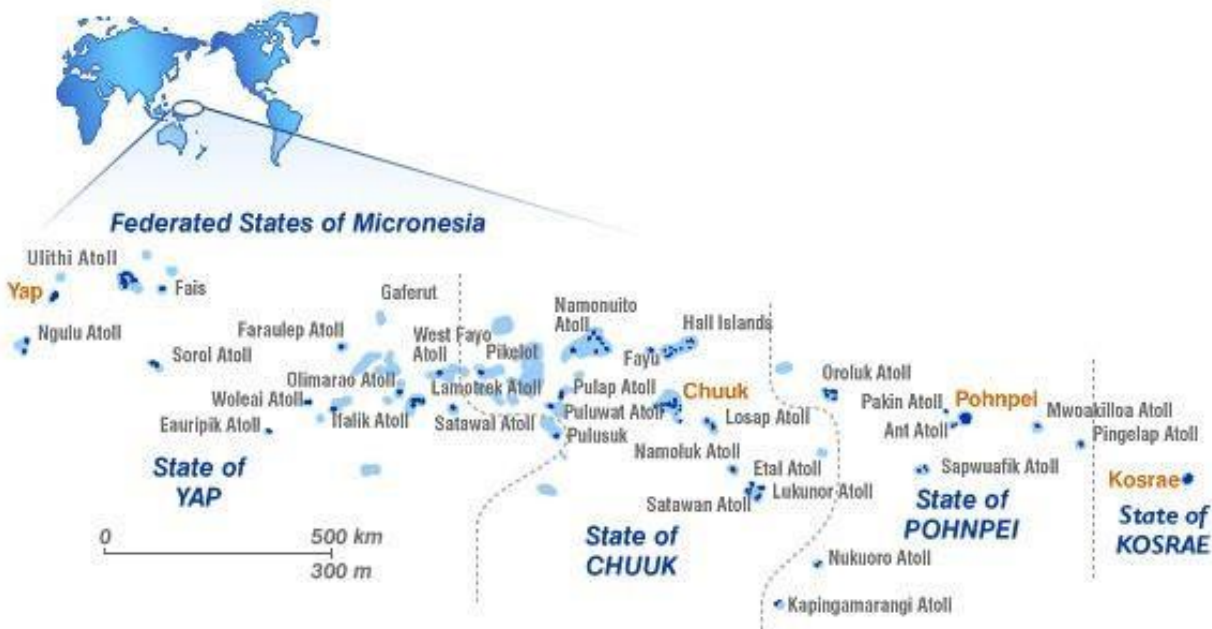
census data from 2010[2].

Figure 1: Map of FSM showing its four states Chuuk, Kosrae, Pohnpei and Yap

2.   The States have a significant degree of autonomy, with ownership of land and water varying between them. In Kosrae and Pohnpei, land is both privately and state owned, while aquatic areas are managed by the state as public trusts. In Chuuk, most land and aquatic areas are privately owned and acquired through inheritance, gift or, more recently, purchase. In Yap, almost all land and aquatic areas are owned or managed by individual estates and managed in traditional ways. Such tenure systems have a critical bearing on the strategies and actions required to sustainably manage and protect the natural resources of these islands. Responsibility for environmental issues is shared between the national and individual state governments.

3.   FSM's oceanic islands are home to some of the most biologically diverse forests and coral reefs in the world. The proximity of Micronesia to the Indo-Malayan region and the relative nearness between the islands themselves has enabled the high islands and reefs to act as bridges for the migration of terrestrial and marine species. The distance between islands also separated individual

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[1] 2015 UN Demographic Yearbook

[2] 2010 FSM-wide census of population and housing: preliminary counts. Office of Statistics, Budget and Economic Management, Overseas Development Assistance and Compact Management, Palikir, Pohnpei, FSM.

populations causing, in some cases, the creation of new species. The islands of the eastern Carolines are more isolated from continental landmasses. Consequently, the total number of species decreases from west to east but the proportion of endemic species increases eastwards. Globally significant features include: the world's deepest trench (Mariannas); among the world's most endangered rainforests on the peak of Mt Winipot (Chuuk State); the largest green turtle (*Chelonia mydas*) rookery in the insular Pacific; globally rare montane cloud forests at just 450 m on Pohnpei and Kosrae; and a diversity of marine ecosystems from high volcanic islands, with fringing and barrier reefs, to coral atolls including Chuuk Lagoon, among the world's largest (3,130 km^2) and deepest (60 m).[3]

4. Agroforestry, which accounts for 35% of FSM's landscape and is an important expression of FSM's diversity of cultural heritage, contributes significantly to the nation's wealth of biodiversity. There are many varieties and cultivars of staple food crops, such as 55 banana, 133 breadfruit and 171 yam cultivars for Pohnpei alone[4], all of which are potentially important for food security and even more so in the face of climate change.

5. A significant number of FSM's introduced plant and animal species have proved to be invasive, becoming increasingly widespread with increasing movement of people, goods and supplies between islands within and beyond Micronesia. Of the 130 Areas of Biodiversity Significance identified in FSM at the beginning of this millennium, IAS were assessed as being a major threat in 12 (9%) of such sites[5] **Error! Bookmark not defined.**. More recently in 2015, the IUCN SSC Invasive Species Specialist Group identified some 600 alien species in FSM that are considered invasive or potentially invasive, the majority being terrestrial plant species[6].

6. In addition to invasive species established in FSM, there are numerous other species that threaten to arrive and become established. Examples of significant concern include Brown Tree Snake (*Boiga irregularis*), Little Fire Ant (*Wasmannia auropunctata*) and Coconut Rhinoceros Beetle (*Oryctes rhinoceros*). These and many other alien species are already established in one or more Pacific countries or island groups having trade and other ties with FSM, posing elevated risks of being introduced if appropriate management measures are not taken and maintained[7]. Such an example is the Little Fire Ant (LFA), detected in Yap Main Island in August 2017 where it has since been recorded in three localities. An eradication programme is ongoing by State Agriculture, supported by the US Forest Service, and one of the three colonies has since been controlled, if not eradicated (awaiting confirmation from longer-term monitoring results). A major concern is the high risk of the species being introduced to the Outer Islands as Quarantine Services are not in place to check intra- state flights and shipping.

7. LFA can be economically devastating, infesting households and cultivated areas to the extent of communities moving elsewhere and fields being abandoned. In Yap, one family left their home. In the event of an outbreak of LFA in Hawaii, for example, an immediate expenditure of $8 million (0.01% GDP) is required over the next 2-3 years plus follow-up prevention, monitoring and

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[3] TNC (2002), *A Blue Print for Conserving the Biodiversity of the Federated States of Micronesia.*

[4] FSM (2010), Fourth National Report to the CBD

[5] TNC (2002), *A Blue Print for Conserving the Biodiversity of the Federated States of Micronesia.*

[6] Compile and Review Invasive Alien Species Information for the Federated States of Micronesia and its constituent states Chuuk, Kosrae, Pohnpei and Yap. Unpublished draft report for the Secretariat of the Pacific Regional Environmental Programme, 2015. 31 pp. Invasive Species Specialist Group, Pacific Regional Office, Auckland, NZ.

[7] Stanford, J. (2015), *Federated States of Micronesia National Invasive Species Strategy and Action Plan.* Secretariat of the Pacific Regional Environmental Programme (SPREP), Apia.

mitigation measures to reduce control costs by US$ 5.5 billion, economic damages by US$ 538 million, human sting incidents by 2.2 billion and pet sting incidents by 762 million over the next 35 years.**Error! Bookmark not defined.**

8. Likewise, the Brown Tree Snake in relatively nearby Guam has direct economic impacts: approximately 180 power outages costing US$ 1-4 million per year, poultry and egg production losses, and up to UA$ 48,000 per year in treating snake bite; as well as devastating impacts on biodiversity resulting 10 of 13 native forest bird species, nine of 12 native lizard species and at least two mammal species becoming extinct in the wild, as well as reduced viability of niche markets such as bird watching. Meanwhile, Hawaii spends $76,000 annually searching for this snake when reported through its early detection system. If this snake became established in Hawaii, tourism losses are predicted at US$ 0.5-1.5 billion annually.

9. Such types of economic assessment concerning the adverse impacts (actual and potential) are lacking for FSM's priority IAS, a list of which is provided in Annex 3. Anecdotal information includes: an awareness that more resources are being spent on vectors, notably mosquitoes, of human diseases and Yap is thought to be more impacted than the other States; Kosrae's citrus fruit export market ended in the late 1990s as a result of various pests and diseases, including white fly and Citrus canker; was identified there in the late 1990s, which finished off what remained of their citrus export market; more recently in Kosrae a newly identified termite has been impacting coconuts this last decade; and currently there is news of a weevil beetle in Kosrae, as yet unidentified, that could have an even greater impact on coconuts.

10. Within a global context, IAS are among the five principal direct drivers of biodiversity loss, the others being habitat disturbance, pollution (especially nutrient loading), over-exploitation, and, increasingly, climate change. Island ecosystems, in particular, are afflicted by a cascading set of extinctions and ecosystem instabilities due to the impact of IAS. They are particularly vulnerable to such invasions as communities of species have evolved in isolation and often lack defences against predators and disease organisms. Furthermore, as the invaded communities become increasingly altered and impoverished, vulnerability may increase to new invasions[8]. Subsequent to 2010, progress in meeting the CBD Aichi Biodiversity Target 9, which relates specifically to IAS[9], has been 'insufficient' on a global scale with respect to identifying and prioritizing IAS and their pathways, and controlling or eradicating priority species; and there has been 'no significant overall progress' with respect to preventing the introduction and spread of IAS[10].

11. Much of this global context applies to the FSM, with IAS and their pathways identified to a limited extent, a few initiatives underway to control or eradicate species but negligible progress overall in preventing the introduction and spread of alien species. Increased awareness and understanding terrestrial and aquatic tenure patterns are fundamentally key to IAS management.

12. Many of the island groups and jurisdictions within Micronesia are extensively linked via trade and transit routes. The jurisdictions of the US territories of Guam, Commonwealth of the Northern Mariana Islands and the FSM, with its four states, are linked. The Marshall Islands, Palau and FSM each have a *Compact of Free Association* with the United States. While the region has many trade partners, much of the trade volume in recent times comes via Hawaii and increasingly it is trans- shipped through Guam along with trade from elsewhere. Moreover, increasingly Micronesia has

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[8] Secretariat of the Convention on Biological Diversity (2010), *Global Biodiversity Outlook 3*.

[9] **Aichi Biodiversity Target 9:** By 2020, invasive alien species and pathways are identified and prioritized, priority species are controlled or eradicated, and measures are in place to manage pathways to prevent their introduction and establishment.

[10] Secretariat of the Convention on Biological Diversity (2014), *Global Biodiversity Outlook 4*.

more direct and indirect connections with ports in Asia. These trends are critically important with respect to FSM's biosecurity because Hawaii, Guam and many Asian countries have extensive populations of non-native organisms that pose a risk to the FSM, causing major damaging impacts if they arrive and became established.

13. The primary threats to the structure of FSM's ecosystems and functioning biodiversity are considered to be overexploitation of biological resources; habitat loss and deforestation; land degradation; climate change; pollution; spread of alien invasive species; and infrastructure development and urbanization. These were originally identified in the seminal Blue Print for Conserving the Biodiversity of FSM (TNC, 2002) and reiterated in both the 4th and 5th National Reports to CBD. The latter provides updates to each of these threats and, in the case of IAS, attention is drawn to Kosrae farmers in low-land areas battling increasingly with whitefly; the continuing threat of nematodes to swamp taro in Yap; increased frequency of landslides in Kosrae partially attributed to invasive vines strangling trees; and damage to biodiversity from rats on some of Pohnpei's Outer Islands. The impact of invasive species on agriculture yields, along with the climate change impacts of storm surges and sea level rise, are having a combined negative impact on food security throughout the country. Stakeholders also pointed out a growing urgency to identify and combat marine invasive species and that more public awareness about invasive species is needed.

14. In the assessment of biosecurity undertaken for this project's formulation (Annex 2), IAS and climate change are highlighted as having by far the greatest impacts on Pacific islands for the foreseeable future. Furthermore, they tend to be linked and efforts to address one must consider the other to be successful. For example, socio-economic, water security and coastline, soils, IAS, marine ecology and disaster/risk management assessments were undertaken on 14 atoll islands in 2010 to improve planning for climate change adaptation and resilience. This was the first ever comprehensive ecosystem approach to assessing food security on FSM's Outer Islands. The IAS assessments detected numerous pest species that were already impacting food security and very likely impacting natural resources and reducing the resilience and adaptability of these islands. What is more, the threat to these islands from the arrival and establishment of additional IAS is very high. If such introductions proved to be Coconut Rhinoceros Beetle (CRB) or Little Fire Ant (LFA), which are already established on multiple islands within Micronesia, they would likely devastate any or all of these islands. The threat of either of these species arriving is very high as both are already established on multiple islands within Micronesia. These relatively small outer atoll islands are already impacted by numerous pests that need to be managed. However, an even more important priority is to take appropriate preventative measures to ensure that additional pests do not arrive and further reduce resilience to climate change.

Baseline scenario and associated projects

15. Importantly, the recent 2017 Biosecurity Law is a welcome and timely initiative that will provide a significantly improved legal framework for addressing many of the challenges posed by IAS but its application and enforcement will require an injection of resources to increase and sustain FSM Department of Resources & Development's institutional capacity and operational budget to fulfil its mandate on biosecurity, while also mainstreaming the sharing of responsibilities for controlling IAS across other sectors of government and more widely across civil society.

16. There is a considerable body of information about invasive species in FSM and the rest of Micronesia[11], as well as in other parts of the Western Pacific, focusing on individual species,

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[11]The Micronesia region encompasses five sovereign, independent nations: the Federated States of Micronesia, Palau, Kiribati, Marshall

identification, control measures and some prioritization for control. However, much less is recorded about IAS distribution and status, and monitoring is limited and to a large extent *ad hoc* in FSM.

17. Much of this ground work has been collated and incorporated into a *National Invasive Species Strategy and Action 2016-2021* (NISSAP) for FSM under the aegis of a regional GEF project[12] to develop a regional coordinating approach to managing IAS. The NISSAP draws on the earlier *Guidelines for invasive species management in the Pacific: a Pacific strategy for managing pests, weeds and other invasive species* (SPREP 2009) and its implementation is designed to ensure that Aichi Biodiversity Target 9 is met by 2020. It is also linked to a Regional Biosecurity Plan for Micronesia and Hawaii[13], with specific sections on FSM and its individual states, that serve as a comprehensive regional and jurisdictional guidance framework for IAS prevention and management.

18. FSM Quarantine Services, within the Agriculture Unit of the Department of Resources and Development (DRD), is responsible for border control of the official points of entry (i.e. post offices, air and sea ports), working in collaboration with the island States of the nation. The existing Plant and Animal Quarantine Regulations (2000) regulations provide for the prevention of the introduction and further spread of injurious insects, pests and diseases including IAS into the FSM. They also provide procedures and conditions to ensure safe movement of plants and animals and their products into, out of and within the FSM; and to fulfil international obligations in preventing the movement of pests in international trade and traffic. FSM Quarantine Services' budget is meagre, under US$ 366,223 (total budget for Agriculture) for the 2019 fiscal year and less than its US$ 441,000 budget for the 2017 fiscal[14].

19. FSM Quarantine Services collaborates closely with other border control agencies through its State Field Offices (e.g. Immigration, Customs, State Environmental Protection Agencies and Sanitation Offices). Nationally, the existing Memoranda of Understanding with the State Agriculture Agencies ensure collaboration as far as border control and other administrative issues are concerned. Moreover, the inter-departmental agencies are tasked with control, eradication and other IAS management activities through their membership of the relevant Invasive Species Taskforces (Yap - YIST; Chuuk - CIST; Pohnpei - iSTOP; Kosrae - KIST). In addition to this inter-departmental cooperation, the State Forestry Agencies manages their respective Forest Health Program under the US Department of Agriculture's Forest Service Cooperative Program, which focuses on IAS plant species at the State jurisdictional level.

20. Under the Compact of Free Association agreed between the US and FSM, the US Federal Agency provides a range of services, including the USDA Forest Service, APHIS-Wildlife Services and National Resource Conservation Service (NRCS), all of which are under the US Department of Agriculture. The USDA Forest Service Cooperative Grant is approximately US$ 100,000 annually; and USDA NRCS has a staffed office in Pohnpei. Although not specifically focused on biosecurity concerns, a level of support is provided in IAS management. For example, USDA Forest Service has assisted with pest/disease surveys and control of breadfruit disease (Black Sock, *Phellinus noxius*) and provided training in Coconut Rhinoceros Beetle and Little Fire Ant responses by the Universities of Guam and Hawaii, respectively. The USDA Forest Service also provides Yap with a forester and

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Islands, and Nauru; as well as three U.S. territories in the northern part: Northern Mariana Islands, Guam, and Wake Island.

[12]Prevention, control and management of invasive alien species in the Pacific Islands, GEF-UNEP project executed by SPREP.

[13]United States Department of the Navy, 2015. *Regional Biosecurity Plan for Micronesia and Hawaii,* Vols I-IV. University of Guam and Secretariat of the Pacific Community (Eds).

[14] http://www.cfsm.fm/ifile/19th%20Congress/LAWS/PUBLIC_LAW_19-118.pdf

Invasive Species Coordinators for each state; and USDA NRCS provides technical assistance in IAS. The US Department of Interior is active in FSM, under the Compact of Free Association administered by the Office of Insular Affairs and, together with the Department of Defence, supports management efforts on Guam to prevent Brown Tree Snakes from leaving the Island; as well as regional response capacity.

21. At the regional level, the FSM Government benefits from technical cooperation and assistance on IAS issues from regional partners, notably the Regional Invasive Species Council (RISC), Secretariat of the Pacific Community (SPC) with its office in Pohnpei, Secretariat of the Pacific Regional Environment Programme (SPREP) and the Pacific Invasives Learning Network (PILN). RISC was set up in 2005 by the Chief Executives of Micronesia to improve collaboration between the region's jurisdictions and in 2018 established the Regional Invasive Species Coordination Office (RISCO) within the Micronesia Islands Forum Secretariat (MIFS). This Coordination Office provides technical support on IAS prevention and management activities, working collaboratively across jurisdictions.

22. Ongoing projects associated with IAS include the above-mentioned initiatives of the US Government, which is also supporting the eradication of LFA in Yap. Other eradication work is being undertaken by Isand Conservation in the Ulithi group of Outer islands in Yap, where Island Conservation is working with government to eradicate rodents and mangrove monitor lizards (*Varanus indicus*) from Loosiep, which is a major turtle nesting island in Ulithi Lagoon.

23. Importantly, this project has been designed to complement and add an IAS safeguards layer to the ongoing GEF-5 project: *Implementing an integrated 'Ridge to Reef' approach to enhance ecosystem services, to conserve globally important biodiversity and to sustain local livelihoods in the FSM related initiatives.* The R2R project does not include any over-riding interventions to eliminate or reduce IAS threats to terrestrial or marine biodiversity, either in protected areas or their surrounding land/seascapes, with the exception of rehabilitating some areas planted with alien species, notably *Acacia confusa*. A key outcome will be integrated landscape management plans for each State, providing the opportunity for this proposed project to mainstream IAS safeguards multi- sectorally across land and seascapes. The project is being executed by the Department of Environment, Climate Change & Emergency Management (DECEM), with the Department of Resources and Development as a key Implementing Partner responsible for Component 2 on protected areas.

24. Within the wider region, there are a range of GEF-funded initiatives targeting IAS including UNDP- supported projects in Palau and Fiji and a UN Environment-supported regional project whose coverage includes the Republic of Marshall Islands.

25. The World Bank is developing a US$ 38.5 million project on maritime investment at international sea ports in all four States of FSM. The project development objective is to improve the safety, efficiency and climate resilience of maritime infrastructure and operations in the Recipient's territory, and in the event of an Eligible Crisis or Emergency, to provide an immediate response to the Eligible Crisis or Emergency. Project coordination and potential co-financing will be explored with regards to investment and improvements at key ports.

26. C4Life is a CSR (Corporate Social Responsibility) project initiated by Vital FSM Petroleum Corporation in 2014 when it was designated the task of reviving FSM's coconut industry under the Coconut Tree Act (P.L. 18-68). C4Life includes the establishment of an Integrated Coconut Processing Facility, including the construction of an Independent Power Plant for electricity generation, at Ichimanton on Tonoas Island in Chuuk Lagoon. A second processing facility exists in Pohnpei at the Coconut Development Unit and this will be upgraded to process up to 5 tons of

copra per day. C4Life has identified seven coconut producing regions throughout FSM: Pohnpei, Chuuk Lagoon, Yap and their respective Outer Islands, and Kosrae. Once built, the Chuuk Lagoon processing facility will initially source its coconuts from islands within the Lagoon, namely Tonoas, Uman, Ettan and Weno. The Chuuk site is a potential coordination for this project to target and demonstrate best practices in the application of IAS safeguards, to be explored during implementation as C4Life evolves.

Long-term solution and barriers to be addressed

27. Although the government has made significant efforts to improve biosecurity and IAS management to minimise the risks of introducing IAS and to manage the threats posed by IAS that have become established – ultimately reducing IAS threats to biodiversity – its efforts have been impeded by a number of barriers. These are described in Annex 2 and summarized below.

28. ***Barrier 1****: Biosecurity is grossly underfunded at Federal level and does not receive any funds from State governments:* A key shortfall in effective biosecurity implementation has been funding; and with it a real or perceived expectation that funds should come from government and its bi-/multi- lateral donors, which is also unrealistic from a sustainable financing perspective. Government resources are already stretched from dealing with the remoteness factor common to most Pacific Island Countries. Responsibility for biosecurity lies with the Department of Resources & Development (DRD) and specifically its Quarantine Services in the Agriculture Unit, which has a budget of US$ 366,223 that amounts to 25% of DRD's total budget of US$ 1,483,494 for the fiscal year ending on 30 September 2019. The Agriculture budget is spent predominantly on biosecurity as 19 of the 22 officers in Agriculture are under Quarantine Services; and they are distributed across the four States, screening cargo and people entering and exiting the six main ports and little else. The Agriculture budget represents 0.56% of FSM's General Fund, budgeted at US$ 64,819,927 for the current fiscal year[15,] and does not adequately reflect the importance of safeguarding natural resources from the potential impacts of IAS to the national and state economies, especially production systems such as coconut plantations from the Coconut Rhinoceros Beetle.

29. The budget for biosecurity is unlikely to improve, given that the Compact of Free Association between the US and FSM, which accounts for about 25% of the budget, is due to finish in 2020. Thus, a sustainable source of funding needs to be identified and, given the 'user pays' principle embedded in the design of this project, it is self-evident that biosecurity should be funded by those who engage in trading and travelling by recovering the costs of inspecting the goods and belongings of those who engage in these activities.

30. ***Barrier 2:*** *Inadequate institutional governance framework and supporting regulations, coordination mechanisms, and* communication *and information systems at national and state levels to prevent the introduction of new IAS to FSM and to control the spread of established IAS:* The institutional governance framework, mechanisms and systems for biosecurity are in their infancy, requiring considerable development, consolidation and harmonization. There is a Micronesia Regional Invasive Species Council (RISC) and invasive species taskforces have been established in respective states (iSTOP, CIST, YIST and KIST for Pohnpei, Chuuk, Yap and Kosrae respectively), although these tend to operate as informal networks rather than formal institutionalized structures, and membership can be restricted and meetings irregular. Each taskforce has developed its own IAS Action Plan, which have been updated to varying degrees. There is a *National Invasive Species Strategy and Action 2016-2021* (NISSAP) for FSM. There is an absence of effective coordination

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[15]Further details of FSM's General Fund for the fiscal year ending 30 September 2019 can be found in Public law No. 20-131, signed by the president on 27 September 2018.

between the national government and the States. Emergency Response Plans (ERPs) have been drafted for just a few IAS (invasive ant, exotic fruit flies, Coconut Rhinoceros Beetle and Brown Tree Snake) and these await endorsement – and the preparedness of government to future risks is limited by the lack of generic ERPs in each State.

31. More recently, a new Biosecurity Bill has been enacted into Law, with FSM's Former President signing Congressional Act No.19-102 into Public Law (PL. No.19-174) on April 28, 2017. New regulations are proposed to repeal and replace the Plant & Animal Quarantine Regulations (first introduced in 1966 and most recently amended in 2000). Provisions will include: coordination of responses to IAS at regional, national and state levels; creation of a biosecurity register; memoranda of understanding between key stakeholders; and issue of import permits and prohibition of imports. However, the current proposed scope of regulations is considered to be somewhat limited: for example it does not address aquatic IAS, either freshwater or marine, and need to be broadened. Absence of comprehensive regulations is precluding effective implementation of the Act and its provisions.

32. **Barrier 3:** *Lack of awareness and understanding about IAS, their identification, modes of introduction and spread, biodiversity conservation and socio-economic impacts (including loss of revenue) and their management in terms of reporting, monitoring and eradication/control measures.* There is some awareness and understanding about IAS among general practitioners but more focused outreach is needed across all sectors of government, private enterprises and civil society, as highlighted in the NISSAP[16]. Effective management of IAS is fundamentally about collective responsibility in minimizing the likelihood of alien species being introduced to individual islands and their territorial waters within FSM, and in controlling their spread from areas where they have become established – and this will require broadened awareness and engagement in IAS that is currently lacking. At the national level, for example, there is little or no publicity about IAS of priority concern in ports of entry/exit, hotels and guest houses, schools and other educational establishments, providing information on species identification, biodiversity and socio-economic impacts, modes of spread or transfer and contact details for reporting sightings and flouting of enforcement regulations. At state levels, outreach among schools and communities is almost non- existent. Systematic recording of the status and distribution of IAS using a GIS to inform and prioritise interventions is limited to the US Forest Service Program for Forest Health, for which georeferenced data are collected from sites monitored in each state.

33. **Barrier 4:** *Limited operational capacity at State entry/exit ports, in terms of IAS-certified officials, inspection and quarantine facilities, fumigation equipment and on-line access to IAS information, to inspect freight, crews and passengers; and limited outreach to address the spread of IAS in terrestrial and marine ecosystems.* Despite major efforts to develop IAS strategies and action plans and set up overarching structures at state, national and regional levels in Micronesia, on the ground action has been limited mainly to border control operations to prevent new introductions. There is little or no presence in the field to monitor and control the spread of established IAS. Operational capacity is limited to a skeleton staff at the main entry points in each State to prevent the introduction of IAS; and there is virtually no presence in the field to tackle the spread of established invasives. A total of 18 biosecurity officers, under the supervision of two senior officers based in Quarantine Services, are deployed in each State to safeguard ports of entry and exit from likely incursions and spread of pests and diseases of concern including IAS. Technical 'know-how' in

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[16] Stanford, J. (2015), *Federated States of Micronesia National Invasive Species Strategy and Action Plan*. Secretariat of the Pacific Regional Environmental Programme (SPREP), Apia.

biosecurity work is limited, including a lack of diagnostic capability in species identification and their management. Facilities and equipment are also very limited and such facilities as did exist in Pohnpei (laboratory and fumigation chamber) have been out of action for some years. There is no consolidated database for storing and sharing biosecurity information. Much of this information is included in an assessment of biosecurity in FSM's IAS undertaken for this project's formulation (Annex 2).

National policy alignment

34. The project is aligned with two of the nine goals of FSM's Strategic Development Plan (2004-2023):

- **Goal 4:** Promote environmental sound and sustainable production, which includes the policy of establishing effective mechanisms for the control of invasive species.
- **Goal 7:** Establish effective biosecurity (border control, quarantine and eradication) programs to protect FSM's biodiversity from the impacts of IAS.

35. It has also taken into account a number of key considerations highlighted in the Plan, notably: that of the 130 areas of biodiversity significance identified in the FSM Blueprint (2003), nearly all are under threat from IAS; that non-native ants pose one of the greatest IAS threats; that IAS, specifically invasive plants, are reducing native diversity and enhancing climatic impacts from severe weather events; and that preventing IAS from being introduced rather than attempt to manage and eradicate them after their arrival and establishment is more cost effective.

36. There is a wide range of national and state strategies and plans that prioritize biosecurity in terms of establishing border control, quarantine, eradication and/or management programs to effectively protect FSM's biodiversity, livelihoods, sustainable development and resilience to climate change from the impacts of invasive species, as outlined in the NISSAP (2016-2021) and to which the project is in accord. Such sentiments are mirrored in numerous strategies, action plans and emergency response plans prepared in the last decade or so by the respective State Invasive Species Taskforces, and updated in 2018 in the case of iSTOP's SAP, for example:

- *Chuuk Invasive Species Taskforce Strategic Action Plan 2008-2010* (Draft) and *Emergency Response Plan for Brown Tree Snake* (Draft)
- *Kosrae Invasive Species Action Plan* and *Emergency Response Plan for Brown Tree Snake* (Draft)
- *Invasive Species Taskforce of Pohnpei Strategic Action Plan 2013-2017*, recently updated for 2018-2022, and *Emergency Response Plan for Brown Tree Snake* (Draft), *Emergency Response Plan for Coconut Rhinoceros Beetle* (Draft)
- *Yap Invasive Species Taskforce Strategic Action Plan 2009-2012* and *Emergency Response Plan for Brown Tree Snake* (Draft), *Emergency Response Plan for Coconut Rhinoceros Beetle* (Draft)

37. Biosecurity is Theme 6 of the new FSM NBSAP (2018-2023) which has the goal of: *Border control, quarantine and eradication programs are effectively protecting the FSM's native biodiversity from the impacts of alien invasive species*. The NBSAP recognizes the importance of improved collaboration between national and state-level bodies and also notes that this Theme will be addressed through this GEF-6 project. Specific NBSAP-listed actions have been included in this project.

38. The project will assist the Federal Government of Micronesia in implementing its obligations under the Convention on Biological Diversity, in particular Aichi Targets 9, 12 and 13, through improved awareness about and responsibility towards the prevention of IAS introductions and control established species by generating and disseminating knowledge and demonstrating best practices in prevention at border control points and in managing established alien species that: threaten

biodiversity in areas of conservation importance, including protected areas; and threaten food security in areas of production for agriculture and fisheries. These targets are:

- **Aichi Biodiversity Target 9**: By 2020, invasive alien species and pathways are identified and prioritized, priority species are controlled or eradicated, and measures are in place to manage pathways to prevent their introduction and establishment.

- **Aichi Biodiversity Target 12:** By 2020 the extinction of known threatened species has been prevented and their conservation status, particularly of those most in decline, has been improved and sustained.

- **Aichi Biodiversity Target 13:** By 2020, the genetic diversity of cultivated plants and farmed and domesticated animals and of wild relatives, including other socio-economically as well as culturally valuable species, is maintained, and strategies have been developed and implemented for minimizing genetic erosion and safeguarding their genetic diversity.

39. In terms of the UN 2030 Agenda for Sustainable Development, the project will contribute primarily to Sustainable Development Goals (SDGs) 2, 14 and 15:

- **Goal 2**: End hunger, achieve food security and improved nutrition and promote sustainable agriculture;

- **Goal 14**: Conserve and sustainably use the oceans, seas and marine resources for sustainable development;

- **Goal 15**: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, reverse land degradation and halt biodiversity loss.

40. It will also contribute in a more limited way to Goal 1: No poverty, Goal 3: Good health, Goal 5: Gender equality and Goal 13: Urgent action on climate change.

III. STRATEGY

41. The **Project Objective** is: *to safeguard biodiversity in terrestrial and marine ecosystems and in agricultural and fisheries production systems from the impacts of invasive alien species in the FSM*. This objective will be realized by deploying four strategies (Project Components) with intervention pathways as shown below in the Theory of Change model in Figure 2. Assumptions indicated in the Theory of Change diagram are also shown below in Table 1. The baseline situation and incremental reasoning for each Component are summarized in Expected Results (Section IV.i.) Project Components (i.e. GEF Project Alternative), designed to remove the barriers to achieving the long- term solution (Section II), are described below.

Table 1: Legend for assumptions underpinning the Theory of Change conceptualised in Figure 2.

	Key Assumptions
A1	Political support forthcoming from the highest levels across all four states to address threats posed by IAS and prioritise strengthening of biosecurity.
A2	Necessary regulations in place by project end.
A3	Necessary infrastructure, such as six enclosed inspection facilities at ports of entry/exit, will be provided by co-financing partners. Note that two enclosed inspection facilities are required in Chuuk and Yap, as their respective air and sea ports are in separate locations.
A4	Cost-recovery mechanisms in place with sufficient appropriately equipped staff by recovering costs of its inspections at state ports from user fees.
A5	Communications Strategy is effective in delivering key messages to multiple sectors about the potential impacts of IAS on

	local, state and federal economies; personal responsibility in not intentionally or unwittingly introducing or extending the range of IAS; and support towards adoption of the 'users pay' principle to address the costs of ensuring biosecurity measure and support is in place throughout FSM.
A6	Government (DRD) and College of Micronesia-FSM able to sign up to a collaborative agreement to develop and implement modular training programme in biosecurity that will be sustained beyond the life of the project.
A7	Sufficient interest to participate in IAS training and capacity development.
A8	Government co-financing will cover costs of providing contained space for inspections and quarantine facilities at all 6 main ports on High Islands.
A9	IAS Extension Services is an effective model to engage with communities and seek engagement and mainstreaming of IAS functions.
A10	GEF-5 Ridge2Reef partnership is effective way to work together to implement IAS safeguards in selected demonstration PAs and provides effective community engagement and local partnerships to build upon.
A11	BIS will be hosted by DRD. Its maintenance and further development post-project will be supported by DRD. Federal and State agencies, NGOs, COM-FSM and others willing to share their respective IAS data.
A12	Majority of products are compiled at least 6 months before project closure, well in time for loading onto BIS.
J1	Cost-recovery model fully implemented by mid-term, ensuring that the Biosecurity Authority is fully operational by penultimate year of project in order for it to be technically competent and financially self-sustaining post-project.
J2	Biosecurity awareness effectively mainstreamed across all sectors of society, resulting in responsible behaviour at personal and corporate/organisational levels towards IAS and in good coordination and communication between the Biosecurity Authority and its stakeholders. This includes valuable reporting on IAS incidents and observations from citizens (and visitors).
J3	Development and adoption of best practices throughout FSM, combined with lessons learned from experience, delivers project objective.
J4	Effective surveying, screening, monitoring and interventions at ports and in land/seascapes and production forests sustains control of IAS.

42. It is important to note within the context of this project that the term biosecurity is interpreted in its broadest context and includes measures both to prevent novel IAS entering the FSM via its air and sea ports and to manage established alien species by controlling their spread or eradicating them. This is in line with the national Biosecurity Act, 2017, which sets out to: "… prevent animal and plant pests and diseases from entering the Federated States of Micronesia" and "… to control the establishment and spread of animal and plant pests and diseases that enter the Federated States of Micronesia…"

43. **Component 1: Institutionalizing a governance framework for IAS prevention, control and enforcement across member states, and in collaboration with other Micronesian nations.** This component is designed to address the institutional, governance and financial weaknesses in biosecurity. It is focused on developing and expanding the institutional capacity to apply and further strengthen the governance framework for IAS in order to safeguard terrestrial and marine ecosystems, including agricultural and marine production systems, from the impacts of IAS. A National Biosecurity Strategy will elaborate how IAS governance will be institutionalized and biosecurity enforcement and coordination strengthened across national and state governments, as well as with other nations in Micronesia. Regulations will be developed in support of 2017 Biosecurity Act strengthening its implementation and coordination across FSM. Coordination between different layers of government – namely national and States – and harmonization of approaches between States will be enhanced through the establishment of a FSM Biosecurity Task Force, providing a coordination mechanism that will underpin the national-State model of biosecurity to be applied in FSM. Existing State IAS Task Forces will be strengthened in terms of their operations, engagement of key sectors and action planning. Bilateral agreements on biosecurity and IAS with other Pacific nations will be developed. Sustainable financing

mechanisms for biosecurity will be developed and piloted, informed by cost-benefit analyses of IAS impacts on biodiversity, food security and health versus control measures to eradicate or control such species, and based on 'users pay' principles that are aligned with recovering the costs of screening from
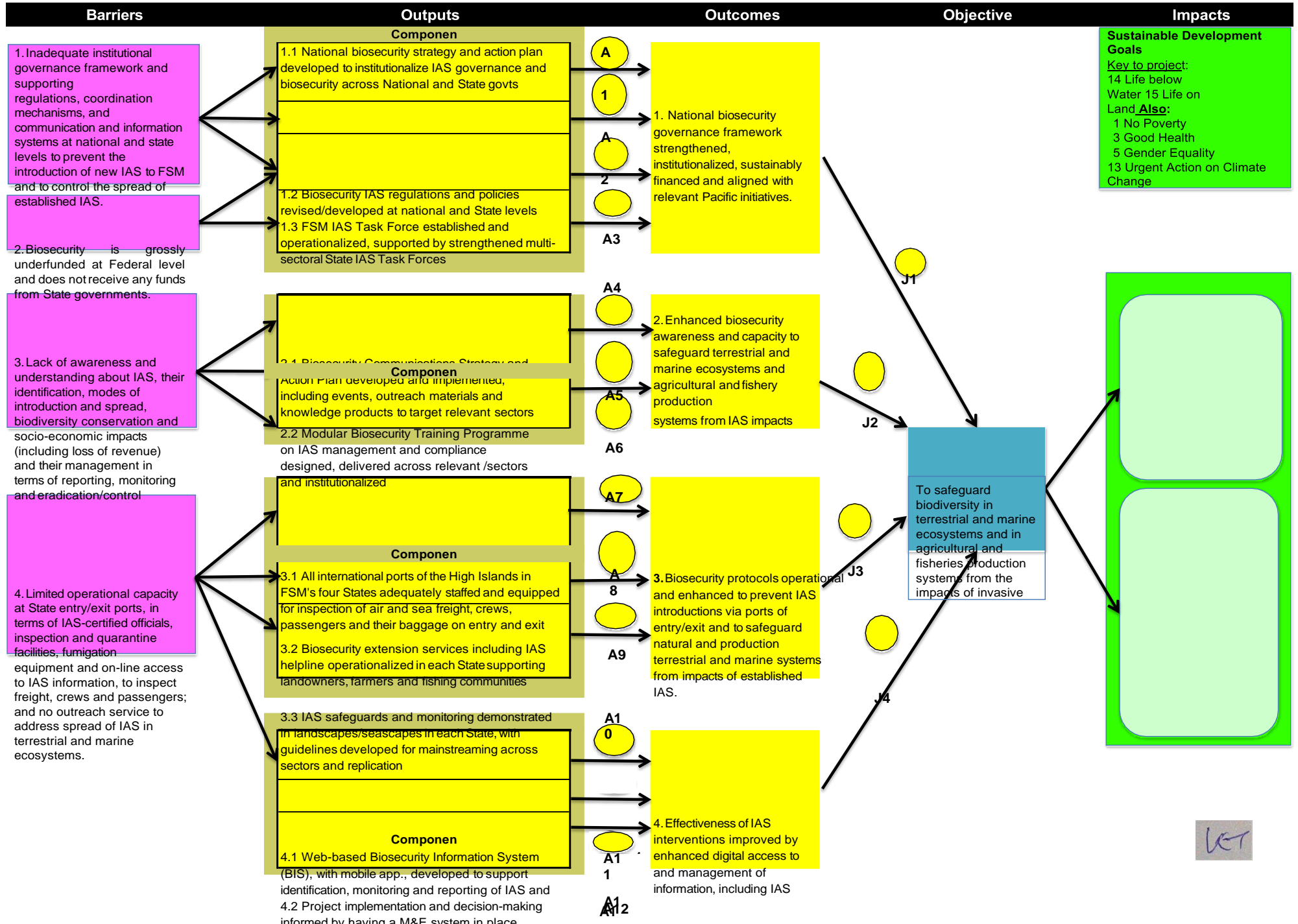
those who travel and trade.

44. **Component 2: Raising awareness and strengthening capacity in IAS prevention and management.** This component addresses the perceived low awareness about IAS across the FSM and limited technical capacity in preventing introductions of new species. In the case of IAS and central to the Biosecurity Communications Strategy that will be developed, is the need for a paradigm shift in public attitudes: everyone has a responsibility because natural barriers to the spread of invasive species are thwarted by the movements of people, their goods and supplies. State-centred outreach campaigns and educational programs will be delivered to help build this awareness and support for biosecurity. Technical capacity of biosecurity officers at national and State levels will built through developing and institutionalizing a modular Biosecurity Training Programme in partnership with the College of Micronesia FSM (COM-FSM). This training will be expanded to a wide range of national and State agencies that have a mandate related to biosecurity and IAS management, including PA managers and operational staff. Extension of training to municipal authorities will also be explored to strengthen the 'front-line' of biosecurity and IAS management and ensure closer connection to local communities.

45. **Component 3: Demonstrating best practices in safeguarding biodiversity and food production systems from IAS.** This component addresses the limited operational capacity in ports of entry/exit and the absence of any extension service to support landowners and the farming and fishing communities in dealing with IAS. The highest priority is to minimize risks of IAS introductions via international air and sea ports. The project will train and equip staff at key ports of entry and exit in each of FSM's four States to undertake more rigorous inspections of freight, crews and passengers, alongside proper inspection and quarantine facilities, equipment and ready access to information for identification and management purposes. A broader range of extension services will be delivered to support landowners, farmers and fishing communities in the identification of IAS and providing guidance in their control within production systems. This will include the establishment of an IAS helpline in each State, along with a range of awareness-raising and capacity development support. An associated small grants program will provide added support for communities to enhance their biosecurity and IAS management measures, including uptake of crops more resilient to IAS and adherence to international standards allowing for farm products to be exported to neighbouring Pacific countries. Strengthened IAS safeguards including IAS monitoring protocols will be demonstrated across sites in each State, including important PAs and MPAs engaged under the GEF-5 R2R project – and replication models put in place through the development of biosecurity and IAS guidelines for the PA system, and similar guidelines for the tourism sector.

46. **Component 4: Knowledge management, monitoring and evaluation.** This component will address the barrier of limited access to and sharing of data and knowledge related to biosecurity and IAS. The project will establish a web-based Biosecurity Information System (BIS), that will store information on IAS and allow for real-time reporting of IAS incidents and reported sightings. BIS will also hold a wide range of knowledge products, guidance and databases, including images of IAS for identification purposes, maps of IAS distributions and be able to house training materials developed by this project. A monitoring and evaluation system will ensure effective project implementation, including management of safeguards and gender mainstreaming, and broad community and stakeholder engagement in the project. Knowledge management will include development of best practices, exchanges between project sites and with other countries in the Pacific, and participation in regional IAS partnerships and networks.

47. The project components and outcomes are described in greater detail under Results and Partnerships (Section IV), which also includes the outputs and related activities. Indicators and

assumptions for the achievement of expected Outcomes under each Component are described in the Project Results Framework (Section VI).

Figure 2: Theory of Change, showing barriers, components and respective outputs to address them, and outcomes resulting in achievement of project objective, subject to a set of assumptions that provide the logical connections between the different levels. Longer term, post-project impacts are also shown.

Barriers	Outputs	Outcomes	Objective	Impacts

Componen

1.1 National biosecurity strategy and action plan developed to institutionalize IAS governance and biosecurity across National and State govts

1. Inadequate institutional governance framework and supporting regulations, coordination mechanisms, and communication and information systems at national and state levels to prevent the introduction of new IAS to FSM and to control the spread of established IAS.

2. Biosecurity is grossly underfunded at Federal level and does not receive any funds from State governments.

1.2 Biosecurity IAS regulations and policies revised/developed at national and State levels

1.3 FSM IAS Task Force established and operationalized, supported by strengthened multi-sectoral State IAS Task Forces

A
1
A
2
A3

1. National biosecurity governance framework strengthened, institutionalized, sustainably financed and aligned with relevant Pacific initiatives.

3. Lack of awareness and understanding about IAS, their identification, modes of introduction and spread, biodiversity conservation and socio-economic impacts (including loss of revenue) and their management in terms of reporting, monitoring and eradication/control

A4

Componen

2.1 Biosecurity Communications Strategy and Action Plan developed and implemented, including events, outreach materials and knowledge products to target relevant sectors

2.2 Modular Biosecurity Training Programme on IAS management and compliance designed, delivered across relevant /sectors and institutionalized

A5
A6

2. Enhanced biosecurity awareness and capacity to safeguard terrestrial and marine ecosystems and agricultural and fishery production systems from IAS impacts

4. Limited operational capacity at State entry/exit ports, in terms of IAS-certified officials, inspection and quarantine facilities, fumigation equipment and on-line access to IAS information, to inspect freight, crews and passengers; and no outreach service to address spread of IAS in terrestrial and marine ecosystems.

Componen

3.1 All international ports of the High Islands in FSM's four States adequately staffed and equipped for inspection of air and sea freight, crews, passengers and their baggage on entry and exit

3.2 Biosecurity extension services including IAS helpline operationalized in each State supporting landowners, farmers and fishing communities

A7
A
8
A9

3. Biosecurity protocols operational and enhanced to prevent IAS introductions via ports of entry/exit and to safeguard natural and production terrestrial and marine systems from impacts of established IAS.

3.3 IAS safeguards and monitoring demonstrated in landscapes/seascapes in each State, with guidelines developed for mainstreaming across sectors and replication

A1
0

Componen

4.1 Web-based Biosecurity Information System (BIS), with mobile app., developed to support identification, monitoring and reporting of IAS and

4.2 Project implementation and decision-making informed by having a M&E system in place

A1
1
A12

4. Effectiveness of IAS interventions improved by enhanced digital access to and management of information, including IAS

J1
J2
J3
J4

To safeguard biodiversity in terrestrial and marine ecosystems and in agricultural and fisheries production systems from the impacts of invasive

Sustainable Development Goals

Key to project:
14 Life below Water 15 Life on Land **Also:**
1 No Poverty
3 Good Health
5 Gender Equality
13 Urgent Action on Climate Change

1.4 Cost-benefit analyses of economic impacts of priority IAS versus enhanced biosecurity and demonstration of effective cost- recovery for biosecurity services

Sustainably Managed IAS

isk of IAS being introduced to FSM via entry/exit of people and freight through HIgh Island ports is marginal.

R   FSM has technical capacity and

access to emergency funds to safeguard natural and production terretrial and marine systesms from potentially devastating impacts of IAS within High Islands.

Innovation

48. Innovation is demonstrated in the following ways:

- Recovering (or at least sharing) the costs of biosecurity from those most responsible for increasing the likelihood of alien species extending their geographic range via those who travel to/from or trade with FSM. The costs of inspections at air and sea entry/exit points can be recovered through entry/exit fees. Assessment of options and demonstration of these at targeted ports will take place under the project, building on lessons and best practices elsewhere including via GEF projects (e.g. Seychelles), promoting knowledge transfer.

- Establishing a long-term partnership between government (DRD) and the College of Micronesia (COM– FSM) to deliver a modular biosecurity training programme and institutionalize it beyond the life of the project.

- Introducing a web-based Biodiversity Information System to enable biosecurity officers and other parties to access and share information on IAS sightings and information on management and control. Information will also be more readily shared with other Pacific countries.

National socio-economic benefits

49. In terms of national socio-economic benefits, the approach adopted by this project to apply the 'users pay' principle to recover the costs of biosecurity at ports of entry/exit from those who cross borders for travel or trading purposes is not only potentially more affordable for governments and their tax payers, it is more equitable and it is likely to be more effective in addressing biosecurity because resources (technically competent officers, equipment and facilities) will be adequate and fit for purpose. Reducing the loss of native species will also be hugely beneficial to the maintenance and functioning of ecosystems, as well as maintain cultural affinities with nature, including the wealth of traditional varieties of food and medicinal plants that in many cases may also be more resilient to changing climatic conditions of rainfall, temperature and wind. Ecotourism will also continue to be sustained. Health will also benefit by preventing vectors of disease from entering new jurisdictions. Strengthening biosecurity will help FSM meet international standards and support export of goods to neighbouring Pacific countries, with associated economic benefits for local communities.

50. The direct project beneficiaries include national and State government staff including Quarantine Services staff and PA managers, along with staff from municipal authorities, who improve their technical knowledge and capacity on biosecurity and IAS management through the project – at least 250 (40% female) across a range of agencies and sectors. Beneficiaries also include local community members engaged in project activities at demonstration sites, including IAS monitoring, capacity development and small grants recipients – at least 400 (50% female) across the four States. These activities will be located in targeted PAs/MPAs that are actively engaged in the R2R project, along with atolls in the Yap Outer Islands. Indirect beneficiaries include the population of FSM, who will benefit from enhanced biosecurity and prevention of the establishment of further IAS threats that could destroy food production, natural habitats and the economy of FSM.

Project area and intervention sites

51. Project interventions are focused on border control ports of entry /exit, specifically the eight main air and sea ports within High Islands of the four States (one airport and one sea port for each State; Output 3.1), and a selection of sites within each State to demonstrate the application of biosecurity safeguards (Output 3.3). Sites have been selected on the basis of their either being known priority IAS threats or outbreaks to address, as in the case of Yap's inhabited Outer Islands at risk of being colonised by LFA and Kosrae's endemic *Terminalia* forests diseased with Black Sock fungus, or

terrestrial and marine sites of global conservation importance that need IAS surveys in assess threats and to determine what safeguard measures need to be integrated into their management. Where possible, sites actively engaged in the GEF-5 R2R project have been selected to maximise synergies and to ensure this project operates in areas where communities are actively engaged. The project sites are summarized below, shown in Figures 3-6, and with additional detail found in Annex 1.

52. The eight main international air and sea ports of entry/exit on the High Islands of Kosrae, Pohnpei, Chuuk and Yap State: Air and sea ports are at the same location in Kosrae and Pohnpei and geographically separate from each other in Chuuk and Yap. All eight ports will become fully operational under Output 3.1 with biosecurity inspections and quarantine services by end of project.

53. <u>Kosrae State:</u> Yela Forest Reserve, which is listed as a global IBA (Important Bird Area) by BirdLife International protects one of the only remaining large stands of *Terminalia carolinensis*, endemic to Micronesia and common only in Kosrae where it is the dominant tree species in swamp forest. *Phellinus noxius*, also known as Black Sock Disease, has been established within the reserve for some years and is seriously impacting the *Terminalia* trees. It appears that there is no known fungicide to prevent the fungus from spreading but its rate of spread can be reduced greatly by fencing to prevent wild pigs from spreading the spores. Potentially, even more serious is the very recent detection of a weevil beetle in Kosrae that has been sent off for identification. It could prove to be the species that is even more devastating for coconut trees than Coconut Rhinoceros Beetle. The associated watershed inclusive of near shore marine MPAs which include the Trochus Sanctuary and proposed MPAs of Walung and Tafunsak is included because this provides the opportunity to consider applying IAS safeguards to land and seascapes in a holistic manner that will complement the ongoing GEF-5 Ridge-to-Reef project. A second reason is that the GEF-5 R2R project has engaged with the Walung and Tafunsak communities, providing a ready entré to introducing safeguards at grassroots level and hopefully attracting a few of its members to train and become IAS Practitioners.

54. <u>Pohnpei State</u>: Sokehs MPA and the Nett and Kitti Watershed Forest Reserves are all noted for their biological significance; and their communities are engaged with the GEF-5 R2R project. Pohnpei Port is located between Sokehs and Nett. Like many other biologically significant sites in FSM, nothing much is known about their status and in relation to threats and impacts posed by IAS. There is a standard package, therefore, that can be delivered to such sites, starting with a rapid biodiversity survey of plants, animals and ecosystems/habitats in which they live, distinguishing between the native and alien species and identifying any priority IAS that require urgent attention to stop them from spreading elsewhere. Safeguards guidance needs building into the management plan, monitoring should be set up and opportunities sought to engage the community in IAS responsibilities, including their identification, monitoring, intervention and safeguards.

55. <u>Chuuk State</u>: Mt Winipot, which is an IBA and proposed for gazettal as a PA, together with near shore MPAs of Neoch and Wichukuno. Communities from both MPAs have been engaged by the GEF-5 R2R project. Mt Winipot encompasses much of Chuuk's high island native forest that is among the most unique in Chuuk State, with numerous endemic species. Little is known about threats from IAS and a priority is to establish whether or not the Black Sock fungus has established itself in the native forest.

56. <u>Yap State</u>: (a) Ulithi/Ulithi Atoll and associated small islands and (b) Woleai Atoll. Both of these Outer Island groups are inhabited, and the concern is the potential risk of the Little Fire Ant being introduced from Yap Main Island where it has colonised three areas. The regular missionary flights,

shipments of food and tourists (divers) to these islands pose a significant risk. Meanwhile, State Agriculture with support from US government is in the process of eradicating LFA from the Main Island through repeat treatments over 2-3 years. If successful, then the threat will have been removed in 2-3 years' time but meanwhile it is critical to ensure that LFA does not inadvertently reach Yap's Outer Islands, and that appropriate monitoring and biosecurity protocols are in place to prevent and detect this.
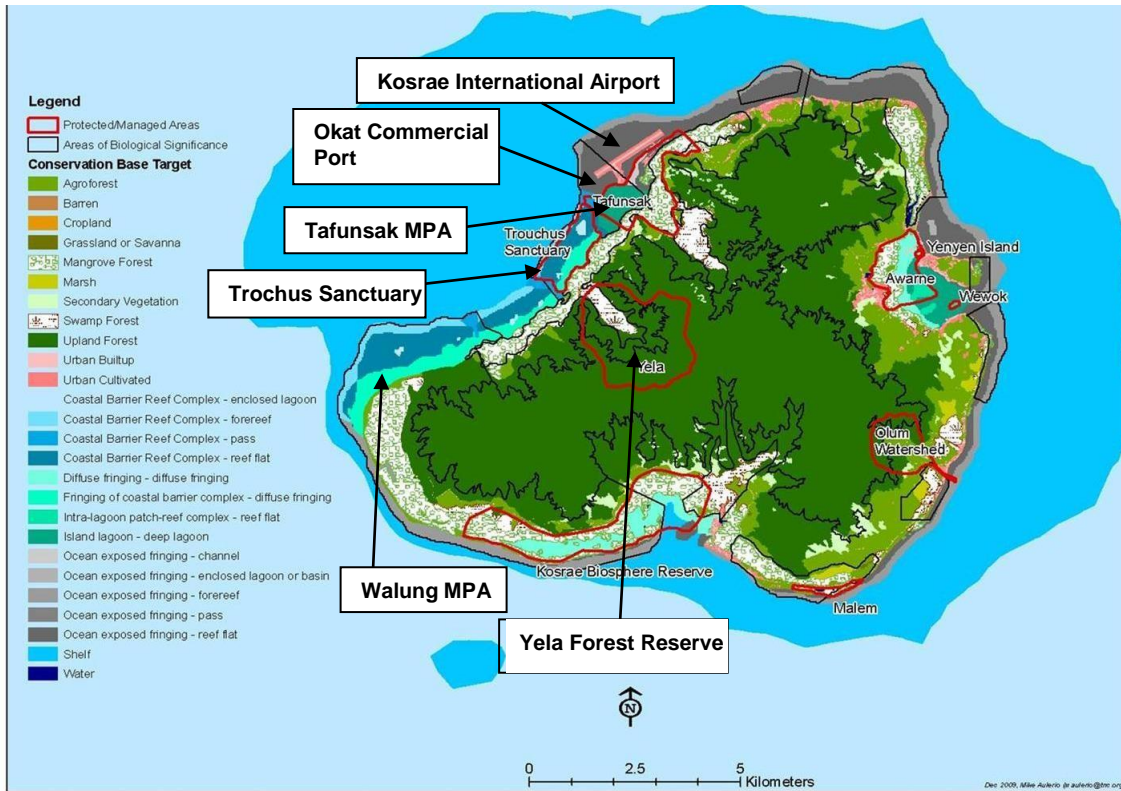
Figure 3: Kosrae State project sites
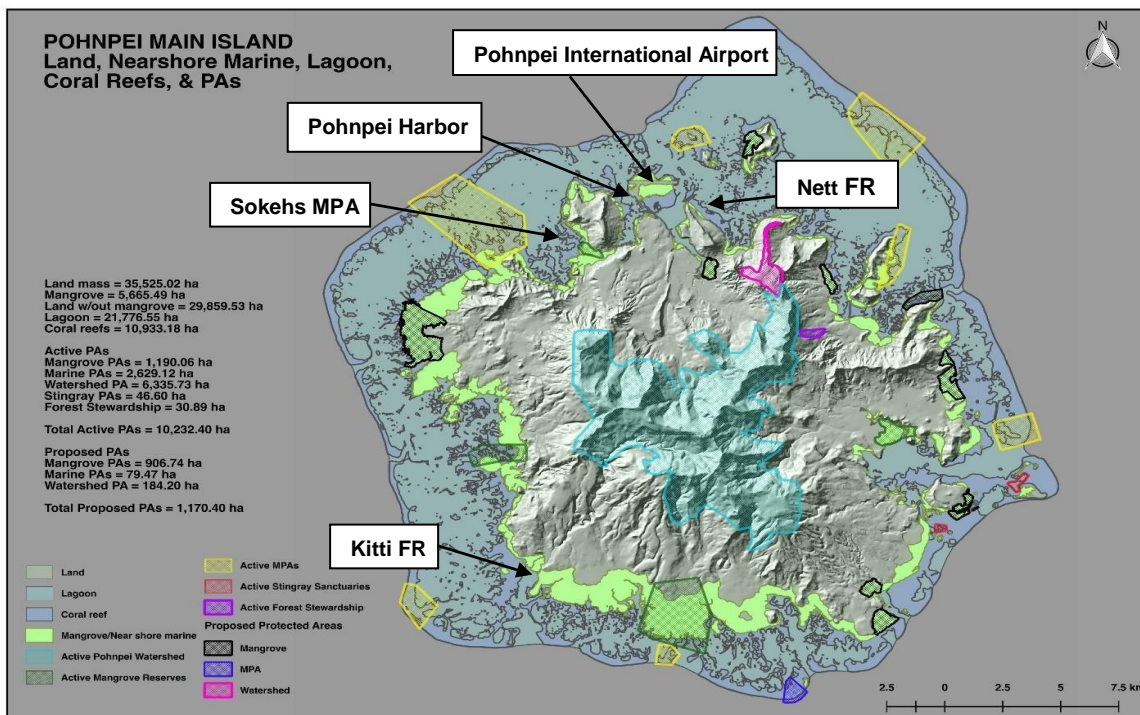
Figure 4: Pohnpei State project sites
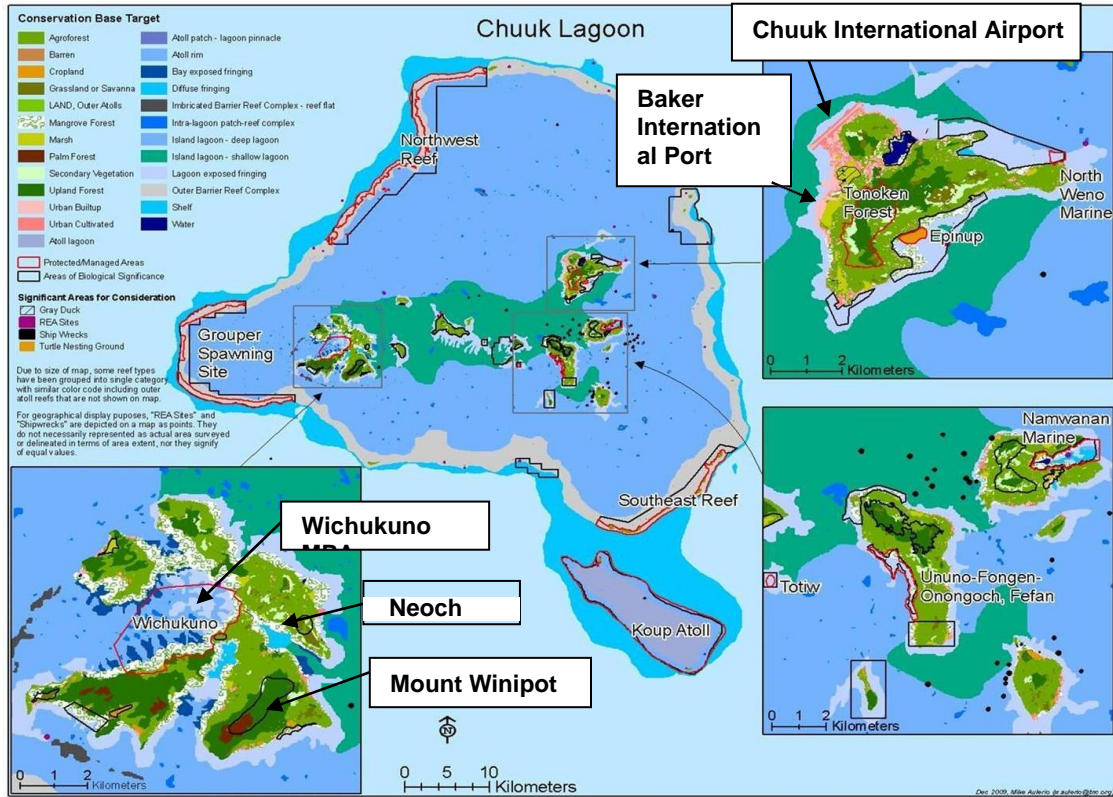
Figure 5: Chuuk State project sites
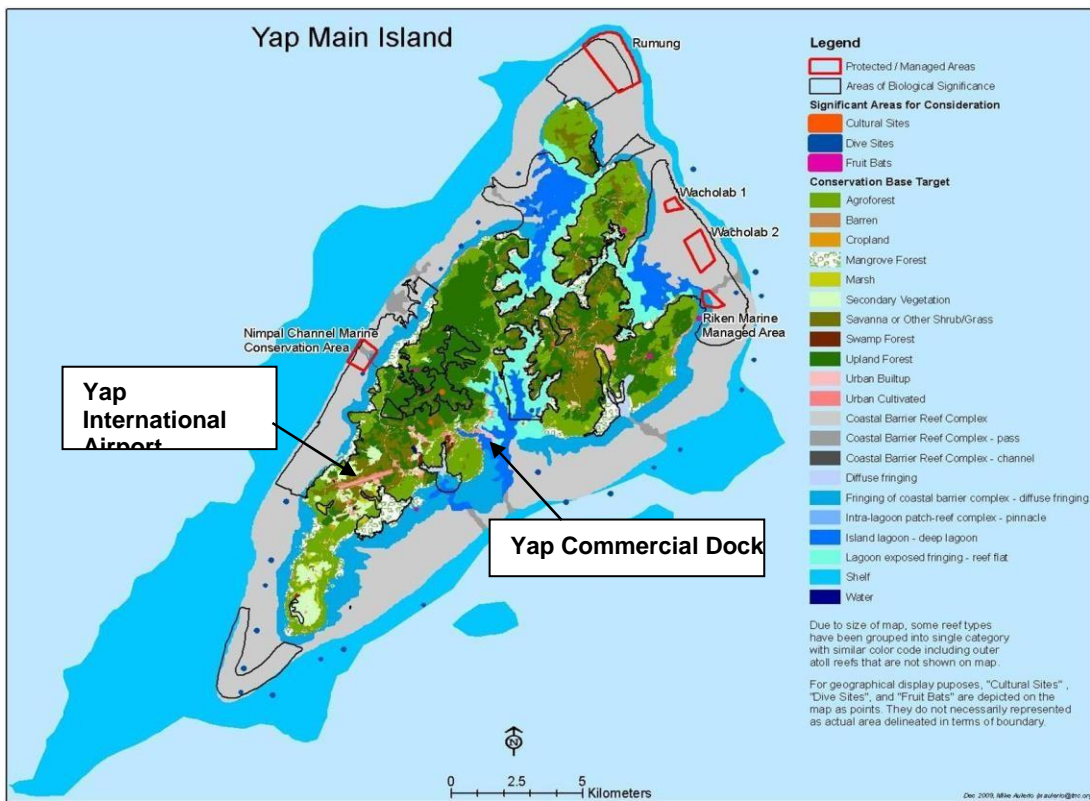
Figure 6: Yap State project sites (Yap High Island only; Outer Island sites not shown)

IV. RESULTS AND PARTNERSHIPS

Expected Results

57. The Long-Term Impacts of the Project will be the financially sustainable management of IAS, based primarily on the 'users pay' principle and resulting in:

- Reduced risks of IAS being introduced to FSM from the transport of people, their baggage and freight via the eight High Island ports of FSM's four States, Kosrae, Pohnpei, Chuuk and Yap;

- Reduced risks of any of the Outer Islands or other Pacific nations being colonized by IAS from the High Islands because people, baggage and freight transported from any of the eight ports will have been screened for IAS on exit (as well as on entry); and

- Technical capacity and improved engagement and awareness across sectors, local communities and visitors to safeguard natural and production systems from potentially devastating impacts of IAS.

58. Global environmental benefits will be achieved by reducing threats from IAS to terrestrial, freshwater and marine biodiversity and to the security of production systems and ensuring that the resulting benefits are shared with project stakeholders, including local communities. Targets are identified in the project's Results Framework (Section VI), namely:

- IAS safeguards in place for the improved management of landscapes and seascapes to conserve significant biodiversity and food production, including:
    o 1,160 ha of Outer Islands of Yap State under improved IAS monitoring and protected by strengthened IAS protocols;
    o 10 PAs (4 terrestrial PAs including 1 proposed PA; and 6 MPAs including 1 proposed MPA) under improved biosecurity and IAS protocols, including strengthened management planning;
    o Biosecurity and IAS guidelines developed to support upscaling across the PA/MPA system and the tourism sector (e.g. dive operators).

- No new establishments of high-risk IAS in States of FSM through improved biosecurity protocols, including enhanced risk assessment, inspection and quarantine efforts at international ports of entry and exit in each State.

59. The GEF funding requested by the Government will be used to achieve the Project Objective through four inter-related Component Outcomes. Each Outcome is elaborated below, together with its respective outputs (i.e. the project's products and services). The respective Objective and Outcome level indicators, with baselines and targets, are defined in the Results Framework (Section VI).

Component 1: Institutionalizing a governance framework for IAS prevention, control and enforcement across member states and in collaboration with other Micronesian nations

Total Cost: US$ 1,972,205; GEF project grant requested: US$ 548,205; Co-financing: US$ 1,424,000

Outcome 1: National biosecurity governance framework strengthened, institutionalized, sustainably financed and aligned with relevant Pacific initiatives

60. Outcome 1 is strengthened financing and institutionalization of the governance framework for biosecurity across the FSM and its States, which will be guided by the National Biosecurity Strategy to put in place a practical multi-year plan for strengthening biosecurity services across government (Output 1.1), targeted improvements to national and state legislation and policy for biosecurity and IAS management to improve implementation of the new Biosecurity Act (Output 1.2), improved State-national coordination supporting the establishment of an effective national-State biosecurity model (Output 1.3), and economic cost/benefit analysis providing a business case for enhanced investment in biosecurity along with demonstrated cost-recovery options that are practical for FSM (Output 1.4). Each output is elaborated below with indicative activities.

Baseline conditions (without GEF project):

61. Under the 2017 Biosecurity Act, Quarantine Services, within the Department of Resources and Development, is responsible for preventing animal and plant pests and diseases from entering the FSM; regulating the movement of animals, plants and their products; and controlling the establishment and spread of animal and plant pests and diseases that have entered the FSM. Primarily, Quarantine Services monitors the official points of entry to FSM (i.e. air and sea ports, post offices) via the eight international air and sea ports on the High Islands of FSM's four States, collaborating closely with the other border control agencies through its State Field Offices (e.g. Immigration, Customs, State Environmental Protection Agencies and Sanitation Offices). Nationally, an existing Memorandum of Understanding with the State Agriculture Agencies ensures close collaboration as far as border control and other administrative issues are concerned. Moreover, the inter-departmental agencies are tasked with control, eradication and other IAS management activities through their membership of the relevant State Invasive Species Taskforces (Yap – YIST, Chuuk – CIST, Pohnpei – iSTOP, Kosrae - KIST), although these Task Forces are not all regularly active.

62. In practice, there are gaps and weaknesses in the new Biosecurity Act for which regulations have yet to be developed. Funding shortfalls limit the extent to which National Quarantine can do its job and there is no cost-recovery of biosecurity from the public based on the user pays principle. Responsibility for IAS management is shared across multiple agencies at national, State and municipal level, but there are not always clear mandates, and coordination across levels and sectors requires strengthening for this mixed-model national-State biosecurity concept to work effectively. These and other more detailed shortcomings are identified in the assessment of FSM's biosecurity (Annex 2).

63. A lack of resources and effective national-State model is a significant challenge. The 2019 budget for the Agriculture Unit, which is spent predominantly on biosecurity, equates to 25% of DRD's total budget but it amounts to just US$ 366,223. State IAS Action Plans to address priority IAS impacts are barely implemented due to the lack of resources. This is far too little to address the challenges of preventing IAS incursions and controlling their impacts.

Alternative (with GEF project):

64. Component 1 will strengthen the national-State approach and framework for biosecurity based on some key principles, specifically: financial sustainability, the lack of which has undermined much of the good progress in trying to address biosecurity issues to date; and ownership of the shared responsibility for IAS across government sectors, citizens and visitors because everyone is a potential vector, either in person or with respect to the movements of their goods (personal and business).

65. A strengthened policy, regulatory and institutional framework for biosecurity will be established

putting in place key components such as necessary policies and regulations to support implementation of the Biosecurity Act, and a practical Biosecurity Strategy that defines the vision for biosecurity services in FSM and how it will be achieved over the next decade or two, with an initial five-year Action Plan to guide immediate foundational steps. The GEF investment will help the Government of FSM put in place these foundational steps to strengthen biosecurity enabling framework through strategy development, regulations development, improvement of national- State coordination and demonstration of an effective cost-recovery model for biosecurity in FSM.

Output 1.1 National biosecurity strategy and action plan developed to institutionalize IAS governance and biosecurity across national and State governments, including its sustainable financing

66. The National Biosecurity Strategy will provide the vision for managing IAS over the next 10-20 years, providing the guiding framework for strengthening of the national/state mechanism(s) for applying biosecurity processes and increasing biosecurity capacity that is inclusive of national and State-level engagement, effective legislation and cost-recovery to support day-to-day operations. Preparation of the Strategy will be led by the project's Senior Technical Advisor, and coordinated by the National Technical Coordinator, with the support of a focus group brought from relevant agencies.

67. The scope of the Strategy should provide an overarching framework for the many existing policies concerning IAS and biosecurity at species, site, state and federal levels that can then be applied at State, land/seascape, site and species levels; key competencies required for biosecurity officers and effective biosecurity; sustainable financing mechanisms; training requirements, institutionalization and sustainability of training programme; scope of Biosecurity Information System; and coordination mechanisms at port, community, island, state, national and regional level.

68. The Strategy should be finalized, endorsed by the President's Council for Climate Change and Sustainable Development and adopted by federal government within Year 1. The Biosecurity Strategy will be accompanied by a five-year Action Plan outlining the foundational steps needed to establish an FSM Biosecurity Authority and support transition of the existing Quarantine Services into, which the project will support under this and other Outputs.

69. Indicative activities under Output 1.1:

1.1.1   Establish a time-bound focus group to oversee the development of the National Biosecurity Strategy and associated Action Plan. Membership should be about 10 persons and include representatives from each State (recommended by their respective State IAS Taskforce), Quarantine Services, Port Authority, Customs and Immigration, national NGO(s) and independent expert(s) (e.g. College of Micronesia).

1.1.2   Under the guidance of the focus group, define the scope of the Strategy, plan a schedule of monthly meetings, determine and schedule the consultation process.

1.1.3   Hold a preliminary consultation meeting to inform key stakeholders about this initiative, its timeframe and how they can engage in it. Invite their feedback on the scope of the Strategy.

1.1.4   Hold regular monthly meetings with the focus group during the drafting stage to discuss policies and mechanisms, resolve issues, fill gaps in information and to assign tasks for members to follow up as appropriate.

1.1.5   Hold a 2nd consultation meeting with key stakeholders by month 8 of Year 1. There will need to be close coordination with Outputs 1.2, 1.3 and 1.4 so that these can feed into the Strategy.

1.1.6   Finalize the draft Strategy and Action Plan. Facilitate and seek endorsement of the

Strategy and Action Plan by the President's Council and adoption by federal government.

1.1.7   Support implementation of the Strategy once approved, with the continuing support of the focus group (and the FSM Biosecurity Task Force once established; see Output 1.3). Implementation will be supported by a range of project outputs. Review progress towards the Action Plan annually.

Output 1.2: Biosecurity IAS regulations and policies revised and developed at national and State levels to support the implementation of 2017 Biosecurity Act

70. The Biosecurity Act prepared in 2015 and passed in April 2017 has yet to be applied through regulations and other legal instruments. This Output will build on that effort to provide technical assistance for the drafting of regulations and protocols to strengthen biosecurity at national and State levels. Gaps in regulations and protocols were highlighted during the PPG assessment of biosecurity in FSM (Annex 2). Key gaps include the need for comprehensive national regulations for biosecurity, updated protocols and fee schedules, regulations/protocols to support national-State model, and Standard Operating Procedures to support the implementation of key sections of the Act by national and State agencies. This Output will be supported by a legal specialist, under the guidance of an informal legal focus group with inputs from key national Ministries and engagement of States.

71. Key policy strengthening supported under this Output includes facilitation of updated IAS action plans of State IAS Task Forces in Chuuk and Kosrae, and support for the review of the existing NISSAP to identify progress made and challenges experienced to inform the development of the next NISSAP for the period 2022-2027. The review and development of bilateral agreements with other countries in the Pacific will also be progressed. GEF funds will support facilitation, stakeholder consultation and technical assistance for these activities, supported by the Senior Technical Advisor, the National Technical Coordinator and the State Technical Coordinators.

72. Indicative activities under Output 1.2:

1.2.1 Establish a technical focus group for overseeing legislative work and advising on key priorities for legal review and improvement.

1.2.2 Building off the PPG assessment (Annex 2), complete the review of what regulations, protocols and safeguards at national and state levels are needed to support the application of the 2017 Biosecurity Act. Engage with regional IAS project / SPREP / PRISMSS on experiences and approaches being taken in other Pacific Island countries that FSM can learn from/replicate.

1.2.3 Draft regulations and protocols in response to legislative review, expected to include the following:
  i. National biosecurity regulations under the 2017 Biosecurity Act.
  ii. Updated protocols (e.g. animal and plant quarantine fees, overtime billing) under the 2017 Biosecurity Act (including to support cost-recovery following successful piloting of model). iii.Regulations and protocols to support a workable national-State biosecurity model and to
      strengthen coordination between national government and
  States. iv.Harmonization of biosecurity laws and protocols across
  States.
  v. Protocols to support the development of response mechanisms for invasive species incursions.

1.2.4 Support and facilitate public consultations as necessary on draft regulations, ahead of submission for government approval and adoption.

1.2.5 Support and facilitate Chuuk and Kosrae IAS Task Forces to update their State Invasive Species Taskforce Action Plans.

1.2.6 Support the review and revision of the FSM National Invasive Species Strategic Action Plan (NISSAP) through stakeholder consultations to inform development of the 2022-2027 NISSAP.

1.2.7 Make revised regulations and policies available to stakeholders and the public via BIS, Biosecurity Authority website and a targeted print run for key stakeholders.

1.2.8 Facilitate the review and development of MOUs and bilateral agreements with other countries in the Pacific to strengthen regional cooperation on biosecurity.

Output 1.3: FSM IAS Task Force established and operationalized as a national-State coordination mechanism, supported by strengthened multi-sectoral State IAS Task Forces

73. Cooperation among national and State governments is essential to an effective biosecurity model for FSM that brings together the roles and functions of national and State agencies. Currently there is no effective national-State coordination mechanism. This will be developed under this Output through the establishment of the FSM Biosecurity Task Force. The Task Force will bring together national Ministries and relevant departments across the four States. National-State coordination will also be strengthened through the review and strengthening of existing MOUs between National Quarantine and the agricultural, environmental protection and marine resources departments of the States.

74. In parallel this Output will support the strengthening of the State IAS Task Forces through Secretariat support, strengthening of TORs and broadening membership to engage other sectors, and reinvigorating Task Forces through regular meetings, clearer mandates (and as needed, updated State action plans under Output 1.2). The operation of the project in all four States will help facilitate the harmonization of approaches between States and effective knowledge exchange. The State Technical Coordinators will be tasked with providing support to their IAS Task Force in their respective State.

75. Indicative activities under Output 1.3:

1.3.1 Establish a functional national-State coordination mechanism through the creation of the FSM Biosecurity Task Force, drafting of its Terms of Reference and mandate, and provision of Secretariat support. The membership of the FSM Biosecurity Task Force will include DRD (Quarantine Services), DECEM, and the agricultural and environmental protection and marine resources departments of the four States. Engage with regional IAS project / SPREP / PRISMSS on experiences and approaches being taken in other Pacific Island countries with establishing of national cross-sectoral technical advisory groups that FSM can learn from/replicate, and to share experiences from FSM in cross-sectoral technical committees operational at State level.

1.3.2 Facilitate and support the revision of existing MOUs between National Quarantine and the States to broaden cooperation and partnership on biosecurity matters.

1.3.3 Provide Secretariat support and technical assistance to reinstate and strengthen State IAS Task Forces and enhance coordination at State level, based on the identified needs of each State.

Output 1.4: Cost-benefit analyses of economic impacts of priority IAS versus enhanced biosecurity measures and demonstration of effective cost-recovery model for biosecurity services

76. Little or no information is available on the economic losses caused by IAS in FSM but impacts of pests and diseases on biodiversity, agriculture, forestry and marine/aquaculture production and supply chains are likely to be significant. The results of cost/benefit studies of priority IAS regarding their impacts versus interventions to reduce such impacts will provide the business case for enhanced investment in biosecurity and IAS management.

77. Key to financial sustainability of effective biosecurity services in FSM will be the development of a cost-recovery system for border biosecurity operations, based on the 'users pay' principle that will be aligned to travel and trade. This will be informed by an analysis of what it costs to operate routine day-to-day screening services. Further details outlining potential cost-recovery mechanisms, generated from PPG stakeholder missions, are provided in Annex 5.

78. Under this Output GEF funds will be used to conduct a feasibility study into different options for cost-recovery and application of user fees (e.g. visitor fees, container fees, shipping fees) and demonstration of identified option(s) at key international ports of entry and exit. Revisions of schedules of fees to implement the cost-recovery scheme will be captured under Output 1.1.

79. Indicative activities under Output 1.4:

1.4.1 Engage with other projects conducting economic evaluations of IAS impacts in the Pacific (e.g. Fiji GEF-6 project, regional GEF-6 IAS project (Tuvalu)) and collect lessons learned and investigate opportunities for partnership. Collect data and information on impacts of IAS on natural ecosystems and their functioning and services, food production systems, health (human and livestock), infrastructures from each of FSM's States.

1.4.2 Using Targeted Scenario Analysis, assess the economic costs (and benefits) of increased investment in biosecurity and IAS management, including cost-benefit analysis of the current impacts of priority IAS in FSM versus the costs of managing such impacts in terms of preventing the likelihood of introductions at entry ports and controlling the spread of established species.

1.4.3 Publicize a summary of results to share with policy-makers and use it to inform the development of cost-recovery option(s) and support government and public support for the need to share responsibility for biosecurity and IAS management.

1.4.4 Conduct an analysis of the costs of providing the needed biosecurity services and the optimal option(s) for cost-recovery of these services.

1.4.5 Demonstrate the cost-recovery mechanism at 1-2 ports. This will require close collaboration and consultation with the Port Authorities and State IAS Taskforces. Evaluate results and provide recommendations on cost-recovery options to be adopted more broadly in FSM, along with an action plan for putting these into operation.

Component 2: Raising awareness and strengthening capacity in IAS prevention and management
Total Cost: US$ 3,111,984; GEF project grant requested: US$ 1,010,984; Co-financing: US$ 2,093,000

Outcome 2: Enhanced biosecurity awareness and capacity to safeguard terrestrial and marine ecosystems and agricultural and fishery production systems from IAS impacts

80. Outcome 2 will raise awareness and capacity in biosecurity and IAS across FSM. This will be addressed through a Communications Strategy (Output 2.1) that is focused on targeting the relevant audiences the key messages and information and implemented through a range of targeted State-focussed outreach campaigns and educational activities. Technical capacity will be built through the development and delivery of a modular Biosecurity Training Programme (Output 2.2), developed in partnership with COM-FSM. Training will target officers at relevant national and State agencies, including Quarantine Services, agriculture, environment protection and marine resources, and build connections to and capacity of municipal authorities to provide additional extension and front-line support for biosecurity and IAS management. Each output is elaborated below with indicative activities.

81. Outcome 2 focuses on raising awareness about IAS across all sectors of society within FSM and its visitors, whether on business, visiting family and friends or on holiday, as a precursor to enhancing everyone's understanding about biosecurity and their responsibility to ensure that they are not contributing to the issue through their movements and trade across international borders, between islands or from one patch of natural forest, reef or production system to another. This will be addressed through a Communications Strategy that is focused on targeting the relevant audiences the key messages and information. Strengthening capacity to help identify IAS and know what measures can be taken to eradicate or control the spread of a non-native species will focus on: a modular training programme for those on; and establishing a Biosecurity Extension Service to technically support those who farm the land or fish the rivers and seas to help ensure that their livelihoods and the local, state or national economy are not being unduly eroded by the impacts of IAS. Each output is elaborated further below with indicative activities.

Baseline conditions (without GEF project):

82. Levels of awareness about IAS are deemed to be low and there is little evidence to suggest this is being addressed in a proactive manner, limited by resources at government levels. For example, visitors are obliged to fill in self-reporting quarantine forms on arrival at their port of entry to FSM but there are no posters, banners or information leaflets highlighting the threat and impacts of IAS to reinforce the rationale for filling in such forms, let alone inform visitors or returning citizens about their responsibility as a traveller or trader to avoid exacerbating the issue through their business, holiday or family and friends visiting activities.

83. While there is substantive technical information on IAS by way of reviews, strategies, action plans and emergency responses, little by way of identification and management guidance is popularised to inform citizens and visitors alike, nor is there publication of information on the social, economic and environmental impacts of IAS within Micronesia or wider region to highlight the importance of biosecurity.

84. Training in biosecurity is very limited, irregular and lacks clear standards and competencies. This results in a lack of institutional and technical capacity, that when combined with lack of facilities and equipment makes it difficult to 'biosecure' the ports of entry and exit, let alone control established terrestrial, freshwater and marine IAS.

Alternative (with GEF project):

85. Component 2 will build understanding and technical capacity within the relevant sectors of government and businesses and within communities, including farming and fishing communities. The GEF funding will allow for the establishment of comprehensive biosecurity and IAS training, based on clearly identified competencies. Fundamental to informing such capacity building is an understanding of current levels of knowledge, attitudes and practices (KAP) regarding IAS. Hence, the GEF investment will be focused on developing and implementing communications and outreach campaigns for a range of target groups, based on a clear communications strategy and informed by KAP baseline surveys within each State.

86. Raising awareness and understanding about IAS, second only to climate change with respect to its potential for impacting food, economic and biodiversity security in the FSM, will help secure public and political support for many of the interventions proposed in this project, particularly with respect to sustainable financing for biosecurity.

Output 2.1 Biosecurity Communications Strategy and Action Plan developed and implemented, including events, outreach materials and knowledge products to target relevant sectors

87. A Biosecurity Communications Strategy and Action Plan will be developed at project inception to guide awareness raising among the different government and corporate sectors, civil society and visitors from overseas. A preliminary framework for such a Strategy has been developed during the PPG to guide its development (Annex 7). The Strategy will take into account: gender equity and other social inclusion issues identified in the Gender Analysis and Action Plan for mainstreaming gender (Annex G); and the Biosecurity Information System (BIS) planned under Component 4, which will enhance access to information and networking.

88. A significant part of the communication programme will be to prepare people for change, helping them to understand the rationale and benefits of such changes, and alerting them to opportunities. Significant and potentially challenging examples include:

- The fundamental principle that every individual and organisation has a responsibility towards IAS, ensuring that their activities do not increase the likelihood of IAS being introduced to new areas nor extending their existing areas of distribution.

- Arising from this principle, acknowledgement that the most financially sustainable and fair way of resourcing biosecurity is to recover from those who travel and trade the costs of providing a quarantine service at ports of entry and exit.

89. The Strategy will embrace communications between PMU and its implementing partners, existing or newly established mechanisms and platforms to support multi-sector collaboration on specific activities and associated deliverables (outputs), awareness raising about IAS (including the project's role) and outreach initiatives, and access to information and knowledge about IAS and their control and management (e.g. identification of IAS, biosecurity guidelines for border control, manuals for controlling IAS in terrestrial and aquatic ecosystems). It will be accompanied by an Action Plan that will identify what should be communicated, to whom, by what means and at what point during project implementation.

90. Indicative activities under Output 2.1:

2.1.1 Undertake a KAP survey during project inception to benchmark levels of awareness about IAS among a cross-section of citizens within each State. Guidance and a draft survey template are provided in Annex 8; and this should be piloted in Pohnpei, modified as appropriate, and then repeated for all states. Repeat KAP surveys at mid-term and end of project. The KAP data will be the key mechanism to evaluate the effectiveness of project communications and other activities in changing stakeholder attitudes, knowledge and behaviors.

2.1.2 Draft the Biosecurity Communications Strategy and Action Plan, informed by baseline KAP results, and consult on draft material and overarching national biosecurity messages and specific calls-to- action with relevant stakeholders. Consult with national stakeholders and other national/regional IAS projects on existing messages and approaches to benefit from past learning and identify potential for coordinated efforts. Pilot draft messages and strategies with target audiences to confirm their effectiveness prior to finalization of approaches, and modify as required based on results.

2.1.3 Implement State-centric biosecurity outreach and awareness campaigns to achieve national goals and objectives, including for fishing/farming communities, transportation (airlines, shipping) and tourism sector (tourist operators, dive operators), businesses and tourists and visitors to FSM. Ensure gender and vulnerable group considerations are included in all stakeholder engagement, messaging and campaign implementation plans. Share effective and relevant communication tools and products for use among States; and also share more broadly with other Pacific IAS projects to support knowledge exchange and replication of best practices and approaches.

2.1.4 Develop education, communication and engagement methods and campaigns to facilitate non- government stakeholder participation in biosecurity activities, including educational activities at local schools.

2.1.5 Use the KAP survey questionnaires throughout project implementation as opportunities arise to collect additional information to inform project activities (e.g. Inception Workshops, liaise with Quarantine Services staff based at the ports to have them routinely request passengers entering and exiting the respective States to complete the survey form) and analyse with other data.

2.1.6 Update the Communications Strategy and Action Plan at mid-term and implement accordingly. This will be overseen by the Communications Assistant under the direction of the Project Manager.

Output 2.2: Modular Biosecurity Training Programme on IAS management and compliance designed, delivered across relevant sectors and institutionalized

91. Initial discussions held with the College of Micronesia (COM) included a workshop on 9 November 2018 during the 2nd PPG mission which reviewed the scope of this Output to support the development of a modular Biosecurity Training Programme. The programme will support the front line of applying and enforcing the Biosecurity Act, particularly at international, state and island borders. It will cover the identification, monitoring, prevention of introduction and control of the spread of IAS (including eradication), in alignment with the provisions of the 2017 Biosecurity Act. Initial details are given in Annex 9.

92. The programme will be institutionalized within the College's curriculum, in close collaboration with government, in order that it is sustained beyond the life of the project. Relevant agencies to benefit from the training include Quarantine Services, Port Authorities and national and State agencies for agriculture, forestry, fisheries, PA management, marine resources, tourism, customs, immigration, trade, transportation, health, along with corporate sector, CSOs and NGOs, and communities. Training will focus on ensuring biosecurity officers and other agencies at national and State level are provided with training from Year 2.

93. The programme's scope will cover training needs across multiple sectors. Its modular format will enable it: (i) to be tailored to meet specific interests according to sector and needs; and (ii) to link up with existing training activities and related initiatives in a synergistic rather than duplicative manner. A 'training of trainers' approach will be adopted wherever possible in the interests of sustainability, as in the case of enhancing the capacity of professionals in agriculture and tourism sectors. For example, COM's Cooperative Research & Extension Services will engage in the training to better equip themselves in their outreach work with communities.

94. Under this Output the project will also support the establishment of partnership arrangements with local governments/municipalities[17] from across FSM to build targeted IAS responsibilities into their work plans. In partnership with municipalities, individuals will be chosen to receive IAS training with targeted modules developed by COM-FSM to give them the skills they need to support community extension and frontline IAS detection, reporting and management efforts. GEF funds will cover costs of delivering training, along with travel grants and DSA costs for local officers to travel to attend their high island for training. They will receive training in how to provide services to local communities to support IAS management and prevention, and limited inspection services for

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[17] There are 5 municipalities in Kosrae, 12 in Pohnpei, 35 in Chuuk and 23 in Yap (total = 75). Population densities are 70, 100, 420 and 95 per square km, respectively. FSM has 607 islands, of which 74 are inhabited (FSM Government, 2011, Framework National Water and Sanitation Policy for the Federated States of Micronesia. FSM Government).

products and goods coming into their communities (especially those coming from outer islands). In this way, the decentralized staff can be the 'tip of the spear' for IAS encounter reporting from their communities. They can also become the local focal point for community members with concerns about potential IAS that they have encountered, and to support this they will be provided with training in how to conduct interviews, record information, and relay these details to State/National authorities (namely State Agriculture and Marine Resources departments and National Quarantine). The project will support the definition of these decentralized IAS roles and their recognition by agriculture and marine resources departments as community focal points. Further support for community engagement and capacity development will be provided Output 3.2.

95. Indicative activities under Output 2.2:

2.2.1 Establish a Partnership Agreement or equivalent instrument between the government (DRD) and College of Micronesia (COM-FSM) that sets out the relationship between the two parties in relation to establishing a modular Biosecurity Training Programme under the auspices of this project and sustaining it in perpetuity, subject to continuing environmental, social and economic needs to manage IAS through prevention, control and eradication measures. The agreement should define the vision, roles and responsibilities of the respective parties and indicate the scope of the training programme and what it will deliver in terms of a core set of modules and certification as appropriate.

2.2.2 Design the Biosecurity Training Programme in the following manner:
   i. Identify the core modules necessary to address the needs of Quarantine Services and 'biosecurity officers' under the Biosecurity Act, considering the priorities listed in Annex 9:
      - Introduction to IAS: definitions of invasive, alien, biosecurity; why islands are at such high risk, impacts of IAS on biodiversity, food security, climate change adaptation; and personal responsibilities.
      - Inspection services for (i) marine and (ii) terrestrial systems: the law, screening protocols and tools in support of best practices, quarantine and treatment processes, confiscation and apprehension procedures, risk assessment etc.
      - Early detection and rapid response training for a range of audiences (e.g. 5-day module for core biosecurity staff in each State, shorter module for those working at ports of entry, and a module for broader audiences, such as communities, specifically to augment Federal and State roles at ports of entry.
      - Managing information on IAS, including help with identification, accessing relevant information, reporting presence of IAS or illegal activities concerning IAS; and analysis of spatial data for planning safeguards, management interventions etc. This would need to cover a range of audiences, from the community member to the IAS professional.
      - Ecologically sensitive resource use that focus on fishing, aqua/mariculture, farming and forestry. Scope includes IAS safeguards and best practices, including biological, chemical and physical controls, in managing established pests. Intended for State agencies (i.e. extension workers) and users of the land (farmers, foresters), freshwater and sea (fishers, mariculturalists).
      - Field identification and survey methods with respect to IAS, including sampling methods, specimen preservation, information collection (including GPS location).
   ii. Engage with the regional IAS project / SPREP / PRISMSS on training being developed under the regional project and opportunities to jointly develop modules, share modules and/or tailor modules to meet the specific needs of Pacific Island countries. Scope opportunities for regional training opportunities and bilateral joint training events.

iii. Enlarge the technical scope of the Programme to cover additional IAS training needs of related Federal agencies, such as Customs (Department of Finance and Administration), Immigration (Department of Justice), Department of Environment, Climate Change & Emergency Management (DECEM) and National Oceanic Resource Management Authority (NORMA), State agencies for Agriculture, Marine Resources, EPA, Health, Tourism and their respective Port Authorities, both Federal and State agencies responsible for Protected Areas, and NGOs.

iv. Explore collaborative opportunities with NGOs and regional bodies, such as SPC and SPREP, for co-financing to contribute modules (and jointly develop modules with Pacific focus, see above). IAS experts from the Pacific and further afield might also be willing to contribute voluntarily to delivery of more specialized modules.

2.2.3 Prepare and implement a capacity development plan (based on the UNDP Capacity Development Scorecard for strengthened biosecurity in FSM in Annex B).

2.2.4 Develop and pilot the core modules for Quarantine Services and biosecurity officers as a priority in Year 1. Commence training of existing Quarantine staff at beginning of Year 2 2.

2.2.5 Develop other modules during Year 2 and commence training for other agencies (see 2.2.2 ii above) in Year 3.

2.2.6 Engage and establish partnership agreements with local governments/municipalities across all four States for engagement in local biosecurity extension and support (targeting municipalities within demonstration landscapes under Output 3.3). Agree upon functions that can be delivered within day-to-day work of municipal officers (e.g. public works officers) and provide targeted training for identified IAS Practitioner(s) and core functions that they could take on as part of their ongoing role (e.g. community awareness-raising, IAS identification and management advice) to enhance biosecurity efforts at municipality level. Deliver the first set of modules for municipal authorities by Year 3, targeting municipalities in demonstration sites, with further training in Years 4-5.

2.2.7 Develop and roll-out feedback forms for evaluation of modules by participants, including to monitor gender ratio of participants. Annually analyse feedback forms on modules and use results to inform future design and delivery of training course.

2.2.8 Explore the certification of courses to provide a potential market value to such training.

2.2.9 Make the training modules available on-line for wider use, via BIS or COM-FSM.

Component 3: Demonstrating best practices in safeguarding biodiversity and food production systems from IAS

Total Cost: US$ 5,054,343; GEF project grant requested: US$ 1,572,343; Co-financing: US$ 3,482,000

Outcome 3: Biosecurity protocols operational and enhanced to prevent IAS introductions via ports of entry/exit and to safeguard natural and production terrestrial and marine systems from impacts of established IAS

96. Outcome 3 will address the barrier of limited operational capacity and equipment to implement the Biosecurity Act and associated provisions for prevention of IAS and response to incursions across all layers of government, sectors and communities. It will help put in place adequate operational capacity and effective biosecurity and quarantine screening, risk assessment and interventions at the eight main ports of entry to and exit from the States of FSM (Output 3.1). It will deploy a range of community-focussed extension services including the establishment of IAS helplines in each State along with community awareness-raising, capacity development and livelihoods support (Output 3.2). Finally, it will demonstrate effective IAS safeguards and monitoring protocols to project sites

located in each State including PAs and MPAs (Output 3.3). Details of the project sites, summarised in Section III, are provided in Annex 1.

97. Outcome 3 reflects the cumulative impact of preventative screening, controlled management and eradication[18] measures to counter the introduction, establishment and spread of IAS based on: having the law, policies and governance strengthened and applied, including cost-recovery mechanisms to sustain biosecurity interventions (Outcome 1); heightened awareness and strengthened technical capacities (Outcome 2); and ready access to knowledge (Outcome 4) on the presence, status and best practice in the management of IAS across the FSM.

Baseline conditions (without GEF project):

98. Operational capacity in biosecurity is limited to preventing exotic animal and plant pests and diseases from entering FSM via any one of its States' eight international ports. Eighteen of Quarantine Services' 19 Officers are deployed across the four States (3 in Kosrae, 7 in Pohnpei, 4 in Chuuk and 4 in Yap) to monitor and, as deemed necessary, inspect cargo and people entering the country. Only goods entering the respective States are screened: there are no safeguards in place to inspect goods and vessels bound for other islands, risking the spread of IAS from the High Islands. The number of Quarantine Officers is too small for the scale of the task and their facilities and equipment are woefully inadequate. None of the ports have an x-ray facility, which increases the need for intelligence and a higher frequency of random checking.

99. Given the importance of trying to address biosecurity at points of entry to the country, available funds are channelled into these efforts, and there are no available resources dedicated to controlling the impacts and spread of established IAS in terrestrial and marine areas designated for conservation or used for production purposes. Thus, biodiversity and production systems (e.g. crops, plantations, fisheries) are at risk from the impacts of IAS.

Alternative (with GEF project):

100. Key ports of entry and exit will be provided with the equipment needed to deploy effective screening, risk assessment and quarantine procedures. New protocols will be designed and implemented – commensurate with the equipment and staff capacity available – to standardize biosecurity and quarantine at these key ports.

101. Extension services, focussed on community, will provide frontline services such as IAS detection, reporting and best practice biosecurity. IAS helplines established in each State will provide on- request support for confirming IAS sightings and IAS management. Community-focussed outreach, capacity development and low-value grants will build the engagement and capacity of communities further to provide the frontline for IAS management and biosecurity. This will address that part of the 2017 Biosecurity Act which concerns controlling the spread of established IAS, as currently there is nothing in place to support communities, especially those who farm and fish, prevent or minimise IAS impacts on their livelihoods (e.g. food production) and health (e.g. diseases).

102. Important sites for biodiversity – PAs and MPAs – will be safeguarded from potential threats from IAS and priority invasive species to control on account of their impacts on biodiversity, production systems or communities. Experience will be gained from managing this diversity of scenarios that can be upscaled across the PA system and shared with other sectors and, in particular, build capacity and resilience among communities to control IAS. Subsequent monitoring will be encouraged at community levels and this can be promoted and facilitated by the IAS Practitioners.

[18] Any eradication will be covered by co-financing and not covered by GEF funds.

Output 3.1: All international ports of the High Islands in FSM's four States adequately staffed and equipped, including quarantine facilities and access to BIS, for inspection of air and sea freight, crews, passengers and their baggage on entry and exit

103. The respective High Islands of FSM's four States each have an international airport and seaport, eight in total, which have minimal facilities and negligible equipment to do their job other than ask questions and open baggage or freight on occasion. Protocols and procedures for inspection and quarantine need to be improved and harmonized. In Chuuk and Yap States, air and sea ports are located in geographically different parts of their respective High Islands so each requires a full complement of facilities and equipment. In Kosrae and Pohnpei, air and sea ports are co-located and, therefore, facilities and equipment can be rationalized to a significant extent to a single complement. Some crucial points to note about inspections are:

- All passengers should be required to fill in quarantine forms irrespective of whether they are travelling between countries or only between States (or indeed islands) within FSM. Such form- filling is no longer required when travelling between States, which is not in the best interests if biosecurity and self-certification needs to be re-instated for all inter-state travel. The Little Fire Ant, for example, has been introduced to Yap in the last few years and every precaution should be taken to prevent it from reaching any other States. Passengers can also be provided with brief information on IAS threats and potential impacts to FSM and measures they can take under their responsibility (captured under awareness campaigns under Output 2.1 and using information on potential impacts of IAS identified through Output 1.4).

- It is equally important to check departing passengers and freight, not just arrivals as currently practiced to a large extent. This applies particularly to vessels or flights, including private means of transport, departing to any of the Outer Islands because they do not have quarantine officials to check arrivals. Best inspection practices, robustly and comprehensively applied (including randomly generated checks applied irrespective of a person's title, office, gender, age etc.), can do much to safeguard FSM's Outer Islands – and given the frangibility and remoteness of many of these islands, this is likely to be a major contribution from this project to the security of their food plants and native plants and animals.

- Another major weakness with inspections concerns freight, as there is often little space available for cargo. It has to be shifted quickly so the tendency is for the freight to be checked by Quarantine Services on reaching its destination (rather than at origin), thereby increasing the risks of introducing IAS.

104. Findings from the workshop held on 9 November 2018 (Annex 5) indicate that space for enclosed facilities need to be built/acquired for inspection/quarantine purposes at international ports of entry/exit (2 each for Chuuk and Yap, one each for Kosrae and Pohnpei as airports and maritime ports are co-located). Under this Output, GEF funds will provide technical support for the development of new inspection protocols, procure much-needed equipment and support the refurbishment of needed space for biosecurity and quarantine inspections at the eight international ports of entry and exit. Improvement of facilities and office space will also be supported by co- financing. Comprehensive training for existing and future staff will be provided under Component 2, and also via Output 3.3 which will also support EDRR measures.

105. Indicative activities under Output 3.1:

3.1.1 Prepare a Biosecurity Improvement Plan for FSM's International Ports (one airport and one maritime port in each State), in cooperation with the respective State port authorities, that addresses the following:

a. Provide space dedicated for the inspection of baggage and freight within the confines of each port, or immediately abutting it in cases where there is absolutely no available space for freight inspections. The principle to be adopted and enforced here is not to allow freight to leave the port premises until documents have been checked and, as appropriate, freight inspected.

b. In the case of airports, plans should include provision of a sealed room immediately adjacent to the baggage inspection area for quarantining suspicious or contaminated goods, from where they can be transferred to a nearby, contained area for incineration if necessary. While such plans may not be realised during the life of the project, they need to be tabled now in readiness for future prioritisation and unexpected opportunities.

c.The Biosecurity Improvement Plan should also include acquisition of x-ray machines for each port, a fundamental piece of costly equipment ($ 1 million). This is beyond the budget of this project but nevertheless should be sought from other bi/multi-lateral parties as a matter of priority, including potential partnership with the World Bank-supported project on maritime port improvement in FSM.

d. Provision of appropriate biosecurity offices at the eight main ports of entry/exit in the four States, some of which can be in containers if space can be allocated, in the absence of other office space being available.

The Plan should consider existing facilities and equipment available at each port (negligible), numbers of passenger and crew arrivals and departures, noting daily, monthly and seasonal trends – likewise for quantities of freight; quarantine/IAS inspection procedures and data on seizures; numbers of staff and their competences; and identify gaps. Thus, the Plan will also provide a timeframe for the phased strengthening and improvement in staff numbers and competencies, facilities and equipment at each port. Timeframes for increasing staff numbers will need to be aligned with the cost-recovery mechanism kicking in; and with any co-financing likely to be available for the construction or acquisition of enclosed facilities. Staff competencies development will need to be aligned with the Biosecurity Training Programme (Output 2.2).

3.1.2 Based on the above information, develop and implement new biosecurity inspection and quarantine protocols tailored to each port and feasible within available facilities, equipment and staffing. Engage with regional IAS project / SPREP / PRISMSS and other regional IAS platforms and IAS projects (e.g. Fiji) on lessons and experiences from other Pacific Island countries on upgrading systems and equipment at key ports of entry and exit.

3.1.3 Procure equipment to provide basic biosecurity and quarantine facilities at each port. This includes: fumigation equipment (fixed and portable), fumigation sheets for isolating freight containers, fumigant (Methyl bromide), herbicides and health and safety gear, details of which are included in Annex 6.

3.1.4 Facilitate and support the establishment/refurbishment of biosecurity offices at 4 ports (1 per State), to provide dedicated inspection and quarantine space, complete with internet access and (once developed), access to the Biosecurity Information System. Co-financing opportunities with the upcoming World Bank project on maritime investment (see baseline section) will be explored. This project is supporting buildings and facilities improvement at the major sea ports in each State. Until these come on board, the project can help ensure that temporary facilities are in place allowing for appropriate biosecurity inspections/quarantine/fumigation.

3.1.5 Design and establish a system for monitoring inspections using BIS, including purchase of tablets facilitating better access to BIS while conducting inspections and in the field.

3.1.6 Regularly request incoming or departing passengers to complete the KAP survey questionnaires to provide additional data on trends in knowledge, attitudes and perceptions towards IAS. This will supplement the survey made at inception, mid-term and end of project (preparation of forms and analysis of data funded under Output 2.1).

Output 3.2: Biosecurity extension services including IAS helpline operationalized in each State supporting landowners, farmers and fishing communities to identify IAS and measures to eradicate or contain them

106. GEF funds will strengthen frontline biosecurity efforts and provide better extension services for local communities. This Output will provide targeted capacity development, engagement and awareness-raising to operationalize these services (in combination with training of staff including at municipal level under Output 2.2). This Output will be closely linked to specific interventions to be demonstrated at the demonstration sites (Output 3.3) and initially piloted in those landscapes.

107. This Output will support the establishment of biosecurity/IAS helplines in each State. Callers will be able to obtain free advice about IAS over the telephone/mobile; and, if deemed necessary, a follow up visit from a technical officer to identify/confirm the presence of IAS and agree on management prescriptions in compliance with biosecurity protocols. All calls to biosecurity helplines will be logged and sightings/incursions reported via BIS.

108. Further, this Output will provide technical support – including much-needed assistance to strengthen early detection and rapid response to IAS incursions, community engagement and capacity building, and the provision of community small grants to strengthen IAS management practices

109. Each State will have an IAS Coordination office that will be the respective offices of the Project's State Technical Coordinators (office space provided through co-financing). Each office will have a budget to cover their travel costs, workshops and awareness-raising with local schools and communities, as per the activities detailed below.

110. Networking and reporting up to the State IAS Task Forces will help build relationships and coordination across the different levels of government and support the identification and dissemination of information and lessons learned (supported by Component 4).

111. **Indicative activities under Output 3.2**:

3.2.1 Develop extension plan for each State to harmonize and build off existing extension efforts. Engage with regional IAS project / SPREP / PRISMSS and other IAS projects (e.g. Fiji) to identify best practices, lessons and experiences that can be adopted/replicated in FSM and so that efforts can be coordinated.

3.2.2 Establish a biosecurity/IAS helpline in each State with a dedicated phone-line for the reporting of IAS sightings and access to on-demand technical support for IAS matters. The biosecurity helpline will be manned by existing biosecurity staff and members of the State IAS Task Forces. Training will be provided for staff supporting the helpline under Output 2.2. Information on IAS incursions and sightings will be collected in a standardized fashion and added to the BIS to support timely reporting and collation of IAS information at national level.

3.2.3 Facilitate and support the revision of existing Emergency Response Plans (ERPs), and support the preparation of generic ERPs for terrestrial, marine, and freshwater organisms for each State.

3.2.4 Facilitate identification of an agreed mechanism for Early Detection and Rapid Response (EDRR) to IAS incursions in each State, through broad stakeholder consultations. Funding

for conducting

rapid response in each State lies outside of the scope of this project and will need to be provided by co-financing.

3.2.5 Develop practical awareness-raising and capacity development materials (e.g. posters, IAS identification guides) for farming and fishing communities. Generic extension materials exist (e.g. through USFWS) that can be built upon and made specific for FSM and individual State contexts.

3.2.6 Deliver training and capacity development workshops for farming communities to build skills and knowledge in IAS management, e.g. identification of IAS, practical IAS monitoring techniques and reporting requirements, integrated pest management (IPM) techniques, application of pesticides including safety and handling. These matters will also to be captured in modules under Output 2.2.

3.2.7 Implement a small grants scheme for communities (including community-based organizations, youth and women's groups) to support the uptake of effective IAS monitoring and management practices, land management techniques that minimize IAS entry and spread, diversification into pest-resistant crops, and change in farming practices to meet market and export/import standards for products exported from FSM and into neighbouring countries. Grants will be implemented in partnership with the GEF Small Grants Program or a local NGO.

Output 3.3: IAS safeguards and monitoring demonstrated in landscapes/seascapes in each State, with guidelines developed for mainstreaming across sectors and replication at other sites

112. This Output is focused on safeguarding priority sites from potential or existing impacts from IAS threats. Sites have been selected from Kosrae, Pohnpei, Chuuk and Yap in order to build capacity across the federated States and benefit from a diversity of scenarios, including the opportunity of operating in some Outer Islands in Yap State. A participatory approach will be taken across all site activities to maximise the raising of IAS awareness and support communities and land/marine resource owners and managers take responsibility for safeguarding their resources from IAS impacts and for minimising risks of themselves extending the distribution of IAS through unwittingly conveying IAS to new areas.

113. Sites have been selected within each State to ensure that project benefits are distributed widely, thereby raising awareness and understanding across the FSM, particularly since the more remote islands are likely to be less contaminated because of their isolation. Thus, important conservation sites, such as Sokehs MPA and the Nett and Kitti Watershed Forest Reserves are the focus of IAS safeguards in Pohnpei; and likewise for Chuuk, Mt Winipot has been selected because of its outstandingly unique native forest, together with the adjacent MPAs of Neoch and Wichukuno. Little is known about the IAS present in these sites, hence biodiversity surveys will be undertaken in order to assess the threats imposed by IAS and determine the needed intervention measures. In Kosrae and Yap the focus is on Black Sock fungus and Little Fire Ant, respectively, renowned for their potentially devastating impacts on biodiversity (and society in the case of LFA). More information on needed activities at each site is found in Annex 1.

114. **Indicative activities under Output 3.3**:

3.3.1 Conduct participatory IAS surveys with technically sound and practical monitoring methodologies to assess the presence and status of key terrestrial and/or marine IAS at identified sites in Chuuk (Mt Winipot and near-shore MPAs: Neoch, Mwanukum and Wichukuno MPAs), Kosrae (Yela Forest Reserve and near-shore MPAs: Trouchus Sanctuary and proposed MPAs of Walung and Tafunsak), Pohnpei (Nett and Kitti Watershed

Forest Reserves; Sokeh's MPA) and Yap (Ulithi/Ulithi Atoll and nearby islands; Woleai and nearby islands). Community members will be engaged in the

surveys to build skills in monitoring for IAS and understanding of the importance of monitoring IAS, particularly for incursions of any priority IAS in new locations.

3.3.2 Based on IAS survey results, develop IAS Safeguards & Monitoring Plans for each landscape/seascape, including schedules for repeat surveys (e.g. annual monitoring of Yap Outer Islands to confirm continued absence of LFA) and for long-term monitoring that can be conducted by communities with the support of the IAS Extension Service.

3.3.3 Provide training and technical support for relevant authorities, landowners/managers within landscapes/seascapes, along with technical support for the implementation of key biosecurity and containment actions in IAS safeguards and monitoring plans. This activity will be supported by co- financing from other partners, in particular any eradication of IAS will be conducted with co- financing. Coordinate with regional IAS project / SPREP / PRISMSS on sharing experiences and technical support for site-based monitoring, planning and eradication efforts.

3.3.4 In partnership with the GEF-5 R2R project, support the revision and development of PA management plans that effectively consider biosecurity and IAS management.

3.3.5 Provide training for PA managers and rangers on IAS detection, risk assessment, EDRR and containment (as part of the roll-out of training modules under Output 2.2). PA managers within demonstration landscapes/seascapes will be offered training as a priority.

3.3.6 Develop guidelines and Standard Operating Procedures for managing IAS risks for PA/MPA managers and the tourism sector (e.g. diving operators), piloting the dissemination of these at the demonstration PAs/MPAs prior to upscaling across the PA system and at major dive/tourism sites.

3.3.7 Explore partnership and coordination opportunities with Vital to emplace biosecurity safeguards at coconut production facilities being developed (as opportunities allow during implementation).

Component 4: Knowledge management, monitoring and evaluation

Total Cost: US$ 2,166,762; GEF project grant requested: US$ 812,762; Co-financing: US$ 1,399,000

Outcome 4: Effectiveness of IAS interventions improved by enhanced digital access to and management of information and knowledge, including IAS distribution data at state, national and Pacific levels

115. Outcome 4 is focused on improving collating, access and use of data, information and knowledge. The combined outcome of raised awareness and understanding about IAS achieved through use of BIS will result in reduced risks of introductions and spread of IAS and increased effectiveness of interventions, based on more informed management measures and more responsible personal behaviour by individuals in their movements and travel/trade to other islands and nations. It will include establishment of a Biosecurity Information System to improve reporting and access to data (Output 4.1), support effective project M&E (Output 4.2), and put in place systems and processes for knowledge exchange and learning, including across the Pacific region with existing IAS partnerships and projects (Output 4.3).

Baseline conditions (without GEF project):

116. While there are numerous documents and related information about FSM's IAS by way of state, national and regional Strategies and Action Plans, actual data on the presence and distribution of IAS is limited largely to these documents and very little is available in spatial form. Furthermore, environmental information management systems using spatial data are currently not operational within government and limited to geographic information systems

(GIS) held by the College of Micronesia-FSM and, for the region, TNC's office in Palau. Practitioners in GIS are few but COM-FSM

offers a course in ArcGIS. Thus, there is no digital system on FSM's IAS accessible via the World Wide Web and even if such a system existed it would hold relatively little spatial data. The lack of such spatial information constrains the strategic planning and control of IAS that have become established in FSM; and the lack of a web-based IAS information system denies experts and citizens from ready access to information and knowledge and/or to contribute their own digital spatial data on species' presence and distribution to help populate the system. Further details about the current status of spatial IAS data, systems to manage them and GIS capabilities among organisations are provided in Annex 10, based on a survey and consultations undertaken during the PPG.

117. A similar situation exists with respect to IAS knowledge and management experience for FSM. Reference to the 2010-2015+ *FSM State-wide Assessment and Resource Strategy* and a 2019 *Baseline Environmental And Socio-Economic Profile Of Pohnpei State* undertaken for the GEF-5 Ridge2Reef project, acknowledge IAS as being a major problem but their respective bibliographies suggests that knowledge products such as guidance on identification of IAS, best practices in their management and lessons learned are lacking.

118. A lack of sharing of knowledge and best practices restricts replication and upscaling of successful initiatives, bother within FSM and across the Pacific.

Alternative (with GEF project):

119. Ready access to knowledge products will be achieved via the Biosecurity Information System (BIS). It will be a Web-based system with a GIS capability that can be readily accessed by government officials, biosecurity professionals and members of the public, based on different levels of access. It will both to inform its users on IAS, their identity, status, distribution and management and to be informed by its users in order to increase the quantity and quality of spatial data on the distribution and status of IAS throughout the FSM. This capability will equip government with more comprehensive information on the distribution of IAS during and post project, enabling it to plan its interventions more strategically.

120. Monitoring and evaluation of project implementation will ensure that management is adaptive in response implementation progress and to unplanned or unforeseen challenges and opportunities; and lessons learned and new knowledge are shared among project stakeholders and disseminated more widely as appropriate. In particular, sharing of knowledge across the Pacific will be targeted and FSM's engagement in existing regional partnerships strengthened.

Output 4.1 Web-based Biosecurity Information System (BIS) developed to support identification, screening, monitoring and reporting of IAS and biosecurity data

121. This Output will develop a Biosecurity Information System (BIS) for FSM that will underpin the policies and operations Quarantine Services and other agencies by holding data and information on the identification, status (absence/presence) and distribution of IAS and guidance on their management based on current status of knowledge. It will also be a repository for data and information relating to the biosecurity at the main ports of entry and exit in the High Islands, enabling the screening of passengers and freight to be monitored and reported in a transparent and accountable manner.

122. Levels of access will be based on the principle that information relevant to enhancing public awareness and responsible behaviour towards preventing the establishment and spread of IAS should be readily accessible. BIS will also be a key vehicle for raising awareness. It will also provide a repository for all of the projects results and knowledge generated, as well as a monitoring platform

for quarantine inspections at the eight ports (not accessible to the public or other third parties).

123. Important functions of BIS will include:

- A web-based repository for spatial data on FSM's IAS, as well as information and knowledge, that can be readily accessed and interrogated via the World Wide Web, as well as receive crowd-sourced data from experts and citizens to improve knowledge of the status and distribution of introduced species.

- A repository and monitoring system for screening and inspections of passengers and freight and quarantines effected in the ports: on entry and, if appropriate, on exit. Analysis of these monitoring data will provide useful information on the effectiveness of different screening and searching procedures.

- Networking the States and their respective Quarantine Field Offices, Customs Field Offices, Port Authorities and IAS Taskforces with the Federal Quarantine Services. Likewise, connective extension services and offices distributed across the four States.

- Providing a dissemination medium for implementation of the Communications Strategy and Action Plan, as well as all project knowledge and information products.

124. Once designed, developed, populated with key data and operational, BIS will be supported and maintained within Quarantine Services.

125. Indicative activities under Output 4.1:

4.1.1 Building on the PPG framework for the design of the BIS outlined in Annex 10, confirm the scope, design the architecture and develop BIS in close, iterative consultation with Quarantine Services at Federal and State levels, as well as other key players in FSM (e.g. State IAS Taskforces, Port Authorities, Customs) and the region (e.g. Regional Invasive Species Council, Micronesia Islands Forum, Pacific Islands Forum and Pacific Community). Engage with regional IAS project / SPREP / PRISMSS to ensure the design of BIS is aligned to the database and regional Resource Base developed under the regional IAS project, to facilitate the easy transfer and sharing of data with the regional platform. The final scope and design should be endorsed by the Project Board.

4.1.2 Hold at least one workshop in each State during the development of BIS, inviting stakeholders from a wide range of sectors within government (e.g. agriculture, marine resources, tourism, private sector) and non-government (e.g. national and international conservation NGOs) to consult on the design. Such events will also contribute to raising IAS awareness.

4.1.3 Support operation of the BIS and facilitate the Memorandum of Agreement with Quarantine Services for long-term ownership and maintenance of the platform following closure of the project. As needed develop a MOA or agreement with SPREP/PRISMSS for inclusion of data within the Pacific regional database.

4.1.4 Prepare policy on levels of user access to the BIS, user guidelines as well as a module (or part module) on BIS to be integrated into the Biosecurity Training Programme (see Output 2.2).

4.1.5 In partnership with COM-FSM, run basic GIS training courses in each State for all potential user groups within government, non-government, and academic and private sectors.

Output 4.2: Project implementation and decision-making informed by having a monitoring and evaluation system in place

126. Information and knowledge generated by the project will be codified and documented regularly for sharing and upscaling at the annual project implementation reviews, mid-term and final project review. Project implementation, monitoring and evaluation will be closely coordinated by the

Project Manager, based on the organizational arrangements described in Section VIII. The Senior Technical Adviser will be proactive in providing technical direction and advice.

127. Implementation progress will be monitored regularly by means of the Project Results Framework (Section X) and Annual Work Plan regularly (quarterly) and reported to the Project Board at its biannual meetings. Monitoring and evaluation activities will include the regular review and updating of the project M&E plan with indicators, baselines and targets, annual work plans and budgets and the generation of comprehensive monitoring and progress reports.

128. The project will ensure that gender mainstreaming and SESP requirements are met as an integral part of the project planning, implementation and M&E cycle. Regular Project Steering Committee and Technical Advisory Panel (Federal and State) meetings will enable key stakeholders to be actively involved in a participatory M&E process.

129. Importantly, the project will conduct a Mid-term Review and Terminal Evaluation to assess progress and the implementation process, emerging constraints and (at mid-term stage) to formulate possible remedial or adaptive management measures to ensure optimal implementation efficiency and knowledge generation.

130. **Indicative activities under Output 4.2:**

4.2.1 Develop M&E plan including results framework baselines during project inception and develop protocols for collecting detailed gender information/data including project beneficiaries.

4.2.2 Revise and broaden the Stakeholder Engagement Plan (Annex F) to guide local community consultations and support effective application of SES standards including application of FPIC as needed.

4.2.3 Review and update the Social and Environmental Screening Report (Annex E) as necessary, including prior to interventions at demonstration landscapes/seascapes, and annually as part of the PIR process. State Technical Coordinators will act as safeguards focal points.

4.2.4 Use annual work plan preparation (and mid-year reviews) as key tools to adapt implementation of project activities; document adaptive (or mitigation) measures and report them to Project Board.

4.2.5 Conduct Mid-Term Review and Terminal Evaluation in line with UNDP/GEF requirements, and incorporate recommendations of MTR into revised project plans (management response) following Project Board approval, and monitor their implementation.

4.2.6 Led by the Project Manager, and with State Technical Coordinators assigned as Gender Focal Points, implement the Gender Action Plan (Annex G). Recruit a gender and safeguards expert to provide training to project staff on gender equality during project inception, provide technical support to integrate gender into project implementation plans, and provide advice on gender mainstreaming.

Output 4.3: Project results and lessons learned shared with project stakeholders and disseminated more widely across Pacific via BIS and engagement in regional IAS networks

131. The project will implement a range of approaches to facilitate effective knowledge exchange. Best practices and lessons learned – including between sites and across States and the Biosecurity Extension Service – will be identified and documented. Knowledge exchange mechanisms will also include the presentation of project results at IAS technical conferences, in-person and virtual knowledge exchanges and site visits with other IAS projects in the Pacific, and engagement in regional IAS partnerships and networks. Also, the project will hold

forums annually in each State to brief its stakeholders on progress and upcoming developments, as well as receive their feedback on

what is working well, not so well or might be improved.

132. In addition, the project's BIS provides a repository for its outputs, from where they can be readily accessed by third parties. Such materials will also be shared proactively online, for example: project technical reports, awareness materials and technical briefs, all of which will form part of its communication strategy (Output 2.1).

133. In particular, the GEF investment in IAS management in other countries in the Pacific provides a good opportunity for knowledge exchange and transfer between Pacific island countries, and the sharing of technical expertise and tools. This project will coordinate with other GEF-financed projects underway in Fiji (UNDP-supported), Palau (UNDP-supported) and across the Pacific region (UN Environment-supported and SPREP-executed).

134. Indicative activities under Output 4.3:

4.3.1 Develop a project website (via front page of BIS), which will hold all project-related news, results and information with its stakeholders, FSM citizens and the wider Pacific and international audiences.

4.3.2 Share technical reports, news articles and awareness materials arising from project activities with stakeholders via BIS and other media as appropriate.

4.3.3 Identify and document best practices and lessons learned in biosecurity, IAS safeguards and monitoring at ports, communities and at demonstration landscapes/seascapes, and disseminate via the Extension Service and other mechanisms to support replication across FSM and the Pacific, including through sharing best practices with the regional IAS Resource Base established by the regional GEF IAS project.

4.3.4 Present results at national and international (regional) conferences as opportunities arise and engage in study/knowledge exchanges on key technical issues with other IAS projects in the Pacific.

4.3.5 Hold Stakeholder Forums annually to present results, promote knowledge exchange and receive feedback.

4.3.6 Publish and disseminate project terminal report in both hard copy and electronic formats.

4.3.7 Support the effective participation of FSM in regional IAS partnerships and networks (e.g. RISC, PILN, PIP, PII) as needed to ensure knowledge exchange and best practice transfer.

4.3.8 Support the participation of FSM in regional training opportunities and knowledge exchange events under the GEF-financed regional IAS project, and hold bilateral knowledge exchanges to share experiences and technical expertise with other Pacific countries with IAS projects supported by GEF.

Partnerships:

135. This project will be implemented by UNDP in partnership with FSM's Department of Resources and Development, who will be supported by their responsible parties in each of the States: Kosrae Island Resources Management Authority; Department of Resources and Development in both Pohnpei and Yap; and the Environmental Protection Agency in Chuuk, with the Department of Agriculture for terrestrial sites and Department of Marine Resources for marine sites. These agencies, therefore, are involved in all components of the project to varying extents. The project will appoint a Technical Coordinator to each State to facilitate delivery of project outputs via the State agencies, which will be represented on the Project Board as elaborated in Section VIII. In particular, the State agencies will be responsible for the delivery of interventions on the ground,

which translates into supporting biosecurity at the ports (Output 3.1), extension (Output 3.2) and site interventions (Output 3.3). The training elements under Output 2.2 will also be delivered at State level by COM-FSM from its State campuses.

136. The Implementing Partner, DRD, will work closely with COM-FSM, who will develop the modular IAS Training Programme for the project. The intention is to institutionalise the training programme within its curriculum to ensure that such training capacity is maintained post-project to serve the long-term interests of FSM, more specifically DRD and related sector agencies, such as the State Port Authorities, Agriculture, Marine Resources and Tourism. Additional to the above-mentioned training Output 2.2, COM-FSM will enhance the capacity of its own Cooperative Research & Extension Services with regard to IAS and work in concert with State governments in building capacity among communities in the Outer Islands to identify and manage invasive species.

137. The respective State IAS Task Forces, established over the last decade and each having developed their own strategies and action plans, are key partners. Their local knowledge, expertise and support will be harnessed while also further empowering them through their inclusion in all capacity building opportunities. Their efforts will be strengthened under Outputs 1.2 and 1.3, and they will be included in all IAS training opportunities.

138. The GEF-5 Ridge to Reef project will be an important partner in paving the way for the introduction of IAS safeguards in their target sites under Output 3.3. The GEF-5 project is currently working with communities in a handful of PAs and other Areas of Biological Significance, and this has been considered in the identification of target PAs/MPAs for this project. The project will work in partnership with the R2R project at these sites. Coordination between the two projects will be supported through regular national meetings between respective Project Managers, and at State level through meetings between respective State Technical Coordinators. As the R2R project will close during the life of this project, the PMU will review carefully the TE report and progress made by the project to identify how this GEF-6 project can support sustainability on matters related to strengthening IAS management on PAs/MPAs and further building capacity of PA/MPA managers.

139. There may also be the opportunity to engage in a partnership with Vital's C4Life under Output 3.3 once its coconut production sites have been agreed.

140. Island Conservation is a co-financing partner with funds from UK DEFRA's Darwin Initiative[19] to remove the invasive mangrove monitor lizard and black rat from Loosiep Island in Ulithi Atoll, which is also a target site for this GEF-6 project with respect to introducing safeguards to prevent the establishment of the LFA in Yap's outer islands.

141. Of the many organisations and initiatives in the Pacific concerned with IAS, details of which are provided in Section IV.iv, the Regional Invasive Species Council (RISC) set up by the Micronesia Chief Executives to provide the necessary science and insight needed to inform decisions on regional defences against the spread of IAS is central to this project. RISC's mission is to coordinate efforts to control or rid Micronesia's islands of existing invasions of alien species and until such efforts prove effective, FSM will remain exposed to a number of priority IAS that would seriously impact on its biodiversity, economy in terms of food security and health. Brown tree snake, CRB and LFA (now present in Yap), for example, are all prevalent in other parts of Micronesia and prevention of their further spread is of huge importance to FSM. Thus, the project will be enhancing its partnership with RISC under Component 1 at strategic and policy levels and in Component 4 with respect to

[19] UK DEFRA (Darwin Initiative) funded project (ends March 2021): *Protecting Yap's Biodiversity and Livelihoods through Invasive*

Alien Species Removal,

exchanging knowledge and data on the presence and distribution of IAS via its Biosecurity Information System, as well as networking between organisations and IAS specialists across the region. In this regard, there are also opportunities to collaborate with the GEF-6 biodiversity safeguards project in Palau, which is a proactive member of RISC, and promote regional standards in biosecurity.

142. Partnerships with other Pacific GEF projects related to IAS include the GEF-6 Palau Safeguards and Conservation Development project, the GEF-6 RMI Ridge to Reef Project; GEF-6 Fiji IAS project, and the Regional Pacific GEF project on IAS. These initiatives demonstrate a range of technical approaches to IAS control that can usefully inform the current project and offer potential for knowledge exchange and replication of best practices. Partnership arrangements between projects will be facilitated by UNDP, and through UN Environment/SPREP for the regional IAS project. Regular communication and exchange between project managers and technical coordinators will be facilitated, and the participation of the Project Manager in regional/bilateral knowledge exchanges will be supported by the project. Common UNDP oversight arrangements for IAS projects in Fiji, Palau and FSM will help ensure the coordinated implementation of projects and replication and exchange of best practices.

Risks and Assumptions

143. Project risks, their overall rating and the mitigation actions required during project implementation are identified in Table 2. The assumptions on which these project risks depend are listed in the project's Theory of Change (Figure 2), with assumptions applied to the project indicators also described in the project Results Framework (Section VI). Risks are only shown if their rating is considered to be Moderate or High, with the exception of risks identified in the Social and Environmental Screening Procedure (SESP, Annex E), all of which are included in Table 2. As per standard UNDP requirements, the Project Manager will monitor risks quarterly and report on the status of risks to the UNDP Country Office. The UNDP Country Office will record progress in the UNDP ATLAS risk log. Risks will be reported as critical when the impact and probability are high. Management responses to critical risks will also be reported to the GEF in the annual PIR.

Table 2 Description of project risks, impact and probability and mitigation measures

[1]: Only risks rated moderate or high are listed. All risks from the SESP are included.

[2]: Significance, rated low, moderate or high, is a measure of the impact and probability of risk on scales of 1-5.

Risk Description *Risk Category [1]*	Significance of Risk [2]	Mitigation Measures
Ability of government to finance biosecurity monitoring and enforcement at national and state levels and, therefore, secure the long-term sustainability of project interventions. *Category = Financial*	I=4, P=2 Moderate	Expanding and consolidating government's capacity to address biosecurity needs has been designed in the project in a modular fashion so that the project in parallel will build strengthened regulations, capacity, progress cost-recovery, build inter-government and inter-agency cooperation, and build connections and engagement with local communities. In this way the project is not reliant upon a government decision to establish a stand- alone Biosecurity Authority, but can strengthen biosecurity within its existing institutional mandate. This puts less pressure on government to co-finance transition to a new Biosecurity Authority, and allows for finances to be allocated to these key parts of an effective biosecurity response. The project will support feasibility study of cost-recovery options and demonstration of these to show how costs of biosecurity can be broadened beyond government and across users on the basis of 'user pays' principle. Another policy measure will be to place the responsibility and onus of managing IAS on the producers (farmers and fishers, for example) and landowners, with technical assistance provided through extension and outreach.

Engaging with the private sector and civil society may not result in broad acceptance of need for increased biosecurity and shared roles/costs *Category = Operational*	I=3, P=3 Moderate	This will be challenging as the sustainable solution is for those who travel and/or trade in goods between islands within FSM and overseas need to cover the additional costs of screening for IAS at points of entry to FSM's High Islands of its four respective States and on exit in the case of travel to other islands that lack biosecurity provisions. Raising awareness and understanding among civil society about IAS and individual/organisational responsibilities for their eradication or strict control will be crucially important to ensuring that biosecurity is prioritized in the National Strategic Development Plan.
Strengthening of biosecurity is considered a low priority for the government *Category = Political*	I=3, P=2 Moderate	The alignment of the GEF-6 project design with existing government policy and strategy will help ensure national ownership and commitment to project outcomes. These include: goals 4 and 7 of FSM's Strategic Development Plan (2004-2023), and a wide range of national and state strategies and plans that prioritize biosecurity in terms of establishing border control, quarantine, eradication and/or management programs to effectively protect FSM's biodiversity, livelihoods, sustainable development and resilience to climate change from the impacts of invasive species, as outlined in the NISSAP (2016-2021) and to which the project is in accord. Biosecurity is Theme 6 of the new FSM NBSAP (2018-2023) which has the goal of: Border control, quarantine and eradication programs are effectively protecting the FSM's native biodiversity from the impacts of alien invasive species. The project has been designed in a way that allows for the completion of individual, yet linked, components to strengthen biosecurity, e.g. regulations, strategy, capacity, information management, cost-recovery – rather than build itself solely around need for establishment of a separate biosecurity authority. This gives the project flexibility to work with government decisions on this matter. The project remains well-aligned to government policies/operational plans on these individual components. The NBSAP recognizes the importance of improved collaboration between national and state-level bodies and also notes that this Theme will be addressed through this GEF-6 project. Numerous strategies, action plans and emergency response plans prepared in the last decade or so by the respective State Invasive Species Taskforces also reflect these priorities, updated in 2018 in the case of iSTOP's SAP. Component 2 is designed to raise awareness among other government sectors, citizens and visitors of the threats and impacts posed by IAS - this will help to socialize the need for improved biosecurity.
Despite project effort, institutional mandates for IAS management remain diffuse and collaboration and coordination weak *Category = Strategic*	I=2, P=2 Low	The institutional governance framework, mechanisms and systems for biosecurity in FSM are in their infancy, requiring considerable development, consolidation and harmonization. Despite the National Invasive Species Strategy and Action 2016-2021 (NISSAP) for FSM, there is an absence of effective coordination between the national government and the States. The project will approach this through developing a National Biosecurity Strategy that will elaborate how IAS governance will be institutionalized and biosecurity enforcement and coordination strengthened across national and state governments, as well as with other nations in Micronesia through existing mechanisms such as the Regional Invasive Species Council (RISC), Pacific Community (SPC), Secretariat of the Pacific Regional Environment Program (SPREP) and Pacific Invasive Species Learning Network (PILN). It will also outline how the 2017 Biosecurity Act will be applied and include the organizational development and coordinating mechanisms necessary for the DRD to fulfil its mandate under the Act and provide the overarching vision and strategic context for the various outputs identified in this proposal. Coordination will be strengthened through the establishment of the FSM Biosecurity Task Force and the reinvigoration and strengthening of existing State IAS Task Forces. Membership of IAS taskforces will be reviewed to ensure that each is appropriately representative of key stakeholder groups.
Social and Environmental Risks		

SESP Risk 1: If certain priority IAS are used preferentially by women (or men) for food, handicrafts or other products, then their removal could adversely impact those women (or men). Moreover, the potential for	I = 2, P = 3 Moderate	The known IAS at the project sites have no documented uses by either gender, but removal of infected trees etc could have a potential impact. The project will proactively support the engagement and empowerment of women throughout its implementation based on the gender analysis and Gender Mainstreaming Action Plan (Annex G). Gender measures will be integrated into the project comprehensive Stakeholder Engagement Plan, to be developed during inception phase, building on the draft in Annex

discrimination against women or men could be perpetuated in the absence of management interventions. *SES Principle 2: Gender, Q2 & Q4*		F.
SESP Risk 2: Project interventions will focus on control and management of priority IAS in sensitive natural environments including protected areas in order to reduce threats to native biodiversity and ecosystem functioning (as well as production systems for purposes of enhancing food security). As such there may be an incidental risk of the project causing damage or introducing/spreading IAS. *SES Standard 1: Biodiversity Conservation, Q1, Q2 & Q5*	I = 2, P = 1 Low	The project interventions are specifically aimed to reduce IAS threats and impact in order to achieve biodiversity conservation objectives. Removal of IAS, in some cases, may result in adverse impacts to biodiversity, e.g. clearing invasive tree species from a hill side could result in soil erosion and also reduce water quality downstream, broadscale weed removal could result in bare land and increased erosion risk. The risk is assessed as low and no specific management responses are needed at this time. The status of the risk will be reassessed during implementation as needed. Please see the SESP (Annex E) for more information.
SESP Risk 3: Climate change may adversely influence the potential outcomes of IAS interventions. *SES Standard 2: Climate Change, Q2*	I = 2, P = 2 Low	These impacts are more likely to arise over the longer-term than the duration of the project. The risk is assessed as low and no specific management responses are needed at this time. The status of the risk will be reassessed during implementation as needed. Please see the SESP (Annex E) for more information.
SESP Risk 4: Management and control of IAS could involve occupational health and safety risks through inappropriate use of chemicals (herbicides, fungicides, pesticides). *SES Principle 3: Community Health, Q7* *SES Standard 7: Pollution Prevention, Q4*	I = 3, P = 2 Moderate	Project interventions will support increased IAS measures at ports and field sites. Likely risks to be incurred include fumigation of produce and treatment of IAS with herbicides, fungicides and pesticides. For instance, methyl bromide, often used in fumigants, is both a hazard and ozone depleting substance. Health and safety risks will be assessed and inform the preparation of fully comprehensive guidance on the storage and application of chemicals for controlling IAS. The use of chemicals and biological agents will follow internationally accepted guidance and build on existing protocols used in the current IAS control measures of government Quarantine Services; and they will be subject to site-specific health, safety and environmental assessments.
SESP Risk 5: Sites, structures, or objects with historical, cultural, artistic, traditional or religious values may be adversely impacted in cases where IAS need to be removed from such sites. *SES Principle 4: Cultural Heritage, Q1*	I = 3, P = 2 Moderate	Cultural, historic and other such sites may be encountered in project sites targeted for control of IAS, overgrown with vegetation that will most likely include IAS, particularly vines and creepers. No known cultural heritage sites are included at this stage although there is the potential that activities could be expanded to cover known heritage/cultural sites during implementation. Assessment and, as needed, surveys of project sites known or likely to be of cultural, historic, spiritual or other significance will be undertaken during project inception with respect to existing and potential damaging impacts from IAS (and native species) to inform an Action Plan for any such sites identified. Assessments would be conducted in consultation with government cultural heritage authorities and local stakeholders including indigenous peoples.

SESP Risk 6: Project	I = 2, P = 3	FSM law recognizes the heritage, traditional boundaries and cultural ties to the islands.

interventions (IAS monitoring, biosecurity, control of IAS) will involve indigenous local communities, and these communities might not be fully consulted in the development of activities or support project activities, with lack of application of FPIC (if needed). *SES Standard 6: Indigenous People, Q1, Q2 & Q4*	Moderate	The Constitution, as the supreme law of FSM, establishes a system of national, state and municipal governance. The Constitution refers to traditional practice and custom as a guiding influence in all aspects of decision-making in FSM and seeks to preserve the role of tradition and custom in FSM life. As the project stakeholders will largely be recognized as indigenous peoples under the UNDP definition, the Project Document will form the indigenous peoples plan and requirements for implementation of UNDP SES Standard 6 integrated into the ProDoc. Local communities will be consulted throughout the project. This will be in accordance with the comprehensive Stakeholder Engagement Plan. Based on the project interventions, FPIC is not currently considered needed. However, this will be reconfirmed prior to implementation of activities at demonstration sites. Protocols for FPIC will be integrated into the comprehensive Stakeholder Engagement Plan that has been included as a budgeted activity. The project will secure free, prior, and informed consent (FPIC) where rights, lands, resources, territories, traditional livelihoods may be affected.
SESP Risk 7: Project interventions that strengthen biosecurity IAS controls (e.g. regulations, protocols, clearances at ports of entry/exit, IAS control activities) may result in changed access / restrictions on use / temporary loss of access to land and natural resources (including through changed condition of land) for indigenous peoples and other local communities. *SES Standard 5: Displacement and Resettlement, Q2 SES Standard 6: Indigenous People, Q6*	I = 3, P = 3 Moderate	The project will support new regulations and protocols for biosecurity and IAS management. This could pose restrictions on the way local communities currently transport goods and materials between islands and/or use natural resources. Further, IAS control activities could lead to temporary changed / loss of access to production areas due to biosecurity or health and safety requirements (e.g. if chemicals are used for IAS control). This will depend on the specific conditions at each site. The project target sites will undergo detailed social and environmental assessment including the identification of any indigenous rights/claims to those sites. FPIC consultations should then be undertaken with the relevant indigenous peoples to identify any concerns and obtain their consent for specific IAS-related interventions. Site-specific safeguard plans would be developed based on local considerations and implemented.
SESP Risk 8: IAS control and eradication activities could result in short-term temporary physical displacement of local communities (e.g. while land is treated with herbicides to remove invasive weeds). *SES Standard 5: Displacement and Resettlement, Q1 SES Standard 6: Indigenous People, Q6*	I = 3, P = 1 Low	The probability for temporary physical displacement of local communities during IAS control is considered to be 'slight', with a 'moderate' impact that is localized and of limited duration. If any temporary physical displacement was required it would be negotiated with those concerned ahead of project activities taking place, in accordance with the Stakeholder Engagement Plan. The risk is assessed as low and no specific management responses are needed at this time. The status of the risk will be reassessed during implementation as needed. Please see the SESP (Annex E) for more information.

SESP Risk 9: Protected areas and production systems will be safeguarded from significant impacts of IAS. Such IAS prevention or control measures could prove inequitable or discriminatory for poor or marginalized people, and could potentially	I = 2, P = 2 Low	Poor or marginalized people who are most dependent on natural resources for their livelihoods are likely to benefit the most from measures to safeguard their crops and/or livestock from IAS. However, there may be occasional instances where poor, marginalized people, dependent on natural resources, could be inequitably impacted by measures to control/eradicate IAS by temporarily affecting their access to production areas for purposes such as irrigation, harvesting, etc. The project's Stakeholder Engagement Plan will detail measures for consultation and engagement of local communities, including marginalized individuals or groups. The risk is assessed as low and no specific management responses are needed at this

restrict access to resources for marginalized individuals or groups. *SES Principle 1: Human Rights, Q2 & Q3*		time. The status of the risk will be reassessed during implementation as needed. Please see the SESP (Annex E) for more information.
SESP Risk 10: Local communities and extension officers might not have capacity to implement enhanced biosecurity and IAS controls. *SES Principle 1: Human Rights, Q5*	I = 2, P = 3 Moderate	The project will strengthen biosecurity and IAS controls in FSM under the message that IAS is everyone's responsibility and through a community-centred Extension Services. There is the chance that local communities/municipal officers will not have the capacity to effectively implement these enhanced biosecurity and IAS controls. The project will implement a comprehensive training programme, including in safe use of chemicals and handling, for government officers, municipal officers identified to become IAS Practitioners and with local communities through the Biosecurity Extension Service and IAS helpline. International standard protocols and guidelines on safe use of chemicals will be adhered to by the project.
SESP Risk 11: Herbicides, pesticides and biocides used for controlling or eradicating IAS (including co-financed activities) could have localized environmental impacts. *SES Standard 7: Pollution Prevention, Q1, Q3 & Q4*	I = 3, P = 2 Moderate	Project activities and interventions to strengthen IAS controls and management could lead to an increased use of chemicals compared to current levels of use, which could result in localized environmental impacts if not applied correctly and with due regard for potential environmental risks. Only biocides and herbicides meeting internationally accepted standards will be used by the project. Their use will be in accordance with protocols for correct use of chemicals, with site-based assessments of potential environmental impacts (e.g. biodiversity, waterways) assessed prior to their use. Their storage and application will be subject to the health and safety guidance and protocols developed to address Risk 4. Training for safe handling and environmentally responsible use of chemicals will be built into training programs for practitioners and local communities and into awareness programs delivered by the project.
SESP Risk 12: Non-hazardous waste may be generated as a result of IAS removal measures. *SES Standard 7: Pollution Prevention, Q2*	I = 2, P = 2 Low	Examples of removal of IAS include trees, shrubs and climbers/creepers from areas of natural native forest. The risk is assessed as low and no specific management responses are needed at this time. The status of the risk will be reassessed during implementation as needed. Please see the SESP (Annex E) for more information.

144. The SESP was finalised during project preparation, as required by UNDP's Social and Environmental Standards (SES). The SESP identified twelve risks for this project that could have potential negative impacts in the absence of safeguards, of which seven were rated as moderate and five as low. Therefore, the overall SESP risk categorization for the project is Moderate. Moderate risks include health and safety in relation to using chemicals for fumigation purposes and for controlling IAS. Only biocides, pesticides and herbicides meeting internationally accepted standards should be used by the project. The use of chemicals and biological agents will follow internationally accepted guidance and build on existing protocols used in the current practices of government Quarantine Services in controlling IAS, and will be subject to site-specific health, safety and environmental assessments. Training will be provided at all levels. Other moderate risks relate to indigenous peoples and making sure local communities are consulted, with FPIC as needed, and managing potential impacts on indigenous peoples and livelihoods. The following safeguards are triggered by these risks: Human Rights, Gender Equality, Community Health & Safety, Cultural Heritage, Displacement, Indigenous Peoples and Pollution Prevention.

145. During project inception there will be more detailed social and environmental assessment at project

sites, including the identification of any indigenous rights/claims to those sites; and then subject to surveys of native and invasive species to identify priority needs for IAS control measures in the cases where impacts or threats have yet to be identified. FPIC consultations should then be undertaken with the relevant indigenous peoples to identify any concerns and obtain their consent for specific IAS-related interventions. Site-specific safeguard needs would be identified based on local considerations and implemented.

146. The project will adhere to UNDP SES Guidance Note Standard 6 on Indigenous Peoples. Specific project-related risks on any ethnic minorities in the project sites will be further assessed as part of site-specific environmental and social assessments, and in some cases biodiversity surveys of native and invasive species to determine priority IAS threats requiring intervention. Required management measures will then be identified and implemented, including the development of an Indigenous Peoples Plan (if required). In accordance with Guidance Note on Standard 6, project activities that could adversely affect the existence, value, use or enjoyment of indigenous lands, resources or territories shall not be conducted unless agreement has been achieved through the FPIC process. Culturally appropriate consultation will be carried out with the objective of achieving agreement and FPIC will be ensured on any matters that may affect the rights and interests, lands, resources, territories (whether titled or untitled to the people in question) and traditional livelihoods of ethnic minorities.

147. A project-level Grievance Redress Mechanism (GRM) will be established during the first year of project implementation.

148. Overall, the project is expected to result in major long-term positive impacts for biodiversity conservation and socio-economic benefits to FSM through improved control of IAS. The project aims to closely manage, avoid or mitigate all of the indicated social and environmental risks through the implementation of risk management.

iv. Stakeholder engagement plan

149. The success of the project, ultimately, will be reflected in the effectiveness of its engagement with a wide variety of stakeholders. In the case of this project, such engagement goes well beyond the relevant sectors of national, state and local (municipalities) government, NGOs, private enterprises and communities because of its very nature. Everyone, especially visitors and those returning home from another place, be that overseas or another island, is a potential vector and, therefore, has a personal responsibility to ensure that they do not unwittingly contribute to extending the ranges of IAS. Hence, the particular importance given to the Communications Strategy to help raise awareness and increase understanding, thereby enabling citizens and visitors alike to change their attitudes and behave more responsibly in regard to the environmental, economic and social damage that can result from IAS. Such awareness and understanding will be monitored during project implementation in to inform the updating of the Communications Action Plan.

150. Key stakeholders and their potential involvement in the project were originally identified in the Project Identification Form. Thereafter, more detailed consultations were held with over 100 stakeholders from government at national and state levels, NGOs, businesses and other bodies (listed in Annex 4) during the course of the two project formulation missions that covered each State. The 2nd mission concluded with a project review workshop on 13 November 2018. The responsibilities of the main stakeholders and their potential roles in the project are outlined in Table 3. Brief details of how the key stakeholders will be engaged is described in Annex F; and the earlier sub-section above highlights a number of partnership opportunities arising with some of these stakeholders.

151. The overall participation and representation of stakeholders will be conducted through the governance structures put in place by the project as shown in the organogram (Figure 7) in the Governance and Management Arrangements section. FSM's Department of Resources and Development and the sub-level responsible parties in the four States will coordinate closely with other governmental stakeholders via the existing governance structures at state and municipality levels, task-based technical focus groups that will be established and the respective IAS Task Forces at State levels. Importantly, the project will host a Stakeholder Forum annually from Year 2 onwards to enable everyone to keep each other informed about progress, exchange information, share experiences and lessons learned, brainstorm challenges and identify any needs for adaptive management. Ideally, the Forum would be held in a different State each year.

Table 3: List of stakeholders, their mandates and potential roles in the project

Stakeholder	Current Role in Environmental Management	Role in the project, involvement mechanism and related Project Outputs **BT** = Biosecurity Team **IBP** = Implementing Best Practices	BT	IBP
National Government Agencies				
Department of Health and Social Affairs	Lead on gender issues, and engage with the various CSO partners who focus on youth, women and environment in each state.	Ensure gender-equal benefits are mainstreamed throughout project components and plans, Output 2.1(educational activities in communications plan);		X
FSM Department of Education	Establishes policy for, administer and coordinate schools and educational programs. Provision of training on environmental studies.	Support curriculum development on environmental studies and educational awareness activities. Implementation support in field. Outputs 2.1 Outputs 2.2 (training programme).		X
FSM Department of Resources & Development (DRD)	Comprises Agriculture, Fisheries and Tourism Units. Mandate includes fisheries development, including aquaculture and mariculture, and conservation; agricultural development, including quarantine regulations; and tourism policy and information.	DRD will be the Implementing Partner for this project; will play a major role in leading the Biosecurity aspects of the project including compliance and enforcement activities. All Components and Outputs.	X	X
FSM Quarantine Services	Quarantine is the responsibility of FSM Quarantine Services within the Agriculture Unit. Current capacity is 22 staff including 18 quarantine officers and field stations in each State.	DRD will be the Implementing Partner for this project; the PMU will sit in Quarantine Services; will play a major role in leading the biosecurity aspects of the project including compliance and enforcement activities. All Components and Outputs.	X	X
FSM Department of Transportation, Communications and Infrastructure	Encompasses the Marine Division which plans, coordinates and regulates nationwide sea transportation system adapted to the present and future needs of foreign and domestic commerce in the FSM.	Important national stakeholder to improve biosecurity, particularly for imports; as well as IAS Response. All Components and Outputs.	X	X

Department of Environment, Climate Change & Emergency Management	Mandate includes environment protection and disaster management responsibilities.	Houses the GEF Operational Focal Point. Output 1.1 (National Biosecurity Strategy); Output 2.1, and Outputs 4.1, 4.2 and 4.3		X
Office of Statistics, Budget and Economic Management, Overseas Development and Compact Management (SBOC)	National government provides coordinating, complementing support between existing and pipeline projects and the GEF5 R2R project across the FSM States and national government in order to leverage development funds and technical assistance to maximize the project's contribution to the FSM.	Has oversight and states-national coordination functions relating to strategic use of overseas development assistance funds for the FSM. Output 1.4		X
President's Sustainable Development and Climate Change Council	Set up under Presidential Executive Order (10 March 2017) to Establish the Council on Climate Change and Sustainable Development, this coordinating Council advises and makes recommendations to the President on climate change and sustainable development issues concerning FSM, with special reference to overseeing global environmental responsibilities and obligations including CBD, CCD and FCCC.	Can influence and garner political will for the project. This Council is part of the proposed project management structure. All Components and Outputs.		X
Autonomous Government-supported organizations				
College of Micronesia (COM) - FSM	COM-FSM operates through its Cooperative Research & Extension Services on campuses within each state, with funding from FSM and State governments, as well as special project funding from US Department of Agriculture. Key program areas are aquaculture, small island agricultural systems and food, nutrition and health.	Contribute to awareness raising among farming and aquaculture sector; and support provision and institutionalization of IAS training within member States. Key role as partner in developing and implementing modular training program. Outputs 2.2; Outputs 4,1, 4.2 and 4.3		X
Pohnpei Public Broadcasting Corporation	Non-profit corporation to promote and help support public broadcasting on tv, radio and internet.	Implementation support in field. Output 2.1 and Output 4.3 (information dissemination)		X
State Government				
Analogous Offices in Each State				
FSM Women's Council and State Chapters	Programs in conservation, education, health and cultural preservation.	Gender input and IAS outreach among farming and horticultural groups. Output 2.1 and 2.2		X
States Attorney General's Office	Legal review and enforcement of policies and regulations on natural resource management.	Ensure reviews and enforcement of existing laws. Draft new legislations Output 1.2		X
State Governments and Governor's Association	States are responsible for natural resource management within state boundaries.	The Project will actively involve State Governments, from the Governor to personnel, in multiple aspects of the project, from National-State Coordination to Biosecurity. All Components and Outputs.	X	X

States Council of Traditional Leaders	Community leadership.	Make declarations, endorsement of activities usually at community, island wide level. Output 2.1, 2,2		X
State Invasive Species Taskforces	Multi-organization taskforces within each state (CIST, iSTOP, KIST, YIST, PILN state teams, RISC state representative) to coordinate and cooperate on IAS issues within their respective states.	Coordinate State IAS actions. All Components and Outputs.	X	X
State Visitors Bureau	Organizations that provide information, resources, and support for the hospitality and tourism industry.	Can support awareness-raising of IAS among tourists and tourism sector. Output 2.1, Output 3.3		X
Chuuk				
Chuuk State Department of Agriculture and Forestry	Control and eradication of terrestrial pests; CIST member.	Sub-level responsible party to lead on implementation at state level. All Components and Outputs.	X	X
Chuuk State Environment Protection Agency	Pesticide training, management and control; focal point for biodiversity and climate change activities; CIST Member.	Sub-level responsible party to lead on implementation at state level Outputs 2,1, 2.2; Outputs 4,1, 4.2 and 4.3	X	X
Chuuk State Department of Marine Resources	Control and eradication of aquatic pests; CIST member.	Sub-level responsible party to lead on implementation at state level All Components and Outputs.	X	X
Chuuk Department of Administrative Services	The Department administers Chuuk State budget.	Coordination of state agencies to prevent budget duplication and ensure compliance. Output 1.4 (Cost/benefit analysis)		X
Chuuk Department of Transport and Public Works	Responsible for both the seaports and airports throughout Chuuk.	Support to improve biosecurity, particularly for imports; as well as IAS Response. All Components and Outputs.	X	X
Kosrae				
Department of Resources and Economic Affairs	Department charged with overseeing marine and land resource management. Responsible for fisheries development in support of sustainable livelihoods and marine surveillance unit. Conducts some invasive species eradication work funded by international development and conservation organizations; KIST members.	Sub-level responsible party to lead on implementation at state level Collaboration with partners to undertake marine protected area monitoring as well as invasive species eradication and management. Economic planning for alternative livelihoods development. GIS mapping for protected areas boundaries measurement and land registration. All Components and Outputs.	X	X
Department of Resources and Economic Affairs, Division of Agriculture	State government division responsible for agriculture, including quarantine services. Does model farming, has export promotion programs. These activities also support sustainable livelihoods programming, which can have an indirect effect on PA effectiveness. Works on invasive species eradication.	Extension services; teach farmers erosion control methods, preparing compost instead of chemical fertilizers and other sustainable land management practices. Provide equipment support services. All Components and Outputs.	X	X

Kosrae Conservation and Enforcement Taskforce	Taskforce for the protection of Kosrae state's natural resources for future generations. The taskforce is comprised of representatives of government and non-governmental organizations, including: KIRMA, YELA, Attorney General's office, DREA, KCSO, as well as Municipal conservation officers. New attempt at collaboration to enforce existing legislation and regulation for natural resource management in general, and PAs in particular.	To enforce the laws on protected areas. Composed of representatives from KIRMA, KCSO, DREA, the Police and YELA. All Components and Outputs.		X
Kosrae Island Resource Management Authority (KIRMA)	Semi-autonomous agency that is the focal point for biodiversity and climate change. Its scope covers environmental protection, marine conservation and surveillance, forestry and GIS-related programs. Includes Environmental Education, Permitting and GIS, Forestry and Wildlife, Invasive Species and U&CF, and Marine Conservation and Surveillance divisions; KIST member; Focal Point.	Sub-level responsible party to lead on implementation at state level All Components and Outputs.	X	X
Kosrae Port Authority	Responsible for managing the airport and seaport	Partner at state level to improve biosecurity, particularly for imports; as well as IAS Response. All Components and Outputs.	X	X
Yela Environment Landowners Authority (YELA)	Yela Forest Management and Protection.	Works in collaboration with partners to expand the protected area to include upland forests all the way down to the reef (R2R approach). Possible project pilot site. Outputs 2,1, 2.2; Outputs 4,1, 4.2 and 4.3	X	X
Pohnpei				
Department of Public Safety, Fish and Wildlife	Enforcement agency for protected areas in Pohnpei, and community awareness and outreach activities, partners with CSP and others to conduct campaigns	Work with municipalities for terrestrial/watershed protected area enforcement. Provision of training on enforcement to conservation officers in protected areas. All Components and Outputs.		X
Office of Economic Affairs: Agriculture	Focal state agency for sustainable land management. Current Chief is Chairman of the Island Food Community of Pohnpei (IFCP) as well as the Soil and Water Conservation Board. Encourages sustainable livelihoods, which indirectly support PA objectives. Conducts demonstration farms.	Coordinate and facilitate sustainable land management activities among relevant partners. Work with College of Micronesia in implementing extension services. Coordinate agricultural field days and training programs with partners. Develop, deliver and manage information materials and services. All Components and Outputs.		X

Office of Economic Affairs: Fisheries and Aquaculture	Lead state government agency in conservation and rehabilitation of marine life and ecosystem. Part of the team for monitoring and responsible for developing sustainable livelihoods in the communities surrounding PAs as part of PA management	Work with Department of Public Safety, Division of Fish and Wildlife, on enforcement and issuance of permits for protected marine areas. Continue to undertake regulation enforcement of terrestrial conservation for the Department of Lands and Natural Resources in Pohnpei. All Components and Outputs.		X
Pohnpei Port Authority	Responsible for managing the airport and seaport	Partner to improve biosecurity, particularly for imports; as well as IAS Response. All Components and Outputs, particularly Output 3.1.	X	X
Pohnpei State Department of Resources & Development	State Agency and focal point for biodiversity, with Agriculture, Forestry and Marine Conservation divisions; iSTOP member.	Sub-level responsible party to lead on implementation at state level All Components and Outputs.	X	X
Pohnpei State Environment Protection Agency (EPA)	Semi-autonomous agency and focal point for climate change, covering environmental protection and serving as the regulatory agency for sanitation in Pohnpei State	Key partner at state level. Outputs 2,1, 2.2; Outputs 4,1, 4.2 and 4.3		X
Pohnpei State Office of Fisheries & Aquaculture	Responsible for state marine resources development; iSTOP member.	Key partner at state level. All Components and Outputs.	X	X
Yap				
Office of Planning and Budget	The Office coordinates Yap state agencies to develop and implement state-wide plans for coastal and terrestrial management within the GEF5 R2R framework e.g. JNAP (Joint National Action Plan) unifies all climate change conventions for each state and for the nation.	Coordination of state agencies to prevent budget duplication and ensure that all state agencies are adhering to agreed or legislated plans, including gender-responsive budget and planning. Output 1.4 (Cost/benefit analysis)		X
Resources and Development: Marine Resources Management Division	Management of MPAs for the Yap State. Includes community engagement, data collection and monitoring activities in conjunction with other PA stakeholders	Ensure sustainable use of marine resources All Components and Outputs.		X
Yap Fishing Authority	State authority charged to manage sustainable fish stock for the state.	In collaboration with partners, can assist in enforcement; support and implement sustainable project Output 2.1		X
Yap Fusion	A state-wide initiative to preserve Yapese culture and traditional heritage.	Potential natural resource educational dissemination mechanism. Output 2.1		X

Yap State Department of Resources & Development	Focal point for biodiversity. Its Division of Agriculture & Forestry (DAF) covers agriculture, livestock, and forests. Works closely with FSM Quarantine Services on export inspections and leads in the case of a terrestrial response; Division of Marine Resources Management manages IS in marine systems; YIST member.	Sub-level responsible party to lead on implementation at state level. All Components and Outputs.	X	X
Yap State government Department of Transport and Public works	Responsible for both the seaports and airports throughout Yap.	Partner to improve biosecurity, particularly for imports; as well as IAS Response. All Components and Outputs.	X	X
Yap State Environment Protection Agency	Semi-autonomous agency, which handles environment protection for Yap State; YIST member.	Partner supporting implementation at state level. Outputs 2.1, 2.2; Outputs 4,1, 4.2 and 4.3	X	X
Non-profit Organizations				
Chuuk Conservation Society	Chuuk NGO, which serves as environment advocate for local communities and partners with local government agencies on biodiversity issues; CIST member.	Key stakeholder in and support to implementation at state level. Output 2.1	X	X
Conservation Society of Pohnpei	Pohnpei NGO managing education, marine and terrestrial programs that include invasive species eradication. Serves as environment advocate for local communities and partners with local government agencies on biodiversity initiatives; Coordinator for Micronesia Chapter of Locally Marine Managed Areas; iSTOP Vice- Chair.	Key stakeholder in and support to implementation at state level. Output 2.1	X	X
International Organization for Migration (IOM)	Leading international organization for migration, committed to the principle that humane and orderly migration benefits migrants and society	Learning networks Output 2,1		X
Island Conservation	Their mission is to prevent extinctions by removing invasive species from islands. They have a current project in the outer islands of Yap.	Implementation support in field. Output 2.1		X
Kosrae Conservation & Safety Organization	Kosrae NGO, which serves as environment advocate for local communities and partners with local government agencies on biodiversity issues; KIST member.	Key stakeholder in and support to implementation at state level. Output 2.1	X	X
Marine Environment Research Institute of the Pacific (MERIP)	Nongovernmental organization working on aquaculture development and management projects.	Research, promotion and implementation of aquaculture activities. Develop and manage sustainable aquaculture products/ alternative livelihoods. Provision of training to communities. Output 2.1		X

Micronesia Catholic Relief Services	Supports communities by helping them prepare and respond to natural disasters; also helps communities make informed decisions in their livelihood preferences.	Key stakeholder in and support to implementation at state level. Output 2.1		X
Micronesia Conservation Trust	Non-government organization, which supports biodiversity conservation and related sustainable development for the people of Micronesia and operates within the jurisdiction of the Micronesia Challenge, one of its partners.	Key stakeholder in and support to implementation at state level. Output 2.1		X
Micronesia Productions	NGO specializing in communications and media production.	Implementation support at state level. Output 2.1 and Output 4.3 (information dissemination)		X
Pacific Resources for Education and Learning (PREL)	International independent, non-profit organization with an office in Pohnpei that works with communities to enhance their well- being through partnerships in education.	Potential natural resource educational dissemination mechanism. Output 2.1 and Output 4.3		X
The Nature Conservancy - Micronesia	International non-government organization partner in conservation, which is a supporting partner to the Micronesia Challenge.	Implementation support in field. Output 2.1		X
UNDP Joint Presence Office	UN agency based in Pohnpei	Project program oversight. All Components and Outputs.		X
Yap CAP	Yap NGO with the mission "to operate or support programs aimed at environmental and cultural preservation and other sustainable economic and social development programs in the pursuit of self- reliance for citizens.	Key stakeholder in and support to implementation at state level. Output 2.1	X	
Yap Institute of Natural Science	Non-profit organization promoting the maintenance of indigenous integrity through sustainable use of local resources, and the search for valid ethno-ecological lifestyle,	Implementation support in field. Output 2.1		X
Regional Networks and Organizations				
Local Managed Area Network	Mobilizes and empowers local communities in natural resource management and ensures the voice of communities and key stakeholders.	Key stakeholder in and support to implementation at state level. Outputs 2.1, 2.2; Outputs 4.2 and 4.3	X	

Micronesia Regional Invasive Species Council (RISC)	Its mission is to prevent the introduction of invasive species to islands across the region and control and reduce existing populations or, when feasible, eradicate these species through coordination of efforts and representatives throughout Micronesia. Key regional partner with representatives in each state and at the national level	Supports harmonization of IAS actions throughout the region and serves as the technical advisory council to the Chief Executives of the region. All Components and Outputs.	X	X
Pacific Community (SPC)	Pacific Regional inter-government organization serving as the principal scientific and technical organization and supporting development since 1947. FSM is a member country.	Technical assistance as well as promoting and facilitating Pacific-wide cooperation on controlling IAS. Output 2.1, 2.2; Output 3.3 and Output 4.3	X	X
Pacific Invasives Learning Network (PILN)	Connects Pacific IAS professionals to share knowledge, expertise, tools, and ideas. Multi-disciplinary project teams work together on strategies for effective conservation action.	Technical assistance as well as promoting and facilitating Pacific-wide cooperation on controlling IAS. Output 2.1, 2.2; Output 3.3 and Output 4.3	X	X
Pacific Invasives Partnership (PIP)	Umbrella regional coordinating body for agencies working on invasive species in more than one country of the Pacific.	Technical assistance as well as promoting and facilitating Pacific-wide cooperation on controlling IAS. Output 2.1, 2.2; Output 3.3 and Output 4.3	X	X
Regional Invasive Species Coordination Office (RISCO)	Supports IAS prevention and management efforts throughout Micronesia, convenes RISC meetings to support RISC with planning various IAS initiatives.	Houses the Micronesia Regional IAS Coordinator. Supports harmonization of IAS actions throughout the region. Output 2.1, 2.2; and Output 3.3	X	X
Secretariat of the Pacific Regional Environmental Programme (SPREP)	Pacific Regional inter-government organization charged by the governments and administrations of the Pacific region with the protection and sustainable development of the region's environment. FSM is a member country. Similar role to SPC. Executing Partner for GEF-financed, UN Environment-supported regional IAS project and engagement in knowledge exchange and regional coordination.	Technical assistance as well as promoting and facilitating Pacific-wide cooperation on controlling IAS. Knowledge exchange and sharing of lessons learned between Pacific Island countries on IAS management. Output 2.1, 2.2; Output 3.3 and Output 4.3. Lessons sharing and knowledge exchange on multiple outputs.	X	X
Pacific Regional Invasive Species Management Support Service (PRISMSS)	Hosted by SPREP and established by the GEF-6 UN Environment- supported regional IAS project. Will provide technical services and advisory support for IAS management in the Pacific, with financial model and engagement of Pacific countries outside of the regional project to be determined.	Knowledge transfer and exchange across the Pacific. Sharing of technical experts and advice on project technical activities based on lessons/experience in other Pacific countries. Potential pay-as-you-go engagement of FSM and project in regional training and capacity development activities led by PRISMSS. Maintains Regional Resource Base to which this project can provide case studies. All Outputs.		X
Foreign Governments				

US Department of Agriculture (Natural Resources Conservation Service and Forest Service)	Through USDA Cooperative Agreement, these two US Federal Agencies provide technical assistance through grants and field support on forestry and soil conservation.	Technical support and demonstrating technical approaches to IAS control. Output 2.1, 2.2; Output 3.3 and Output 4.3		X
Other GEF Projects				
GEF5 FSM Ridge to Reef Project	Current GEF project in the FSM focusing on the reduction of conflicting land-uses and land-use practices, has project sites focusing on the reduction of IAS.	Coordinating partner at State level, particularly for work at PAs/MPAs. Outputs 2.1, 2.2; Outputs 3.2 and 3.3; and Outputs 4.2 and 4.3	X	X
GEF6 Palau Safeguards and Conservation Development	Current GEF project in Palau addressing negative impacts of unsustainable sector-led development practices on landscapes	Demonstrates technical approaches to IAS control. Output 3.3 and 4.3		X
GEF6 RMI Ridge to Reef Project	Strengthens natural Resource management in atoll communities by employing integrated approaches	Demonstrates technical approaches to IAS control. Output 3.3 and 4.3		X
GEF6 Fiji IAS project	Biosecurity and IAS management project under implementation in Fiji, supported by UNDP as GEF Agency	Demonstrates technical approaches to IAS control and enhanced capacity at ports of entry and exit. Demonstrates community and sectoral outreach. Potential knowledge exchange and best practices replication Output 3.1, 3.2, 3.3 and 4.3		X
GEF6 Regional Pacific GEF project on IAS	Regional IAS project with multiple Pacific countries supported by UN Environment as GEF Agency and SPREP as Executing Partner for regional coordination (see also SPREP and PRISMSS). Will establish PRISMSS and a regional database and Resource Base for biosecurity and IAS prevention, management and control.	Knowledge exchange and best practices replication, including on regulation development, establishment of national cross-sectoral technical groups, operationalizing implementation of NISSAPs, developing of biosecurity training modules, site-based IAS monitoring and management planning, risk profiles for ports of entry and exit, assessment of economic impacts and community extension. Sharing of technical experts as relevant. Output 4.3		X
Business/Private Sector				
Island Food Community of Pohnpei (IFCP)	Active in promotional work of locally produce foods.	Participate in research, public awareness and community training. Output 2.1		X
Kaselehlie Press	Pohnpei-based newspaper that covers stories throughout the FSM, published every two weeks.	Potential to support implementation of Output 2.1 and Output 4.3 (information dissemination)		X
Pohnpei Farmers' Association	Community organization for farmers for the state.	Coordinated implementation of projects amongst farmer groups in Pohnpei. Promote sustainable land management usage, food security and marketing of fresh produce. Output 2.1, 2.2		X

Shippers (Air and Sea) and Importers	Private companies manage imports and exports.	Stakeholder to improve biosecurity, particularly for imports; as well as IAS Response. Output 2.1, 2.2; Outputs 3.1, 3.2 and 3.2; Outputs 4.1, 4.2 and 4.3	X	
State Chambers of Commerce	Local network that engage local businesses, whose goal is to further the interests of businesses.	Potential support to Output 2.1.		X
Yap Farmers Organization	Community organization for farmers for the state.	Coordinate implementation of projects amongst farmer groups in Yap. Promote sustainable land management usage, food security and marketing of fresh produce. Output 2.1, 2.2		X
C4Life Initiative	Focused on enhancing capacity for the copra industry and other coconut tree products in the FSM.	Opportunity for partnership and guidance in IAS safeguards, in particular CRB. Output 2.1		X
Local Communities				
Local governments/ municipalities	FSM States are subdivided into municipalities, which share responsibilities for environmental management with Federal and State governments, including for public works, management of sewage and waste, and PA management. Municipalities are increasingly partnering with State, NGO, and community actors to enforce PAs and other NRM regulations. There are 76 municipalities across FSM.	Key stakeholder in and partner for biosecurity extension. Outputs 2.2, 3.2, 3.3, 4.3.	X	X
Kosrae State: Yela Forest Reserve	A global IBA that protects one of the only remaining large stands of *Terminalia carolinensis*	Will be engaged in project interventions and training opportunities for community members (male and female) to be trained as community practitioners. Outputs 2.1, 2.2; Outputs 3.2 and 3.3; and Outputs 4.2 and 4.3		X
Pohnpei State: Sokehs MPA	An area of biological significance; their communities are engaged with the GEF-5 R2R project.	Will be engaged in project interventions and training opportunities for community members (male and female) to be trained as community practitioners. Outputs 2.1, 2.2; Outputs 3.2 and 3.3; and Outputs 4.2 and 4.3		X
Pohnpei State: Nett and Kitti Watershed Forest Reserves	An area of biological significance; their communities are engaged with the GEF-5 R2R project.	Will be engaged in project interventions and training opportunities for community members (male and female) to be trained as community practitioners. Outputs 2.1, 2.2; Outputs 3.2 and 3.3; and Outputs 4.2 and 4.3		X

| Chuuk State: Mt Winipot | An IBA that encompasses native forest with numerous endemic species and is proposed in the NBSAP as a conservation area. | Will be engaged in project interventions and training opportunities for community members (male and female) to be trained as community practitioners.

Outputs 2.1, 2.2; Outputs 3.2 and 3.3; and Outputs 4.2 and 4.3 | | X |

Yap State: Ulithi/Ulithi Atol	Inhabited islands groups with high risk of the Little Fire Ant being introduced from Yap Main Island.	Will be engaged in project interventions and training opportunities for community members (male and female) to be trained as community practitioners. Outputs 2.1, 2.2; Outputs 3.2 and 3.3; and Outputs 4.2 and 4.3		X
Yap State: Woli and nearby islands	Inhabited islands groups with high risk of the Little Fire Ant being introduced from Yap Main Island.	Will be engaged in project interventions and training opportunities for community members (male and female) to be trained as community practitioners. Outputs 2.1, 2.2; Outputs 3.2 and 3.3; and Outputs 4.2 and 4.3		X
School children/ Youth	Historically vulnerable sectors and absent in decision making processes.	Opportunities to coordinate and improve youth programs and initiatives to support sustainable development goals. Output 2.1		X

Gender equality and empowering women

152. A gender analysis was conducted during the PPG stage in order to inform development of the project's gender mainstreaming Action Plan (both are presented in Annex G). Gender demographic information was gathered by engaging FSM women and men nationals of varying ages in discussions about the project idea through: 1) a literature review and reviews of available national gender policy information, and 2) key informant interviews and one-on-one questions. The general approach to the Gender Analysis was pulled from the UNDP Learning and Information Pack on Gender Mainstreaming (2001) and the USAID Tips for Conducting a Gender Analysis at the Activity or Project Level (2011). Respondents answered questions under the Six Domains of Gender Analysis and provided feedback to gender-related questions of the Gender Analysis and Social Safeguards Scorecard.

153. The gender mainstreaming Action Plan was based on information derived from stakeholder consultations and a gender-related survey of biodiversity conservation professionals. There were
22 respondents; 14 were men and 8 were women who also contributed data on gender disaggregated indicators. The social and environmental pre-screening at PIF stage has also informed the gender analysis and Action Plan. Gender-related risks have been assessed during the SESP at CEO Endorsement stage and one risk has been identified (see Table 3, and SESP in Annex E). Gender-disaggregated baseline data and targets have been established for relevant Results Framework indicators and will be monitored as part of the overall project M&E procedures. The gender mainstreaming baseline survey conducted for the PPG will be repeated during implementation in order to gauge improvements on gender mainstreaming.

154. During planning and implementation, the project aims to proactively support gender mainstreaming throughout the full scope of its interventions and to avoid negative impacts on gender equality and/or the situation of women and girls. This has been enabled by gender-disaggregated analysis of men's and women's status, roles, needs, division of labour and women's access to or control over resources. Gender-disaggregated indicator baselines and targets have been included for project monitoring and evaluation. Women have been engaged in participatory consultative processes during the preparation of the Project Document (see Annex 4), and, thereafter, by means of implementing the gender mainstreaming action plan.

155. The project is well placed to support the implementation of the FSM's newly endorsed National Gender Policy, by focusing on the following Policy Goals: 1) Better representation of women in decision-making; 3) Equitable education outcomes; 4) Address barriers facing women in the workforce; and 6) FSM and State Governments mainstream gender and will support all government agencies to consider the impacts of policies and programs on women and men, girls and boys.

156. As per the FSM National Gender Policy, the following principles will be incorporated into project implementation:

- Personal safety and equitable access to services are fundamental to all people reaching their potential.

- Women and men in all their diversity —including youth, elders, people with disabilities and those living on outer islands - are entitled to fundamental human rights and to participate in decisions that affect them.

- Traditional leaders, women's organizations, community organizations and church leaders are important partners for the FSM government and the States as they work together to achieve the goals of the Gender Policy.

157. Through its Gender Mainstreaming Action Plan, the project will: a) Provide a model for improving gender and social mainstreaming into National Government offices and formal procedures; b) Improve diversity of input into the biosecurity sector as it establishes its own Biosecurity Authority;
c) Improve understanding of gender and social issues as they relate to biosecurity application to sectors; d) Improve participation and input from vulnerable people from both genders and multiple social groups; e) reduce the likelihood of unintended, negative consequences from the project; f) Increase inclusivity of communications and increase understanding of the project and its outcomes among different gender and social groups; and g) monitor and evaluate women's participation and empowerment through the project interventions.

vi.   South-South and Triangular Cooperation

158. While this project is specific to FSM, it has implications for the rest of the Pacific that is extremely vulnerable to the introduction of IAS. The project will collaborate with a variety of existing Pacific partnerships and initiatives and with other donor-funded projects (as summarized in Section IV Part
ii. Partnerships), including GEF-financed UNDP-supported IAS projects in Palau and Fiji, and with a UN Environment-supported regional GEF project in the Pacific covering the Marshall Islands, Niue, Tonga and Tuvalu. This project will seek to collaborate with the other projects to ensure knowledge exchange and sharing of best practices and lessons learned, as detailed under Output 4.3, and other key technical outputs where there are good opportunities for technical exchange and sharing of experiences and expertise. Opportunities for site exchange visits and knowledge exchange on key technical issues will also be explored, using both virtual and face-to-face formats as opportunities arise.

159. The project will also support South-South cooperation through strengthening FSM's participation in Pacific regional initiatives related to IAS management. Specific activities relating to this have been included under Output 4.3.

vii.   Sustainability and Scaling Up

160. Sustainability has been a key consideration in the project design. The project will support the FSM Government to strengthen sustainable funding of biosecurity through demonstrating cost-recovery

through user and access fees. This will help ensure the financial sustainability of biosecurity within FSM into the future and share the burden of financing biosecurity and IAS management across a range of partners.

161. To facilitate long-term sustainability of the biosecurity in FSM, the project would ensure the following:

- Demonstrated cost-recovery system and financial mechanisms to cover biosecurity activities.

- Multiple project activities will be based on and disseminate the core message of "IAS and biosecurity is everyone's responsibility".

- Carefully tailored training and capacity building that will be developed as a modular program within COM-FSM, based on competencies and built into ongoing training programs.

- New and strengthened collaborations for comprehensive IAS management and control are developed in the country, e.g. through establishment of a national coordinating body for IAS supporting an effective national-State biosecurity model, reconstitution/strengthening of State IAS Task Forces, and development of the Biosecurity Information System that facilitates stronger coordination through better access to and sharing of data and knowledge.

- Outreach and awareness developed to build local community, government, business, tourist and stakeholder support for biosecurity.

162. The project is based on strong partnerships with national government and relevant agencies of all four States and aligned to the recently revised NBSAP. The federal government and all State governments are co-financing partners, along with key conservation NGOs.

163. Potential for upscaling post-project is high. The project will develop comprehensive training programmes for biosecurity and IAS stakeholders including national and State government agencies, and municipal government officers. This will be institutionalized within COM-FSM and integrated into government training programmes, supporting further training into the future, including of additional IAS Practitioners coming from local municipalities across FSM's four States.

164. The project will put in place strengthened protocols and equipment at key ports of entry and exit, and raise staff capacity in implementing effective biosecurity and quarantine controls. This enhanced awareness and capacity will facilitate biosecurity and quarantine controls being implemented in other important ports for biosecurity, such as key ports between Outer islands.

165. Project activities at demonstration sites will also facilitate replication and upscaling. This will be supported by the project's knowledge management activities including capture and dissemination of best practices and lessons learned and the Biosecurity Information Service. The project activities include the development of operational guidelines that will allow for project activities to be rolled out at PA system-wide scale or in particular sectors. For example, under Output 3.3 the project will develop guidelines for managing IAS across the PA system, building off the experiences developed at project PAs/MPAs on strengthening understanding of IAS threats and impacts, and integrating needed biosecurity and IAS protocols and responses into PA management planning. The project will also use project results to support the development of guidelines for key sectors, such as the tourism sector, to ensure effective controls are put in place across major dive sites inside and outside of MPAs.

166. Under Output 4.3 the project will ensure effective knowledge management, including engagement with regional IAS partnerships and networks, and with other GEF-financed IAS projects in the Pacific. This will support replication and upscaling of project successes across

other countries in the

Pacific.

V.   PROJECT MANAGEMENT

Cost efficiency and effectiveness

167. The project has been designed to reflect the most cost-effective approach. A number of strategies were evaluated during the project formulation stage to identify those strategies and activities that demonstrate this cost-effective approach. The cost-effective approaches that have been applied to the project are the following:

168. **Alignment and engagement with multiple levels of government** – the many national, state and local government agencies that this project will engage with are listed in Table 3. FSM's Department of Resources and Development and the sub-level responsible parties in the four states will coordinate closely with other governmental stakeholders via the existing governance structures and establishment of new ones as needed (e.g. FSM Biosecurity Task Force). The project will aim to improve coordination between different government levels and agencies that will remove overlap in mandates and improve overall cost-efficiency of biosecurity services.

169. **Cost recovery for IAS biosecurity** - Component 1 will strengthen the national-State approach and framework for biosecurity based on key principles including financial sustainability - the lack of which has undermined much of the good progress in trying to address biosecurity issues to date; and ownership of the shared responsibility for IAS across government sectors, citizens and visitors because everyone is a potential vector for IAS. Bringing these issues together, the project will help FSM to develop and apply a financing strategy that taxes the user (i.e. traveller) rather than the citizens through application of the 'user pays' principle through broad consultation with States and specialist support to identify potential cost-recovery options and demonstrating the approach at targeted ports. Assuming this approach proves to be viable, it will enable the operational costs of providing biosecurity staff and facilities at ports, airports, etc to be recovered.

170. **Linking up with regional IAS networks and initiatives** to obtain technical advice and share project results and lessons learned. There are a number of regional networks on IAS in the Pacific, some of which have the potential to offer significant guidance and support to the implementation of this project. These networks include: the Micronesia Regional Invasive Species Council (RISC) – a key regional partner for coordinated action on IAS; the Pacific Invasive Initiative (PII), which is run from the University of Auckland, NZ and has a history of supporting invasive species efforts in the region, with technical analyses and training activities; the Pacific Invasive Partnership (PIP), hosted by SPREP, which can offer support via the RISC coordinator; and the Pacific Islands Learning Network (PILN), also hosted by SPREP, an invasive species network of PICT teams engaged in specific projects networked with each other for mutual support. All of FSM's States have PILN teams. Further, the project will engage and coordinate with the regional GEF IAS project supported by UN Environment, partly executed by SPREP and which establishes the PRISMSS. The project will support engagement with and learning from these structures, including via Output 4.3 on knowledge management.

171. **Strengthening existing structures** – the project will invest substantially in capacity development and partnership development, building off existing structures. For example, Output 1.3 will strengthen existing networks of State IAS Task Forces helping enhance their mandate, strengthen their action planning, and bringing in new sectors. Output 2.2 will

establish a Partnership

Agreement or equivalent instrument between the government (DRD) and College of Micronesia (COM-FSM) for establishing a modular Biosecurity Training Programme under the auspices of this project and sustaining it in perpetuity, subject to continuing environmental, social and economic needs to manage IAS through prevention, control and eradication measures. The project will also support the establishment of partnership arrangements with local governments/municipalities from across FSM to build targeted IAS responsibilities into their work plans.

172. **Building off the GEF-5 Ridge to Reef project**, which will be an important partner in paving the way for the introduction of IAS safeguards at target sites under Output 3.3 in particular. The GEF-5 project is currently working with communities in a handful of PAs and other Areas of Biological Significance, and this has been considered in the identification of target PAs/MPAs for this project. The project will work in partnership with the R2R project at these sites.

173. **Data management systems -** Output 4.1 will develop a Biosecurity Information System (BIS) for FSM that will underpin strengthened biosecurity by holding data and information on the identification, status and distribution of IAS and guidance on their management based on current status of knowledge. It will also be a repository for data and information relating to the biosecurity at the main ports of entry and exit in the High Islands, enabling the screening of passengers and freight to be monitored and reported in a transparent and accountable manner.

174. **Building on existing lessons and best practices** and collaboration with existing initiatives - much of the groundwork has been collated and incorporated into a NISSAP for FSM under the aegis of a regional GEF project to develop a regional coordinating approach to managing IAS. The NISSAP draws on the earlier Guidelines for invasive species management in the Pacific: a Pacific strategy for managing pests, weeds and other invasive species (SPREP 2009) and its implementation is designed to ensure that Aichi Biodiversity Target 9 is met by 2020. It is also linked to a Regional Biosecurity Plan for Micronesia and Hawaii, with specific sections on FSM and its individual states, that serve as a comprehensive regional and jurisdictional guidance framework for IAS prevention and management. This project will build on this framework by strengthening regulations, strengthening capacity at field level and improving sustainable financing for operational costs.

175. **Co-financing Cost-effectiveness***: The total GEF investment of US$ 4,141,509 for this project will leverage a minimum of US$ 8,840,000 in cofinancing, a respectable cost-effective ratio of more than 2:1 given the highly-targeted nature of the project. Additional co-financing opportunities, including with the World Bank maritime port investment project under development, will be explored during project implementation.

Project management

176. Project management arrangements are shown in Figure 7 (Section VI). There will be a Project Implementation Unit (PIU), located within the Department of Resources and Development for those with national functions and supported by out-posted State Technical Coordinators housed in the respective State authorities. The PIU will be staffed by a GEF-financed Project Manager, National Technical Coordinator and Project Assistant (all full-time), along with a part-time Senior IAS Technical Advisor (international consultant). State implementation will be supported by four full- time State Technical Coordinators to drive technical implementation of activities, supported by partially co-financed State Coordination Support Officers to help coordinate and administer efforts in each State. The PIU will be supported by a Communications Assistant (part-time) and a range of thematic consultants to cover communications, institutional development, legislation, sustainable

financing, social inclusion and gender issues. Each State will assign a part-time focal point (co- financed) for facilitating interventions within each of its target project sites; and they will have time specifically allocated for project implementation.

177. Project implementation will be supported by local stakeholder committees that will operate under the oversight of the State Technical Coordinators. The local stakeholder committees will be significant for the implementation of Component 3 focusing on: (i) safeguarding priority biodiversity sites from potential IAS threats, and (ii) control of priority invasive species due to their impacts on biodiversity, production systems or communities. A participatory approach will be taken across all site activities to maximise the raising of IAS awareness and to support communities and land/marine resource owners and managers to take responsibility for safeguarding their resources from IAS impacts and minimising risks of accidentally extending the distribution of IAS to new areas. The sites where local stakeholder committee engagement is foreseen are listed in Table 3 above under local communities. The project will build on existing local stakeholder engagement arrangements developed under the GEF-5 R2R project for shared project sites.

178. Office space and costs for the PIU (excluding daily office expenses, equipment and consumables), as well as access to a vehicle will be provided under co-financing from the Department of Resources and Development. Office space and facilities for the State Technical Coordinators, which will double up as premises for the State IAS Call Centres, will be provided by the respective States (co-financed); and an appropriate location could be within the premises of their respective ports, given the opportunities to interact with quarantine, as well as port, customs and immigration officials.

Agreement on intellectual property rights and use of logo on the project's deliverables and disclosure of information

179. To accord proper acknowledgement to the GEF for providing grant funding, the GEF logo will appear together with the UNDP logo on all promotional materials, other written materials like publications developed by the project, and project hardware. Any citation on publications regarding projects funded by the GEF will also accord proper acknowledgement to the GEF. Information will be disclosed in accordance with relevant policies notably the UNDP Disclosure Policy[20] and the GEF policy on public involvement[21].

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[20] See http://www.undp.org/content/undp/en/home/operations/transparency/information_disclosurepolicy/
[21] See https://www.thegef.org/gef/policies_guidelines

VI. PROJECT RESULTS FRAMEWORK

This project will contribute to the following Sustainable Development Goal (s):
Goal 15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss
This project will contribute to the following country outcome included in the United Nation Pacific Strategy/Sub Regional Country Program Outcome:
By 2022, people and ecosystems in the Pacific are more resilient to the impacts of climate change, climate variability and disasters; and environmental protection is strengthened.
This project will be linked to the UNDP Strategic Plan 2018-2021 as follows:
1.4.1 Solutions scaled up for sustainable management of natural resources, including sustainable commodities and green and inclusive value chains

	Objective and Outcome Indicators	Baseline	Mid-term Target	End of Project Target	Data Collection Methods and Risks/Assumptions
Project Objective: To safeguard biodiversity in terrestrial and marine ecosystems and in agricultural and fisheries production systems from the impacts of invasive alien species in the Federated States of Micronesia.	**Indicator 1:** Comprehensiveness of national- State biosecurity and IAS management, as measured using IAS scorecard.	*6/28 (21%)*	*11/28 (39%)*	*20/28 (71%)*	**Data sources and methods**: IAS scorecard adapted from GEF-6 IAS tracking tool to suit FSM context of national-States governance model. Baseline assessment shown in Annex B.
					Risks: Failure to complete scorecard at mid-term and end-of-project. **Assumptions:** Political support forthcoming from the highest levels across all four states to address the threats posed by IAS and support all components of the project and biosecurity strategy, technical capacity and awareness-raising.
	Indicator 2: No. of direct beneficiaries (disaggregated by gender): (i) No. of staff (and % female) benefiting from project training and extension activities from all national, state and local government agencies including PA managers and municipal focal points; (ii) No. of individuals (and % female) in local communities and project sites benefiting from activities (Outputs 3.2 and 3.3). *(GEF Core Indicator 11)*	*(i) 0* *(ii) 0*	*(i) 80 (30% female)* *(ii) 100 (50% female) Total =* *180 (74)*	*(i) 250 (40% female)* *(ii) 400 (50% female) Total =* *650 (320)*	***Data sources and methods**: Project activity reports; PIR
					Risks: Government staff may not be available for training and related project activities due to their other commitments **Assumptions:** Training and extension activities in IAS management and biosecurity are of actual benefit to government staff and communities in the short to medium term

Component 1: Institutionalizing a governance framework for IAS prevention, control and enforcement across member states; and in collaboration with other Micronesian nations. **Outcome 1:** National biosecurity governance framework strengthened, institutionalized, sustainably financed and aligned with relevant Pacific initiatives.	**Indicator 3:** National – State coordination mechanisms for IAS management and biosecurity established and operational	*No national-States formal coordination mechanism exists. State IAS Task Forces exist but are not all active and regularly meeting and do not always engage required agencies and sectors.*	*TOR for FSM Biosecurity Task Force adopted and first meeting of Task Force held. All four State IAS Task Forces are active and holding regularly scheduled meetings.*	*National and 4 State IAS Task Forces fully operational, supported by regulations and government budgets, multi-sectoral, and serving as integral units of the national-States governance apparatus*	**Data sources and methods**: Meeting agendas and minutes.
					Risks: Delays in agreement of TOR for FSM National IAS Task Force. Costs and time pressures for State representatives to attend meetings. **Assumptions:** Political support will be forthcoming from national government and all State governments to enhance national-State coordination. State IAS Coordinators will have capacity to provide Secretariat support to State IAS Task Forces, as needed.
	Indicator 4: Demonstration of cost-recovery for biosecurity operations in the main High Island ports	*Biosecurity is the responsibility of Quarantine Services, with budget for 2018-2019 of $336,223. No cost recovery in place and no established mechanisms for doing so.*	*Completion of assessment of cost- recovery options in participatory fashion. Preferred option identified and target locations (ports) for demonstration confirmed with government.*	*Cost-recovery of biosecurity services recovered from user fees for transporting freight/cargo and/or passengers successfully demonstrated at target pots. Recommendations for upscaling developed and submitted to government for broader adoption.*	**Data sources and methods** Government data and financial statements on fees recovered and used to fund biosecurity
					Risks Public objection to the introduction of user fees for travelling citizens (e.g. for inter-island travel) and end users for commodities. Delay in progress with work on cost-recovery assessment and cost-benefits analysis. **Assumptions** Communication Strategy will pre-empt any public antipathy towards user fees by clear messaging about IAS risks and taking personal and corporate responsibility towards prevention and control of IAS.
	Indicator 5: Extent to which 2017 Biosecurity Act is applied and implemented through	*Currently, there are no Regulations to enable this new Act to be applied at*	*National-States coordinated review of regulatory needs completed.*	*States regulations for implementation of national-States model completed*	**Data sources and methods** Project reports, summaries from stakeholder consultations, government gazettal of laws.

	strengthened regulations.	*national or state levels.*	*National-level biosecurity regulations completed and submitted for government approval.*	*and submitted for government approval, along with other identified national regulations. National biosecurity regulations under effective implementation.*	**Risks:** Delay with key Outputs such as establishment of biosecurity authority and cost-recovery lead to delays in development/approval of legislation. **Assumptions:** High-level support for biosecurity will be maintained facilitating adoption of legal revisions and new regulations.

Component 2: Raising awareness and strengthening capacity in IAS prevention and management **Outcome 2:** Enhanced biosecurity awareness and capacity to safeguard terrestrial and marine ecosystems and agricultural and fishery production systems from IAS impacts.	**Indicator 6:** Levels of IAS awareness among citizens, visitors (traders, tourists and others) and government, private and NGO sectors across FMS's four states, based on knowledge, attitudes and practices.	*Current levels of awareness about IAS have not been assessed but, in general, they are considered to be low, with little visibility even at ports of entry and exit to/from the respective states.* *[Baseline to be established for each State during project inception]*	*At least 30% increase in mean baseline KAP scores for each state: Kosrae = X Pohnpei = X Kosrae = X Chuuk = X Yap = X* *[Targets to be established during project inception in line with baseline survey findings.]*	*At least 60% increase in mean baseline KAP scores for each state: Kosrae = X Pohnpei = X Kosrae = X Chuuk = X Yap = X* *[Targets to be established during project inception in line with baseline survey findings.]*	**Data sources and methods** Knowledge-Attitude-Practice (KAP) surveys will be undertaken using the method piloted during the project's formulation, as outlined in Annex 8. Mean scores will be generated from the scores of each category of stakeholder surveyed.
					Risks: Improved awareness may not result in support for biosecurity if other interests take priority **Assumptions:** KAP surveys are undertaken in a consistent manner at project inception, mid-term and end of project, preferably by the same consultant or partner. Funds allocated in budget for KAP surveys are reviewed at project inception, following comprehensive baseline survey, to ensure adequate provisioning for mid-term and end of project surveys.
	Indicator 7: Institutional capacity in biosecurity and management of IAS, as measured by the UNDP Capacity Development Scorecard modified for IAS. (Aggregated score for national (Quarantine Services) and state agencies (State Environmental Protection/safety, Agriculture/ Resource Management and Marine Agencies) given mixed national- state model of biosecurity).	*13/45 (29%)*	*26/45 (58%)*	*37/45 (82%)*	**Data sources and methods** UNDP Capacity Development Scorecard, as modified for IAS. Note that the 'next steps' be observed and used as criteria to monitor progress.
					Risks: Consistent application of scorecard, using same groups of stakeholders, especially at mid- and end of term. **Assumptions:** Modular training programme is up and running by Year 2 supporting capacity improvements.
	Indicator 8: Operationalization of the FSM Modular Biosecurity	*No standardized training for IAS. Government is willing*	*Training modules developed covering key competencies for*	*Training modules expanded to cover additional agencies.*	**Data sources and methods:** Project activity reports from PIU, State Coordinators and COM-FSM

	Training Programme.	*to enter into a partnership with COM-FSM for development of a modular training course.*	*biosecurity officers. Training for Quarantine Services and key other officers including PA managers in target sites delivered.*	*Training delivered to other agencies and municipal authorities, building capacity in biosecurity and IAS across all layers of government. Training institutionalized within government training plans.*	**Risks:** Delay in development of modules. Logistics and availability of persons from remoter islands to engage in training may be challenging so adaptive management may be necessary. **Assumptions:** Government is willing to engage in a partnership with COM-FSM for the delivery of the training course.

Component 3: Demonstrating best practices in safeguarding biodiversity and food production systems from IAS. Outcome 3: Biosecurity protocols operational and enhanced to prevent IAS introductions via ports of entry/exit and to safeguard natural and production terrestrial and marine systems from impacts of established IAS	Indicator 9: Extent of biosecurity inspections for passengers, baggage, freight/cargo and transportation vectors (e.g. crafts, containers, packaging materials) entering and exiting the 8 international air/sea ports on the High Islands of Kosrae, Pohnpei, Chuuk and Yap.	*Current numbers of passengers, baggage, freight/cargos and transportation vectors inspected at each port to be confirmed during inception phase.*	*Updated and standardized inspection and risk assessment protocols in place. >90% consignments of food produce and live plants and animals to be inspected; > 5% passengers (including baggage) and 5% freight randomly inspected at 8 ports of entry; and at ports of exit in the case of travel to Outer Islands within FSM States. > 10% of ship hulls and other materials arriving via marine systems inspected for fouling >10% of cargo containers (both air and sea) inspected on arrival at port of entry >10% of packing materials such as wood pallets inspected at port of entry >5% of aircraft inspected on landing (internal/external)*	*100% consignments of food produce and live plants and animals to be inspected; and at least 10% passengers (including baggage) and 5% freight randomly inspected at 8 ports of entry; and at ports of exit in the case of travel to Outer Islands within FSM. >20% of ship hulls etc inspected for fouling >20% of cargo inspected on arrival at port of entry >20% of packing materials inspected at port of entry >20% of aircraft inspected on landing. Additional targeted inspections are completed based on results of risk assessments.*	**Data sources and methods** State Port Authorities will have data about the carriers, crew and passengers; and Quarantine Services will have data regarding their inspections. **Risks:** Human resources inadequate to check entry and exit of 100% freight with live specimens/ materials and food produce; in which case risk assessments need to be developed and applied to prioritize inspections. Regulations and protocols to enable inspections are not developed and approved in a timely manner. Biosecurity officers do not receive adequate training to perform new inspection services and make detailed inspection reports. Basic tools for inspections and IAS detection and capture are not readily available. **Assumptions:** Crew, passenger and freight data will be required anyway, irrespective of being used as an indicator, in order to feed into the cost-recovery estimates. All aspects of project will move forward appropriately ensuring that regulations and protocols are developed and in place to support inspection processes and that training is adequately and that appropriate tools are purchased and maintained.
	Indicator 10: Effectiveness of biosecurity, monitoring and Early Detection Rapid Response (EDRR) systems, incluidng	*Some 600 IAS in FSM are considered invasive or potentially invasive, the majority being terrestrial plant*	*No new establishments of high-risk IAS in States as a result of improved biosecurity, enhanced*	*No new establishments of high-risk IAS in States as a result of improved biosecurity, enhanced*	**Data sources and methods** Quarantine Service, Agriculture and Forestry Agency reports; Biosecurity information system (once operational); project reports. Baseline information shown in Annex 3.

	prevention of any new establishments of new high-risk IAS species in States.	*species. FSM is currently afflicted by the incidence of high-risk IAS including Little Fire Ant and Black Sock disease. Black spots with limited data on IAS presence, particularly in marine environments.*	*monitoring and reporting and Early Detection Rapid Response.* *Monitoring and reporting system for IAS incursions is established, supported by State Task Forces, IAS Practitioners in targeted*	*monitoring and reporting and Early Detection Rapid Response.* *All reported IAS incursions are documented, investigated and response action plans developed and put into*	**Risks:** Insufficient commitment to EDRR. Poor monitoring and reporting means that presence/absence cannot be accurately determined. **Assumptions:** Implementation of key activities to strengthen biosecurity including at international ports. Practical and accurate methods exist for

			municipalities and PA managers	*operation within 12 months in order to prevent IAS establishments.*	identifying IAS presence.
	Indicator 11: Area of landscape under improved biosecurity and IAS monitoring and management to safeguard biodiversity (hectares) (Ulithi Atoll and nearby islands; and Woleai Atoll in Yap Outer Islands. Total area 1,1,60 ha) *(GEF Core Indicator 4.1)*	*No on-going IAS monitoring activities at the landscape level. Some discrete, localized IAS data has been collected such as response to reports of an unknown organism on a small uninhabited islet of Ulithi Atoll and monitor lizard eradication work currently underway on Losiep Island proximal to Ulithi Atoll.*	*300 ha Comprehensive IAS surveys conducted over at minimum key high-risk areas for LFA and other IAS arrival such as the air strip on Fais, boat landings, any recent building sites, food storage/prep areas and any areas where plants from the main Yap islands may have been planted, and any other areas considered a risk.*	*1,160 ha Implementation of effective biosecurity and IAS management plans over Ulithi Atoll and nearby islands and Woleai Atoll. Effective biosecurity for Yap outer islands supported by implementation of pre-departure biosecurity clearance of air/seacraft at the Yap main islands before they depart for the outer islands.*	**Data sources and methods:** FSM site reports and management plans; survey and monitoring results **Risks:** Technical skills for identifying IAS may allow detection of expected IAS but less obvious, cryptic or unknown species or organisms may go undetected or unreported and therefore may not be managed appropriately ultimately resulting in unexpected negative impacts. **Assumptions:** Monitoring methodologies to detect IAS will be appropriate and accurate at detecting IAS
	Indicator 12: Number of PAs and MPAs with operational IAS biosecurity protocols and staff trained in their implementation. (Pohnpei: Palikir MPA, Nett and Kitti Watershed Forest Reserves; Chuuk: Mt Winipot (proposed PA) and the adjacent MPAs of Neoch and Wichukuno (proposed MPA); Kosrae: Yela Forest Reserve, Walung MPA, Trochus Sanctuary and Tafunsak MPA in Kosrae)	*Few PAs/MPAs have management plans and these seldom integrate effective IAS prevention and management actions. The GEF-5 R2R project is working with multiple PAs/MPAs to develop/strengthen management plans. No standardized training on biosecurity and IAS management provided to PA managers/staff.*	*IAS surveys conducted and staff training commenced at 10 PAs, including 4 terrestrial PAs (1 proposed PA) and 6 MPAs (1 proposed MPA).*	*IAS biosecurity protocols and management plans operationalized and staff fully trained at 10 PAs, including 4 terrestrial PAs and 6 MPAs. Guidelines for IAS biosecurity adopted for PA/MPA system and progressively incorporated into PA management plans for other sites as they are developed/revised.*	**Data sources and methods** PA management plans, project reports. **Risks:** Lack of capacity and willingness to implement biosecurity and IAS management among PA/MPA managers. Limited data on IAS status/location. **Assumptions:** PA/MPA managers will be interested to work with the project. PA managers and staffs can receive appropriate training for implementing biosecurity and IAS control activities via the modular training course. PA protection will be supported by local communities/community members who can also receive training and guidance. Potential to build on GEF-5 R2R efforts and engagement at sites.
Component 4: Knowledge Management, Monitoring and Evaluation	**Indicator 13:** Establishment and use of a Biosecurity Information System (BIS)	*Currently there is no national spatial information system for IAS. Much of the existing data and*	*Web-based BIS designed, developed, operational and accessible, providing access to library of IAS*	*BIS fully functional and comprehensive with respect to coverage of FSM's IAS (definitive IAS list*	**Data sources and methods** Targets monitored by accessing BIS and consulting reports held by PIU. **Risks:** Staff turnover impacts technical capacity to

		information is	*legislation, regulations,*	*for FSM with known*	

Outcome 4: Effectiveness of IAS interventions improved by enhanced digital access to and management of information, including IAS distribution data, at state, national and Pacific levels.		*held by the state Invasive Species Task Forces, NGOs and COM-FSM*	*policies, strategies, action plans, key studies; and spatial data and images of priority IAS.*	*established ranges within each state {and includes local names, impacts, country of origin, known methods of transportation/ movement} and this list is updated annually and includes images of >80% species) to support identification, screening, monitoring and enforcement of IAS port inspections.*	maintain the BIS Staff training inadequate to properly develop and manage a BIS system effectively. Financial restrictions prevent hiring sufficient staff to have full time dedicated staffing members for the BIS. **Assumptions:** Federal and state agencies, NGOs, COM-FSM and others willing to share their respective IAS data. BIS will be hosted by Quarantine Services. Its maintenance and further development post- project will be co-financed, and Quarantine Services will have dedicated staff for maintaining the BIS. Quarantine Services has dedicated and professionally trained staff to monitor electronic systems and collect information and respond appropriate to public concerns, reports, etc.
	Indicator 14: Number of lessons learned disseminated via project BIS and other regional IAS knowledge platforms.	*0*	*5 lessons learned completed and uploaded to project website and other regional IAS knowledge platforms*	*10 lessons learned completed and uploaded to project website and other regional IAS knowledge platforms*	**Data sources and methods** Review project workshop reports, technical publications including case studies, stakeholder consultation; and project BIS.
					Risks: Synthesis and translation of M&E information into generation of lessons learned is often hampered by time constraints. **Assumptions:** Lessons learned and best practices can be identified in discussions with project stakeholders.

VII.   MONITORING AND EVALUATION (M&E) PLAN

180. The project results as outlined in the project results framework will be monitored annually and evaluated periodically during project implementation to ensure the project effectively achieves these results. Supported by Component/Outcome 4: *Knowledge Management and M&E*, the project monitoring and evaluation plan will also facilitate learning and ensure knowledge is shared and widely disseminated to support the scaling up and replication of project results.

181. Project-level monitoring and evaluation will be undertaken in compliance with UNDP requirements as outlined in the [UNDP POPP](#) and [UNDP Evaluation Policy](#). The UNDP Country Office will work with the relevant project stakeholders to ensure UNDP M&E requirements are met in a timely fashion and to high quality standards. Additional mandatory GEF-specific M&E requirements (as outlined below) will be undertaken in accordance with the [GEF M&E policy](#) and other relevant GEF policies[22].

182. In addition to these mandatory UNDP and GEF M&E requirements, other M&E activities deemed necessary to support project-level adaptive management will be agreed during the Project Inception Workshop and will be detailed in the Inception Report. This will include the exact role of project target groups and other stakeholders in project M&E activities including the GEF Operational Focal Point and national/regional institutes assigned to undertake project monitoring. The GEF Operational Focal Point will strive to ensure consistency in the approach taken to the GEF- specific M&E requirements (notably the GEF Tracking Tools) across all GEF-financed projects in the country. This could be achieved for example by using one national institute to complete the GEF Tracking Tools for all GEF-financed projects in the country, including projects supported by other GEF Agencies.[23]

M&E Oversight and monitoring responsibilities:

183. <u>Project Manager</u>: The Project Manager is responsible for day-to-day project management and regular monitoring of project results and risks, including social and environmental risks. The Project Manager will ensure that all project staff maintain a high level of transparency, responsibility and accountability in M&E and reporting of project results. The Project Manager will inform the Project Board, the UNDP Country Office and the UNDP-GEF RTA of any delays or difficulties as they arise during implementation so that appropriate support and corrective measures can be adopted.

184. The Project Manager will develop annual work plans based on the multi-year work plan included in Annex A, including annual output targets to support the efficient implementation of the project. The Project Manager will ensure that the standard UNDP and GEF M&E requirements are fulfilled to the highest quality. This includes, but is not limited to, ensuring the results framework indicators are monitored annually in time for evidence-based reporting in the GEF PIR, and that the monitoring of risks and the various plans/strategies developed to support project implementation (e.g. ESMP, Gender Action Plan, Stakeholder Engagement Plan etc.) occur on a regular basis.

185. <u>Project Board/Project Steering Committee</u>: The Project Board will take corrective action as needed to ensure the project achieves the desired results. The Project Board will hold project reviews to assess the performance of the project and appraise the Annual Work Plan for the following year. In the project's final year, the Project Board will hold an end-of-project review to capture lessons learned and discuss opportunities for scaling up and to highlight project results and lessons learned with relevant audiences. This final review meeting will also discuss the findings outlined in the project terminal evaluation report and the management response.

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[22] See https://www.thegef.org/gef/policies_guidelines
[23] See https://www.thegef.org/gef/gef_agencies

186. Project Implementing Partner: The Implementing Partner is responsible for providing all required information and data necessary for timely, comprehensive and evidence-based project reporting, including results and financial data, as necessary. The Implementing Partner will strive to ensure project-level M&E is undertaken by national institutes, and is aligned with national systems so that the data used and generated by the project supports national systems.

187. UNDP Country Office: The UNDP Country Office will support the Project Manager as needed, including through annual supervision missions. The annual supervision missions will take place according to the schedule outlined in the annual work plan. Supervision mission reports will be circulated to the project team and Project Board within one month of the mission. The UNDP Country Office will initiate and organize key GEF M&E activities including the annual GEF PIR, the independent *Mid-Term Review* and the independent *Terminal Evaluation*. The UNDP Country Office will also ensure that the standard UNDP and GEF M&E requirements are fulfilled to the highest quality.

188. The UNDP Country Office is responsible for complying with all UNDP project-level M&E requirements as outlined in the UNDP POPP. This includes ensuring the UNDP Quality Assurance Assessment during implementation is undertaken annually; that annual targets at the output level are developed, and monitored and reported using UNDP corporate systems; the regular updating of the ATLAS risk log; and, the updating of the UNDP gender marker on an annual basis based on gender mainstreaming progress reported in the GEF PIR and the UNDP ROAR. Any quality concerns flagged during these M&E activities (e.g. annual GEF PIR quality assessment ratings) must be addressed by the UNDP Country Office and the Project Manager.

189. The UNDP Country Office will retain all M&E records for this project for up to seven years after project financial closure to support ex-post evaluations undertaken by the UNDP Independent Evaluation Office (IEO) and/or the GEF Independent Evaluation Office (IEO).

190. UNDP-GEF Unit: Additional M&E and implementation quality assurance and troubleshooting support will be provided by the UNDP-GEF RTA and the UNDP-GEF Directorate as needed.

191. Audit: The project will be audited as per UNDP Financial Regulations and Rules and applicable audit policies. Audit cycle and process must be discussed during the Inception workshop. If the Implementing Partner is an UN Agency, the project will be audited according to that Agencies applicable audit policies.

Additional GEF monitoring and reporting requirements:

192. Inception Workshop and Report: A project inception workshop will be held within two months after the project document has been signed by all relevant parties to, amongst others:

   a) Re-orient project stakeholders to the project strategy and discuss any changes in the overall context that influence project strategy and implementation;
   b) Discuss the roles and responsibilities of the project team, including reporting and communication lines and conflict resolution mechanisms;
   c) Review the results framework and finalize the indicators, means of verification and monitoring plan;
   d) Discuss reporting, monitoring and evaluation roles and responsibilities and finalize the M&E budget; identify national/regional institutes to be involved in project-level M&E; discuss the role of the GEF OFP in M&E;
   e) Update and review responsibilities for monitoring the various project plans and strategies, including the risk log; SESP, Environmental and Social Management Plan and other safeguard

requirements; project grievance mechanisms; the gender strategy; the knowledge management strategy, and other relevant strategies;

f) Review financial reporting procedures and mandatory requirements, and agree on the arrangements for the annual audit; and

g) Plan and schedule Project Board meetings and finalize the first-year annual work plan.

193. The Project Manager will prepare the Inception Report no later than one month after the inception workshop. The Inception Report will be cleared by the UNDP Country Office and the UNDP-GEF Regional Technical Adviser, and will be approved by the Project Board.

194. GEF Project Implementation Report (PIR): The Project Manager, UNDP Country Office and the UNDP-GEF Regional Technical Advisor will provide objective input to the annual GEF PIR covering the reporting period from July (previous year) to June (current year) for each year of project implementation. The Project Manager will ensure that the indicators included in the project results framework are monitored annually in advance of the PIR submission deadline so that progress can be reported in the PIR. Any environmental and social risks and related management plans will be monitored regularly, and progress will be reported in the PIR.

195. The PIR submitted to the GEF will be shared with the Project Board. The UNDP Country Office will coordinate the input of the GEF Operational Focal Point and other stakeholders to the PIR as appropriate. The quality rating of the previous year's PIR will be used to inform the preparation of the subsequent PIR.

196. Lessons learned and knowledge generation: Results from the project will be disseminated within and beyond the project intervention area through existing information sharing networks and forums. The project will identify and participate, as relevant and appropriate, in scientific, policy- based and/or any other networks, which may be of benefit to the project. The project will identify, analyse and share lessons learned that might be beneficial to the design and implementation of similar projects and disseminate these lessons widely. There will be continuous information exchange between this project and other projects of similar focus in the same country, region and globally.

197. GEF Core Indicators: Relevant GEF Core Indicators – as shown in the results framework – have been submitted at baseline and will be updated by the Project Manager/Team (not the evaluation consultants hired to undertake the MTR or the TE) and shared with the Mid-Term Review consultants and Terminal Evaluation consultants before the required review/evaluation missions take place. The updated GEF Core Indicators will be submitted to the GEF along with the completed Mid-term Review report and Terminal Evaluation report.

198. Mid-term Review (MTR): An independent mid-term review process will begin after the second PIR has been submitted to the GEF, and the MTR report will be submitted to the GEF in the same year as the third PIR. The MTR findings and responses outlined in the management response will be incorporated as recommendations for enhanced implementation during the final half of the project's duration. The terms of reference, the review process and the MTR report will follow the standard templates and guidance prepared by the UNDP IEO for GEF-financed projects available on the UNDP Evaluation Resource Center (ERC). As noted in this guidance, the evaluation will be 'independent, impartial and rigorous'. The consultants that will be hired to undertake the assignment will be independent from organizations that were involved in designing, executing or advising on the project to be evaluated. Equally, the evaluators should not be in a position where there may be the possibility of future contracts regarding the project under review. The GEF

Operational Focal Point and other stakeholders will be involved and consulted during the terminal evaluation process. Additional quality assurance support is available from the BPPS/GEF Directorate. The final MTR report will be publicly available in English and will be cleared by the UNDP Country Office and the UNDP-GEF Regional Technical Adviser, and approved by the Project Board. The report will be posted on the UNDP ERC by 15 May 2023. A management response to MTR recommendations will be posted in the ERC within six weeks of the MTR report's completion.

199. Terminal Evaluation (TE): An independent terminal evaluation (TE) will take place upon completion of all major project outputs and activities. The terminal evaluation process will begin three months before operational closure of the project allowing the evaluation mission to proceed while the project team is still in place, yet ensuring the project is close enough to completion for the evaluation team to reach conclusions on key aspects such as project sustainability. The Project Manager will remain on contract until the TE report and management response have been finalized. The terms of reference, the evaluation process and the final TE report will follow the standard templates and guidance prepared by the UNDP IEO for GEF-financed projects available on the UNDP Evaluation Resource Center. As noted in this guidance, the evaluation will be 'independent, impartial and rigorous'. The consultants that will be hired to undertake the assignment will be independent from organizations that were involved in designing, executing or advising on the project to be evaluated. The GEF Operational Focal Point and other stakeholders will be involved and consulted during the terminal evaluation process. Additional quality assurance support is available from the UNDP-GEF Directorate. The final TE report will be cleared by the UNDP Country Office and the UNDP-GEF Regional Technical Adviser, and will be approved by the Project Board. The TE report will be publicly available in English and posted on the UNDP ERC by 14 May 2025. A management response to the TE recommendations will be posted to the ERC within six weeks of the TE report's completion..

200. The UNDP Country Office will include the planned project terminal evaluation in the UNDP Country Office evaluation plan, and will upload the final terminal evaluation report in English and the corresponding management response to the UNDP Evaluation Resource Centre (ERC). Once uploaded to the ERC, the UNDP IEO will undertake a quality assessment and validate the findings and ratings in the TE report, and rate the quality of the TE report. The UNDP IEO assessment report will be sent to the GEF IEO along with the project terminal evaluation report.

201. Final Report: The project's terminal PIR along with the terminal evaluation (TE) report and corresponding management response will serve as the final project report package. The final project report package shall be discussed with the Project Board during an end-of-project review meeting to discuss lesson learned and opportunities for scaling up.

Table 4: Mandatory GEF M&E Requirements and M&E Budget[24]

GEF M&E requirements	Primary responsibility	Indicative costs to be charged to Project Budget[25] (US$)		Time frame
		GEF grant	Co-financing	
Inception Workshop	UNDP Country Office	USD 15,000 (National and in 4 States)	USD 5,000	Within two months of project document signature
Inception Report	Project Manager	USD 3,000	None	Within two weeks of inception workshop

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[24] M&E budget is covered by Component 4 (Output 4.2), with the exception of the IAS awareness monitoring under Output 2.1.

[25] Excluding project team staff time and UNDP staff time and travel expenses.

GEF M&E requirements	Primary responsibility	Indicative costs to be charged to Project Budget[25] (US$)		Time frame
		GEF grant	Co-financing	
Standard UNDP monitoring and reporting requirements as outlined in the UNDP POPP	UNDP Country Office	None	None	Quarterly, annually
Risk management	Project Manager Country Office	None	None	Quarterly, annually
Monitoring of indicators in project results framework	Project Manager	USD 87,000 (including KAP surveys)	USD 5,000	Annually before PIR
GEF Project Implementation Report (PIR)	Project Manager and UNDP Country Office and UNDP-GEF team	None	None	Annually
NIM Audit as per UNDP audit policies	UNDP Country Office	USD 15,000 [USD 3,000/year]	None	Annually or other frequency as per UNDP Audit policies
Lessons learned and knowledge generation	Project Manager	USD 15,000	USD 5,000	Annually
Monitoring of environmental and social risks, and corresponding management plans as relevant	Project Manager UNDP Country Office	USD 5,000	USD 5,000	Including training for PMU staff, Y1
Stakeholder Engagement Plan	Project Manager UNDP Country Office	USD 10,000	USD 15,000	Annual Stakeholder Forums; on-going
Gender Action Plan	Project Manager UNDP Country Office UNDP GEF team	USD 5,000	USD 2,000	Including training for PMU staff, Y1-3
Addressing environmental and social grievances	Project Manager UNDP Country Office	None	None	On-going
Project Board meetings	Project Board UNDP Country Office Project Manager	USD 42,000 [USD 2,000 Year 1 then 10,000/year]	USD 24,000 [USD 4,800/year]	At least twice/year (1 meeting/year held in different State)
Supervision missions	UNDP Country Office	None[26]	None	Annually
Oversight missions	UNDP-GEF team	None	None	Troubleshooting as needed
GEF Secretariat learning missions/site visits	UNDP Country Office and Project Manager and UNDP-GEF team	None	None	To be determined.
Mid-term GEF Tracking Tool (GEF Core indicators covered under monitoring of indicators)	Project Manager	None (see monitoring of indicators)	None	Before mid-term review mission takes place.
Independent Mid-term Review (MTR) and management response	UNDP Country Office and Project team and UNDP-GEF team	USD 42,000 (IC+NC) [Requires 35 days to include each State]	USD 5,000	Between 2nd and 3rd PIR.

Terminal GEF Tracking Tool (GEF Core indicators covered under monitoring of indicators)	Project Manager	None (see monitoring of indicators)	None	Before terminal evaluation mission takes place
Independent Terminal Evaluation (TE) included in UNDP evaluation plan, and management response	UNDP Country Office and Project team and UNDP-GEF team	USD 42,000 (IC+NC) [Requires 35 days to include each State]	USD 5,000	At least three months before operational closure
Translation of MTR and TE reports into English	UNDP Country Office	None	None	As required. GEF only accepts reports in English.

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26 The costs of UNDP Country Office and UNDP-GEF Unit's participation and time are charged to the GEF Agency Fee.

GEF M&E requirements	Primary responsibility	Indicative costs to be charged to Project Budget[25] (US$)		Time frame
		GEF grant	Co-financing	
TOTAL indicative COST [Excluding project team staff time, and UNDP staff and travel expenses]		**USD 281,000**	**USD 71,000**	

VIII. GOVERNANCE AND MANAGEMENT ARRANGEMENTS

202. The project governance and management arrangements are shown in Figure 7 and elaborated in the sections below. FSM's Department of Resources and Development will be responsible for implementing the proposed project, supported by sub-level responsible parties within each of the States as shown in Table 5. These parties will oversee and lead the implementation of project activities in each State.

Table 5: Implementation arrangements in each State

FSM/State	Federal Implementing Partner and State Sub-level Responsible Parties
FSM	Department of Resources and Development (Implementing Partner) Division of Resource Management and Development (i) Agriculture • Quarantine Services: Kosrae, Pohnpei, Chuuk and Yap Field Offices (ii) Marine Resources Unit
Kosrae State	Kosrae Island Resource Management Authority (sub-level responsible party)
Pohnpei State	Department of Resources and Development (sub-level responsible party)
Chuuk State	Environmental Protection Agency (sub-level responsible party) Department of Agriculture (terrestrial sites) Department of Marine Resources (marine sites)
Yap State	Department of Resources and Development (sub-level responsible party)

203. Further, other responsible parties/sub-level responsible parties will be established as needed to support project implementation. The College of Micronesia-FSM will be established as a responsible party for delivery of the modular biosecurity training course, selected on comparative advantage. Local NGOs will be appointed to support delivery of activities at project sites – this will be done through a competitive process (see Annex C for indicative TORs). Responsible parties for this project will act on behalf and designed by the Implementing Partner on the basis of a written agreement or contract defining specific roles and responsibilities following government rules and regulations.

Roles and responsibilities of the project's governance mechanism

204. The project will be implemented following UNDP's national implementation modality (NIM), according to the Standard Basic Assistance Agreement between UNDP and the Government of the Federated States of Micronesia, and the Country Programme.

205. The Implementing Partner for this project is FSM's Department of Resources and Development. The Implementing Partner is responsible and accountable for managing this project, including the monitoring and evaluation of project interventions, achieving project outcomes, and for the effective use of UNDP resources. The Implementing Partner is responsible for:

• Approving and signing the multiyear workplan;

- Approving and signing the combined delivery report at the end of the year; and,

- Signing the financial report or the funding authorization and certificate of expenditures.

206. The <u>Project Board</u> (also referred to as Project Steering Committee) is responsible for making management decisions by consensus, with guidance provided by the Project Manager, including recommendations for UNDP/Implementing Partner approval of project plans and revisions, and addressing any project level grievances. In order to ensure UNDP's ultimate accountability, Project Board decisions should be made in accordance with standards that shall ensure management for development results, best value money, fairness, integrity, transparency and effective international competition. In case a consensus cannot be reached within the Board, UNDP Resident Representative (or their designate) will mediate to find consensus and, if this cannot be found, will take the final decision to ensure project implementation is not unduly delayed. Specific responsibilities of the Project Board include:

- Provide overall guidance and direction to the project, ensuring it remains within any specified constraints;
- Address project issues as raised by the Project Manager;
- Provide guidance on new project risks, and agree on possible countermeasures and management actions to address specific risks;
- Agree on Project Manager's tolerances as required;
- Review the project's progress, and provide direction and recommendations to ensure that the agreed deliverables are produced satisfactorily according to plans;
- Appraise the annual project implementation report, including the quality assessment rating report; make recommendations for the work plan;
- Provide ad hoc direction and advice for exceptional situations when the Project Manager's tolerances are exceeded; and
- Assess and decide to proceed on project changes through appropriate revisions; and
- Drawing up a project sustainability plan including responsibilities, actions and costs.

207. The composition of the Project Board will include the following organizations, subject to confirmation during the project inception period. Observers may be included at PSC meetings upon the agreement of the PSC members.

- Department of Resources and Development, Secretary (Chair)
- UNDP (Co-Chair)
- Ministry of Foreign Affairs
- State representatives appointed by their respective Governor (4 members)
- Federal government representatives of marine resources, agriculture, fisheries, transportation and tourism sectors.

208. The Project Board should include the following roles:

209. The <u>Executive</u> is an individual who represents ownership of the project who will chair the Project Board. This role can be held by a representative from the Government Cooperating Agency or UNDP. The Executive is: The Department of Resources and Development.

210. The <u>Executive</u> is ultimately responsible for the project, supported by the Senior Beneficiary and Senior Supplier. The Executive's role is to ensure that the project is focused throughout its life cycle on achieving its objectives and delivering outputs that will contribute to higher level outcomes. The Executive has to ensure that the project gives value for money, ensuring cost-conscious approach to the project, balancing the demands of beneficiary and suppler. Specific Responsibilities (as part of the above responsibilities for the Project Board):

- Ensure that there is a coherent project organisation structure and logical set of plans;
- Set tolerances in the AWP and other plans as required for the Project Manager;
- Monitor and control the progress of the project at a strategic level;
- Ensure that risks are being tracked and mitigated as effectively as possible;
- Brief relevant stakeholders about project progress; and
- Organise and chair Project Board meetings.
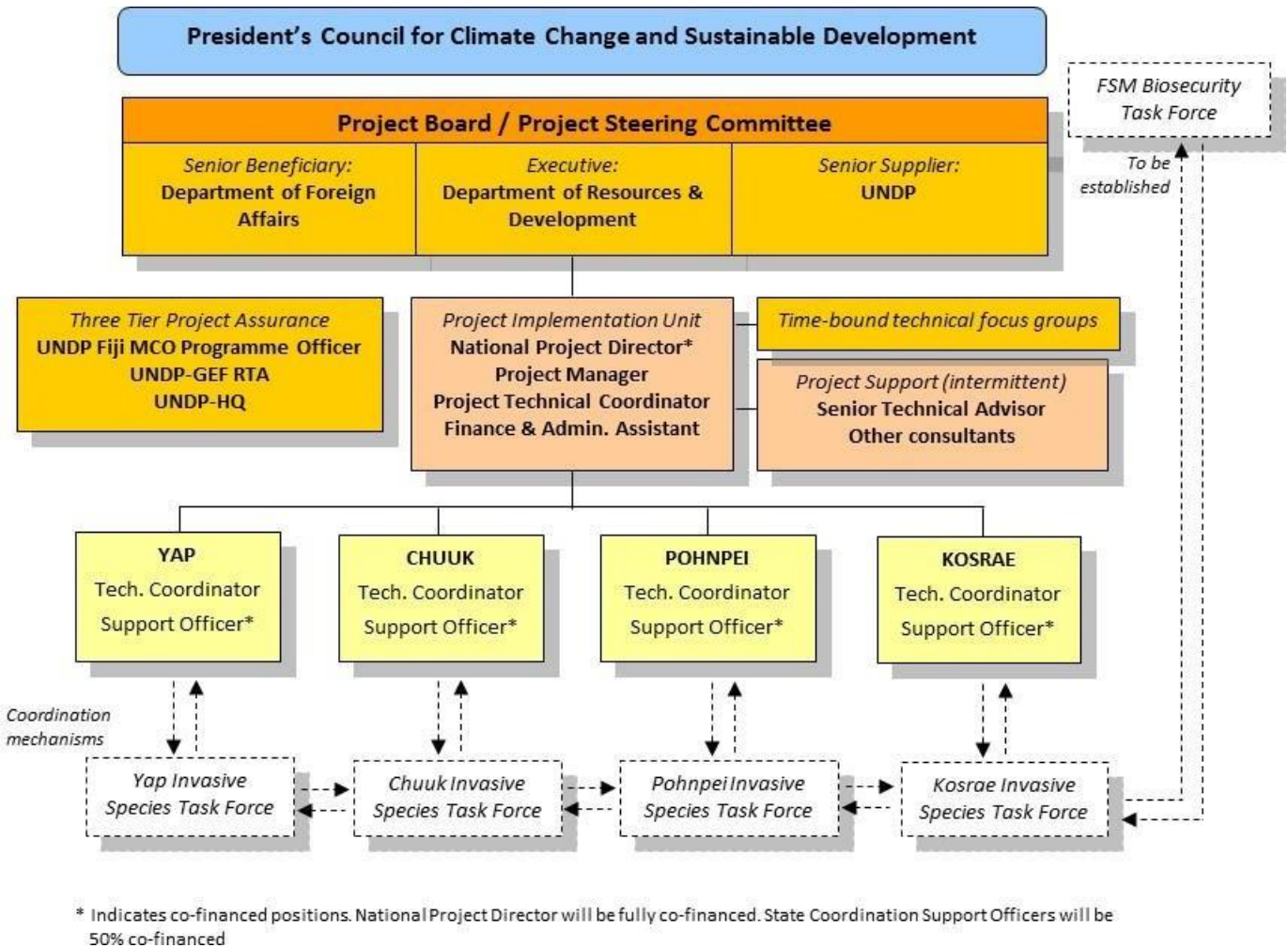
Figure 7: Organisational Structure of the Project

211. The <u>Senior Supplier</u> is an individual or group representing the interests of the parties concerned that provide funding and/or technical expertise to the project (designing, developing, facilitating, procuring, implementing). The Senior Supplier's primary function within the Board is to provide guidance regarding the technical feasibility of the project. The Senior Supplier role must have the authority to commit or acquire supplier resources required. If necessary, more than one person may be required for this role. Typically, the implementing partner, UNDP and/or donor(s) would be represented under this role. The Senior Supplier is: UNDP. Specific Responsibilities (as part of the above responsibilities for the Project Board)

- Make sure that progress towards the outputs remains consistent from the supplier perspective;
- Promote and maintain focus on the expected project output(s) from the point of view of supplier management;
- Ensure that the supplier resources required for the project are made available;
- Contribute supplier opinions on Project Board decisions on whether to implement recommendations on proposed changes;
- Arbitrate on, and ensure resolution of, any supplier priority or resource conflicts.

212. The Senior Beneficiary is an individual or group of individuals representing the interests of those who will ultimately benefit from the project. The Senior Beneficiary's primary function within the Board is to ensure the realization of project results from the perspective of project beneficiaries. The Senior Beneficiary role is held by a representative of the government or civil society. The Senior Beneficiary is: Ministry of Foreign Affairs.

213. The Senior Beneficiary is responsible for validating the needs and for monitoring that the solution will meet those needs within the constraints of the project. The Senior Beneficiary role monitors progress against targets and quality criteria. This role may require more than one person to cover all the beneficiary interests. For the sake of effectiveness, the role should not be split between too many people.

Specific Responsibilities (as part of the above responsibilities for the Project Board)
- Prioritize and contribute beneficiaries' opinions on Project Board decisions on whether to implement recommendations on proposed changes;
- Specification of the Beneficiary's needs is accurate, complete and unambiguous;
- Implementation of activities at all stages is monitored to ensure that they will meet the beneficiary's needs and are progressing towards that target;
- Impact of potential changes is evaluated from the beneficiary point of view;
- Risks to the beneficiaries are frequently monitored.

214. The Project Manager has the authority to run the project on a day-to-day basis on behalf of the Project Board within the constraints laid down by the Board. The Project Manager is responsible for day-to-day management and decision-making for the project. The Project Manager's prime responsibility is to ensure that the project produces the results specified in the project document, to the required standard of quality and within the specified constraints of time and cost.

215. The Implementing Partner appoints the Project Manager, who should be different from the Implementing Partner's representative in the Project Board. Specific responsibilities include:

- Provide direction and guidance to project team(s)/ responsible party (ies);
- Liaise with the Project Board to assure the overall direction and integrity of the project;
- Identify and obtain any support and advice required for the management, planning and control of the project;
- Responsible for project administration;
- Plan the activities of the project and monitor progress against the project results framework and the approved annual workplan;
- Provide technical inputs to implementation of project activities including to ensure effective coordination and alignment with other projects and activities such as GEF-5 R2R project and regional initiatives and partnerships on IAS;

- Mobilize personnel, goods and services, training and micro-capital grants to initiative activities, including drafting terms of reference and work specifications, and overseeing all contractors' work;
- Monitor events as determined in the project monitoring schedule plan/timetable, and update the plan as required;
- Manage requests for the provision of financial resources by UNDP, through advance of funds, direct payments or reimbursement using the fund authorization and certificate of expenditures;
- Monitor financial resources and accounting to ensure the accuracy and reliability of financial reports;
- Be responsible for preparing and submitting financial reports to UNDP on a quarterly basis;
- Manage and monitor the project risks initially identified and submit new risks to the Project Board for consideration and decision on possible actions if required; update the status of these risks by maintaining the project risks log;
- Act as overall project focal point for adherence to social and environmental safeguards and ensure SES requirements are integrated into the delivery of technical activities and stakeholder engagement processes as needed;
- Capture lessons learned during project implementation;
- Prepare the annual workplan for the following year; and update the Atlas Project Management module if external access is made available.
- Prepare the GEF PIR and submit the final report to the Project Board;
- Based on the GEF PIR and the Project Board review, prepare the AWP for the following year.
- Ensure the mid-term review process is undertaken as per the UNDP guidance, and submit the final MTR report to the Project Board.
- Identify follow-on actions and submit them for consideration to the Project Board;
- Ensure the terminal evaluation process is undertaken as per the UNDP guidance, and submit the final TE report to the Project Board.

216. Project Assurance: UNDP provides a three-tier supervision, oversight and quality assurance role – funded by the GEF agency fee. This involves UNDP staff in Country Offices and at regional and headquarters levels. Project Assurance must be totally independent of the Project Management function. The quality assurance role supports the Project Board and Project Management Unit by carrying out objective and independent project oversight and monitoring functions. This role ensures appropriate project management milestones are managed and completed. The Project Board cannot delegate any of its quality assurance responsibilities to the Project Manager. This project oversight and quality assurance role is covered by the GEF Agency.

Governance role for project target groups

217. The Project Board provides the highest level to engage the project beneficiaries in decision-making, as described above. During implementation, a number of other important governance mechanisms will be established for engaging target groups. These include the following:

218. Each State has its own IAS Taskforce and these will serve as state-level IAS advisory groups to the project, with the project's State Coordinator providing a facilitatory role, along with the FSM Biosecurity Task Force once established, supported by the National Technical Coordinator.

219. Time-bound, task-based focus groups will be used to support the implementation of key Outputs, e.g. legal group, biosecurity strategy group, ensuring the technical inputs from a range of agencies and levels.

220. Local stakeholder committees will support interventions at project sites under Output 3.3, connected with R2R stakeholder mechanisms at these sites. These will be supported by the respective State Technical Coordinators and Coordination Support Officers.

221. Stakeholder consultation and engagement roles for key target groups will be finalized during project implementation following a series of State-based inception workshops and a national inception workshop. A comprehensive stakeholder engagement plan will be finalized at the conclusion of these workshops, as budgeted under Output 4.2.

IX. FINANCIAL PLANNING AND MANAGEMENT

222. The total cost of the project is USD 12,981,509. This is financed through a GEF grant of USD 4,141,509, and USD 8,840,000 in parallel co-financing.

223. UNDP, as the GEF Implementing Agency, is responsible for the execution of the GEF resources and the cash co-financing transferred to UNDP bank account only.

224. Parallel co-financing: The actual realization of project co-financing will be monitored during the *mid-term review* and terminal evaluation process and will be reported to the GEF. The planned parallel co-financing will be used as follows:

Table 6: Co-financing sources and alignment

Co-financing source	Co-financing type	Co-financing amount	Planned Activities/Outputs	Risks	Risk Mitigation Measures
Division of Agriculture & Forestry, Department of Resources & Development	Grant	1,000,000	*All Components and Outputs.*	*Unforeseen changes in annual budget allocations of the government directed towards biosecurity and IAS.*	*Project Outputs such as Output 1.4 on cost-benefit analysis will help build support for increased investment in biosecurity.*
Yap State Government	Grant	1,000,000	*All Components and Outputs, implemented at a State level.*	*Unforeseen changes in annual budget allocations of the government directed towards biosecurity and IAS.*	*Project Outputs will support development of an effective national-States model. Activities are developed as State-centric and will be led by respective States with broad engagement.*
Chuuk Environment Protection Agency	In-Kind	2,750,000	*All Components and Outputs, implemented at a State level.*	*Unforeseen changes in annual budget allocations of the government directed towards biosecurity and IAS.*	*Project Outputs will support development of an effective national-States model. Activities are developed as State-centric and will be led by respective States with broad engagement.*
Kosrae Island Resource Management Authority	In-Kind	550,000	*All Components and Outputs, implemented at a State level.*	*Unforeseen changes in annual budget allocations of the government directed towards biosecurity and IAS.*	*Project Outputs will support development of an effective national-States model. Activities are developed as State-centric and will be led by respective States with broad engagement.*

Pohnpei Environment	In-Kind	500,000	*All Components and Outputs,*	*Unforeseen changes in annual budget*	*Project Outputs will support development of an effective*

Protectio n Agency			*implemented at a State level.*	*allocations of the government directed towards biosecurity and IAS.*	*national-States model. Activities are developed as State-centric and will be led by respective States with broad engagement.*
College of Micronesia - FSM	Grant	500,00 0	*Output 2.2: Development of a modular biosecurity training programme targeting government officers; Output 3.2: Biosecurity extensions services; Links to other training needs in the project.*	*Unwilling/unable to sign agreement with government on development of modular training course.*	*COM-FSM was engaged closely in PPG discussions. Modular training program will build off COM-FSM existing structures.*
Island Conservatio n	Grant	690,00 0	*Mainly Component 3 on delivery of activities engaging local communities and sites, e.g. Outputs 3.2 and 3.3.*	*Unforeseen changes in resourcing or alignment of planned activities.*	*Close engagement in PPG discussions and during implementation in accordance with Stakeholder Engagement Plan.*
Micronesia Conservatio n Trust	Grant	1,000,00 0	*Mainly Component 3 on delivery of activities engaging local communities and sites, e.g. Outputs 3.2 and 3.3.*	*Unforeseen changes in resourcing or alignment of planned activities.*	*Close engagement in PPG discussions and during implementation in accordance with Stakeholder Engagement Plan.*
The Nature Conservan cy	Grant	750,00 0	*Mainly Component 3 on delivery of activities engaging local communities and sites, e.g. Outputs 3.2 and 3.3.*	*Unforeseen changes in resourcing or alignment of planned activities.*	*Close engagement in PPG discussions and during implementation in accordance with Stakeholder Engagement Plan.*
UNDP	In-Kind	100,00 0	*Technical support during implementation including training and review of technical documents.*	*No significant risks.*	*N/A*
Total $		**8,840,00 0**			

225. UNDP Direct Project Services as requested by Government: The UNDP, as GEF Agency for this project, will provide project management cycle services for the project as defined by the GEF Council. In addition, the Government of Federated States of Micronesia may request UNDP direct services for specific projects according to its policies and convenience. The GEF Operational Focal Point has requested that UNDP provide direct project services to support the project with procurement of international consultants, payment of vendors and processing of international travel arrangements. The OFP's request for these services is provided in Annex I. The UNDP and Government of FSM acknowledge and agree that those services are not mandatory, and will be provided only upon Government request. Any requested services would follow the UNDP policies on the recovery of direct costs and these

services (and their costs) will be specified in the Letter of Agreement. As is determined by the GEF Council requirements, these service costs will be assigned as Project Management Cost, duly identified in the project budget as Direct Project Costs. Eligible Direct Project Costs should not be charged as a flat percentage. They should be

calculated on the basis of estimated actual or transaction-based costs and should be charged to the direct project costs account codes: "64397- Services to projects – CO staff" and "74596 – Services to projects – GOE for CO".

226. Budget Revision and Tolerance: As per UNDP requirements outlined in the UNDP POPP, the project board will agree on a budget tolerance level for each plan under the overall annual work plan allowing the project manager to expend up to the tolerance level beyond the approved project budget amount for the year without requiring a revision from the Project Board. Should the following deviations occur, the Project Manager and UNDP Country Office will seek the approval of the UNDP-GEF team to ensure accurate reporting to the GEF: a) Budget re-allocations among components in the project with amounts involving 10% of the total project grant or more;

b) Introduction of new budget items/or components that exceed 5% of original GEF allocation.

227. Any over expenditure incurred beyond the available GEF grant amount will be absorbed by non- GEF resources (e.g. UNDP TRAC or cash co-financing).

228. Refund to GEF: Should a refund of unspent funds to the GEF be necessary, this will be managed directly by the UNDP-GEF Unit in New York.

229. Project Closure: Project closure will be conducted as per UNDP requirements outlined in the UNDP POPP.[27] All costs incurred to close the project must be included in the project closure budget and reported as final project commitments presented to the Project Board during the final project review. The only costs a project may incur following the final project review are those included in the project closure budget.

230. Operational completion: The project will be operationally completed when the last UNDP-financed inputs have been provided and the related activities have been completed. This includes the final clearance of the Terminal Evaluation Report (that will be available in English) and the corresponding management response, and the end-of-project review Project Board meeting. **Operational closure must happen with 3 months of posting the TE report to the UNDP ERC**. The Implementing Partner through a Project Board decision will notify the UNDP Country Office when operational closure has been completed. At this time, the relevant parties will have already agreed and confirmed in writing on the arrangements for the disposal of any equipment that is still the property of UNDP.

231. Transfer or disposal of assets: In consultation with the NIM Implementing Partner and other parties of the project, UNDP programme manager (UNDP Resident Representative) is responsible for deciding on the transfer or other disposal of assets. Transfer or disposal of assets is recommended to be reviewed and endorsed by the project board following UNDP rules and regulations. Assets may be transferred to the government for project activities managed by a national institution at any time during the life of a project. In all cases of transfer, a transfer document must be prepared and kept on file[28]. The transfer should be done before Project Management Unit complete their assignments.

232. Financial completion: The project will be financially closed when the following conditions have

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[27] see https://info.undp.org/global/popp/ppm/Pages/Closing-a-Project.aspx

[28] See
https://popp.undp.org/_layouts/15/WopiFrame.aspx?sourcedoc=/UNDP_POPP_DOCUMENT_LIBRARY/Public/PPM_Project%20 Management_Closing.docx&action=default.

been met: a) The project is operationally completed or has been cancelled; b) The Implementing Partner has reported all financial transactions to UNDP; c) UNDP has closed the accounts for the project; d) UNDP and the Implementing Partner have certified a final Combined Delivery Report (which serves as final budget revision).

233. The project will be financially completed within 6 months of operational closure or after the date of cancellation. Between operational and financial closure, the implementing partner will identify and settle all financial obligations and prepare a final expenditure report. The UNDP Country Office will send the final signed closure documents including confirmation of final cumulative expenditure and unspent balance to the UNDP-GEF Unit for confirmation before the project will be financially closed in Atlas by the UNDP Country Office.

234. **Project extensions**: The UNDP-GEF Executive Coordinator must approve all project extension requests. Note that all extensions incur costs and the GEF project budget cannot be increased. A single extension may be granted on an exceptional basis and only if the following conditions are met: one extension only for a project for a maximum of six months; the project management costs during the extension period must remain within the originally approved amount, and any increase in PMC costs will be covered by non-GEF resources; the UNDP Country Office oversight costs during the extension period must be covered by non-GEF resources.

X. TOTAL BUDGET AND WORK PLAN

Total Budget and Work Plan				
Atlas Proposal or Award ID:	00119501		**Atlas Primary Output Project ID:**	00115959
Atlas Proposal or Award Title:	Micronesia Invasive Alien Species			
Atlas Business Unit	FJI10			
Atlas Primary Output Project Title	Safeguarding biodiversity from invasive alien species in the Federated States of Micronesia			
UNDP/GEF PIMS No.	6004			
Implementing Partner	FSM Department of Resources & Development			

GEF Component/ Atlas Activity	Responsible Party/ (Atlas Implementing Agent)	Fund ID	Donor Name	Atlas Budgetary Account Code	ATLAS Budget Description	Amount Year 1 (USD)	Amount Year 2 (USD)	Amount Year 3 (USD)	Amount Year 4 (USD)	Amount Year 5 (USD)	Total (USD)	See Budget Note:
COMPONENT 1 Governance framework for IAS prevention, control and enforcement	DRD	62000	GEF	71200	International Consultants	78,160	71,740	29,490	35,910	2,700	218,000	1
				71600	Travel	32,830	31,329	24,829	6,330	4,887	100,205	2
				71800	Contractual Services-Imp Partn	39,600	39,600	39,600	39,600	39,600	198,000	3
				72500	Supplies	500	1,000	1,000	1,000	500	4,000	4
				74200	Audio Visual&Print Prod Costs	-	1,000	1,000	500	500	3,000	5
				75700	Training, Workshops & Confer	7,200	6,700	5,100	3,500	2,500	25,000	6
					Total Outcome 1	**158,290**	**151,369**	**101,019**	**86,840**	**50,687**	**548,205**	
COMPONENT 2 Raising awareness and strengthening capacity in IAS prevention and management	DRD	62000	GEF	71200	International Consultants	8,880	13,320	13,320	8,880	3,660	48,060	7
				71600	Travel	7,666	8,998	8,998	7,666	5,796	39,124	8
				71800	Contractual Services-Imp Partn	39,600	39,600	39,600	39,600	39,600	198,000	9
				72100	Contractual services - Comp	80,300	125,000	184,000	146,000	156,500	691,800	10A-B
				72400	Communic & AV Equip	-	5,000	5,000	-	-	10,000	11
				72500	Supplies	500	1,000	1,000	1,000	500	4,000	12
				74200	Audio Visual&Print Prod Costs	2,000	3,000	5,000	8,000	2,000	20,000	13
					Total Outcome 2	**138,946**	**195,918**	**256,918**	**211,146**	**208,056**	**1,010,984**	
COMPONENT 3 Demonstratin	DRD	62000	GEF	71200	International Consultants	10,000	15,000	15,000	10,000	4,000	54,000	14
				71600	Travel	14,000	15,400	17,000	16,500	13,243	76,143	15
				71800	Contractual Services-Imp Partn	54,000	54,000	54,000	54,000	54,000	270,000	16

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best practices in safeguarding biodiversity and food production systems from IAS				72100	Contractual services - Companies	20,000	95,000	180,000	160,000	90,000	545,000	17A-B
				72200	Equipment and Furniture	50,000	150,000	170,000	50,000	-	420,000	18
				72400	Communic & AV Equip	4,800	9,600	9,600	9,600	9,600	43,200	19
				72500	Supplies	-	4,000	4,000	4,000	4,000	16,000	20
				72600	Grants	-	-	30,000	35,000	35,000	100,000	21
				72800	IT Equipment	10,000	-	-	-	-	10,000	22
				74200	Audio Visual&Print Prod Costs	-	2,500	7,500	7,500	2,500	20,000	23
				75700	Training, Workshops &Confer	2,000	13,000	11,000	11,000	11,000	48,000	24
					Total Outcome 3	**164,800**	**358,500**	**498,100**	**357,600**	**223,343**	**1,602,343**	
COMPONENT 4 Knowledge management, monitoring and evaluation	DRD	62000	GEF	71200	International Consultants	28,800	24,800	33,300	14,800	33,300	135,000	25
				71300	Local Consultants	12,800	6,400	16,000	-	8,000	43,200	26
				71600	Travel	19,303	29,849	34,515	19,803	30,092	133,562	27
				71800	Contractual Services-Imp Partn	25,200	25,200	25,200	25,200	25,200	126,000	28
				72100	Contractual services - Comp	9,000	9,000	9,000	9,000	9,000	45,000	29
				72400	Communic & AV Equip	4,000	14,000	14,000	14,000	14,000	60,000	30
				72500	Supplies	1,000	1,000	1,000	1,000	1,000	5,000	31
				72800	Information Technology Equipment	65,500	66,000	1,500	1,500	1,500	136,000	32
				74100	Professional Services	3,000	3,000	3,000	3,000	3,000	15,000	33
				74200	Audio Visual&Print Prod Costs	3,000	3,000	3,000	3,000	3,000	15,000	34
				75700	Training, Workshops and Confer	25,000	16,000	10,000	9,000	9,000	69,000	35
					Total Outcome 4	**196,603**	**198,249**	**150,515**	**100,303**	**137,092**	**782,762**	
PROJECT MANAGEMENT	DRD	62000	GEF	71600	Travel	1,730	1,730	1,730	1,730	1,759	8,679	36
				71800	Contractual Services-Imp Partn	27,600	27,600	27,600	27,600	27,600	138,000	37
				72500	Supplies	1,500	1,500	1,500	1,500	1,500	7,500	38
				72800	IT Equipment	15,000	2,000	1,000	1,000	1,000	20,000	39
				74200	Audio Visual&Print Prod Costs	1,000	1,000	1,000	500	500	4,000	40

				74500	Miscellaneous	500	500	500	500	500	2,500	**41**

				74596	Services to projects	3,945	4,536	4,366	1,658	2,031	16,536	**42**
					Total Management	**51,275**	**38,866**	**37,696**	**34,488**	**34,890**	**197,215**	
				PROJECT TOTAL		**709,914**	**942,902**	**1,044,248**	**790,377**	**654,068**	**4,141,509**	

Summary of Funds:

	Amount Year 1	Amount Year 2	Amount Year 3	Amount Year 4	Amount Year 5	Total
GEF	709,914	942,902	1,044,248	790,377	654,068	4,141,509
National Government: DRD	175,367	230,273	250,560	188,103	155,697	1,000,000
Yap State Government	175,367	230,273	250,560	188,103	155,697	1,000,000
Chuuk Environment Protection Agency	482,258	633,252	689,039	517,284	428,167	2,750,000
Kosrae Island Resource Management Authority	96,452	126,650	137,808	103,457	85,633	550,000
Pohnpei Environment Protection Agency	87,682	115,137	125,280	94,052	77,849	500,000
College of Micronesia - FSM	87,682	115,137	125,280	94,052	77,849	500,000
Island Conservation	121,003	158,889	172,886	129,791	107,431	690,000
Micronesia Conservation Trust	175,367	230,273	250,560	188,103	155,697	1,000,000
The Nature Conservancy	131,525	172,705	187,920	141,078	116,772	750,000
UNDP	17,537	23,027	25,056	18,810	15,570	100,000
TOTAL	**2,260,154**	**2,978,518**	**3,259,197**	**2,453,210**	**2,030,430**	**12,981,509**

Budget notes:

No.	Description
Component 1	
1	**International consultants:** Senior Technical Advisor technical guidance and inputs for Component 1, Outputs 1.1, 1.2 (policy) and 1.3: 22.2% (60 days) of STA's total time of 270 days @ $600 = $36,000. Environmental lawyer to support legislative review and drafting of gaps in biosecurity regulations (Output 1.2) at Federal/State levels. 120 days @ $650 in Y1 (30 days), Y2 (60 days) and Y3 (30 days). Total = $78,000. Environmental economists to support cost/benefit analyses for biosecurity investment (70 days @ $650/day, Y1-2), assessment of cost-recovery options (45 days, Y1-2), and demonstration of cost-recovery at international ports by Y3 (45 days). Total = $104,000. **Total = $218,000**
2	**Travel:** Travel (flights and DSA) for international consultations: Outputs 1.1, 1.2 and 1.3: 22.2% of STA's travel & DSA budget (@ $77,500 total). Total = $17,205; Output 1.2: Environmental lawyer (4 missions = $30,000); Output 1.4: Environmental Economists (4 missions = $30,000); and travel for PMU @ $4,600 per year for support and coordination of all outputs under Component 1. International airfares @ $2,500, round trips within FSM States @ $500, DSA @ $200/day for IC and $150/day for all other travellers including NC, PMU. **Total = $100,205**
3	**Contractual services – Implementing Partners:** Project Manager: 22.5% ($40,500 - equating to $8,100/year) of salary costs applied to C1 to cover technical inputs to all outputs. Project Technical Coordinator: 25% ($37,500 - equating to $7,500/year) of salary costs applied to CI to cover technical inputs and coordination across all outputs and in support of STA inputs and priorities. State Technical Coordinators x4: (1 per State): 25% of salary for four coordinators ($90,000 - equating to $18,000/year for four positions) applied to C1 for technical leadership and inputs across all outputs. State Coordination Support Officers x 4 (1 per State): 25% of salary of part-time Coordination Support Officers in each State ($30,000 – equating to $6,000 per year for four positions) for coordination of C1 across all outputs. **Total = $198,000**
4	**Supplies:** Incidental supplies and materials to support the delivery of Component 1 Outputs across all years. **Total = $4,000**
5	**Audio Visual&Print Prod Costs:** Printing costs for targeted print runs of revised regulations (Output 1.2), printing of materials for IAS Task Forces (Output 1.3) and print materials to publicise results of economic assessment for priority audiences (Output 1.4). **Total = $3,000**
6	**Training, Workshops and Confer:** Stakeholder consultations and discussions supporting implementation of Component 1: Stakeholder consultations for establishment of biosecurity strategy (Output 1.1): 2 public consultation workshops @ $1,000 each in Y1; 10 strategy task force sessions over Years 1 (4), Y2 (4) and Y3 (2) @ $300 each. Total = $5,000 Public consultations at Federal and State levels on proposed biosecurity regulations (Output 1.2) required at Federal and State levels and enhanced protocols/SOPs. 4 State workshops @ $500 in Y1 and 1 Federal workshop @ $1,000 in Y2. Total = $3,000. Stakeholder discussions on progress with NISSAP implementation to support development of 2022-2027 NISSAP (Output 1.2): 4 States at $500 each in Y3, plus 2 national workshops @ $500 in Y4. Total = $3,000. Meetings for IAS Task Force (Output 1.3, bi-annually @ $2,500 per year from Y2. Total = $10,000.

	Consultation workshop to review findings of Targeted Scenario Analysis (Output 1.4) = $1,000 (Y2); consultation meetings with stakeholders on cost-recovery mechanisms (Output 1.4): 4 States @ $500 each; plus public consultation workshop on proposed mechanisms and fees structure = $1,000. Total = $4,000. **Total = $25,000**
Component 2	
7	**International Consultants:** Technical support of Senior Technical Advisor to implementation of Component 2, all Outputs. Costed at 29.6% (80 days) of STA contract at $600/day across the project. Specific role includes support for Output 2.2: specifying the design and modular contents of the IAS Training Programme, in close consultation with DRD, COM and other interested parties such as Port Authority, Agriculture, Marine resources etc. **Total = $48,060**
8	**Travel:** Senior Technical Advisor travel for delivery of Component 2, particularly Output 2.2 (29.6% of STA's travel & DSA budget @ $81,500) = $24,124; travel for PMU to support delivery of Component 2 Outputs @ $3,000 per year = $15,000. International airfares @ $2,500, round trips within FSM States @ $500, DSA @ $200/day for IC and $150/day for all other travellers including NC, PMU. **Total = $39,124**
9	**Contractual Services-Imp Partn:** Project Manager: 22.5% ($40,500 - equating to $8,100/year) of salary costs applied to C2 to cover inputs to all outputs. Project Technical Coordinator: 25% ($37,500 - equating to $7,500/year) of salary costs applied to C2 to cover technical inputs and coordination across all outputs and in support of STA inputs and priorities. State Technical Coordinators x4: (1 per State): 25% of salary for four coordinators ($90,000 - equating to $18,000/year for four positions) applied to C2 for technical leadership and inputs across all outputs. State Coordination Support Officers x 4 (1 per State): 25% of salary of part-time Coordination Support Officers in each State ($30,000 – equating to $6,000 per year for four positions) for coordination of C2 across all outputs. **Total = $198,000**
10A	**Contractual services – Companies:** Contracting of communications company, institution or other service provider for communications and outreach support under Output 2.1: Development of Biosecurity Communications Strategy & Action Plan (in Y1) including travel/consultation with all States = $25,000. Completion of KAP surveys in each State on IAS awareness at project inception, mid-term and end of term @ $20,000/survey = $60,000. Analysis of each survey of 4 States plus other survey forms completed during intervening period between State surveys = $27,000. Provision of part-time (100 days/year, approx 2 days/week) communications support in Years 2-5 (400 days @ $200/day) to facilitate implementation of Communications Action Plan, including event preparations, drafting communications etc, planning and delivery of outreach campaigns and events, including travel to all States = $100,000. The Implementing Partner will award a contract(s) following government rules and regulations. **Total = $212,000**

10B	**Contractual services – Companies:**
	Contracting of College of Micronesia – FSM for design and delivery of a modular IAS Training Program for all levels of government, engaging multiple agencies and sectors: Design of modular IAS Training Programme comprising 12 modules, each 5 days duration @ $1,500/module = $18,000 (Y1). Develop capacity development plan for Quarantine Services and key agencies to identify modules needed; deliver 12 modules (60 days training) to 4 tranches of 20+ trainees over 24 months (Y2 and Y3). Each module delivered in each State. 240 training days plus refreshments with facilities provided by COM-FSM co-financing = $96,000.
	Travel and DSA costs for all participants @ $1,500 and 18 days DSA @ $150. Total
	= $ 50,400 Training materials @ $500/module for 48 modules over 24 months =
	$24,000
	Years 4 & 5: Deliver revised Training Programme of similar scope, scale to multiple government stakeholders across relevant agencies = $90,400
	Part-time Training Coordinator 100 days/year @ $150/day for 4 years (mid-Y1 to mid-Y5) to deliver training across multiple layers/agencies of government = $60,000

	Extension of IAS training course to municipal authorities to engage local communities in IAS extension and practitioner services, including training costs, training materials, refreshments and travel costs for participants to travel to high island for training courses = $141,000. The Implementing Partner will award a contract using its procurement policy. **Total = $479,800**
11	**Communic & Audio Visual Equip:** Audio-visual equipment (e.g. projectors) to support outreach and awareness-raising, and implementation of communications plan (Output 2.1) = $10,000. **Total = $10,000**
12	**Supplies:** Incidental supplies and materials to support the delivery of Component 2 Outputs across all years. **Total = $4,000**
13	**Audio-visual and print production costs:** Preparation of awareness-raising and outreach materials (e.g. brochures, flyers) to support outreach campaigns (Output 2.1) = $20,000. **Total = $20,000**
Component 3	
14	**International Consultants:** Senior Technical Advisor technical oversight and contributions to Component 3, all outputs: 33.3% (90 days) of STA's time @ $600/day. **Total = $54,000**
15	**Travel:** Senior Technical Advisor travel for Outputs 3.1 and 3.3 (33.3% of STA's travel & DSA budget) = $25,833; Travel to support IAS Extension Service municipality meetings (Output 3.2) and for overseeing low-value grants (Output 3.2) @ $15,410 (mainly Y3-5); PMU travel @ $7,000 per year to support implementation of all Outputs x 5 years = $35,000. International airfares @ $2,500, round trips within FSM States @ $500, DSA @ $200/day for IC and $150/day for all other travellers including NC, PMU. **Total = $76,143**
16	**Contractual Services-Imp Partn:** Project Manager: 22.5% ($40,500 - equating to $8,100/year) of salary costs applied to C3 to cover technical inputs to all outputs. Project Technical Coordinator: 25% ($37,500 - equating to $7,500/year) of salary costs applied to C3 to cover technical inputs and coordination across all outputs and in support of STA inputs and priorities. State Technical Coordinators x4: (1 per State): 40% of salary for four coordinators ($144,000 - equating to $28,800/year for four positions) applied to C3 for technical leadership and inputs across all outputs. State Coordination Support Officers x 4 (1 per State): 40% of salary of part-time Coordination Support Officers in each State ($48,000 – equating to $9,600 per year for four positions) for coordination of C3 across all outputs including coordination of local site-based activities. **Total = $270,000**
17A	**Contractual services – Companies:** Contracting of local NGO(s) to coordinate and deliver IAS monitoring, planning and safeguard activities in each State (Output 3.3): 1) *Kosrae*: Yela Forest Reserve (Black Sock fungus), Trouchus Sanctuary, Walung and Tafunsak MPAs. Rapid biodiversity survey (1 month), with inclusion of entomologist for weevil beetles and mycologist for Black Sock, to assess presence and status of IAS. Development of IAS action plan and support for implementation. Total = $80,000 2) *Pohnpei State*: Palikir MPA and Nett and Kitti Watershed Forest Reserves. Rapid biodiversity survey documenting IAS threats/risks and potential management interventions necessary to control spread of IAS, using survey team with different taxonomic specialisms. Development of IAS management plan and implementation support for IAS interventions and training PA staff and communities in monitoring and IAS safeguards. Total = $150,000. 3) *Chuuk State*: Mt Winipot together with near shore MPAs of Neoch and Wichukuno MPAs. Rapid biodiversity survey and IAS assessment, including assessment of potential Black Sock fungus establishment in native forest. Survey team costs, development of IAS monitoring and safeguards plan, implementation support and local community training. Total =

$150,000.

	4) *Yap State*: (a) Ulithi/Ulithi Atoll and 3-4 other islands and (b) Woleai +nearby islands (Little Fire Ant). Surveys in each island group to determine whether or not LFA has spread from Yap to any of these islands. Conduct surveys at inception, mid-term and end of project, train communities to do this monitoring. Development of an IAS monitoring and biosecurity plan for threat prevention and action plan for eradication (co-financed), accompanied by a review of the SESP, if LFA is present at any of the sites. Total = $65,000. The Implementing Partner will award a contract to a competent NGO(s) following government rules and regulations. **Total = $445,000**
17B	**Contractual services – Companies:** Contracting of local NGO to support operational PA/MPA planning and guidelines (Output 3.3): technical support for development/revision of PA/MPA management plans that incorporate IAS and biosecurity protocols; develop guidelines for biosecurity and IAS management for the PA system to support replication of project practices across PA system; develop guidelines for key sectors such as tourism (e.g. dive operators) on appropriate biosecurity controls. The Implementing Partner will award a contract to a competent NGO following government rules and regulations. **Total = $100,000**
18	**Equipment and Furniture:** Equipment for pest control etc @ $55,000 per State (includes fumigation chamber) for ports (Output 3.1) plus EDRR equipment (Output 3.3). Total = $220,000 Office/screening facility for biosecurity port inspection staff in each State (Output 3.1) refurbish building or purchase large container and convert into office @ $50,000 per State = $200,000. **Total = $420,000**
19	**Communications & Audio Visual Equipment:** Biosecurity helpline in each State (Output 3.2) initial establishment and equipment ($2,400) then connectivity and call charges for 4 call-lines/centres at $100/month for 4 years. Total = $21,600. Internet connectivity and mobile phone charges @$1,200/year for 4 port offices for 4 years (Output 3.1). Mobile phones for ports biosecurity staff ($2,400). Total = $21,600. **Total = $43,200**
20	**Supplies:** Incidental supplies over four years @ $1,000 per State per year for supporting State biosecurity helplines and IAS extension (Output 3.2). **Total = $16,000**
21	**Grants:** Community grants scheme to support community engagement and demonstration of IAS and biosecurity safeguards for biodiversity and food production (Output 3.3). Grants will be managed in accordance with the UNDP Low Value Grants Policy. Category of grant will be on-granting to be delivered by GEF Small Grants Program/local NGO. Grants will be issued for communities and local government/municipalities for IAS monitoring, capacity development and strengthening of food production standards to meet requirements for export to other countries. **Total = $100,000**
22	**IT Equipment:** IT equipment to support improvements at key ports of entry/exit (Output 3.1): 2 computers/laptops @ $1,000 each and 1 printer/scanner/copier @ $500 for 4 State port offices. **Total = $10,000**
23	**Audio Visual & Printing Production Costs:** IAS awareness raising materials and best practice guidelines (Output 3.3), such as posters, illustrated guidebooks and IAS Action Plans for sites, with safeguards guidance manual and monitoring plan, available to visitors, community members and site managers, tourism sector. **Total = $20,000**

24	**Training, Workshops and Conferences:**
	Port Biosecurity Improvement Plan (Output 3.1) consultation workshops in each State @ $500 per State in Y1 and Y2. Total = $4,000
	Community capacity development workshops to support IAS extension including EDRR training (Output 3.2) and demonstrations of improved safeguards (Output 3.3), e.g. PA management planning, sector guidelines workshops, @ $2,750 per State in Y2-5. Total = $44,000.

	Total = $48,000
Component 4	
25	**International Consultants:** Information Systems Consultant ($500/day) to support design and development of BIS (Output 4.1): 60 days to design and develop Biodiversity Information System (web-based); and 60 days to provide technical assistance, including populating it with IAS data. 30,40,15,20 and 15 days in Years 1-5. Total = $60,000. IC for MTR and TE (Output 4.2) each at $600 for 35 days = $21,000. Total = $42,000. Senior Technical Advisor technical contributions to knowledge management and best practices (Output 4.3) @14.8% (40 days) of STA's time @ $600/day. Total = $24,000. M&E specialist to support inception workshops and confirmation of results frameworks/M&E plans for each State; 20 days @ $450/day in year 1. Total = $9,000. **Total = $135,000**
26	**Local Consultants:** NC for MTR @ 25 days @$320/day in Y3; TE 25days @$320 in Y5 (Output 4.2). Total = $16,000. National safeguards, community engagement and gender specialist to support finalization of stakeholder engagement plan, stakeholder consultations and provide gender mainstreaming training and support for PMU nationally and in all States (Output 4.2) - intermittent across Y1 (40d), Y2 (20d), Y3 (25d), with 1 mission to States per year (Y1-Y3). 85 days @ $320 Total = $27,200. **Total = $43,200**
27	**Travel:** Travel for M&E inception specialist (1 mission to all States; Output 4.2 = $5,000); Information Systems Consultant (6 missions; Output 4.1 = $39,500); MTR and TE (2 missions; Output 4.2 = $26,000); NC Gender & Safeguards specialist (3 missions to all States; Output 4.2 = $10,500); Senior Technical Advisor (14.8% of STA travel budget = $12,162; and costs for PMU travel in support of Component 4 including travel for Project Board meetings = $37,000. International airfares @ $2,500, round trips within FSM States @ $500, DSA @ $200/day for IC and $150/day for all other travellers including NC, PMU, Project Board members. **Total = $133,562**
28	**Contractual Services-Implementing Partner:** Project Manager: 22.5% ($40,500 - equating to $8,100/year) of salary costs applied to C4 to cover management inputs to all outputs. Specific responsibility includes facilitating delivery of knowledge products (Output 4.3) delivered via multi-media (including BIS, Output 4.1). Project Technical Coordinator: 25% ($37,500 - equating to $7,500/year) of salary costs applied to C4 to cover technical inputs and coordination across all outputs and in support of STA inputs and priorities. State Technical Coordinators x4: (1 per State): 10% of salary of technical coordinators ($36,000 - equating to $7,200 per year for four positions) applied to C4 for technical inputs to component 4 across all outputs. State Coordination Support Officers x 4 (1 per State): 10% of salary of Coordination Support Officers in each State (50% co-financed – GEF component $12,000 – equating to $2,400 per year for four positions) for coordination of C4 across all outputs **Total = $126,000**
29	**Contractual services – Companies:** Service contract with IT specialist company in support of establishment and operation of Biosecurity Information Service (Output 4.1) including for maintenance of hardware @1,000/year ($5,000; maintenance of website @ 8,000/year ($40,000). **Total = $45,000**
30	**Communications & Audio Visual Equipment:** Internet connectivity charges for BIS establishment and operation (Output 4.1). Mobile connectivity charges/call costs for implementation of all Outputs including use of BIS. **Total = $60,000**
31	**Supplies:** Supplies for implementation of Component 4 Outputs @ $1,000 per year.

	Total = $5,000
32	**Information Technology Equipment:** Hardware and software for Biosecurity Information System (Output 4.1): 1 server (for data storage), 1 desktop, 1 laptop, 1 mobile device compatible with GIS software, 1 GIS license with spatial analysis extension, 1 GIS license (basic), 1 GIS license for mobile device, support equipment (bags for hardware, containers for server etc), 1 app to feed data into BIS (to also be distributed to key persons), devices for internet connections. **Total = $136,000**
33	**Professional Services:** Annual NIM audit as per UNDP policies - paid from M&E budget (Output 4.2) @ $3,000/year **Total = $15,000**
34	**Audio Visual&Print Prod Costs:** AV materials and publications on case studies, lessons learnt to support knowledge exchange and transfer (Output 4.3) @ $3,000/year. **Total = $15,000**
35	**Training, Workshops and Conferences:** Capacity building activities for establishment of BIS (Output 4.1) = $8,000. Inception Workshops (national and in all 4 States) $15,000; Annual Stakeholder Forums @ $2,000 each ($10,000); Project Board meetings, biannual @ $1,000 each ($10,000) (NB 1 meeting/year rotates to a different State) = $35,000. Participation of States and national government in regional IAS partnerships and networks, regional training opportunities and knowledge exchange with regional IAS and national IAS projects, in support of regional knowledge transfer (Output 4.3) = $26,000. **Total = $69,000**
Project Management	
36	**Travel:** PMU travel for project management, costed at @ $500 for return airfares to neighbouring High Islands (State capitals) and DSA @ $150. **Total = $8,679**
37	**Contractual Services - Implementing Partner:** Full-time Project Manager ($3,000 for 60 months = $180,000) charged at 10% ($18,000); and Finance & Administration Assistant ($2,000 for 60 months = $120,000) at 100%. **Total = $138,000**
38	**Supplies:** Paper, stationary, printer cartridges etc; annual costs for national PMU office plus 4 State Coordinating Offices. **Total = $7,500**
39	**IT Equipment:** Desktop/Laptop computers 6 @ $1000 = $6000 (2 for PIU, 1 each for State Coordination Offices), 5 printer/scanner/fax multifunction (PIU + 4 States) @ $2,500; PIU data storage @ $1,000; IT accessories & repairs $4500, software $4,000, 1 digital camera @$750, 5 smartphones @ $1,250. **Total = $20,000**
40	**Audio Visual&Print Prod Costs:** Printing of project leaflets, materials etc. **Total = $4,000**
41	**Miscellaneous:** Miscellaneous expenses @ $500/year. **Total = $2,500**
42	**Services to projects:** UNDP Direct Project Costs – UNDP support services to the government (IP) for financial services, HR, procurement, travel arrangement and administration services. The services are charged on itemized services against UNDP's Universal Price List (UPL). (See GEF-OFP service request letter in Annex I). **Total =$16,536**

XI.   LEGAL CONTEXT

235. This project document shall be the instrument referred to as such in Article 1 of the Standard Basic Assistance Agreement between the Government of FSM and UNDP, signed on 2 December 2008. All references in the SBAA to "Executing Agency" shall be deemed to refer to "Implementing Partner."

236. This project will be implemented by the Department of Resources and Development ("Implementing Partner") in accordance with its financial regulations, rules, practices and procedures only to the extent that they do not contravene the principles of the Financial Regulations and Rules of UNDP. Where the financial governance of an Implementing Partner does not provide the required guidance to ensure best value for money, fairness, integrity, transparency, and effective international competition, the financial governance of UNDP shall apply.

237. The designations employed and the presentation of material on this map do not imply the expression of any opinion whatsoever on the part of the Secretariat of the United Nations or UNDP concerning the legal status of any country, territory, city or area or its authorities, or concerning the delimitation of its frontiers or boundaries..

XII.   RISK MANAGEMENT

238. Consistent with the Article III of the SBAA [or the Supplemental Provisions to the Project Document], the responsibility for the safety and security of the Implementing Partner and its personnel and property, and of UNDP's property in the Implementing Partner's custody, rests with the Implementing Partner. To this end, the Implementing Partner shall:

- put in place an appropriate security plan and maintain the security plan, taking into account the security situation in the country where the project is being carried;

- assume all risks and liabilities related to the Implementing Partner's security, and the full implementation of the security plan.

239. UNDP reserves the right to verify whether such a plan is in place, and to suggest modifications to the plan when necessary. Failure to maintain and implement an appropriate security plan as required hereunder shall be deemed a breach of the Implementing Partner's obligations under this Project Document.

240. The Implementing Partner agrees to undertake all reasonable efforts to ensure that no UNDP funds received pursuant to the Project Document are used to provide support to individuals or entities associated with terrorism and that the recipients of any amounts provided by UNDP hereunder do not appear on the list maintained by the Security Council Committee established pursuant to resolution 1267 (1999). The list can be accessed via http://www.un.org/sc/committees/1267/aq_sanctions_list.shtml.

241. The Implementing Partner acknowledges and agrees that UNDP will not tolerate sexual harassment and sexual exploitation and abuse of anyone by the Implementing Partner, and each

of its responsible parties, their respective sub-recipients and other entities involved in Project implementation, either as contractors or subcontractors and their personnel, and any individuals performing services for them under the Project Document.

(a) In the implementation of the activities under this Project Document, the Implementing Partner, and each of its sub-parties referred to above, shall comply with the standards of conduct set forth in the Secretary General's Bulletin ST/SGB/2003/13 of 9 October 2003, concerning "Special measures for protection from sexual exploitation and sexual abuse" ("SEA").

(b) Moreover, and without limitation to the application of other regulations, rules, policies and procedures bearing upon the performance of the activities under this Project Document, in the implementation of activities, the Implementing Partner, and each of its sub-parties referred to above, shall not engage in any form of sexual harassment ("SH"). SH is defined as any unwelcome conduct of a sexual nature that might reasonably be expected or be perceived to cause offense or humiliation, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment.

242. In the performance of the activities under this Project Document, the Implementing Partner shall (with respect to its own activities), and shall require from its sub-parties referred to in paragraph 4 (with respect to their activities) that they, have minimum standards and procedures in place, or a plan to develop and/or improve such standards and procedures in order to be able to take effective preventive and investigative action. These should include: policies on sexual harassment and sexual exploitation and abuse; policies on whistleblowing/protection against retaliation; and complaints, disciplinary and investigative mechanisms. In line with this, the Implementing Partner will and will require that such sub-parties will take all appropriate measures to:

   i.   Prevent its employees, agents or any other persons engaged to perform any services under this Project Document, from engaging in SH or SEA;

   ii.   Offer employees and associated personnel training on prevention and response to SH and SEA, where the Implementing Partner and its sub-parties referred to in paragraph 4 have not put in place its own training regarding the prevention of SH and SEA, the Implementing Partner and its sub-parties may use the training material available at UNDP;

   iii. Report and monitor allegations of SH and SEA of which the Implementing Partner and its sub-parties referred to in paragraph 4 have been informed or have otherwise become aware, and status thereof;

   iv.   Refer victims/survivors of SH and SEA to safe and confidential victim assistance; and

   v.   Promptly and confidentially record and investigate any allegations credible enough to warrant an investigation of SH or SEA. The Implementing Partner shall advise UNDP of any such allegations received and investigations being conducted by itself or any of its sub-parties referred to in paragraph 4 with respect to their activities under the Project Document, and shall keep UNDP informed during the investigation by it or any of such sub-parties, to the extent that such notification (i) does not jeopardize the conduct of the investigation, including but not limited to the safety or security of persons, and/or
         (ii) is not in contravention of any laws applicable to it. Following the investigation, the

Implementing Partner shall advise UNDP of any actions taken by it or any of the other entities further to the investigation.

243. The Implementing Partner shall establish that it has complied with the foregoing, to the satisfaction of UNDP, when requested by UNDP or any party acting on its behalf to provide such confirmation. Failure of the Implementing Partner, and each of its sub-parties referred to in paragraph 4, to comply of the foregoing, as determined by UNDP, shall be considered grounds for suspension or termination of the Project.

244. Social and environmental sustainability will be enhanced through application of the UNDP Social and Environmental Standards (http://www.undp.org/ses) and related Accountability Mechanism (http://www.undp.org/secu-srm).

245. The Implementing Partner shall: (a) conduct project and programme-related activities in a manner consistent with the UNDP Social and Environmental Standards, (b) implement any management or mitigation plan prepared for the project or programme to comply with such standards, and (c) engage in a constructive and timely manner to address any concerns and complaints raised through the Accountability Mechanism. UNDP will seek to ensure that communities and other project stakeholders are informed of and have access to the Accountability Mechanism.

246. All signatories to the Project Document shall cooperate in good faith with any exercise to evaluate any programme or project-related commitments or compliance with the UNDP Social and Environmental Standards. This includes providing access to project sites, relevant personnel, information, and documentation.

247. The Implementing Partner will take appropriate steps to prevent misuse of funds, fraud or corruption, by its officials, consultants, responsible parties, subcontractors and sub-recipients in implementing the project or using UNDP funds. The Implementing Partner will ensure that its financial management, anti-corruption and anti-fraud policies are in place and enforced for all funding received from or through UNDP.

248. The requirements of the following documents, then in force at the time of signature of the Project Document, apply to the Implementing Partner: (a) UNDP Policy on Fraud and other Corrupt Practices and (b) UNDP Office of Audit and Investigations Investigation Guidelines. The Implementing Partner agrees to the requirements of the above documents, which are an integral part of this Project Document and are available online at www.undp.org.

249. In the event that an investigation is required, UNDP has the obligation to conduct investigations relating to any aspect of UNDP projects and programmes in accordance with UNDP's regulations, rules, policies and procedures. The Implementing Partner shall provide its full cooperation, including making available personnel, relevant documentation, and granting access to the Implementing Partner's (and its consultants', responsible parties', subcontractors' and sub- recipients') premises, for such purposes at reasonable times and on reasonable conditions as may be required for the purpose of an investigation. Should there be a limitation in meeting this obligation, UNDP shall consult with the Implementing Partner to find a solution.

250. The signatories to this Project Document will promptly inform one another in case of any incidence of inappropriate use of funds, or credible allegation of fraud or corruption with due confidentiality.

251. Where the Implementing Partner becomes aware that a UNDP project or activity, in whole or in

part, is the focus of investigation for alleged fraud/corruption, the Implementing Partner will inform the UNDP Resident Representative/Head of Office, who will promptly inform UNDP's Office of Audit and Investigations (OAI). The Implementing Partner shall provide regular updates to the head of UNDP in the country and OAI of the status of, and actions relating to, such investigation.

252. UNDP shall be entitled to a refund from the Implementing Partner of any funds provided that have been used inappropriately, including through fraud or corruption, or otherwise paid other than in accordance with the terms and conditions of the Project Document. Such amount may be deducted by UNDP from any payment due to the Implementing Partner under this or any other agreement. Recovery of such amount by UNDP shall not diminish or curtail the Implementing Partner's obligations under this Project Document.

253. Where such funds have not been refunded to UNDP, the Implementing Partner agrees that donors to UNDP (including the Government) whose funding is the source, in whole or in part, of the funds for the activities under this Project Document, may seek recourse to the Implementing Partner for the recovery of any funds determined by UNDP to have been used inappropriately, including through fraud or corruption, or otherwise paid other than in accordance with the terms and conditions of the Project Document.

254. Note: The term "Project Document" as used in this clause shall be deemed to include any relevant subsidiary agreement further to the Project Document, including those with responsible parties, subcontractors and sub-recipients.

255. Each contract issued by the Implementing Partner in connection with this Project Document shall include a provision representing that no fees, gratuities, rebates, gifts, commissions or other payments, other than those shown in the proposal, have been given, received, or promised in connection with the selection process or in contract execution, and that the recipient of funds from the Implementing Partner shall cooperate with any and all investigations and post-payment audits.

256. Should UNDP refer to the relevant national authorities for appropriate legal action any alleged wrongdoing relating to the project, the Government will ensure that the relevant national authorities shall actively investigate the same and take appropriate legal action against all individuals found to have participated in the wrongdoing, recover and return any recovered funds to UNDP.

257. The Implementing Partner shall ensure that all of its obligations set forth under this section entitled "Risk Management" are passed on to each responsible party, subcontractor and sub-recipient and that all the clauses under this section entitled "Risk Management Standard Clauses" are included, mutatis mutandis, in all sub-contracts or sub-agreements entered into further to this Project Document.

XIII. MANDATORY ANNEXES

A. Multi-year Workplan *(attached to this ProDoc for signature)*

B. GEF Core Indicators worksheet and Capacity Development and IAS scorecards

C. Overview of technical consultancies/subcontracts *(attached to this ProDoc for signature)*

D. Terms of Reference for Project Board, Project Manager, Project Technical Coordinator, State Technical Coordinators, Senior Technical Advisor and other positions *(attached to this ProDoc for signature)*

E. UNDP Social and Environmental and Social Screening Template (SESP) *(attached to this ProDoc for signature)*

F. Stakeholder Engagement Plan

G. Gender Analysis and Action Plan

H. UNDP Risk Log

I. Additional agreements: letters of financial commitments (co-financing letters), Request from the OFP for services to be provided by UNDP on which DPCs are applied.

XIV. OTHER ANNEXES.

Annex 1: Study sites profile

Annex 2: Invasive Alien Species: Assessment of Biosecurity in Federated States of Micronesia Annex 3: Known Presence of Priority IAS within FSM States

Annex 4: Consultations with Stakeholders during PPG

Annex 5: Sustainable Funding for Biosecurity in the FSM: A Cost-Recovery Mechanism Annex 6: Equipment list for ports of entry/exit

Annex 7: Communications Strategy – Preliminary Framework

Annex 8: KAP Survey Guidance and Questionnaire Template

Annex 9: FSM Modular IAS Training Programme - Preliminary Discussions

Annex 10: Digital IAS Information and Biosecurity Information System Framework

Annex 11: Project Map and geospatial coordinates of the project area *(attached to this ProDoc for signature)*

Annex 12:   Monitoring   Plan   *(attached   to   this   ProDoc   for   signature)*

Annex A: Multi Year Work Plan

Output / Activity		Year 1				Year 2				Year 3				Year 4				Year 5			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
COMPONENT 1: INSTITUTIONALIZING A GOVERNANCE FRAMEWORK FOR IAS PREVENTION, CONTROL AND ENFORCEMENT ACROSS MEMBER STATES AND IN COLLABORATION WITH OTHER MICRONESIAN NATIONS																					
Outcome 1: National biosecurity governance framework strengthened, institutionalized, sustainably financed and aligned with relevant Pacific initiatives																					
Output 1.1 National Biosecurity Strategy developed to institutionalize IAS governance and biosecurity enforcement across national and state governments, including its sustainable financing																					
1.1.1 Establish a focus group for National Biosecurity Strategy.		X	X																		
1.1.2 Define the scope of the Strategy and consultation process.			X																		
1.1.3 Hold a consultation meeting with stakeholders.			X																		
1.1.4 Hold regular meetings with focus group during drafting.			X	X																	
1.1.5 Hold a 2nd consultation meeting by month 8 of Year 1.				X																	
1.1.6 Finalize the draft Strategy. Seek endorsement.					X	X															
1.1.7 Support implementation of the Strategy.							X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Output 1.2: IAS legislative and policy framework reviewed and revised, taking account of new Biosecurity Act																					
1.2.1 Establish a technical focus group for legislative work.				X																	
1.2.2 Complete the legal review at national and state levels.						X	X														
1.2.3 Draft regulations, protocols and amendments.										X	X	X	X	X	X	X					
1.2.4 Support public consultations on draft laws.										X	X	X	X								
1.2.5 Support Chuuk and Kosrae to update IAS Action Plans.										X	X	X									
1.2.6 Support the review and revision of the FSM NISSAP.										X	X										
1.2.7 Make revised regulations available to stakeholders.											X	X						X	X	X	
1.2.8 Review/develop MOUs and bilateral agreements on IAS.										X	X	X	X	X	X	X	X	X	X	X	X
Output 1.3: FSM Quarantine Services expanded into Biosecurity Authority with enhanced quarantine services and enforcement capacities, cost recovery system in place for port inspections, new Biosecurity Extension Service role and effective national-state coordination mechanism																					
1.3.1. Establish FSM Biosecurity Task Force.						X	X	X	X												
1.3.7. Revise/strengthen MOUs between national and States.						X	X	X	X												
1.3.8. Strengthen/support State IAS Task Forces.						X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Output 1.4: Cost/benefit analyses of economic impacts of priority IAS on biodiversity, food security, livelihoods, health, and production systems versus preventative measures to eradicate or control such species																					
1.4.1. Collect data and information on impacts of IAS.				X	X	X															

1.4.2 Assess costs and benefits using Targeted Scenario Analysis.																					

Output / Activity		Year 1				Year 2				Year 3				Year 4				Year 5			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
1.4.3. Publicize and share results with policy-makers and public.								X	X												
1.4.4. Assess cost-recovery options.							X	X	X												
1.4.5 Demonstrate cost-recovery and draft recommendations.										X	X	X	X	X	X						
COMPONENT 2: RAISING AWARENESS AND STRENGTHENING CAPACITY IN IAS PREVENTION AND MANAGEMENT																					
Outcome 2: Enhanced biosecurity awareness and capacity to safeguard terrestrial and marine ecosystems and agricultural and fishery production systems from IAS impacts																					
Output 2.1 Biosecurity Communications Strategy and Action Plan developed and implemented, including events, outreach materials and knowledge products to target relevant sectors																					
2.1.1 Undertake KAP survey at inception, mid-term, end project.		X	X							X								X	X		
2.1.2. Draft Biosecurity Communications Strategy Plan.				X	X																
2.1.3. Implement State-centric biosecurity outreach.						X	X	X	X	X	X	X	X	X	X	X	X				
2.1.4. Develop education and engagement including at schools.						X	X	X	X	X	X	X	X	X	X	X	X				
2.1.5. Collect and analyse additional KAP data.										X								X			
2.1.6. Update Communications Strategy at mid-term.											X	X									
Output 2.2: Modular Biosecurity Training Programme on IAS management and compliance designed, mainstreamed across relevant sectors and institutionalized																					
2.2.1. Establish partnership agreement with COM-FSM.		X	X																		
2.2.2. Design the Biosecurity Training Programme.			X	X	X																
2.2.3. Prepare capacity development plan.																					
2.2.4. Develop and pilot core modules. Commence training.					X	X	X	X													
2.2.5. Develop further modules and deliver further training.						X	X	X	X	X	X	X	X	X							
2.2.6. Partner and train municipalities.										X	X	X	X	X	X						
2.2.7. Develop and monitor feedback forms.							X		X		X			X	X			X			
2.2.8. Make training modules available online for wider use.														X	X	X	X	X			
2.2.9. Explore certification options for courses.														X	X	X	X				
COMPONENT 3: DEMONSTRATING BEST PRACTICES IN SAFEGUARDING BIODIVERSITY AND FOOD PRODUCTION SYSTEMS FROM IAS																					
Outcome 3: Biosecurity protocols operational and enhanced to prevent IAS introductions via ports of entry/exit and to safeguard natural and production terrestrial and marine systems from impacts of established IAS																					
Output 3.1: All international ports of the High Islands in FSM's four States adequately staffed and equipped, including quarantine facilities and access to BIS, for inspection of air and sea freight, crews, passengers and their baggage on entry and exit																					
3.1.1. Prepare port improvement plan for international ports.				X	X	X															
3.1.2. Develop new biosecurity and quarantine protocols.						X	X	X	X												

Output / Activity		Year 1				Year 2				Year 3				Year 4				Year 5			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
3.1.3. Procure equipment for basic biosecurity and quarantine.					▉	▉	▉	▉													
3.1.4. Support refurbishment of biosecurity offices.						▉	▉	▉	▉	▉											
3.1.5. Design system for monitoring inspections using BIS.										▉	▉	▉	▉								
3.1.6. Request passengers to complete KAP survey.										▉		▉		▉		▉		▉		▉	
Output 3.2: Biosecurity Extension Service operationalized in each State supporting landowners, farmers and fishing communities to identify IAS and measures to eradicate or contain them																					
3.2.1. Develop extension plan for each State.				▉	▉	▉															
3.2.2. Establish biosecurity helpline in each State.						▉	▉	▉													
3.2.3. Revise ERPs and develop generic ERPs for each State.								▉	▉	▉	▉	▉	▉								
3.2.4. Facilitate identification of agreed EDRR mechanisms.										▉	▉			▉	▉						
3.2.5. Develop awareness and capacity development materials.								▉	▉	▉	▉	▉	▉	▉	▉	▉					
3.2.6. Deliver training for farming and fishing communities.								▉	▉	▉	▉	▉	▉	▉	▉	▉					
3.2.7. Implement community low-value grants program.										▉	▉	▉	▉	▉	▉	▉	▉	▉	▉	▉	
Output 3.3: IAS safeguards and monitoring demonstrated in landscapes/seascapes in each State, with guidelines developed for mainstreaming across sectors and replication at other sites																					
3.3.1. Conduct participatory IAS surveys at demonstration sites.						▉	▉	▉													
3.3.2. Develop IAS Safeguards and Monitoring Plans.								▉	▉	▉	▉	▉									
3.3.3. Providing training and implementation support for plans.										▉	▉	▉	▉	▉	▉	▉		▉			
3.3.4. Support revision/development of PA management plans.										▉	▉	▉	▉	▉	▉	▉					
3.3.5. Provide training for PA managers/rangers.								▉	▉	▉											
3.3.6. Develop guidelines for IAS in PA system and tourism.														▉	▉	▉	▉				
3.3.7 Explore partnerships with Vital for safeguards.										▉	▉	▉	▉								
COMPONENT 4: KNOWLEDGE MANAGEMENT, MONITORING AND EVALUATION																					
Outcome 4: Effectiveness of IAS interventions improved by enhanced digital access to and management of information, including IAS distribution data, at state, national and Pacific levels																					
Output 4.1 Web-based Biosecurity Information System (BIS) developed to support identification, screening, monitoring and enforcement of IAS inspections (entry and exit) in all State ports																					
4.1.1. Confirm the scope, design architecture and develop BIS.				▉	▉	▉	▉	▉	▉												
4.1.2. Hold workshops in each State to develop BIS.						▉	▉														
4.1.3. Support BIS operation and facilitate MOU for support.										▉	▉	▉	▉	▉	▉						
4.1.4. Develop mobile application for BIS.												▉	▉	▉							

4.1.5. Prepare user guidelines and access policy.																								

Output / Activity		Year 1				Year 2				Year 3				Year 4				Year 5			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
4.1.6. Run basic GIS training courses in each State.									▓				▓				▓				
Output 4.2: Project implementation and decision-making informed by having a monitoring and evaluation system in place																					
4.2.1. Develop M&E plan and update results framework.		▓	▓																		
4.2.2. Revise and broaden Stakeholder Engagement Plan.		▓	▓																		
4.2.3. Review and update SESP annually as part of PIR.		▓						▓				▓				▓				▓	
3.2.4. Use AWP preparation to document adaptive measures.					▓			▓				▓				▓					
3.2.5. Conduct MTR and TE in line with UNDP/GEF requirements.								▓	▓											▓	▓
3.2.6. Implement the Gender Action Plan.		▓	▓	▓	▓	▓	▓	▓	▓	▓	▓	▓	▓	░	░	░	░				
Output 4.3: Project results and lessons learned shared with project stakeholders and disseminated more widely across Pacific via BIS and engagement in regional IAS networks																					
4.3.1. Develop a project website.								▓	▓												
4.3.2. Share reports, articles etc with stakeholders via BIS.														▓	▓	▓	▓	▓	▓	▓	▓
4.3.3. Identify document and share best practices and lessons.														▓	▓	▓	▓	▓	▓	▓	▓
4.3.4. Present project results at conferences and IAS networks.														▓	▓	▓	▓	▓	▓	▓	▓
4.3.5. Hold annual stakeholder forums.						▓				▓				▓				▓			
4.3.6. Prepare and publish project terminal report.																					▓
4.3.7. Support participation of FSM in regional IAS partnerships.					▓	▓	▓	▓	▓	▓	▓	▓	▓	▓	▓	▓	▓	▓	▓	▓	▓
4.3.8. Regional/bilateral knowledge exchange with GEF projects.					▓	▓	▓	▓	▓	▓	▓	▓	▓	▓	▓	▓	▓	▓	▓	▓	▓

Annex C: Overview of Technical Consultancies

Consultant	Time Input	Tasks, Inputs and Outputs
For Project Management / Monitoring & Evaluation		
Local / National contracting		
Project Manager Rate: $3,000/month	60 months (full time)	The Project Manager (PM), advised by the STA and supported by the Project Technical Coordinator, will be responsible for the overall management of the project, including the mobilization of all project inputs, supervision over project staff, consultants and sub-contractors. This position will support all four project outcomes. See the full TOR in Annex D for details.
National Technical Coordinator Rate: $2,500/month	60 months (full time)	The National Technical Coordinator (NTC) will be technically knowledgable and experienced in the control and management of IAS. S/he will preport to the PM and take responsibility for the technical coordination of project implementation across the four States, working closely with the respective State Coordinators and State Invasive Species Task Forces. The NTC will support the Senior Technical Advisor (STA; international consultant) and oversee technical aspects of project implementation during the intervening periods between the STA's missions, working closely with technical experts among stakeholder groups including national and State governments. The NTC will be expected to undertake the IAS Training Programme and be certified as having completed it to the requisite standard. This position will support all four project outcomes. See the full TOR in Annex D for details.
Financial & Project Administrator Rate: $2,000/month	60 months (full time)	The Finance & Project Administrator will be a qualified accountant and also proficient in administration. S/he will report to the PM and take responsibility for managing the project's finances and ensuring that the project is adminstered efficiently and effectively, particulalrly with regard to such matters as the disbursement of funds to the State sub-level responsible parties. See the full TOR in Annex D for details.
State Technical Coordinators (4 positions) Rate: $1,500/month	54 months (full time from mid-Year 1)	The State Technical Coordinators (STCs), recruited from each of the four Statse, will be knowledgeable and experienced in State government policy and bureaucracy and technically competent in biosecurity and IAS management. STCs will be responsible for technical oversight for project implementation in their respective State, ensuring that government (State and Municipal), non-government and communities are well informed about the project's objective, outputs (as appropriate) and annual work plan and coordinating consultations and project inputs accordingly. STCs will work closely with the PM, NTC, and their respective State Coordination Support Officer, and also support project consultants during missions to their respective States. These positions will support all four project outcomes. See the full TOR in Annex D for details.
State	54 months	The State Coordination Support Officers (CSOs), recruited from each of the

		four

Consultant	Time Input	Tasks, Inputs and Outputs
Coordination Support Officers (4 positions) Rate: $500/month (part-time @ 50% FTE)	(part-time 50% FTE 2.5 days/week, or full-time 100% FTE with 50% co-financing from States)	States, will support the coordination and administration of all activities in the respective States. CSOs will support and facilitate partner and stakeholder engagement in project activities including local staekholder consultations. They will work closely with State Technical Coordinators supporting all aspects of project implementation at a State level. See the full TOR in Annex D for details.
For Technical Assistance		
International Consultancies		
Senior Technical Advisor Rate: $600/day	270 days over 5 years, with up to 220 days in country and 50 days home office (Intermittent)	The Senior Technical Advisor (STA), expert in prevention, control and management of IAS in the Pacific and having sound experience in institutional development, will be responsible for providing overall technical guidance to the Project. The STA will be a recognized expert in biosecurity and IAS with experience working in the Pacific region or with other Small Island Development States and with comprehensive knowledge of the context and issues related to IAS among Pacific countries. The STA will ideally be located within the Pacific region and have experience/knowledge of other GEF-financed IAS projects in the Pacific. The STA will be supported by the National Technical Coordinator, who will ensure that implementation of key technical outputs such as the National Biosecurity Strategy, Biosecurity Communications Strategy, Cost Recovery mechanisms, development of the modular Biosecurity Training Programme, and development of the Biodiversity Information System progresses on track between missions. This position will support all four project outcomes, advising the PM and NTC on the scope, scheduling and integration of each of the project outputs. Additionally, the STA will be responsible for drafting the National Biosecurity Strategy (Output 1.1), facilitating and drafting the review of protocols (Output 1.2) and ERPs (Output 3.3) and overseeing the modular design of the Biosecurity Training Programme and contents of each module (Output 2.2), supported by the NTC and collaborating closely national and international experts. Contractual cost is distributed across outcomes in accordance with the total budget and work plan. Days and missions (duration at least 20 days) are scheduled as follows: Y1 = 50 days (2 missions), Y2 = 75 days (3 missions), Y3 = 75 days (3 missions), Y4 = 50 days (2 missions), Y5 = 20 days (1 mission). **Tasks:** • Provide technical oversight and advice on technical aspects of implementation including effective M&E and adaptive management to ensure project learning and project results are achieved. • Provide technical support to National Technical Coordinator and

		State Technical Coordinators on technical aspects of implementation. • Ensure project uses best practices on biosecurity and IAS management particularly lessons learned from the Pacific and support effective

Consultant	Time Input	Tasks, Inputs and Outputs
		engagement and coordination of the project with regional IAS partnerships and networks in the Pacific on technical matters, including other GEF- funded projects in the Pacific. **Key Deliverables:** • A detailed work plan will be prepared annually, including specific deliverable for that year, expected to include: • Draft National Biosecurity Strategy and Action Plan that details mechanisms and steps required to achieve an effective national-States biosecurity model for FSM. • Drafted biosecurity policy and protocols including technical oversight for updating of State Invasive Species Task Force Action Plans and technical inputs for the review of the FSM NISSAP. • Technical inputs for MOUs and bilateral agreements. • TOR for FSM Biosecurity Task Force. • Inputs to modular training programme and capacity development plans for key government agencies at national and State levels. • Biosecurity improvement plans for 8 ports of international entry/exit and technical support for implementation of such plans including guidance on necessary equipment. • Technical inputs for biosecurity extension services and EDRR training at State/local level. • Drafted generic ERPs for each State. • Contributions to drafting and review of technical TOR for the project. • Technical inputs for project Outputs, and close liaison with other project technical consultants and contractors, and regional IAS platforms and projects, to ensure the implementation of Outputs and activities progresses in a technically sound fashion. • Technical review of draft materials prepared by the project and other consultants/contractors. • Technical inputs to support identification and documentation of project lessons learned and best practices, and their dissemination across regional IAS platforms and projects. **Expertise & Qualifications:** • Masters degree in natural resources management or related discipline to biosecurity and IAS management; • Over 15 years of experience in biosecurity and IAS management, including experience in the Pacific Region or with other Small Island Development States. • Extensive knowledge and experience of biosecurity and invasive alien

Consultant	Time Input	Tasks, Inputs and Outputs
		species control covering all aspects of IAS frameworks including prevention, early detection and rapid response, containment and eradication. • Knowledge of and prior experience with other GEF-financed IAS projects in the Pacific region is an advantage.
Environmental Lawyer	120 days, with up to 80 days in country and 40 days home office (Intermittent, Years 1-4)	The Environmental Lawyer will be responsible for the delivery of Output 1.2 by developing regulations and other protocols necessary to apply the 2017 Biosecurity Act at national and State levels in accordance with the national-States biosecurity model in FSM. The consultant will have experience working in the Pacific and ideally be located within the Pacific region. **Note:** 120 days spread over three consecutive years from project inception: estimated at 30 days in Year 1 (with 1 missions of 20 days), 60 days in Year 2 (with 2 missions of 20 days each) and 30 days in Year 3 (with 1 mission) or 4 depending on progress. *Engagement of an NGO/organization based in FSM or Pacific may be considered if qualified and cost-effective.* **Tasks:** The consultant will provide lead technical assistance in the review, provision and revision of biosecurity regulations and protocols highlighted in the biosecurity assessment for FSM (Annex 2) that include the following: • National regulations for biosecurity under the 2017 Biosecurity Act. • Updated protocols (e.g. animal and plant quarantine fees, overtime billing) for National Quarantine under the 2017 Biosecurity Act. • Regulations and protocols to address inter-state and intra-state biosecurity. • Regulations to support cost-recovery based on demonstrations under Output 1.4. • Protocols to support the development of response mechanisms for invasive species incursions. Other shortfalls may emerge during the formulation of Biosecurity Strategy and these will also be included in consultancy scope. The consultant will collate lessons learned and approaches being taken from across the Pacific region in the development of regulations for FSM. **Key Deliverables:** • Report that identifies regulations (and other legal provisions and protocols) that need to be issued in order to apply the 2017 Biosecurity Act successfully at national and State level including national regulations for biosecurity. Append to the report an Action Plan that prioritizes and schedules drafting of necessary legislation. • Draft regulations, submitted to government covering at least the following: – National regulations for biosecurity. – Updated protocols and fee schedules for National Quarantine. – State-level regulations for biosecurity to implement the national-States model.

Consultant	Time Input	Tasks, Inputs and Outputs
		Expertise & Qualifications:
		• Masters degree in environmental law, or equivalent
		• Over 15 years of experience developing legislation within the environmental sector, including experience in the Pacific region.
		• Knowledge and experience of biosecurity and invasive alien species control, sustainable financing etc within a legislative context.
		• Experience drafting biosecurity regulations for FSM and/or other Pacific countries and knowledge of regulatory changes in other countries an advantage.
Environmental Economist (Targeted Scenario Analysis) Rate: $650/day	70 days with at least one mission to FSM (Years 1-2)	The environmental economist will oversee review and assessment of economic losses due to IAS and conduct a Targeted Scenario Analysis for enhanced investment in biosecurity and IAS to avoid these losses, supporting Output 1.4. The specialist will work in close collaboration with the economic economist for cost-recovery. *This TOR may be merged with the consultancy below in one integrated contract for cost-benefit analysis and cost-recovery.* **Tasks:** • Collate information on economic assessments completed or underway elsewhere in the Pacific or other SIDS to identify economic impacts of IAS. Identify opportunities to coordinate with economic assessments taking place under a similar timeframe. • Collect data and information on impacts of IAS on natural ecosystems and their functioning and services, food production systems, health (human and livestock), infrastructures from each of FSM's States. • Using Targeted Scenario Analysis, assess the economic costs (and benefits) of increased investment in biosecurity and IAS management, including cost- benefit analysis of the current impacts of priority IAS in FSM versus the costs of managing such impacts in terms of preventing the likelihood of introductions at entry ports and controlling the spread of established species. **Key Deliverables:** • Report on results of TSA for enhanced investment in biosecurity and IAS management in FSM. • Summary report for policy-makers to provide a business case for enhanced investment including cost-recovery with users. **Expertise & Qualifications:** • Advanced degree in economic analysis • At least 10 years experience of public economic analysis, with prior experience in design and implementation of Targeted Scenario Analysis • Excellent spoken and written English • Knowledge of biosecurity and IAS management issues an advantage, particularly issues within the Pacific region.

Consultant	Time Input	Tasks, Inputs and Outputs
Environmental Economist (Biosecurity cost- recovery) Rate: $650/day	90 days, with 80 days in country and 10 days home office (Intermittent, Years 1-3)	Environmental Economist will assess cost-recovery options for biosecurity, develop and support piloting of an identified option at target ports and provide recommendations on upscaling of cost recovery across FSM, contributing to the delivery of Output 1.4. The specialist will work in close collaboration with the economic economist for Targeted Scenario Analysis. *This TOR may be merged with the consultancy above in one integrated contract for cost-benefit analysis and cost-recovery.* **Note:** Estimated 90 days spread across Year 1 (45 days with 2 missions of 20 days each) for development of cost-recovery system and Year 2-3 (45 days with 2 missions of 20 days each) for piloting of the system and development of recommendations on upscaling. **Tasks:** The consultant will develop a demonstration cost-recovery mechanism(s) for the sustainable financing of biosecurity services in FSM, ready for demonstration in Year 2-3. This will include the following, undertaken in close collaboration and consultation with the Port Authorities, State IAS Taskforces, and PMU: • Provide a resume of how costs are recovered by the respective Port Authorities (for target identified demonstration port(s) – to be determined in consultation with stakeholders). Similarly, document the financing arrangements in place for Customs and Immigration. • Collect, collate and analyse crew and passenger entry and exit data for each of 8 ports on the High Islands of the four States; disaggregate data where possible to determine resident/non-resident, citizen/foreigner, purpose of visit (work/holiday/visiting family or friends); and analysis on a monthly basis over a 5-year timeframe for each port. • Undertake a similar exercise for air and sea freight over the last five years, differentiating between cargo that comprises live plants or animals, food products for human or animal consumptions, and anything else. • Develop an annual budget for needed biosecurity services to effectively implement the national-States biosecurity model. • Identify a set of scenarios ranging from full cost recovery to partial cost recovery of key services, using one or more sustainable financing mechanisms including passenger/cargo/freight fees. Draft recommendations as to the most appropriate options to progress, including on the basis of extensive stakeholder consultation at Federal and State levels on draft cost-recovery mechanism(s). • Engage with aligned initiatives taking place across the Pacific (e.g. GEF-financed projects in Fiji and regionally) to coordinate approaches and share lessons and information. • Support the demonstration of pilot cost-recovery at targeted port(s) with the preferred option. • Draft recommendations for upscaling cost-recovery for biosecurity in FSM based on the demonstration results.

Consultant	Time Input	Tasks, Inputs and Outputs
		• Work closely with the Environmental Lawyer who will advise on regulatory changes necessary for introduction of the cost-recovery system. **Key Deliverables:** • Report comprising: (i) an assessment of the status quo regarding cost recovery by other agencies (Port Authorities, Customs and Immigration); (ii) an analysis of the numbers of people and quantities of freight entering and exiting each of the 8 States over the last 5 years through ports of entry and exit; (iii) an estimated annual budget for key biosecurity services and models for how costs might be recovered under different scenarios; and the selected model that incorporated stakeholder consultation feedback to be piloted at target port(s). • Technical inputs for support of pilot demonstration of cost-recovery at target port(s). • Report providing recommendations on upscaling of cost-recovery for biosecurity across FSM based on the demonstration results at target port(s). **Expertise & Qualifications:** • Masters degree in environmental economics, or equivalent • Over 15 years experience of experience applying economics within the environmental sector, preferably including work in the Pacific region. • Experience in development of sustainable financing models
Information Systems Specialist Rate: $500/day	120 days with 100 days (DSA) in country and 20 days home office (Intermittent)	The Information Systems Specialist will lead the design, development and population of the Biodiversity Information System (Output 4.1). The tasks can be split into several contracts if appropriate. **Note:** 120 days spread across Years 1-5 (30,40,15,20 and 15 days, respectively), with 2 missions in Year 2 and single missions in other years. *Engagement of an NGO/organization based in FSM or Pacific may be considered if qualified and cost-effective.* **Tasks:** The consultant will design and develop a Biosecurity Information System (BIS), based on the framework outlined in Annex 10 of the Project Document. BIS will be located in Quarantine Services. Key tasks include: • Define the scope, design the architecture and develop BIS in close, iterative consultation with Quarantine Services at Federal and State levels, as well as other key players in FSM as indicated in Annex 10 (e.g. State IAS Taskforces, Port Authorities, Customs) and the region (e.g. Regional Invasive Species Council, Micronesia Islands Forum, Pacific Islands Forum and Pacific Community). The final scope and design should be endorsed by the Project Board. • Consult with UN Environment / SPREP / PRISMSS on the development of the regional IAS database and confirm alignment of the BIS as required to the regional database to facilitate sharing of data and information. This should include functionality for sharing of data on sightings and on best practices/case studies developed by the project. • Hold at least one workshop in each State during the development of BIS, inviting

Consultant	Time Input	Tasks, Inputs and Outputs
		stakeholders from a wide range of sectors within government (e.g. agriculture, marine resources, tourism, private sector) and non-government (e.g. national and international conservation NGOs) to consult on the design.
		• Support operation of the BIS and facilitate the memorandum of agreement for long-term ownership of the platform following closure of the project.
		• Prepare user guidelines on BIS, as well as a module (or part module) for the Biosecurity Training Programme.
		Key Deliverables:
		• A Biodiversity Information System having the following functionality:
		• A web-based repository for spatial data on FSM's IAS, as well as information and knowledge, that can be readily accessed and interrogated via the World Wide Web.
		• A repository and monitoring system for screening and inspections of passengers and freight and quarantines effected in the ports: on entry and, if appropriate, on exit. Analysis of these monitoring data will provide useful information on the effectiveness of different screening and searching procedures.
		• An intranet networking facility between States and their respective Quarantine Field Offices, Customs Field Offices, Port Authorities and IAS Taskforces with DRD Quarantine Services. Likewise networking the Authority's Extension Service distributed across the four States.
		• Providing a dissemination medium for implementation of the Communications Strategy and Action Plan, as well as all project knowledge and information products.
		• Operational manual for BIS.
		• Module (or part-module) on BIS, its functionality, means of access and use developed for the Biosecurity Training Programme.
		• A report elaborating on the tasks undertaken, consultation process and how feedback has been addressed, and provisions for post-project maintenance and sustainability of the System, and functionality for coordination with the regional IAS database.
		Expertise & Qualifications:
		• Masters degree in computing sciences, IT or equivalent and, preferably, a degree in environmental sciences qualification, or equivalent
		• At least 15 years of experience in natural resource management
		• At least 7 years of demonstrable experience in the design and development of digital information systems related to natural resources, the environment and biodiversity. Experience and understanding of other IAS databases in the Pacific an advantage.
		• At least 5 years of demonstrable experience in GIS
		• At least 5 years of experience working with ministries, national or

		international

Consultant	Time Input	Tasks, Inputs and Outputs
		institutions that are concerned with natural resource and/or environmental management.
M&E Specialist to support project inception Rate: $450/day	20 days in Year 1 with mission to all States	The Monitoring & Evaluation Specialist will support the effective inception of the project and confirmation of project results framework, including collation of baseline data and State's inputs to project results and baselines. The consultant will work closely with the PIU and other inception consultants such as the gender. Safeguards and community engagement national consultant. **Tasks:** • Facilitate an effective project inception stage through support for national and State inception workshops. • Coordinate the updating of the results framework baselines and confirmation of targets with stakeholders, including confirmation of UNDP Capacity Development Scorecard, IAS scorecard and GEF core indicator values. • Provide training on UNDP-GEF M&E requirements to PIU and key stakeholders. **Deliverables:** • Drafted inception report including updated results framework, indicator baseline values and targets. • M&E training provided to PIU. **Expertise & Qualifications:** • Bachelor's degree in environmental management, natural resource management, international development or related discipline • At least 10 years of experience in natural resource management • At least 7 years in project cycle management and development and implementation of monitoring and evaluation frameworks • Prior experience working in the Pacific a definite asset.
International consultant for the Mid-Term Review Rate: $600/day	35 days - Year 3 (15-20 days in country to cover 4 States)	Note the additional time build into MTR in order to visit each of 4 States. Component 4, Output 4.2. See UNDP standard TOR for this position.
International consultant for the Terminal Evaluation Rate: $600/day	35 days - Year 5 (15-20 days in country to cover 4 States)	Note the additional time build into MTR in order to visit each of 4 States. Component 4, Output 4.2. See UNDP standard TOR for this position.
Local/ National consultants		

Consultant	Time Input	Tasks, Inputs and Outputs
Gender, Monitoring & Evaluation and Safeguards Specialist Rate: $320/day	85 days, with 40 days (DSA) provision for missions to States Years 1-3	The Gender, M&E and Safeguards Specialist will work closely with PIU staff, gender focal points, other specialists and service contract providers in: mainstreaming gender and other aspects of social inclusion across all project components; developing a comprehensive stakeholder engagement plan and ensuring effective engagement mechanisms are in place including for local communities; and ensuring that appropriate safeguards are in place with respect to interventions, especially with regard to the use of equipment and chemicals for controlling IAS and FPIC for indigenous communities. **Note:** 85 days spread across Years 1-3 (40, 20 and 25 days, respectively), with a mission annually to each of the 4 States. **Tasks:** • Train PIU and Gender Focal Points (i.e. State Technical Coordinators) on gender equality and the Gender Action Plan (Annex G), especially at the start of project implementation and specific activities, and oversee its implementation. • Provide technical support to PIU to integrate gender into project implementation plans, including annual work plans. • Develop a comprehensive Stakeholder Engagement Plan (refer to Annex F of the Project Document) to guide local community consultations and support application of SES standards, including application of FPIC as needed. • Participate in inception workshops and ensure effective engagement of stakeholders including development of appropriate stakeholder engagement mechanisms including for local communities at project sites. • Develop the protocol for collecting detailed gender information/data including project beneficiaries, participants of each project activity, project committees, panels and working groups and any persons disaffected by the project. • Provide PIU training on safeguards and adherence to UNDP SES policy and requirements including FPIC. Review and update the Social and Environmental Screening Report (Annex E) during project inception and at mid-term based on interventions. • Support revision of gender action plan, SESP and stakeholder engagement plan following Mid-Term Review. **Key Deliverables:** • PIU staff, gender focal points, consultants and service contract providers trained on gender equality and the Gender Action Plan. • PIU trained to integrate gender into project implementation plans, such as annual work plans and M&E mechanisms • Protocol for collecting gender related data/information operationalised. • Updated Gender Action Plan, approved by the Project Board at the end of Year 1. • SESP reviewed regularly and, as necessary, updated. **Expertise & Qualifications:** • Masters university degree in a subject related to gender / social inclusion in

Consultant	Time Input	Tasks, Inputs and Outputs
		development and first degree in social sciences, or equivalent
		• At least 10 years of experience in gender issues (preferably in the context of biodiversity conservation or rural development).
		• At least 5 years of demonstrable project and team working experience.
		• At least 5 years of experience working with communities, NGOs and local institutions that are concerned with nature conservation
		• Excellent language skills in English (writing, speaking and reading).
National consultant for the Mid-Term Review Rate: $320/day	25 days - Year 3 (15-20 days to cover 4 States)	Note the additional time build into MTR in order to visit each of 4 States. Component 4, Output 4.2. See UNDP standard TOR for this position.
National consultant for the Terminal Evaluation Rate: $320/day	25 days - Year 5 (15-20 days to cover 4 States)	Note the additional time build into MTR in order to visit each of 4 States. Component 4, Output 4.2. See UNDP standard TOR for this position.
Contractors (all contracts are inclusive of travel and DSA costs)		
National communications company Cost: $212,000 (Output 2.1)	Years 1-5	The contractor will develop a Communications Strategy and Action Plan and support and coordinate its implementation over the duration of the project (Output 2.1). Note: Costs based on 60 days @ $350/day for preparation of Strategy & Action Plan, $87,000 for 3 KAP surveys and analyses of results, and support with implementation of annually updated Action Plan by a Communication Assistant (part-time @ $300/day for 100 days in Years 2-5). **Tasks:** • Confirm the scope of the Biosecurity Communications Strategy and Action Plan during project inception, consult with relevant stakeholders. Consult with regional initiatives underway by UN Environment / SPREP to identify opportunities to share materials, expertise and lessons learned. • Draft Biosecurity Communications Strategy and Action Plan. • Implement Biosecurity Communications Strategy and Action Plan including State-centric outreach and education campaigns. Test communications messages initially with target group/State and use summary KAP results to confirm effectiveness of messages. • Undertake a KAP (Knowledge-Attitude-Practice) survey during project inception to benchmark levels of awareness about IAS among a cross-section of citizens within each State. Repeat the survey at mid-term and end-of-project. Guidance and a draft survey template are provided in Annex 8; and this should be piloted in Pohnpei, modified as appropriate,

		and then repeated for all states within Year 1 in order to inform the development of the Communications Strategy.

Consultant	Time Input	Tasks, Inputs and Outputs
		• Analyze additional KAP survey questionnaires during project implementation.
		• Update the Communications Strategy and Action Plan at mid-term and implement accordingly.
		• Provide regular communications support to the project, liaising with the Project Manager and State Technical Coordinators to ensure State-centric efforts.
		Key Deliverables
		• Communications Strategy developed and implemented.
		• KAP surveys undertaken during project inception, mid-term and end of term
		Expertise & Qualifications:
		• An organization/enterprise/NGO or an alliance of above, with a legal presence in FSM.
		• At least 10 years experience in development and implementation of communications, outreach and awareness-raising.
		• Experience in communications, design with experience relating to environmental issues.
		• Experience in developing and implementing KAP surveys or related surveys to assess awareness of a range of stakeholders.
		• The team should include skills in use of social media, graphics design and layout of publications.
		• Expertise, sensitivity and knowledge on gender issues are required.
Service contract for design and delivery of IAS modular training programme (College of Micronesia-FSM) Cost: $479,800 (Output 2.2)	Years 1-5	COM-FSM will be responsible for the delivery of a modular Biosecurity Training Programme (Output 2.2). **Notes:** Training will be carried out at FSM's campuses in each State, with training facilities provided gratis by COM-FSM. Costs based on following estimates: Design of modular IAS Training Programme comprising 12 modules, each 5 days duration @ $1,500/module = $18,000 (Y1). Develop capacity development plan for Quarantine Services and key agencies to identify modules needed; deliver 12 modules (60 days training) to 4 tranches of 20+ trainees over 24 months (Y2 and Y3). Each module delivered in each State. 240 training days plus refreshments with facilities provided by COM-FSM co-financing = $96,000. Travel and DSA costs for all participants @ $1,500 and 18 days DSA @ $150. Total = $ 50,400. Training materials @ $500/module for 48 modules over 24 months = $24,000. Years 4 & 5: Deliver revised Training Programme of similar scope, scale to multiple government stakeholders across relevant agencies = $120,400. Part-time Training Coordinator 100 days/year @ $150/day for 4 years (mid-Y1 to mid-Y5) to deliver training across multiple layers/agencies of government = $60,000. Extension of IAS training course to municipal authorities to engage local communities in IAS extension and practitioner services, including training costs, training materials, refreshments and travel costs for participants to travel to high island for training courses = $141,000.

		Tasks:

Consultant	Time Input	Tasks, Inputs and Outputs
		• Design the Biosecurity Training Programme in accordance with Output 2.2 and Annex 9 and based on broad stakeholder consultation and inputs from all States. Engage with regional IAS initiatives, including SPREP/PRISMSS on training modules and programmes to be developed for the Pacific Region and potential opportunities to share/jointly develop common modules for Pacific Island Countries.
		• Prepare and implement a capacity development plan (based on the UNDP Capacity Development Scorecard for strengthened biosecurity in FSM in Annex B).
		• Develop and pilot the core modules for Quarantine Services and biosecurity officers as a priority in Year 1. Commence training of existing Quarantine staff at beginning of Year 2.
		• Develop other modules during Year 2 and commence training for other agencies in Year 3.
		• Provide targeted training for identified IAS Practitioner(s) in local municipalities based on core functions that they could take on as part of their ongoing role (e.g. community awareness-raising, IAS identification and management advice) to enhance biosecurity efforts at municipality level. Deliver the first set of modules for municipal authorities by Year 3, targeting municipalities in demonstration sites, with further training in Years 4-5.
		• Develop and roll-out feedback forms for evaluation of modules by participants, including to monitor gender ratio of participants. Annually analyse feedback forms on modules and use results to inform future design and delivery of training course.
		• Explore the certification of courses to provide a potential market value to such training.
		• Make the training modules available on-line for wider use, via BIS or COM-FSM.
		Key Deliverables for Output 2.2
		• Modular training programme designed, developed, delivered to participants across national and State governments, municipalities etc. and institutionalised within curriculum of COM-FSM. Inclusive of targeted training for PA managers, municipalities and on GIS and BIS. Training coordinated with other regional IAS initiatives allowing sharing of modules and information within Pacific Island countries.
		• Training manuals for each module.
		• Training modules available on web.
		Expertise & Qualifications:
		• Recognized training authority with legal presence in FSM.
		• Extensive experience in development and delivery of training courses on a range of matter with in-house expertise and facilities.

Consultant	Time Input	Tasks, Inputs and Outputs
		• Operational presence in all four States of FSM. • Team must include training facilitators with knowledge of train-the-trainers approaches, knowledge of IAS and biosecurity management, and experience with training local stakeholders and communities. • Expertise, sensitivity and knowledge on gender issues are required.
Service contract for delivery of IAS monitoring and management activities (4 contracts; 1 in each State) $445,000 in total over 4 contracts (Output 3.3)	Years 1-5 (progressive introduction)	Under supervision of State Technical Coordinators, and working closely with National Technical Coordinator, coordinate and implement IAS monitoring, planning and safeguard activities in project demonstration sites (Output 3.3). **Tasks:** • Conduct participatory IAS surveys with technically sound and practical monitoring methodologies to assess the presence and status of key terrestrial and/or marine IAS at identified sites. Community members will be engaged in the surveys to build skills in monitoring for IAS and understanding of the importance of monitoring IAS, particularly for incursions of any priority IAS in new locations. Engage with regional IAS project / SPREP / PRISMSS conducing site-based activities in the Pacific to confirm opportunities to share technical approaches, expertise and lessons learned. • Based on IAS survey results, develop IAS Safeguards & Monitoring Plans for each landscape/seascape, including schedules for repeat surveys (e.g. annual monitoring of Yap Outer Islands to confirm continued absence of LFA) and for long-term monitoring that can be conducted by communities with the support of the IAS Extension Service. • Provide training and technical support for relevant authorities, landowners/managers within landscapes/seascapes, along with technical support for the implementation of key biosecurity and containment actions in IAS safeguards and monitoring plans. Four separate contracts are envisaged for delivery in each State, as follows: 1) Kosrae: Yela Forest Reserve (Black Sock fungus), Trouchus Sanctuary, Walung and Tafunsak MPAs. Rapid biodiversity survey (1 month), with inclusion of entomologist for weevil beetles and mycologist for Black Sock, to assess presence and status of IAS. Development of IAS action plan and support for implementation. Total = $80,000 2) Pohnpei State: Palikir MPA and Nett and Kitti Watershed Forest Reserves. Rapid biodiversity survey documenting IAS threats/risks and potential management interventions necessary to control spread of IAS, using survey team with different taxonomic specialisms. Development of IAS management plan and implementation support for IAS interventions and training PA staff and communities in monitoring and IAS safeguards. Total = $150,000. 3) Chuuk State: Mt Winipot together with near shore MPAs of Neoch and Wichukuno MPAs. Rapid biodiversity survey and IAS assessment, including assessment of potential Black Sock fungus establishment in native forest. Survey team costs, development of IAS monitoring and safeguards plan, implementation

Consultant	Time Input	Tasks, Inputs and Outputs
		support and local community training. Total = $150,000. 4) Yap State: (a) Ulithi/Ulithi Atoll and 3-4 other islands and (b) Woleai +nearby islands (Little Fire Ant). Surveys in each island group to determine whether or not LFA has spread from Yap to any of these islands. Conduct surveys at inception, mid- term and end of project, train communities to do this monitoring. Development of an IAS monitoring and biosecurity plan for threat prevention and action plan for eradication (co-financed), accompanied by a review of the SESP, if LFA is present at any of the sites. Total = $65,000. **Key Deliverables** • IAS surveys completed. • IAS monitoring, safeguards and biosecurity plans developed with close local stakeholder and community inputs. • Local stakeholders and communities engaged in activities and trained in appropriate biosecurity and IAS techniques. • Knowledge and technical exchange with other Pacific Island countries. **Expertise & Qualifications:** • An organization/enterprise/NGO or an alliance of above, with a legal presence in FSM. Organization can bid for one or more State contracts but must have experience working in the relevant State(s). • Comprehensive experience in designing and delivering locally-owned environmental projects and activities with participatory approaches and stakeholder engagement. • Team should include technical competence and expertise in IAS management. • Experience in local community engagement, safeguards (including FPIC) and gender sensitivity.
Service contract for support for operational PA/MPA planning and guidelines $100,000 (Output 3.3)	Years 3-5	Contracting of local NGO to support operational PA/MPA planning and guidelines (Output 3.3). Contractor will support PA planning at project demonstration PAs and based on results develop guidelines for strengthening IAS management across the PA system and with major tourism operators (e.g. dive sector). Targeted sites for management planning are: • Kosrae: Yela Forest Reserve, Trouchus Sanctuary, Walung and Tafunsak MPAs. • Pohnpei: Palikir MPA, Nett and Kitti Watershed Forest Reserves. • Chuuk: Mt Winipot, near-shore Neoch and Wichukuno MPAs. **Tasks:** • In partnership with the GEF-5 R2R project, support the revision and development of PA management plans that effectively consider biosecurity and IAS management. • Provide training for PA managers and rangers on IAS detection, risk assessment, EDRR and containment. PA managers within demonstration

Consultant	Time Input	Tasks, Inputs and Outputs
		landscapes/seascapes will be offered training as a priority.
		• Develop guidelines and Standard Operating Procedures for managing IAS risks for PA/MPA managers and the tourism sector (e.g. diving operators), piloting the dissemination of these at the demonstration PAs/MPAs prior to upscaling across the PA system and at major dive/tourism sites.
		Deliverables:
		• Recommendations on incorporation of IAS matters into management plans for 10 PAs (4 terrestrial PAs and 6 MPAs) and drafted text for management plans to incorporate these matters.
		• Guidelines for effective biosecurity and IAS management across PA system.
		• Guidelines for effective biosecurity and IAS management across tourism sector.
		Expertise & Qualifications:
		• An organization/enterprise/NGO or an alliance of above, with a legal presence in FSM.
		• Proven experience in biodiversity conservation including protected area management effectiveness strengthening including locally-owned and managed PAs.
		• The team should include skills in biodiversity conservation (terrestrial and marine expertise), PA management planning, IAS management and risk assessment.
		• The team leader should have a relevant higher degree (MSc or above), 10 years of relevant experience and excellent oral and written communication skills in English.
Service contract for IAS engagement and biosecurity strengthening at local community level $100,000 (Output 3.2)	Years 3-5	The contractor will establish and oversee a small grants fund to support enhanced IAS management and engagement at community level across the four States. *Note this contract may be delivered by the GEF Small Grants Programme – FSM.* **Tasks:** • Implement a small grants scheme for communities (including community-based organizations, youth and women's groups) to support the uptake of effective IAS monitoring and management practices, land management techniques that minimize IAS entry and spread, diversification into pest-resistant crops, and change in farming practices to meet market and export/import standards for products exported from FSM and into neighbouring countries. The contractor will manage, disburse and monitor small grants to engage local communities and NGOs in strengthened biosecurity and IAS management including: • Prepare operational mechanisms for approval by project Board • Develop biannual calls for proposals • Assess applications and make recommendations to selection committees

		• Disburse grants

Consultant	Time Input	Tasks, Inputs and Outputs
		• Report on implementation and evaluate effectiveness and sustainability • Prepare reports on grants issued and on beneficiary impacts, feeding into project results, lessons learned and best practices. **Deliverables:** • Effective and transparent small grants scheme delivered in accordance with UNDP requirements on low-value grant modality. **Expertise & Qualifications:** • An organization/enterprise/NGO or an alliance of above, with a legal presence in FSM • Proven experience in financial management, natural resources management and livelihoods (experience of managing small grants would be a major advantage) • The team should include skills in financial management, biodiversity conservation and livelihoods, monitoring and evaluation, database management, reporting, M&E, facilitation. • The team leader should have a relevant higher degree (MSc or above), 10 years of relevant experience and excellent oral and written communication skills in English. • Expertise, sensitivity and knowledge on gender issues are required.
Service contract for operation of Biosecurity Information Service and project website $45,000 (Output 4.1)	Years 2-5	Service contract with IT specialist company in support of operation and maintenance of Biosecurity Information Service (Output 4.1). **Tasks:** • Maintenance of hardware for BIS • Maintenance of project website **Key Deliverables:** • BIS is well-maintained. • Project website is well-maintained. **Expertise & Qualifications:** • Proven experience in IT management and specialist services. • The team should include experience in managing websites and networked database systems. • Experience in IT related to environmental management an advantage. • Experience in Pacific countries an advantage. • The team leader should have a relevant higher degree (MSc or above), 10 years of relevant experience and excellent oral and written communication skills in English.

Annex D. Terms of Reference for Project Steering Committee, Project Manager and other PIU positions

1. Terms of Reference for the Project Board (PB)

The Project Board (or Project Steering Committee) will serve as the project's decision-making body. It will meet according to necessity, at least twice each year, to review project progress, approve project work plans and approve major project deliverables. The PB is responsible for providing the strategic guidance and oversight to project implementation to ensure that it meets the requirements of the approved Project Document and achieves the stated outcomes. The PB's role will include:

- Approve annual project work plans and budgets, at the proposal of the Project Manager;
- Approve any major changes in project plans or programmes;
- Oversee monitoring, evaluation and reporting in line with GEF requirements;
- Ensure commitment of human resources to support project implementation, arbitrating any issues within the project;
- Negotiate solutions between the project and any parties beyond the scope of the project;
- Ensure that UNDP Social and Environmental Safeguards Policy is applied throughout project implementation; and, address related grievances as necessary.
- Provide overall guidance and direction to the project, ensuring it remains within any specified constraints;
- Ensure coordination between various donor funded and government funded projects and programmes;
- Ensure coordination with various government agencies and their participation in project activities, including tracking co-financed activities;
- Address project issues as raised by the project manager;
- Agree on project manager's tolerances as required, and provide ad hoc direction and advice for exceptional situations when the project manager's tolerances are exceeded;
- Provide guidance on new project risks, and agree on possible countermeasures and management actions to address specific risks;
- Review the project progress, and provide direction and recommendations to ensure that the agreed deliverables are produced satisfactorily according to plans;
- Appraise the annual project implementation report, including the quality assessment rating report; make recommendations for the workplan;
Review a project Sustainability Plan drawn up by the Project Manager, including responsibilities, actions and costs post- project, and how these will be phased in.

These terms of reference will be finalized during the Project Inception Workshops (national and in all four States). Note: It is proposed in the Project Document that the Project Board be kept small and streamlined, and be complemented by task-based informal focus groups (e.g. see Component 1).

2. Terms of Reference for task-based Technical Focus Group(s)

Task-based technical focus groups will be established to support project implementation. They will provide guidance to the PMU and PB where necessary, and is proposed to include technical experts on IAS and biosecurity as well as representatives of the related sectors as needed based on the task, for example they may include representatives from:
- Key government ministries and agencies for land, forest and marine resources management, agriculture, rural development and planning, transportation, tourism and health;
- NGOs, CBOs, community groups, farmer organizations, women's groups, socially marginalized groupings, cooperatives;

- Private sector partners involved in agriculture, marine resources, transportation and tourism;
- Tertiary institutions and research organizations.

The exact composition of the focus groups will depend on the specific topic, e.g. regulations development (Output 1.2), development of biosecurity strategy (Output 1.1). Where appropriate, the technical focus group(s) will provide technical advice and inputs relating to project implementation. They will be established and may meet as often as is useful to the project, and will be coordinated by the PMU. Terms of Reference will be established for each focus group, based on the following indicative tasks:

- Review planned activities of the project and ensure that they are technically sound and that, wherever possible, there is integration and synergy between activities during planning and implementation;
- Promote technical coordination between institutions, where such coordination is necessary and where opportunities for synergy and sharing of lessons exist;
- Provide technical advice and guidance on specific issues concerning biosecurity and IAS management;
- Share information on project progress and lessons learned with related stakeholders at the national level;
- Support specific project-related tasks, such as preparing or reviewing analytical reports, strategies and action plans, etc.

3. Terms of Reference for the National Project Director

The National Project Director (NPD) is a senior staff member of the Implementing Partner, the Department of Resources & Development (DRD), who will be accountable to the DRD and UNDP for the achievement of objectives and results in the project, and will ensure good cooperation with the sub-level responsible parties (i.e. namely States), the Department of Foreign Affairs, President's Council for Climate Change and Sustainable Development, and other key stakeholders. The NPD will be part of the Project Board and will answer to it. The PD will be financed through national government funds (co-financing), as part of his/her wider job description.

Duties and responsibilities:
- Serve as a member of the Project Board;
- Supervise compliance with objectives, activities, results, and all fundamental aspects of project execution as specified in the project document;
- Supervise compliance of project implementation with DRD policies, procedures and ensure consistency with national plans and strategies;
- Facilitate coordination with other organizations and institutions that will conduct related IAS biosecurity and management activities, or are active at the same project sites or on the same themes from elsewhere in FSM;
- Participate in project evaluation, testing, and monitoring missions;
- Coordinate with national governmental representatives on legal and financial aspects of project activities;
- Coordinate and supervise government staff inputs to project implementation;
- Coordinate, oversee and report on government cofinancing inputs to project implementation.

4. Terms of Reference for Project Implementation Unit Staff

a) Project Manager

Background
The Project Manager (PM) is a full-time position, and will be locally recruited following UNDP procedures, with input to the selection process from the Project Implementing Partner. The position will be appointed by the project implementing agency and funded entirely from the Project. The PM will be responsible for the overall management of the Project, including the mobilisation of all project inputs, supervision over project staff, consultants and sub- contractors. The PM will report to the NPD in close consultation with the assigned UNDP Programme Manager for all of the Project's substantive and administrative issues. From the strategic point of view of the Project, the PM will report on a periodic basis to the Project Board, based on the NPD's instruction. Generally, the PM will support the NPD who will

be responsible for meeting government obligations under the Project, under the NIM execution modality. The PM will perform a liaison role with the government, UNDP and other UN agencies, CSOs and project partners, and maintain close collaboration with other donor agencies providing co-financing. The PM will work closely with the State Technical Coordinators and Coordination Support Officers responsible for carrying out activities in the four States.

Duties and Responsibilities

- Plan the activities of the project and monitor progress against the approved work-plan.
- Supervise and coordinate the production of project outputs, as per the project document in a timely and high quality fashion.
- Coordinate all project inputs and ensure that they are adhere to UNDP procedures for nationally executed projects.
- Provide technical inputs to implementation of project activities including to ensure effective coordination and alignment with other projects and activities such as GEF-5 R2R project and regional initiatives and partnerships on IAS.
- Supervise and coordinate the work of all project staff, consultants and sub-contractors ensuring timing and quality of outputs.
- Coordinate the recruitment and selection of project personnel, consultants and sub-contracts, including drafting terms of reference and work specifications and overseeing all contractors' work.
- Manage requests for the provision of financial resources by UNDP, through advance of funds, direct payments, or reimbursement using the UNDP provided format.
- Prepare, revise and submit project work and financial plans, as required by Project Steering Committee and UNDP.
- Monitor financial resources and accounting to ensure accuracy and reliability of financial reports, submitted on a quarterly basis.
- Manage and monitor the project risks initially identified and submit new risks to the project board for consideration and decision on possible actions if required; update the status of these risks by maintaining the project risks log.
- Act as overall project focal point for adherence to social and environmental safeguards and ensure SES requirements are integrated into the delivery of technical activities and stakeholder engagement processes as needed.
- Liaise with UNDP, Project Board, relevant government agencies, and all project partners, including donor organisations and CSOs for effective coordination of all project activities.
- Liaise with Project Managers of other national and regional GEF-financed projects focussed on IAS, including in Fiji, Palau, a Pacific regional project, and in other SIDS. Identify opportunities for coordination and sharing of technical approaches, best practices and lessons learned.
- Facilitate administrative support to subcontractors and training activities supported by the Project.
- Oversee and ensure timely submission of the Inception Report, Project Implementation Report, technical reports, quarterly financial reports, and other reports as may be required by UNDP, GEF and other oversight agencies.
- Disseminate project reports and respond to queries from concerned stakeholders.
- Report progress of project to the steering committees, and ensure the fulfilment of PSC directives.
- Oversee the exchange and sharing of experiences and lessons learned with relevant community based integrated conservation and development projects nationally and internationally.
- Assist community groups, municipalities, CSOs, staff, students and others with development of essential skills through training workshops and on the job training thereby increasing their institutional capabilities.
- Encourage staff, partners and consultants such that strategic, intentional and demonstrable efforts are made to actively include women in the project, including activity design and planning, budgeting, staff and consultant hiring, subcontracting, purchasing, formal community governance and advocacy, outreach to social organizations, training, participation in meetings; and access to program benefits.
- Assists and advises the State Technical Coordinators, Coordination Support Officers and local staff responsible for activity implementation in the target sites.
- Carry regular, announced and unannounced inspections of all sites and activities

Required skills and expertise

- A university degree (MSc or PhD) in a subject related to natural resource management, development

studies, environmental sciences or related discipline.

- At least 10 years of experience in natural resource management and/or sustainbale development
- At least 5 years of demonstrable project/programme management experience.
- At least 5 years of experience working with ministries, national or provincial institutions that are concerned with natural resource and/or environmental management and/or sustainable development.

Competencies
- Strong leadership, managerial and coordination skills, with a demonstrated ability to effectively coordinate the implementation of large multi-stakeholder projects, including financial and technical aspects.
- Ability to effectively manage technical and administrative teams, work with a wide range of stakeholders across various sectors and at all levels, to develop durable partnerships with collaborating agencies.
- Ability to administer budgets, train and work effectively with counterpart staff at all levels and with all groups involved in the project.
- Ability to coordinate and supervise State Technical Coordinators in their implementation of technical activities in partnership with a variety of subnational stakeholders, including community and government.
- Strong drafting, presentation and reporting skills.
- Strong communication skills, especially in timely and accurate responses to emails.
- Strong computer skills, in particular mastery of all applications of the MS Office package and internet search.
- Strong knowledge about the political and socio-economic context related to IAS management, biosecurity, biodiversity conservation and law enforcement at national and subnational levels.
- Excellent command of English.

b) Project Administrative and Finance Officer

Under the guidance and supervision of the Project Manager, the Project Administrative and Finance Officer will carry out both general administrative and logistical support to the project, and financial accounting support to the project. The Project Administrative and Finance Officer will work in close cooperation with the State Coordinators, as well as finance staff in the Implementing Partner - the Department of Resources and Development, where the PIU is housed, and sub-level responsible parties, particularly the four States of FSM.

Specific responsibilities on project administration will include:

- Assist the Project Manager in day-to-day management and oversight of project activities;
- Support the National Technical Coordinator and State Technical Coordinators in matters related to M&E and knowledge resources management;
- Assist the National Technical Coordinator and State Technical Coordinators on the logistics related to capacity development and knowledge sharing events
- Assist in the preparation of progress reports;
- Ensure all project documentation (progress reports, consulting and other technical reports, minutes of meetings, etc.) are properly maintained in hard and electronic copies in an efficient and readily accessible filing system, for when required by the Project Board, the IAS Technical Advisory Panel, UNDP, project consultants and other PIU staff;
- Provide PIU-related administrative and logistical assistance.

Specific responsibilities on project accounting will include:

- Keep records of project funds and expenditures, and ensure all project-related financial documentation are well maintained and readily available when required by the Project Manager;
- Review project expenditures and ensure that project funds are used in compliance with the Project Document and Government of FSM financial rules and procedures;
- Validate and certify FACE forms before submission to UNDP;

- Provide necessary financial information as and when required for project management decisions;
- Provide necessary financial information during project audit(s);
- Review annual budgets and project expenditure reports, and notify the Project Manager if there are any discrepancies or issues;
- Consolidate financial progress reports submitted by the responsible parties for implementation of project activities;
- Liaise and follow up with the responsible parties for implementation of project activities in matters related to project funds and financial progress reports.

The Project Administrative and Finance Officer will be recruited based on the following qualifications:
- A Bachelors degree or an advanced diploma in accounting/ financial management;
- At least five years of relevant work experience, preferably in a project management setting involving multi-lateral/ international funding agency. Previous experience with UN project will be a definite asset, as will experience on a project involving natural resource management and/or sustainable livelihoods;
- Proficiency in the use of computer software applications particularly MSWord, Excel and PowerPoint, as well as experience with setting up webinars and videoconferences;
- Excellent language skills in English (writing, speaking and reading) and in local languages.
- Very good inter-personal skills

c) National Technical Coordinator

The National Technical Coordinator will work closely with the Project Manager and other PIU staff and provide the main link between the PIU and the State Technical Coordinators for Project implementation.

Duties and Responsibilities

- Overall responsibility for coordination with the State Technical Coordinators for effective technical scoping and implementation of project activities;
- Coordinate inputs from the State Technical Coordinators to the project work plan and budget to ensure activities are technically sound and appropriate;
- Coordinate the activities of technical consultants and experts for the project;
- Provide technical inputs to national level project planning and decision-making sessions;
- Foster, establish, and maintain links with other related subnational and local programs, as well as national projects and other technical IAS projects in the Pacific (including GEF-financed projects in Fiji, Palau, and regional IAS Pacific project);
- Support local consultations or meetings with stakeholders including national government, technical organizations, NGOs, local communities, private sector and other entities, in accordance with the requirements of each project component;
- Work in close coordination with subcontractors and consultants in order to prepare documents and reports as required;
- Lead and coordinate M&E exercises to appraise project success and make recommendations for modifications to the project;
- Represent the Project at meetings and other project related fora at national and Regional level, as required;
- Convene meetings, arrange and organize phone/conference calls and other activities pertaining to national technical issues, as required;
- Develop and coordinate an optimal means by which to exchange and promote contacts at national level on behalf of the project, as well as to ensure the continuous flow of information among partners of the project;
- Facilitate implementation of the work plan and the annual budget;
- Ensure capacity building for project staff and partner organizations as needed to facilitate implementation;
- Promote collaboration and knowledge exchange between partner organizations;

- Maintain and update the project's digital information at national level (reports, maps, directory).

Required skills and expertise
- A university degree (MSc or higher) in a subject related to natural resource management, environmental sciences or other discipline related to IAS management and biosecurity
- At least 5 years of experience in natural resource management and/or sustainable development, with direct experience in biosecurity and IAS management
- At least 5 years of demonstrable project/programme management experience
- At least 5 years of experience working with government institutions that are concerned with natural resource and/or environmental management and/or sustainable development

Competencies
- Technical competence in the field of biosecurity and IAS management and knowledge of key IAS issues and threats relevant to FSM
- Strong coordination skills, with a demonstrated ability to effectively coordinate the implementation of multi-stakeholder projects, including financial and technical aspects
- Ability to effectively manage technical and administrative teams, work with a wide range of stakeholders across various sectors and at all levels, to develop durable partnerships with collaborating agencies
- Ability to administer budgets, train and work effectively with counterpart staff at all levels and with all groups involved in the project
- Ability to coordinate and supervise project staff in their implementation of technical activities in partnership with a variety of stakeholders, including community and government
- Strong communication, drafting, presentation and reporting skills in English and local languages
- Strong computer skills, in particular mastery of all applications of the MS Office package and internet search and ability to communicate effectively by email
- Flexible and willing to travel as required

d) State Technical Coordinators

Four State Technical Coordinators will support the project's implementation in Kosrae, Chuuk, Pohnpei and Yap. The State Technical Coordinators are responsible for ensuring links between the Project Technical Coordinator and State and local partners, as well as for consolidating the project with local authorities and beneficiary communities.

Duties and Responsibilities

- Generate local technical inputs for the work plan and budget to ensure State activities are technically sound and respond to local IAS priorities and contexts;
- Oversee the technical implementation of State-based activities;
- Facilitate the field project planning and decision-making sessions;
- Follow-up on the activities of consultants and experts for the project;
- Foster, establish, and maintain links with other related subnational and local programs, as well as national projects;
- Coordinate local consultations or meetings with stakeholders including local government, NGOs, local communities, private sector and other entities, in accordance with the requirements of each project component;
- Work in close coordination with other consultants in order to prepare documents and reports as required;
- Participate in M&E exercises to appraise project success and make recommendations for modifications to the project;
- Resolve all technical issues that might arise during the project at project sites;
- Represent the Project at meetings and other project related fora within the State, as required;
- Convene meetings, arrange and organize phone/conference calls and other activities pertaining to the State, as required;

- Develop and coordinate an optimal means by which to exchange and promote contacts on behalf of the project, as well as to ensure the continuous flow of information among local partners and other partners of the project in the pilot sites;
- Facilitate implementation of the work plan and the annual budget;
- Ensure capacity building for pilot sites organizations and for key State partners;
- Promote collaboration and knowledge exchange between local organizations;
- Maintain and update the project's digital information locally (reports, maps, directory).

Required skills and expertise
- A university degree (BSc or higher) in a subject related to natural resource management business and development studies, environmental sciences or other discipline related to IAS management and biosecurity
- At least 3 years of experience in natural resource management and/or sustainable development, with direct experience and specialism in biosecurity and IAS management
- At least 3 years of demonstrable project/programme management experience
- At least 3 years of experience working with government institutions that are concerned with natural resource and/or environmental management and/or sustainable development

Competencies
- Technical competence and knowledge in biosecurity and IAS management
- Strong coordination skills, with a demonstrated ability to effectively coordinate the implementation of multi-stakeholder projects, focussing on technical aspects
- Ability to effectively manage technical and administrative teams, work with a wide range of stakeholders across various sectors and at all levels, to develop durable partnerships with collaborating agencies
- Ability to administer budgets, train and work effectively with counterpart staff at all levels and with all groups involved in the project
- Ability to coordinate and supervise local project staff in their implementation of technical activities in partnership with a variety of stakeholders, including community and government
- Strong communication, drafting, presentation and reporting skills in English and local languages
- Strong computer skills, in particular mastery of all applications of the MS Office package and internet search and ability to communicate effectively by email
- Flexible and willing to travel as required

e) State Coordination Support Officers

Four State Coordination Support Officers will support the project's implementation in Kosrae, Chuuk, Pohnpei and Yap. The Coordination Support Officers will be responsible for overall administrative coordination of activities and stakeholders and local communities, working in close partnership with the State Technical Coordinators. Coordination Support Officers will be based in State Coordination Officers and funded 50% by the GEF grant (and co-financed by the States).

Duties and Responsibilities

- Support local inputs for the work plan and budget;
- Support coordination of the implementation of State-based activities, focussed on administrative and financial aspects;
- Facilitate the field project planning and decision-making sessions;
- Follow-up on consultancies and contractual agreements to ensure deliverables are delivered in time;
- Support local consultations or meetings with stakeholders including local government, NGOs, local communities, private sector and other entities, in accordance with the requirements of each project component;
- Support convening of meetings, arrange and organize phone/conference calls and other activities pertaining to the State, as required;

- Facilitate implementation of the work plan and the annual budget;
- Assist the State Technical Coordinators in day-to-day management and oversight of project activities;
- Support the State Technical Coordinators in matters related to M&E and knowledge resources management;
- Assist the State Technical Coordinators on the logistics related to capacity development and knowledge sharing events
- Assist in the preparation of progress reports;
- Ensure all project documentation (progress reports, consulting and other technical reports, minutes of meetings, etc.) are properly maintained in hard and electronic copies in an efficient and readily accessible filing system, and made accessible to the national PMU;
- Provide PIU-related administrative and logistical assistance at State level.

The Coordination Support Officers will be recruited based on the following qualifications:
- A Bachelors degree or an advanced diploma in accounting/financial management or business management or related discipline;
- At least three years of relevant work experience, preferably in a project management setting with work involving multi-lateral/ international funding agency an asset. Previous experience with UN projects will be a definite asset, as will experience on a project involving natural resource management;
- Proficiency in the use of computer software applications particularly MSWord, Excel and PowerPoint, as well as experience with setting up webinars and videoconferences;
- Excellent language skills in English (writing, speaking and reading) and in local languages;
- Very good inter-personal skills.

f) Senior Technical Advisor

The Senior Technical Advisor will be an international consultant procured on an intermittent contract over the duration of the project focused on specific deliverables related to technical aspects of project implementation. See Annex C for TOR.

Annex E. Social and Environmental Screening Report

The completed template, which constitutes the Social and Environmental Screening Report, must be included as an annex to the Project Document. Please refer to the Social and Environmental Screening Procedure and Toolkit for guidance on how to answer the 6 questions.

Project Information

Project Information	
1. Project Title	Safeguarding biodiversity from invasive alien species in the Federated States of Micronesia
2. Project Number	PIMS 6004
3. Location (Global/Region/Country)	Federated States of Micronesia

Part A. Integrating Overarching Principles to Strengthen Social and Environmental Sustainability

QUESTION 1: How Does the Project Integrate the Overarching Principles in order to Strengthen Social and Environmental Sustainability?
Briefly describe in the space below how the Project mainstreams the human-rights based approach
The project will not adversely impact on human rights (civil, political, economic, social or cultural) regarding inter alia: enjoyment of such rights; inequitability or discrimination of populations; restrictions of access and availability to resources and basic services (except possibly where biosecurity measures for invasive alien species management might be concerned); exclusion of stakeholders (except possibly if such exclusion is in line with cultural and/or traditional norms that continue to be practiced); or exacerbation of conflict or risk of violence. The project design mainstreams a human-rights based approach in the following ways: - By engaging with stakeholders in an inclusive, transparent and equitable manner by means of processes, protocols and other mechanisms that ensure either an open-door policy (e.g. consultation meetings) or representation of relevant, interested stakeholder groups. Consultations with project stakeholders has been conducted during the PPG stage (see **Annex 4** for a record of the consultations conducted), and the Stakeholder Engagement Plan **(Annex F)** and Gender Action Plan (**Annex G**) set out plans for stakeholder consultation and engagement during project implementation. A grievance procedure has been incorporated into the project document for use, as required, during project implementation.   - By promoting a cost-recovery mechanism to sustain screening of people and goods for IAS at border entry points, based on user-pay principles. Thus, it is proposed that those who travel and trade across state and national borders (and even between islands within a state) pay for the costs of having to be screened to check that IAS are not being introduced.   - By introducing an Extension Service that is largely community based within a new Biosecurity Authority (evolved from the existing Quarantine Services Unit) for those who work the land (farmers) and sea (fishing folk), providing them with technical knowledge and guidance on controlling and managing IAS. This is in the interest of both biodiversity and food security, as well as potentially public health. The Extension Service is designed to be as readily accessible as possible, hence its community basis with certified IAS Practitioners and the development of a mobile application.
Briefly describe in the space below how the Project is likely to improve gender equality and women's empowerment
During project preparation, a gender analysis was conducted and a gender mainstreaming action plan developed based on its findings (**Annex G**). During

planning and implementation the project aims to proactively support gender mainstreaming throughout its scope of intervention and to avoid negative impacts

on gender equality and/or the situation of women and girls. This has been enabled by gender-disaggregated analysis of men's and women's status, roles, needs, division of labour and women's access to or control over resources. Gender-disaggregated indicator baselines and targets have been included for project monitoring and evaluation. Women have been engaged in participatory consultative processes during the preparation of the Project Document (PPG) (see **Annex 4** for a record of the consultations conducted), and, thereafter, by means of implementing the Gender Mainstreaming Action Plan.

The project is well placed to support the implementation of the FSM's newly endorsed National Gender Policy, by focusing on the following Policy Goals: 1) Better representation of women in decision-making; 3) Equitable education outcomes; 4) Address barriers facing women in the workforce; and 6) FSM and State Governments mainstream gender will support all government agencies to consider the impacts of policies and programs on women and men, girls and boys.

In line with the FSM National Gender Policy, the following principles will be incorporated into project implementation:
- Personal safety and equitable access to services are fundamental to all people reaching their potential.
- Women and men in all their diversity —including youth, elders, people with disabilities and those living in the Outer Islands — are entitled to fundamental human rights and to participate in decisions that affect them.
- Traditional leaders, women's organizations, community organizations and church leaders are important partners for the FSM government and the States as they work together to achieve the goals of the Gender Policy.

Through its Gender Mainstreaming Action Plan, the project will:
- a) Provide a model for improving gender and social mainstreaming into National and State Government offices and formal procedures;
- b) Improve diversity of input into Biosecurity planning and other initiatives (e.g. proactively promote gender balance in the training of community-based IAS Practitioners);
- c) Improve understanding of gender and social issues as they relate to biosecurity and participation in other sectors;
- d) Improve participation and input from vulnerable people, both genders and multiple social groups;
- e) Reduce the likelihood of unintended, negative consequences from the project;
- f) Increase inclusivity of communications and understanding of the project and its outcomes among different gender and social groups; and
- g) Monitor and evaluate women's participation and empowerment through its interventions.

Briefly describe in the space below how the Project mainstreams environmental sustainability

The project will not adversely impact on environmental sustainability, rather it will promote, enhance and mainstream such sustainability in the following ways that are aligned mostly with **Standard 1 (Biodiversity Conservation and Natural Resource Management)**:

- The project will focus on safeguarding biodiversity in terrestrial and marine ecosystems and in food (i.e. agricultural and fishery) production systems from the adverse impacts of IAS. Endemic and/or threatened species whose populations are in danger of becoming extinct due to competing pressures from IAS will be prioritized, as well as natural ecosystems whose functioning, goods and services are being significantly jeopardized by IAS. Similarly, systems under production for agriculture, forestry, aquaculture and fisheries will be safeguarded from adverse impacts of IAS.

- Threats from IAS will be addressed, in the first instance, by preventing them from being introduced by screening all traffic (people and goods) at international, interstate and intrastate ports of entry; and, in the second instance in the of IAS that have become established in FSM, by controlling their spread and, if appropriate and feasible, eradicating them.

- In general, such measures are likely to benefit biodiversity, by preserving species and genetic diversity and protecting the integrity of natural ecosystems

> and production systems, all of which is beneficial to human well-being, livelihoods and economic prosperity.
>
> - However, chemical or biological control measures to remove or eradicate IAS (that may take place under co-financed activities aligned with the project objective and outcomes) may incur risks to the environment and/or human health. These may include the use of fumigation chemicals at ports of entry, and pesticides, herbicides, fungicides or biological control methods in agricultural production systems and the natural environment. Consequently, the use of such control measures has to be carefully screened and assessed and appropriate international or national protocols applied for their safe application. These interventions have been highlighted in the project's design and will be reviewed during project implementation to ensure that identified social,
> environmental and economic risks are regularly monitored, re-assessed and adaptive measures taken as necessary.

Part B. Identifying and Managing Social and Environmental <u>Risks</u>

| QUESTION 2: What are the Potential Social and Environmental Risks? *Note: Describe briefly potential social and environmental risks identified in Attachment 1 – Risk Screening Checklist (based on any "Yes" responses). If no risks have been identified in Attachment 1 then note "No Risks Identified" and skip to Question 4 and Select "Low Risk". Questions 5 and 6 not required for Low Risk Projects.*		QUESTION 3: What is the level of significance of the potential social and environmental risks? *Note: Respond to Questions 4 and 5 below before proceeding to Question 6*		QUESTION 6: What social and environmental assessment and management measures have been conducted and/or are required to address potential risks (for Risks with Moderate and High Significance)?
Risk Description	*Impact and Probability (1-5)*	*Significance (Low, Moderate, High)*	*Comments*	*Description of assessment and management measures as reflected in the Project design. If ESIA or SESA is required note that the assessment should consider all potential impacts and risks.*

Risk 1: If certain priority IAS are used preferentially by women (or men) for food, handicrafts or other products, then their removal could adversely impact those women (or men). Moreover, the potential for discrimination against women or men could be perpetuated in the absence of management interventions. **SES Principle 2: Gender, Q2 & Q4**	**I = 2** **P = 3**	**Modera t e**	The known IAS that the project is directly targeting at the project sites have no documented uses by either gender, but removal of infected trees etc could have a potential impact. In the event that other IAS may be found at the project sites and targeted for removal, the relative extent and importance to which the IAS have any current uses will be assessed. If such a risk is confirmed, then avoidance, alternative or mitigation measures will be taken during implementation.	The project will proactively support the engagement and empowerment of women throughout its implementation based on the gender analysis and Gender Mainstreaming Action Plan (Annex G). Gender measures will be integrated into the project comprehensive Stakeholder Engagement Plan, to be developed during inception phase, building on the draft in Annex F.
Risk 2: Project interventions will focus on control and management of priority IAS in	**I = 2** **P = 1**	**Low**	The project interventions are specifically aimed to remove IAS in order to achieve biodiversity	

sensitive natural environments including protected areas in order to reduce threats to native biodiversity and ecosystem functioning (as well as production systems for purposes of enhancing food security). As such there may be an incidental risk of the project causing damage or introducing/spreading IAS. Removal of IAS, in some cases, may result in adverse impacts to biodiversity, e.g. clearing invasive tree species from a hill side could result in soil erosion and also reduce water quality downstream, broadscale weed removal could result in bare land and increased erosion risk. **SES Standard 1: Biodiversity Conservation, Q1, Q2 & Q5**			conservation objectives. However, there is a risk of new IAS being introduced and existing IAS being conveyed to new areas in the absence of strict and rigorously enforced decontamination protocols. Project activities have been developed by biosecurity/ biodiversity specialists. Activities will be implemented by biosecurity specialists and/or community members that have been provided with training in biosecurity and IAS management. The project will work with the Quarantine Services Unit to ensure that appropriate protocols are developed and deployed for those working in locations that require biosecurity. Previous breaches in biosecurity will be examined in order to learn lessons in the interests of nature conservation and ensure that best practice protocols for biosecurity and IAS management are used by the project. *There is also a risk of environmental damage due to the inappropriate use of herbicides or pesticides (see also Risk 11). Livelihood-related risks due to IAS control/bare land are captured in Risk 7.*	
Risk 3: Climate change may adversely influence the potential outcomes of IAS interventions. **SES Standard 2: Climate Change, Q2**	I = 2 P = 2	Low	Climate change could exacerbate the current risk and threat of IAS. Climate change impacts will be reviewed on a case-by-case basis, taking into account that IAS by their very 'invasive' nature are likely to be more resistant to such impacts than native species. These impacts are more likely to arise over the longer-term than the duration of the project.	
Risk 4: Management and control of IAS could involve occupational health and safety risks through inappropriate use of chemicals (herbicides, fungicides, pesticides).	I = 3 P = 2	Modera t e	Project interventions will support increased IAS measures at ports and field sites. Likely risks to be incurred include fumigation of produce and treatment of IAS with herbicides, fungicides and	Health and safety risks will be assessed and inform the preparation of fully comprehensive guidance on the storage and application of chemicals for controlling

SES Principle 3: Community Health, Q7 SES Standard 7: Pollution Prevention, Q4			pesticides. For instance, methyl bromide, often used in fumigants, is both a hazard and ozone depleting substance. *For potential environmental risk due to use of chemicals, see Risk 11.*	IAS. The use of chemicals and biological agents will follow internationally accepted guidance and build on existing protocols used in the current IAS control measures of government Quarantine Services; and they will be subject to site-specific health, safety and environmental assessments.
Risk 5: Sites, structures, or objects with historical, cultural, artistic, traditional or religious values may be adversely impacted in cases where IAS need to be removed from such sites. **SES Principle 4: Cultural Heritage, Q1**	I = 3 P = 2	Modera t e	Cultural, historic and other such sites may be encountered in project sites targeted for control of IAS, overgrown with vegetation that will most likely include IAS, particularly vines and creepers. No known cultural heritage sites are included at this stage although there is the potential that activities could be expanded to cover known heritage/cultural sites during implementation. It is likely that the continuing and increasing growth of such IAS would be a cause of further damage to such cultural heritage and hinder its preservation, investigation and public use – so IAS removal would be a net benefit.	Assessment and, as needed, surveys of project sites known or likely to be of cultural, historic, spiritual or other significance will be undertaken during project inception with respect to existing and potential damaging impacts from IAS (and native species) to inform an Action Plan. Assessments would be conducted in consultation with government cultural heritage authorities and local stakeholders including indigenous peoples.
Risk 6: Project interventions (IAS monitoring, biosecurity, control of IAS) will involve indigenous local communities, and these communities might not be fully consulted in the development of activities or support project activities, with lack of application of FPIC (if needed). **SES Standard 6: Indigenous People, Q1, Q2 & Q4**	I = 2 P = 3	Modera t e	FSM law recognizes the heritage, traditional boundaries and cultural ties to the islands. The Constitution, as the supreme law of FSM, establishes a system of national, state and municipal governance. The Constitution refers to traditional practice and custom as a guiding influence in all aspects of decision-making in FSM and seeks to preserve the role of tradition and custom in FSM life. Almost all the population of FSM is indigenous Marshallese; counting as indigenous peoples under the UNDP definition. Project activities and sites will encompass local communities and outer islands. Not all communities were consulted during PPG and there is a chance that they might not fully support project activities.	As the project stakeholders will largely be recognized as indigenous peoples under the UNDP definition, the Project Document will form the indigenous peoples plan and requirements for implementation of UNDP SES Standard 6 integrated into the ProDoc. Local communities will be consulted throughout the project. This will be in accordance with the comprehensive Stakeholder engagement plan. Based on the project interventions, FPIC is not currently considered needed. However, this will be

				reconfirmed prior to implementation of activities at

				demonstration sites. Protocols for FPIC will be integrated into the comprehensive Stakeholder Engagement Plan that has been included as a budgeted activity. The project will secure free, prior, and informed consent (FPIC) where rights, lands, resources, territories, traditional livelihoods may be affected.
Risk 7: Project interventions that strengthen biosecurity IAS controls (e.g. regulations, protocols, clearances at ports of entry/exit, IAS control activities) may result in changed access / restrictions on use / temporary loss of access to land and natural resources (including through changed condition of land) for indigenous peoples and other local communities. **SES Standard 5: Displacement and Resettlement, Q2** **SES Standard 6: Indigenous People, Q6**	I = 3 P = 3	**Modera t e**	The project will support new regulations and protocols for biosecurity and IAS management. This could pose restrictions on the way local communities currently transport goods and materials between islands and/or use natural resources. Further, IAS control activities could lead to temporary changed / loss of access to production areas due to biosecurity or health and safety requirements (e.g. if chemicals are used for IAS control). This will depend on the specific conditions at each site.	The project target sites will undergo detailed social and environmental assessment including the identification of any indigenous rights/claims to those sites. FPIC consultations should then be undertaken with the relevant indigenous peoples to identify any concerns and obtain their consent for specific IAS-related interventions. Site-specific safeguard plans would be developed based on local considerations and implemented.
Risk 8: IAS control and eradication activities could result in short-term temporary physical displacement of local communities (e.g. while land is treated with herbicides to remove invasive weeds). **SES Standard 5: Displacement and Resettlement, Q1** **SES Standard 6: Indigenous People, Q6**	I = 3 P = 1	**Low**	The probability for temporary physical displacement of local communities during IAS control is considered to be 'slight', with a 'moderate' impact that is localized and of limited duration. If any temporary physical displacement was required it would be negotiated with those concerned ahead of project activities taking place, in accordance with the Stakeholder Engagement Plan.	

| **Risk 9:** Protected areas and production systems will be safeguarded from significant impacts of IAS. Such IAS prevention or control measures could prove inequitable or discriminatory for poor or marginalized | I = 2 P = 2 | Low | Poor or marginalized people who are most dependent on natural resources for their livelihoods are likely to benefit the most from measures to safeguard their crops and/or livestock from IAS. However, there may be | |

people, and could potentially restrict access to resources for marginalized individuals or groups. **SES Principle 1: Human Rights, Q2 & Q3**			occasional instances where poor, marginalized people, dependent on natural resources, could be inequitably impacted by measures to control/eradicate IAS by temporarily affecting their access to production areas for purposes such as irrigation, harvesting, etc. The project's Stakeholder Engagement Plan will detail measures for consultation and engagement of local communities, including marginalized individuals or groups.	
Risk 10: Local communities and extension officers might not have capacity to implement enhanced biosecurity and IAS controls. **SES Principle 1: Human Rights, Q5**	I = 2 P = 3	Modera te	The project will strengthen biosecurity and IAS controls in FSM under the message that IAS is everyone's responsibility and through a community-centred Extension Service approach. There is the chance that local communities/municipal officers will not have the capacity to effectively implement these enhanced biosecurity and IAS controls. *This risk exacerbates other risks including those related to inappropriate use of chemicals and occupational health/safety and environmental risks.*	The project will implement a comprehensive training programme, including in safe use of chemicals and handling, for government officers, municipal officers identified to become IAS Practitioners and with local communities through the Biosecurity Extension Service and IAS helpline. International standard protocols and guidelines on safe use of chemicals will be adhered to by the project.
Risk 11: Herbicides, pesticides and biocides used for controlling or eradicating IAS (including co-financed activities) could have localized environmental impacts. **SES Standard 7: Pollution Prevention, Q1, Q3 & Q4**	I = 3 P = 2	Modera te	Existing use of chemicals is limited, probably due to lack of availability, and what is used tends to be limited to what can be safely imported from the US via Guam (e.g. glyphosate, which is safe to apply if used properly). There is concern about chemicals from Asia as labeling tends to be inadequate (in another language). Project activities and interventions to strengthen IAS controls and management could lead to an increased use of chemicals compared to current levels of use, which could result in localized environmental impacts if not applied correctly and with due regard for potential environmental	Only biocides and herbicides meeting internationally accepted standards will be used by the project. Their use will be in accordance with protocols for correct use of chemicals, with site-based assessments of potential environmental impacts (e.g. biodiversity, waterways) assessed prior to their use. Their storage and application will be subject to the health and safety guidance and protocols developed to address Risk 4. Training for safe handling and

			risks.	environmentally responsible use of chemicals will be built into training programs for practitioners and into awareness programs delivered by the Extension Service.
			For occupational health and safety risks linked to chemical use, see Risk 4.	
Risk 12: Non-hazardous waste may be generated as a result of IAS removal measures. **SES Standard 7: Pollution Prevention, Q2**	**I = 2** **P = 2**	Low	Examples of removal of IAS include trees, shrubs and climbers/creepers from areas of natural native forest. Protocols will be developed to deal with non-hazardous waste.	

QUESTION 4: What is the overall Project risk categorization?	
Select one (see SESP for guidance)	**Comments**
Low Risk ☐	
Moderate Risk X	Based on the information currently available, the project has seven moderate risks and five low risks. Moderate risks include health and safety in relation to using chemicals for fumigation purposes and for controlling IAS. Only biocides, pesticides and herbicides meeting internationally accepted standards should be used by the project. The use of chemicals and biological agents will follow internationally accepted guidance and build on existing protocols used in the current practices of government Quarantine Services in controlling IAS, and will be subject to site-specific health, safety and environmental assessments. Training will be provided at all levels. Other moderate risks relate to indigenous peoples and making sure local communities are consulted, with FPIC as needed, and managing potential impacts on indigenous peoples and livelihoods. During project inception there will be more detailed social and environmental assessment at project sites, including the identification of any indigenous rights/claims to those sites; and then subject to

		surveys

			of native and invasive species to identify priority needs for IAS control measures in the cases where impacts or threats have yet to be identified. FPIC consultations should then be undertaken with the relevant indigenous peoples to identify any concerns and obtain their consent for specific IAS-related interventions. Site- specific safeguard needs would be identified based on local considerations and implemented.
		High Risk ☐	

QUESTION 5: Based on the identified risks and risk categorization, what requirements of the SES are relevant?		
Check all that apply		Comments
Principle 1: Human Rights	x	
Principle 2: Gender Equality and Women's Empowerment	x	
1. Biodiversity Conservation and Natural Resource Management	☐	
2. Climate Change Mitigation and Adaptation	☐	
3. Community Health, Safety and Working Conditions	x	
4. Cultural Heritage	x	
5. Displacement and Resettlement	x	
6. Indigenous Peoples	x	
7. Pollution Prevention and Resource Efficiency	x	

Final Sign Off

Signature	Date	Description
QA Assessor		UNDP staff member responsible for the Project, typically a UNDP Programme Officer. Final signature confirms they have "checked" to ensure that the SESP is adequately conducted.
QA Approver		UNDP senior manager, typically the UNDP Deputy Country Director (DCD), Country Director (CD), Deputy Resident Representative (DRR), or Resident Representative (RR). The QA Approver cannot also be the QA Assessor. Final signature confirms they have "cleared" the SESP

| | | prior to submittal to the PAC. |
| | | |

PAC Chair		UNDP chair of the PAC. In some cases PAC Chair may also be the QA Approver. Final signature confirms that the SESP was considered as part of the project appraisal and considered in recommendations of the PAC.

SESP Attachment 1. Social and Environmental Risk Screening Checklist

Checklist Potential Social and Environmental <u>Risks</u>		
Principles 1: Human Rights		**Answer (Yes/No)**
1.	Could the Project lead to adverse impacts on enjoyment of the human rights (civil, political, economic, social or cultural) of the affected population and particularly of marginalized groups?	NO
2.	Is there a likelihood that the Project would have inequitable or discriminatory adverse impacts on affected populations, particularly people living in poverty or marginalized or excluded individuals or groups? [29]	YES
3.	Could the Project potentially restrict availability, quality of and access to resources or basic services, in particular to marginalized individuals or groups?	YES
4.	Is there a likelihood that the Project would exclude any potentially affected stakeholders, in particular marginalized groups, from fully participating in decisions that may affect them?	NO
5.	Is there a risk that duty-bearers do not have the capacity to meet their obligations in the Project?	YES
6.	Is there a risk that rights-holders do not have the capacity to claim their rights?	NO
7.	Have local communities or individuals, given the opportunity, raised human rights concerns regarding the Project during the stakeholder engagement process?	NO
8.	Is there a risk that the Project would exacerbate conflicts among and/or the risk of violence to project- affected communities and individuals?	NO
Principle 2: Gender Equality and Women's Empowerment		
1.	Is there a likelihood that the proposed Project would have adverse impacts on gender equality and/or the situation of women and girls?	NO
2.	Would the Project potentially reproduce discriminations against women based on gender, especially regarding participation in design and implementation or access to opportunities and benefits?	YES
3.	Have women's groups/leaders raised gender equality concerns regarding the Project during the stakeholder engagement process and has this been included in the overall Project proposal and in the risk assessment?	NO
4.	Would the Project potentially limit women's ability to use, develop and protect natural resources, taking into account different roles and positions of women and men in accessing environmental goods and services? *For example, activities that could lead to natural resources degradation or depletion in communities who depend on these resources for their livelihoods and well being*	YES
Principle 3: Environmental Sustainability: Screening questions regarding environmental risks are encompassed by the specific Standard-related questions below		
Standard 1: Biodiversity Conservation and Sustainable Natural Resource Management		
1.1	Would the Project potentially cause adverse impacts to habitats (e.g. modified, natural, and critical habitats) and/or ecosystems and ecosystem services? *For example, through habitat loss, conversion or degradation, fragmentation, hydrological changes*	YES
1.2	Are any Project activities proposed within or adjacent to critical habitats and/or environmentally sensitive areas, including legally protected areas (e.g. nature reserve, national park), areas proposed for protection,	YES

[29] Prohibited grounds of discrimination include race, ethnicity, gender, age, language, disability, sexual orientation, religion, political or other opinion, national or social or geographical origin, property, birth or other status including as an indigenous person or as a member of a minority. References to "women and men" or similar is understood to include women and men, boys and girls, and other groups discriminated against based on their gender identities, such as transgender people and transsexuals.

		or recognized as such by authoritative sources and/or indigenous peoples or local communities?	
1.3		Does the Project involve changes to the use of lands and resources that may have adverse impacts on habitats, ecosystems, and/or livelihoods? (Note: if restrictions and/or limitations of access to lands would apply, refer to Standard 5)	NO
1.4		Would Project activities pose risks to endangered species?	NO
1.5		Would the Project pose a risk of introducing invasive alien species?	YES
1.6		Does the Project involve harvesting of natural forests, plantation development, or reforestation?	NO
1.7		Does the Project involve the production and/or harvesting of fish populations or other aquatic species?	NO
1.8		Does the Project involve significant extraction, diversion or containment of surface or ground water? *For example, construction of dams, reservoirs, river basin developments, groundwater extraction*	NO
1.9		Does the Project involve utilization of genetic resources? (e.g. collection and/or harvesting, commercial development)	NO
1.10		Would the Project generate potential adverse transboundary or global environmental concerns?	NO
1.11		Would the Project result in secondary or consequential development activities which could lead to adverse social and environmental effects, or would it generate cumulative impacts with other known existing or planned activities in the area? *For example, a new road through forested lands will generate direct environmental and social impacts (e.g. felling of trees, earthworks, potential relocation of inhabitants). The new road may also facilitate encroachment on lands by illegal settlers or generate unplanned commercial development along the route, potentially in sensitive areas. These are indirect, secondary, or induced impacts that need to be considered. Also, if similar developments in the same forested area are planned, then cumulative impacts of multiple activities (even if not part of the same Project) need to be considered.*	NO
Standard 2: Climate Change Mitigation and Adaptation			
2.1		Will the proposed Project result in significant[30] greenhouse gas emissions or may exacerbate climate change?	NO
2.2		Would the potential outcomes of the Project be sensitive or vulnerable to potential impacts of climate change?	YES
2.3		Is the proposed Project likely to directly or indirectly increase social and environmental vulnerability to climate change now or in the future (also known as maladaptive practices)? *For example, changes to land use planning may encourage further development of floodplains, potentially increasing the population's vulnerability to climate change, specifically flooding*	NO
Standard 3: Community Health, Safety and Working Conditions			
3.1		Would elements of Project construction, operation, or decommissioning pose potential safety risks to local communities?	NO
3.2		Would the Project pose potential risks to community health and safety due to the transport, storage, and use and/or disposal of hazardous or dangerous materials (e.g. explosives, fuel and other chemicals during construction and operation)?	NO
3.3		Does the Project involve large-scale infrastructure development (e.g. dams, roads, buildings)?	NO
3.4		Would failure of structural elements of the Project pose risks to communities? (e.g. collapse of buildings or infrastructure)	NO

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[30] In regards to CO_2, 'significant emissions' corresponds generally to more than 25,000 tons per year (from both direct and indirect sources). [The Guidance Note on Climate Change Mitigation and Adaptation provides additional information on GHG emissions.]

3.5	Would the proposed Project be susceptible to or lead to increased vulnerability to earthquakes, subsidence, landslides, erosion, flooding or extreme climatic conditions?	NO
3.6	Would the Project result in potential increased health risks (e.g. from water-borne or other vector-borne diseases or communicable infections such as HIV/AIDS)?	NO
3.7	Does the Project pose potential risks and vulnerabilities related to occupational health and safety due to physical, chemical, biological, and radiological hazards during Project construction, operation, or decommissioning?	YES
3.8	Does the Project involve support for employment or livelihoods that may fail to comply with national and international labor standards (i.e. principles and standards of ILO fundamental conventions)?	NO
3.9	Does the Project engage security personnel that may pose a potential risk to health and safety of communities and/or individuals (e.g. due to a lack of adequate training or accountability)?	NO
Standard 4: Cultural Heritage		
4.1	Will the proposed Project result in interventions that would potentially adversely impact sites, structures, or objects with historical, cultural, artistic, traditional or religious values or intangible forms of culture (e.g. knowledge, innovations, practices)? (Note: Projects intended to protect and conserve Cultural Heritage may also have inadvertent adverse impacts)	YES
4.2	Does the Project propose utilizing tangible and/or intangible forms of cultural heritage for commercial or other purposes?	NO
Standard 5: Displacement and Resettlement		
5.1	Would the Project potentially involve temporary or permanent and full or partial physical displacement?	YES
5.2	Would the Project possibly result in economic displacement (e.g. loss of assets or access to resources due to land acquisition or access restrictions – even in the absence of physical relocation)?	YES
5.3	Is there a risk that the Project would lead to forced evictions?[31]	NO
5.4	Would the proposed Project possibly affect land tenure arrangements and/or community based property rights/customary rights to land, territories and/or resources?	NO
Standard 6: Indigenous Peoples		
6.1	Are indigenous peoples present in the Project area (including Project area of influence)?	YES
6.2	Is it likely that the Project or portions of the Project will be located on lands and territories claimed by indigenous peoples?	YES
6.3 Would the proposed Project potentially affect the human rights, lands, natural resources, territories, and traditional livelihoods of indigenous peoples (regardless of whether indigenous peoples possess the legal titles to such areas, whether the Project is located within or outside of the lands and territories inhabited by the affected peoples, or whether the indigenous peoples are recognized as indigenous peoples by the country in question)? *If the answer to the screening question 6.3 is "yes" the potential risk impacts are considered potentially severe and/or critical and the Project would be categorized as either Moderate or High Risk.*		NO
6.4 Has there been an absence of culturally appropriate consultations carried out with the objective of achieving FPIC on matters that may affect the rights and interests, lands, resources, territories and traditional livelihoods of the indigenous peoples concerned?		YES

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[31] Forced evictions include acts and/or omissions involving the coerced or involuntary displacement of individuals, groups, or communities from homes and/or lands and common property resources that were occupied or depended upon, thus eliminating the ability of an individual, group, or community to reside or work in a particular dwelling, residence, or location without the provision of, and access to, appropriate forms of legal or other protections.

6.5	Does the proposed Project involve the utilization and/or commercial development of natural resources on lands and territories claimed by indigenous peoples?	NO
6.6	Is there a potential for forced eviction or the whole or partial physical or economic displacement of indigenous peoples, including through access restrictions to lands, territories, and resources?	YES
6.7	Would the Project adversely affect the development priorities of indigenous peoples as defined by them?	NO
6.8	Would the Project potentially affect the physical and cultural survival of indigenous peoples?	NO
6.9	Would the Project potentially affect the Cultural Heritage of indigenous peoples, including through the commercialization or use of their traditional knowledge and practices?	NO
Standard 7: Pollution Prevention and Resource Efficiency		
7.1	Would the Project potentially result in the release of pollutants to the environment due to routine or non- routine circumstances with the potential for adverse local, regional, and/or transboundary impacts?	YES
7.2	Would the proposed Project potentially result in the generation of waste (both hazardous and non- hazardous)?	YES
7.3	Will the proposed Project potentially involve the manufacture, trade, release, and/or use of hazardous chemicals and/or materials? Does the Project propose use of chemicals or materials subject to international bans or phase-outs? *For example, DDT, PCBs and other chemicals listed in international conventions such as the Stockholm Conventions on Persistent Organic Pollutants or the Montreal Protocol*	YES
7.4	Will the proposed Project involve the application of pesticides that may have a negative effect on the environment or human health?	YES
7.5	Does the Project include activities that require significant consumption of raw materials, energy, and/or water?	NO

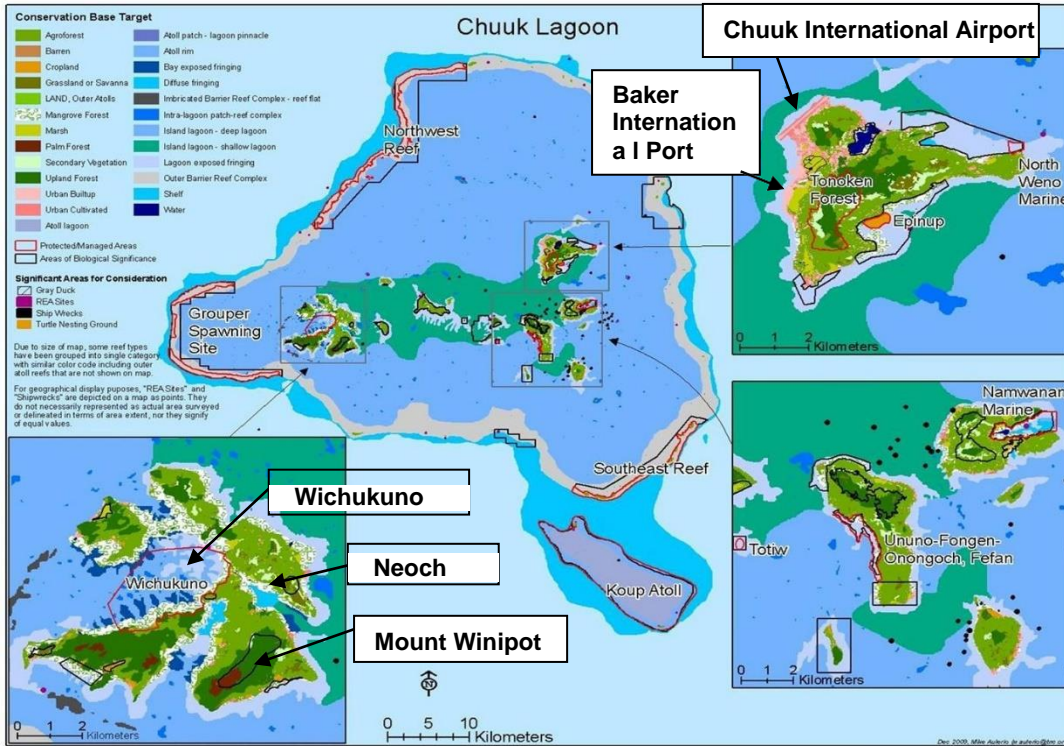## Annex 11: Project Map and geospatial coordinates of the project area
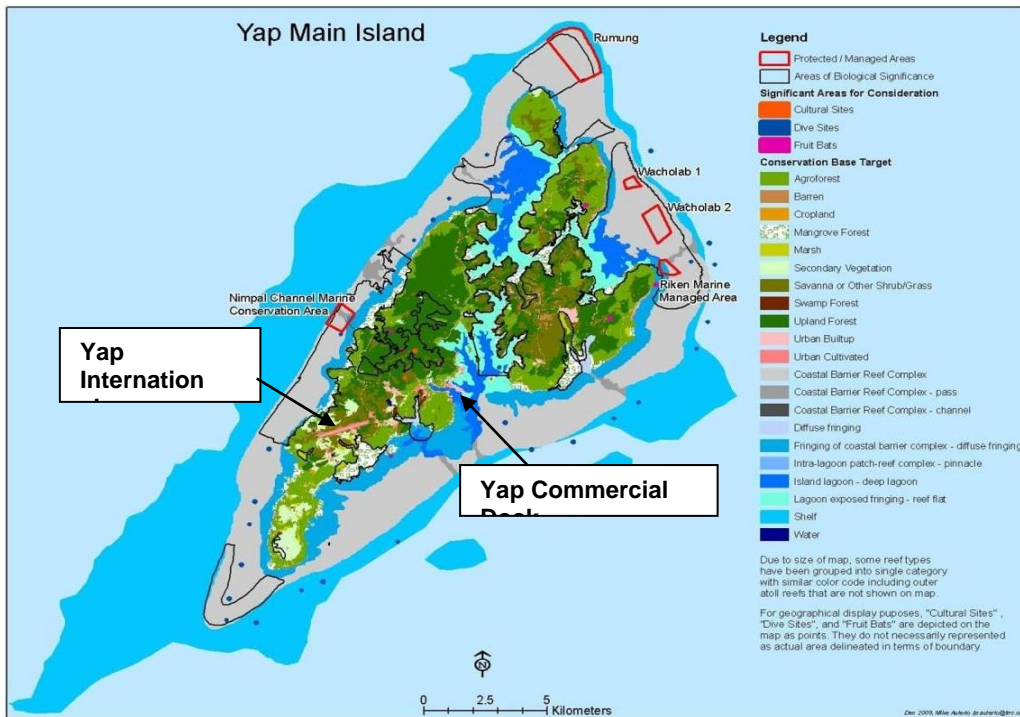
Kosrae State project sites

Pohnpei State project sites
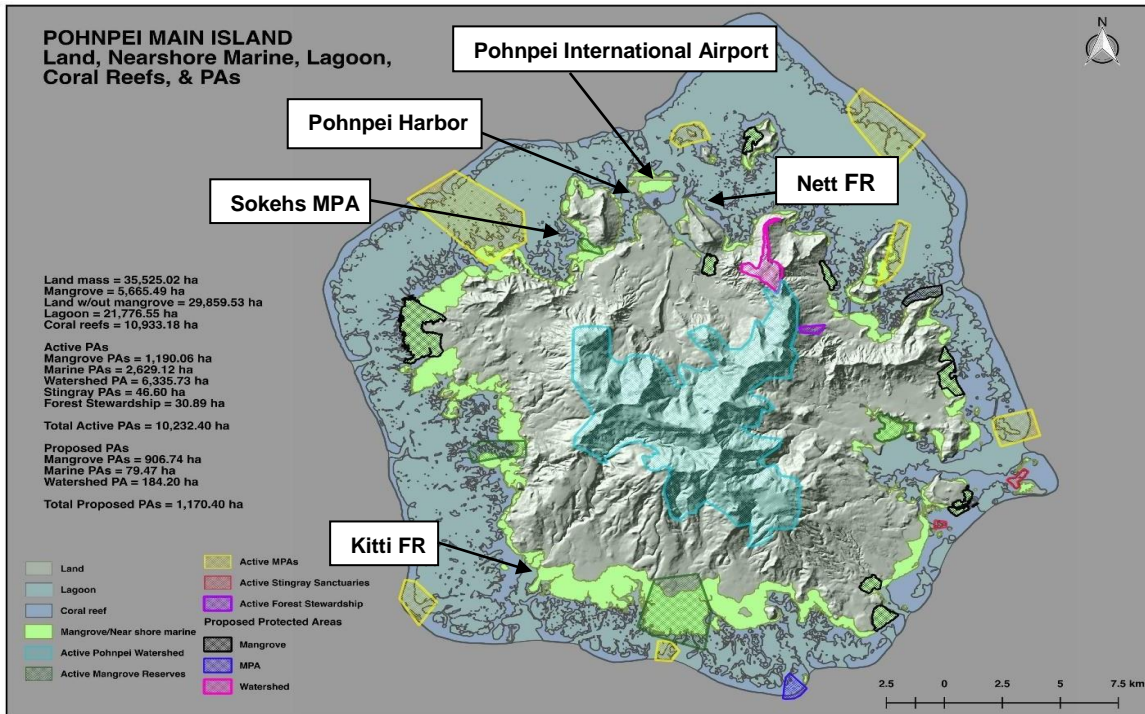
Chuuk State project sites

Yap State project sites (Yap High Island only; Outer Island sites not shown)

Annex 12: Monitoring Plan

This Monitoring Plan and the M&E Plan and Budget in Section VI of this project document will both guide monitoring and evaluation at the project level for the duration of project implementation.

Monitoring	Indicators	Targets (mid- term, end of project)	Description of indicators and targets	Data source/ Collection Methods [32]	Frequency	Responsible for data collection	Means of verification	Risks/Assumptions
Project Objective: To safeguard biodiversity in terrestrial and marine ecosystems and in agricultural and fisheries production systems from the impacts of invasive alien species in the Federated States of Micronesia.	**Indicator 1:** Comprehensive ness of national-State biosecurity and IAS management, as measured using IAS scorecard.	11/28 (39%) 20/28 (71%)	GEF scorecard. Targets based on feasible improvement from baseline value.	IAS scorecard adapted from GEF- 6 IAS tracking tool to suit FSM context of national- States governance model. Baseline assessmen t shown in Annex B. Repeat interviews during project.	Mid-term and end-of-project. Reported in DO tab of the GEF PIR.	PMU	Scorecard	Risks: Failure to complete scorecard at mid-term and end-of-project. Assumptions: Political support forthcoming from the highest levels across all four states to address the threats posed by IAS and support all components of the project and biosecurity strategy, technical capacity and awareness-raising.
	Indicator 2: No. of direct beneficiarie s (disaggregated by gender): (i) No. of staff (and % female) benefiting from project training and extension activities from all national, state and local government agencies including PA managers and municipal focal points; (ii) No. of individuals (and % female) in local communities and project sites benefiting from activities	(i)80 (30% female) (ii)100 (50% female) Total = 180 (74) (i)250 (40% female) (ii)400 (50% female) Total = 650 (320)	Count of beneficiaries per GEF guidance	Project activity reports ; PIR	Annually. Reported in DO tab of the GEF PIR.	PMU	Activity reports and records	Risks: Government staff may not be available for training and related project activities due to their other commitments Assumptions: Training and extension activities in IAS management and biosecurity are of actual benefit to government staff and communities in the short to medium term

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[32] Data collection methods should outline specific tools used to collect data and additional information as necessary to support

monitoring. The PIR cannot be used as a source of verification.

Monitoring	Indicators	Targets (mid- term, end of project)	Description of indicators and targets	Data source/ Collection Methods [32]	Frequency	Responsible for data collection	Means of verification	Risks/Assumptions
	(Outputs 3.2 and 3.3). (GEF Core Indicator 11)							
Outcome 1: National biosecurity governance framework strengthened, institutionalized, sustainably financed and aligned with relevant Pacific initiatives.	**Indicator 3:** National – State coordination mechanisms for IAS management and biosecurity established and operational	TOR for FSM Biosecurity Task Force adopted and first meeting of Task Force held. All four State IAS Task Forces are active and holding regularly scheduled meetings. --- National and 4 State IAS Task Forces fully operational, supported by regulations and government budgets, multi-sectoral, and serving as integral units of the national-States governance apparatus	Qualitative assessment of coordination mechanisms improvement	Meeting agendas and minutes.	Annually. Reported in DO tab of the GEF PIR.	PMU	Meeting agendas and minutes	Risks: Delays in agreement of TOR for FSM National IAS Task Force. Costs and time pressures for State representatives to attend meetings. Assumptions: Political support will be forthcoming from national government and all State governments to enhance national-State coordination. State IAS Coordinators will have capacity to provide Secretariat support to State IAS Task Forces, as needed.

	Indicator 4: Demonstration of cost-recovery for biosecurity operations in the main High Island ports	Completion of assessment of cost-recovery options in participatory fashion. Preferred option identified and target locations (ports) for demonstration confirmed with government. --- Cost-recovery	Qualitative assessment of cost-recovery mechanisms	Governme nt data and financial statement s on fees recovere d and used to fund biosecurit y	Annual l y. Report e d in DO tab of the GEF PIR.	PMU	Governm e nt data and financial statement s on fees recovere d and used to fund biosecurit y	**Risks** Public objection to the introduction of user fees for travelling citizens (e.g. for inter-island travel) and end users for commodities. Delay in progress with work on cost-recovery assessment and cost-benefits analysis. **Assumptions** Communication Strategy will pre-

Monitoring	Indicators	Targets (mid- term, end of project)	Description of indicators and targets	Data source/ Collection Methods [32]	Frequency	Responsible for data collection	Means of verification	Risks/Assumptions
		of biosecurity services recovered from user fees for transporting freight/cargo and/or passengers successfully demonstrated at target pots. Recommendations for upscaling developed and submitted to government for broader adoption.						empt any public antipathy towards user fees by clear messaging about IAS risks and taking personal and corporate responsibility towards prevention and control of IAS.
	Indicator 5: Extent to which 2017 Biosecurity Act is applied and implemented through strengthened regulations.	National-States coordinated review of regulatory needs completed. National-level biosecurity regulations completed and submitted for government approval. --- States regulations for implementation of national-States model completed and submitted for government approval, along with other identified national regulations. National biosecurity regulations under effective implementation.	Qualitative assessment of biosecurity act implementation	Project reports, summaries from stakeholder consultations, government gazettal of laws.	Annually. Reported in DO tab of the GEF PIR.	PMU	Project reports, summaries from stakeholder consultations, government gazettal of laws.	Risks: Delay with key Outputs such as establishment of biosecurity authority and cost- recovery lead to delays in development/approval of legislation. Assumptions: High-level support for biosecurity will be maintained facilitating adoption of legal revisions and new regulations.

Monitoring	Indicators	Targets (mid- term, end of project)	Description of indicators and targets	Data source/ Collection Methods [32]	Frequency	Responsible for data collection	Means of verification	Risks/Assumptions
Outcome 2: Enhanced biosecurity awareness and capacity to safeguard terrestrial and marine ecosystems and agricultural and fishery production systems from IAS impacts.	**Indicator 6:** Levels of IAS awareness among citizens, visitors (traders, tourists and others) and government, private and NGO sectors across FMS's four states, based on knowledge, attitudes and practices.	At least 30% increase in mean baseline KAP scores for each state: Kosrae = X Pohnpei = X Kosrae = X Chuuk = X Yap = X [Targets to be established during project inception in line with baseline survey findings.] --- At least 60% increase in mean baseline KAP scores for each state: Kosrae = X Pohnpei = X Kosrae = X Chuuk = X Yap = X [Targets to be established during project inception in line with baseline survey findings.]	KAP survey indicator and target for IAS awareness	Knowledge-Attitude-Practice (KAP) surveys will be undertaken using the method piloted during the project's formulation, as outlined in Annex 8. Mean scores will be generated from the scores of each category of stakeholder surveyed.	Mid-term and end-of-project. Reported in DO tab of the GEF PIR.	PMU; KAP consultant	Knowledge-Attitude-Practice (KAP) surveys will be undertaken using the method piloted during the project's formulation, as outlined in Annex 8. Mean scores will be generated from the scores of each category of stakeholder surveyed.	Risks: Improved awareness may not result in support for biosecurity if other interests take priority Assumptions: KAP surveys are undertaken in a consistent manner at project inception, mid-term and end of project, preferably by the same consultant or partner. Funds allocated in budget for KAP surveys are reviewed at project inception, following comprehensive baseline survey, to ensure adequate provisioning for mid-term and end of project surveys.

	Indicator 7: Institutional capacity in biosecurity and management of IAS, as measured by the UNDP Capacity Development Scorecard modified for IAS. (Aggregated score for national	26/45 (58%) 37/45 (82%)	UNDP Capacity Development Scorecard, as modified for IAS, completed for relevant agencies and score aggregated.	UNDP Capacity Development Scorecard, as modified for IAS. Note that the 'next steps' be observed and used as criteria to monitor progress.	Mid-term and end-of-project. Reported in DO tab of the GEF PIR	PMU	UNDP Capacity Develop m ent Scorecard, as modified for IAS.	Risks: Consistent application of scorecard, using same groups of stakeholders, especially at mid- and end of term. Assumptions: Modular training programme is up and running by Year 2 supporting capacity improvements.

Monitoring	Indicators	Targets (mid- term, end of project)	Description of indicators and targets	Data source/ Collection Methods [32]	Frequency	Responsible for data collection	Means of verification	Risks/Assumptions
	(Quarantine Services) and state agencies (State Environmental Protection/safe ty, Agriculture/ Resource Management and Marine Agencies) given mixed national- state model of biosecurity).							
	Indicator 8: Operationaliz at ion of the FSM Modular Biosecurity Training Programme.	Training modules developed covering key competencie s for biosecurity officers. Training for Quarantine Services and key other officers including PA managers in target sites delivered. --- Training modules expanded to cover additional agencies. Training delivered to other agencies and municipal authorities, building capacity in biosecurity and IAS across all layers of government. Training institutionaliz e d within government training plans.	Qualitative assessment of progress in establishing biosecurity training programme	Project activity reports from PIU, State Coordina t ors and COM-FSM	Annual l y. Report e d in DO tab of the GEF PIR	PMU , COM - FSM	Project activity reports from PIU, State Coordina t ors and COM-FSM	Risks: Delay in development of modules. Logistics and availability of persons from remoter islands to engage in training may be challenging so adaptive management may be necessary. Assumptions: Government is willing to engage in a partnership with COM-FSM for the delivery of the training course.

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Outcome 3: Biosecurity	Indicator 9: Extent of	Updated and standardized inspection and	Statistics on biosecurity inspection	State Port Authorities data	Annual l y.	PMU responsi ble for	State Port Authoritie s,	Risks: Human resources

Monitoring	Indicators	Targets (mid- term, end of project)	Description of indicators and targets	Data source/ Collection Methods [32]	Freque ncy	Respon si ble for data collecti o n	Means of verificati o n	Risks/Assumptio ns
protocols operational and enhanced to prevent IAS introduction s via ports of entry/exit and to safeguard natural and production terrestrial and marine systems from impacts of established IAS	biosecurity inspections for passengers, baggage, freight/cargo and transportation vectors (e.g. crafts, containers, packaging materials) entering and exiting the 8 international air/sea ports on the High Islands of Kosrae, Pohnpei, Chuuk and Yap.	risk assessme nt protocols in place. >90% consignment s of food produce and live plants and animals to be inspected; > 5% passengers (including baggage) and 5% freight randomly inspected at 8 ports of entry; and at ports of exit in the case of travel to Outer Islands within FSM States. > 10% of ship hulls and other materials arriving via marine systems inspected for fouling >10% of cargo containers (both air and sea) inspected on arrival at port of entry >10% of packing materials such as wood pallets inspected at port of entry >5% of aircraft inspected on landing (internal/exte r nal) --- 100	levels at internationa l ports	about the carriers, crew and passenge r s; and Quaranti n e Services data regarding their inspectio n s.	Report e d in DO tab of the GEF PIR	collatio n of data. State Port Authoriti es, Quaranti ne Services collectio n of data.	Quaranti n e Services data.	inadequate to check entry and exit of 100% freight with live specimens/ materials and food produce; in which case risk assessments need to be developed and applied to prioritize inspections. Regulations and protocols to enable inspections are not developed and approved in a timely manner. Biosecurity officers do not receive adequate training to perform new inspection services and make detailed inspection reports. Basic tools for inspections and IAS detection and capture are not readily available. Assumptions: Crew, passenger and freight data will be required anyway, irrespective of being used as an indicator, in order to feed into the cost-recovery estimates. All aspects of project will move forward appropriately ensuring that regulations and protocols are developed and in place to support inspection processes and that training is adequately and that appropriate

		% consignments of food produce and live plants and						

Monitoring	Indicators	Targets (mid- term, end of project)	Description of indicators and targets	Data source/ Collection Methods [32]	Freque ncy	Responsi ble for data collecti o n	Means of verificati o n	Risks/Assumptio ns
		animals to be inspected; and at least 10% passengers (including baggage) and 5% freight randomly inspected at 8 ports of entry; and at ports of exit in the case of travel to Outer Islands within FSM. >20% of ship hulls etc inspected for fouling >20% of cargo inspected on arrival at port of entry >20% of packing materials inspected at port of entry >20% of aircraft inspected on landing. Additional targeted inspections are completed based on results of risk assessments .						tools are purchased and maintained

	Indicator 10: Effectiveness of biosecurity, monitoring and Early Detection Rapid Response (EDRR) systems, incluidng prevention of any new establishments of new high-risk IAS species in States.	No new establishment s of high-risk IAS in States as a result of improved biosecurity, enhanced monitoring and reporting and Early Detection Rapid Response. Monitoring and reporting system for IAS incursions is	Indicator of biosecurity effectivenes s through monitoring of new incursions /establemen t s	Quarantin e Service, Agricultur e and Forestry Agency reports; Biosecurit y informatio n system (once operation al); project reports. Baseline informatio n shown in	Annual l y. Report e d in DO tab of the GEF PIR	PMU collatio n of data. Relevan t agencie s collectio n of data.	Quarantin e Service, Agricultur e and Forestry Agency reports; Biosecurit y informatio n system (once operation al); project reports.	Risks: Insufficient commitment to EDRR. Poor monitoring and reporting means that presence/absen ce cannot be accurately determined. Assumptions: Implementation of key activities to strengthen biosecurity including at

Monitoring	Indicators	Targets (mid- term, end of project)	Description of indicators and targets	Data source/ Collection Methods [32]	Frequency	Responsible for data collection	Means of verification	Risks/Assumptions
		established, supported by State Task Forces, IAS Practitioners in targeted municipalities and PA managers --- No new establishments of high-risk IAS in States as a result of improved biosecurity, enhanced monitoring and reporting and Early Detection Rapid Response. All reported IAS incursions are documented, investigated and response action plans developed and put into operation within 12 months in order to prevent IAS establishments		Annex 3.				international ports. Practical and accurate methods exist for identifying IAS presence.
	Indicator 11: Area of landscape under improved biosecurity and IAS monitoring and management to safeguard biodiversity (hectares) (Ulithi Atoll and nearby islands; and Woleai Atoll in	300 ha Comprehensive IAS surveys conducted over at minimum key high-risk areas for LFA and other IAS arrival such as the air strip on Fais, boat landings, any recent building sites, food storage/prep	GEF Core indicator 4.1	FSM site reports and management plans; survey and monitoring results	Annually. Reported in DO tab of the GEF PIR. Progress submitted to GEF at MTR and end of project.	PMU	FSM site reports and management plans; survey and monitoring results	Risks: Technical skills for identifying IAS may allow detection of expected IAS but less obvious, cryptic or unknown species or organisms may go undetected or unreported and therefore may not be managed appropriately ultimately resulting in unexpected

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Monitoring	Indicators	Targets (mid- term, end of project)	Description of indicators and targets	Data source/ Collection Methods [32]	Frequency	Responsible for data collection	Means of verification	Risks/Assumptions
	Yap Outer Islands. Total area 1,1,60 ha) (GEF Core Indicator 4.1)	areas and any areas where plants from the main Yap islands may have been planted, and any other areas considered a risk. --- 1,160 ha Implementation of effective biosecurity and IAS management plans over Ulithi Atoll and nearby islands and Woleai Atoll. Effective biosecurity for Yap outer islands supported by implementation of pre-departure biosecurity clearance of air/seacraft at the Yap main islands before they depart for the outer islands.						negative impacts. Assumptions: Monitoring methodologies to detect IAS will be appropriate and accurate at detecting IAS
	Indicator 12: Number of PAs and MPAs with operational IAS biosecurity protocols and staff trained in their implementation. (Pohnpei: Palikir MPA, Nett and Kitti Watershed Forest Reserves; Chuuk: Mt	IAS surveys conducted and staff training commenced at 10 PAs, including 4 terrestrial PAs (1 proposed PA) and 6 MPAs (1 proposed MPA). --- IAS biosecurity protocols and management plans	Qualitative assessment of consideration of IAS matters in PA management	PA management plans, project reports, information from PA managers.	Annually. Reported in DO tab of the GEF PIR	PMU	PA management plans, project reports.	Risks: Lack of capacity and willingness to implement biosecurity and IAS management among PA/MPA managers. Limited data on IAS status/location. Assumptions: PA/MPA managers will be interested to work with the project. PA managers and

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Monitoring	Indicators	Targets (mid- term, end of project)	Description of indicators and targets	Data source/ Collection Methods [32]	Frequency	Responsible for data collection	Means of verification	Risks/Assumptions
	Winipot (proposed PA) and the adjacent MPAs of Neoch and Wichukuno (proposed MPA); Kosrae: Yela Forest Reserve, Walung MPA, Trochus Sanctuary and Tafunsak MPA in Kosrae)	operationalized and staff fully trained at 10 PAs, including 4 terrestrial PAs and 6 MPAs. Guidelines for IAS biosecurity adopted for PA/MPA system and progressively incorporated into PA management plans for other sites as they are developed/rev ised.						staffs can receive appropriate training for implementing biosecurity and IAS control activities via the modular training course. PA protection will be supported by local communities/com munity members who can also receive training and guidance. Potential to build on GEF-5 R2R efforts and engagement at sites.
Outcome 4: Effectiveness of IAS interventions improved by enhanced digital access to and management of information, including IAS distribution data, at state, national and Pacific levels.	**Indicator 13:** Establishment and use of a Biosecurity Information System (BIS)	Web-based BIS designed, developed, operational and accessible, providing access to library of IAS legislation, regulations, policies, strategies, action plans, key studies; and spatial data and images of priority IAS. --- BIS fully functional and comprehensiv e with respect to coverage of FSM's IAS (definitive IAS list for FSM with known established ranges within each state {and includes	Qualitative assessment of progress towards operationaliz ation of BIS and then data on its use	BIS and consulting reports	Annually. Reported in DO tab of the GEF PIR	PMU	BIS and consulting reports	Risks: Staff turnover impacts technical capacity to maintain the BIS Staff training inadequate to properly develop and manage a BIS system effectively. Financial restrictions prevent hiring sufficient staff to have full time dedicated staffing members for the BIS. Assumptions: Federal and state agencies, NGOs, COM-FSM and others willing to share their respective IAS data. BIS will be hosted by Quarantine Services. Its maintenance and further development post- project will

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		local names, impacts, country of						be co- financed, and Quarantine Services will have

Monitoring	Indicators	Targets (mid- term, end of project)	Description of indicators and targets	Data source/ Collection Methods [32]	Frequency	Responsible for data collection	Means of verification	Risks/Assumptions
		origin, known methods of transportation / movement} and this list is updated annually and includes images of >80% species) to support identification, screening, monitoring and enforcement of IAS port inspections						dedicated staff for maintaining the BIS. Quarantine Services has dedicated and professionally trained staff to monitor electronic systems and collect information and respond appropriate to public concerns, reports, etc.
	Indicator 14: Number of lessons learned disseminated via project BIS and other regional IAS knowledge platforms.	5 lessons learned completed and uploaded to project website and other regional IAS knowledge platforms --- 10 lessons learned completed and uploaded to project website and other regional IAS knowledge platforms	Knowledge management target for number of lessons learned	Project workshop reports, technical publications including case studies, stakeholder consultation; and project BIS.	Annually. Reported in DO tab of the GEF PIR	PMU	Project workshop reports, technical publications including case studies, stakeholder consultation; and project BIS.	Risks: Synthesis and translation of M&E information into generation of lessons learned is often hampered by time constraints. Assumptions: Lessons learned and best practices can be identified in discussions with project stakeholders.