

Environmental and social risk analysis and safeguards measures

Tender reference number: SYM 2026/02

Performance Standard	Summary of risk <i>Description of risks analysed based on IFC Performance Standards.</i>	Risk (A-C)	Planned safeguards measures, responsible party and schedule <i>Measures planned to avoid, minimise, mitigate risks and impacts. This may also include additional due diligence and specific management plans. Note measures for each identified risk.</i>	Expected results of mitigation <i>Note results in a measurable way. Bullet points suffice.</i>
PS 1 Assessment and Management of Environmental and Social Risks and Impacts	<p>Risk 1.1. Inadequate inclusion of stakeholders in project activities (All countries and organisations/subcontractors) <u>Description:</u> There is a risk that activities including stakeholder engagement are not sufficiently inclusive, especially those that include local communities (i.e. villagers, yak keepers, community organisations, etc.), as some communities/subgroups of communities could be left out.</p> <p>The project should also ensure that a gender-balanced approach to stakeholder engagement (in training sessions, workshops, capacity-building, etc.) is followed.</p> <p>This also applies to activities that target various countries and different stakeholder levels (i.e. government, education, media, etc.) for activities</p>	C	<p>Measures: MM1.1a: Ensure engagement throughout all stages of the project. This includes ensuring early engagement and providing multiple ways for different stakeholders to participate (e.g., in-person consultations, online meetings, surveys). MM1.1b: Ensure all relevant stakeholders can participate. If needed, develop specific strategies to include women, youth, and marginalised groups, such as separate consultation meetings or flexible engagement formats to accommodate their schedules. MM1.1c: Adopt a multi-level stakeholder engagement strategy. Adapt engagement approaches for different stakeholder levels (e.g., government, media, academia, local communities), ensuring relevant formats and languages are used.</p>	<ul style="list-style-type: none"> • All relevant stakeholder groups can participate equally in project design and implementation, as relevant. This can be measured through surveys before and during implementation, as well as evidence of engagement throughout the project (attendance sheets, photos, etc.). • There is a diversity of stakeholders, including gender balance. This can be measured through a record of stakeholder groups and sex-disaggregated data.

	such as workshops, campaigns, activities in relation to media, etc.		Use existing networks and local facilitators to improve community participation. Responsible: All countries and organisations/subcontractors. Schedule: All measures: Throughout the project.	<ul style="list-style-type: none"> There is an appropriate number of engagement activities tailored to different stakeholder groups (e.g., community, national, regional).
PS 2 Labour & Working Conditions	Risk 1.2. Lack of a Grievance Mechanism or limited effectiveness of the mechanism put in place by the implementing organisations (Consultants/subcontractors implementing activities in Madagascar, Kyrgyzstan, Ethiopia, Kenya) <u>Description:</u> Some implementing organisations/subcontractors either do not have a grievance redress mechanism (GRM) in place or lack information in their GRM procedures to ensure that the mechanism is adequately and fairly implemented.	B	Measures: MM1.2a: Ensure that all implementing organisations have an internal GRM. MM1.2b: Establish an M&E system for the GRM to ensure that the GRM is effective and that complaints are resolved satisfactorily. MM1.2c: Ensure all stakeholders are familiar with the GRM (i.e. organise awareness-raising sessions and dissemination of information targeting all stakeholders, etc.). Responsible: Implementing organisations/subcontractors in Madagascar, Kyrgyzstan, Ethiopia, Kenya. Schedule: <ul style="list-style-type: none"> MM1.2a: Before implementation of activities. MM1.2b: At the time of implementation of GRM. Review: Every six months MM1.2c: Throughout the project. 	<ul style="list-style-type: none"> There All organisations/subcontractors have developed an internal GRM and established an M&E system for it. An appropriate number of leaflets, announcements, etc. about the GRM have been produced and disseminated, as well as an adequate number of awareness-raising sessions organised. This will help ensure that all stakeholders know about the existence of the GRM and can straightforwardly file complaints and grievances. All the complaints and grievances received have been successfully resolved.

<p>PS 2 Labour & Working Conditions</p>	<p>Risk 2.1. Staff working in planned activities are precluded from the enjoyment of core ILO labour standards or do not have adequate occupational health and safety (OHS) provisions.</p> <p>(Consultants/subcontractors implementing activities in Madagascar, Kyrgyzstan, Ethiopia, Kenya, Indonesia)</p> <p><u>Description:</u> Planned activities (such as infrastructure building activities, or hiring of specialists to run trainings and workshops, etc.) could lead to employees working under conditions that violate the rights of workers (as included in the core ILO labour standards), such as their rights related to hours of work, wages, overtime, compensation, and benefits upon beginning the working relationship and when any material changes occur. Discrimination could also occur, such as the discrimination of women in hiring.</p> <p>The use of volunteers in multiple countries (Kyrgyzstan, Indonesia, Madagascar, Ethiopia, and Kenya) also presents risks, such as lack of legal protections, poor working conditions, and unpaid work-related expenses, which may exclude lower-income participants.</p> <p>In Ethiopia, field activities, particularly in agriculture, pose higher risks due to informal operations and the absence of formal labour procedures for temporary workers.</p> <p>However, given the limited scale of activities (no major infrastructure or extensive on-the-ground implementation) and the availability of mitigation measures, the overall risk is considered low (Category C).</p>	<p>C</p>	<p>Measures:</p> <p>MM2.1a: Ensure proper safeguards instruments (i.e. safeguards policy covering social and environmental standards and possible risks, occupational health and safety standards etc.). In case these instruments exist, they should be benchmarked against international good practice.</p> <p>MM2.1b: Adequate work contracts. Ensure short-term workers and consultants have written contracts specifying wages, hours, benefits, and termination conditions.</p> <p>MM2.1c: Develop clear agreements for volunteers outlining expectations, working hours, and responsibilities.</p> <p>MM2.1d: Conduct regular feedback sessions to identify concerns and improve working conditions.</p> <p>Responsible: Implementing organisations/subcontractors in Kyrgyzstan, Madagascar, Ethiopia, Kenya, Indonesia.</p> <p>Schedule:</p> <ul style="list-style-type: none"> - MM2.1a: Before implementation of activities. - MM2.1b: Before implementation of activities. - MM2.1c: Before implementation of activities. - MM2.1d: Every six months. 	<ul style="list-style-type: none"> • All organisations/subcontractors have either a safeguards policy developed or confirmed per signature the adherence to respective provisions, including provisions under PS2. • All volunteers and paid workers have signed agreements/contracts. • All volunteers have been trained on their rights and responsibilities and receive stipends/reimbursements (if applicable). • An appropriate number of feedback sessions have been conducted with workers and volunteers.
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PS 3 Resource Efficiency & Pollution Prevention	<p>Risk 3.2. Limited GHG emissions due to the project, including international travel</p> <p>(All countries and organisations/subcontractors involved in implementation)</p> <p><u>Description:</u> Some of the activities planned include international travel. For example, two people from each country may be sent to a Conference of the Party of the CBD (i.e. potentially ten long-haul return flights), there may be one or two additional partners' meetings in the course of the implementation of the project (i.e. potentially 25-50 long-haul return flights), and individuals from implementing partner organisations may visit countries at certain points during implementation for capacity building and training.</p>	C	<p>Measures: MM3.2a: Ensure that GHG emissions from international travel are compensated using a high-quality offsetting system (i.e. atmosfair).</p> <p>Responsible: All countries and organisations/subcontractors.</p> <p>Schedule: MM3.2a: After implementation of activities</p>	<p>Unavoidable GHG emissions have been compensated, and evidence has been provided.</p>
PS 4 Community Health, Safety, and Security	<p>Risk 4.3. Conflicts and further marginalisation due to inadequate design of national programs and guidelines</p> <p>(Subcontractor implementing activities in Kyrgyzstan)</p> <p><u>Description:</u> Some planned activities, such as detailing national livestock breeding programs at the project district level, could, if not carefully designed, lead to conflicts between communities relying on alternative land uses and expanding livestock practices (e.g., herders vs. conservationists). The activity "F" may pose risks if not thoughtfully designed – for example, the marginalization of local community priorities, which could reduce stakeholder buy-in and long-term sustainability.</p>	C	<p>Measures: MM4.3a: Ensure the design of national programs and guidelines includes the views and respects the interests of communities dependent on alternative land uses, small-scale herders, etc.</p> <p>Responsible: Subcontractor implementing activities in Kyrgyzstan.</p> <p>Schedule: MM4.3a: Throughout the project.</p>	<ul style="list-style-type: none"> • Evidence of inclusion of small-scale farmers and local communities in national guidelines and programs. This could be evidence of meetings/workshops held (e.g. attendance sheets, photos, meeting reports, etc.)

	<p>Risk 4.5: Biodiversity and conservation champions could face hostility or aggression (Consultants/subcontractors implementing activities in all countries)</p> <p><u>Description:</u> Active individuals supported by the project as biodiversity 'champions' or "change agents" such as farmers, students, teachers, women, youth, community or government representatives and civil society actors, may face social resistance, marginalisation, or criticism when raising conservation issues publicly or engaging in advocacy. While they are not frontline activists opposing extractive industries, their visibility in promoting biodiversity values could in some cases attract negative reactions from stakeholders with opposing interests. This risk is relevant in contexts such as Indonesia, Ethiopia, Kenya, and Madagascar, where environmental advocates have occasionally faced social or political pressure. However, the SYMBIOTIC project only foresees to highlight small scale positive contributions of champions to overall projects objectives, no controversial or conflictive content that could lead to hostility or aggression. The overall risk is considered low (Category C).</p>	C	<p>Measures: MM4.5a: Conduct security risk screening for Biodiversity champions in different project countries. MM4.5b: Provide training on risk mitigation focussing on digital safety for champions. MM4.5c: Establish confidential reporting channels and networks of support to protect and assist at-risk individuals.</p> <p>Responsible: All countries and organisations/subcontractors.</p> <p>Schedule: MM4.5a: Before implementation of activities. MM4.5b: Before implementation of activities. MM4.5c: Before/during implementation of activities.</p>	<ul style="list-style-type: none"> • Evidence of security risk assessments conducted before champion deployment (including report with findings and action plan). • All biodiversity champions trained on safety and risk mitigation. Provide evidence of training: i.e. attendance sheets, photos, etc. • No or minimal reported security incidents, and responses implemented (if needed). • Networks of support have been established. and are documented. • Survey results on safety perceptions are made available.
<p>PS 6 Biodiversity Conservation & Sustainable Management of Living Natural Resources</p>	<p>Risk 6.2. Disturbance to biodiversity and ecosystems from local level activities (Consultants/subcontractors implementing activities in Kyrgyzstan, Kenya, Indonesia)</p> <p><u>Description:</u> Some planned activities, such as the review of livestock and grazing management policies (e.g. in Kyrgyzstan) may, if not well designed, risk favouring practices that are harmful to biodiversity, such as overgrazing in sensitive alpine ecosystems on a local level or fail to adequately integrate climate resilience measures. Similarly, field-based activities</p>	C	<p>Measures: MM6.2a: Ensure that visitors follow visitor guidelines to minimize negative impacts on wildlife and habitats. MM6.2b: Ensure that guidance and advice provided through the SYMBIOTIC project during processes to review livestock breeding policies and guidelines endorses sustainable practices.</p> <p>Responsible: Consultants/subcontractors implementing activities in Kyrgyzstan, Kenya, Indonesia.</p>	<ul style="list-style-type: none"> • Organisations that are involved in field activities with large groups of people have visitor guidance that is well communicated and applied. • Biodiversity safeguards are integrated into yak breeding policies and guidelines.

	<p>in Indonesia (birdwatching, biodiversity monitoring, outdoor classes, ecotourism, agroforestry, etc.) and Kenya (eco-centre visits with large groups of students, birding activities) could, without safeguards, cause minor disturbances to wildlife or sensitive habitats. However, these risks are considered low and can be addressed through appropriate mitigation measures, such as integrating biodiversity criteria into policy recommendations, visitor guidance and activity design. In Indonesia, some activities could also carry this risk, such as:</p> <ul style="list-style-type: none"> - regular birdwatching in Kebun Raya Bogor, - trips to KBAs, - outdoor classes and camps, - biodiversity monitoring, trade monitoring and tree planting, etc. - honey-bee cultivation, agroforestry, permaculture, community-based ecotourism, which could involve large groups of people that might not be trained/used to environmental work and could cause disruption to wildlife. In Kenya, school visits to the Ecocenters in different KBAs may impact the surrounding area and disrupt sensitive species due to increased human presence in addition to birding activities. <p>However, this risk should be easily addressed with the suggested mitigation measures.</p>		<p>Schedule:</p> <p>MM6.2a: During design phase and within the first six months of implementation.</p> <p>MM6.2b: Throughout the project.</p>	
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