

Marine Biodiversity and Coastal Livelihoods in Sulawesi/Coral Triangle Environmental and Social Management System Consultants Terms of Reference (ToR)

Position title:	2 – 3 Environmental and Social Management System Consultants <ul style="list-style-type: none">• 1st position: Environmental and Social Management System – Planning, Coordination and Reporting Consultant (International or National)• 2nd position: Environmental and Social Management System – Training and Implementation Consultant (National Position)• 3rd position: Environmental and Social Management System – Implementation and Reporting Consultant (National Position)• 2nd and 3rd position can be combined
Project name:	Marine Biodiversity and Coastal Livelihoods in Sulawesi/Coral Triangle
Key internal relations:	KfW Marine Project Coordinating Unit; Program Managers from Aceh, North Sulawesi, West Nusa Tenggara, Crosscutting Unit, and Wildlife Trade Program
Location:	Bogor, with travel to the project sites, as required

Background to the Project

The Wildlife Conservation Society (WCS) works in over 60 countries to save wildlife and wild places through science, conservation action, education, and inspiring people to value nature. WCS has worked in Indonesia for over 20 years because it is the world's most important country for biodiversity conservation, being ranked #1 globally for marine biodiversity and #2 globally for terrestrial biodiversity. The large and diverse WCS Indonesia Program (WCS IP) spans the Indonesian archipelago and covers all aspects of conservation, from counter-wildlife trafficking, wildlife protection and law enforcement, to policy development, research, education and outreach, to large field-based operations covering both marine and terrestrial ecosystems. WCS partners closely with the Indonesian Government, local communities, schools and universities, and the private sector. Further details of our program are available at <https://indonesia.wcs.org> and about WCS's global work at <https://www.wcs.org>.

The WCS Indonesia Marine program focuses on the establishment and effective management of MPAs and development of sustainable fisheries, as interlinked strategies to secure and manage Indonesia's coastal marine resources. WCS is committed to assisting the Government of Indonesia to meet its national and international commitments to MPA establishment and management – including the commitment to achieve 31 million hectares of MPAs by 2030. MPAs benefit both biodiversity and fisheries management by protecting habitats and protecting breeding populations of important marine organisms. The basis of all of our work is scientific data. Our teams of marine biologists, fisheries scientists, and socioeconomic specialists inform project design with baseline surveys. Regular monitoring of resources informs all subsequent decision making. The Marine Program consists of Seascape Programs, covering the provinces of Aceh, North Sulawesi, North Maluku and West Nusa Tenggara, and the Marine Cross Cutting Program, which consists of four thematic teams - Policy, Science, Shark-Rays and Knowledge Management teams.

With funding from the German government and supervision by the German development bank (KfW), WCS is implementing the project entitled, 'Marine Biodiversity and Coastal Livelihoods in Sulawesi/Coral Triangle'. This seven-year project is focused on the seascapes of West Nusa Tenggara, North Sulawesi and Aceh. The project aims to conserve Indonesia's diverse marine ecosystems and

important fisheries through creation and improvement of MPAs and improved management of commercially and ecologically important fisheries. It will address threats of overfishing, destructive fishing and loss of marine habitats. The project design consists of the following three Outputs:

- Improve fisheries management by the development of government regulations and fisheries management systems, recognition of sustainable co-management and/or customary management systems, and development of incentives for sustainable fisheries management
- Establish new MPAs and expand and improve the management effectiveness of existing coastal MPA networks to conserve habitat and threatened species in West Nusa Tenggara (WNT) and North Sulawesi
- Conduct applied science, monitoring, and analyses to assess MPA effectiveness for conservation and fisheries management in West Nusa Tenggara, North Sulawesi and Aceh.

Background to this ToR

WCS is responsible for the preparation, implementation, and operation of the Project. All projects supported by KfW must comply with KfW's Sustainability Guideline (2016). In addition, as International Climate Initiative (ICI) project implementing organization are expected to apply the interim GCF Safeguard System, the Project must be in compliance with International Finance Corporation (IFC) Performance Standards as well as with applicable World Bank Operational Policies, the World Bank Group General, and sector-specific Environmental Health and Safety (EHS) Guidelines. The objective of these safeguard systems is to support the assessment of risks and potential impacts resulting from the Project by setting out the principles, guidelines, and procedures to assess, avoid, reduce, mitigate, and/or offset potential adverse environmental and social impacts and to enhance positive Project impacts and opportunities. This is to ensure that potential adverse environmental and social impacts that may be generated as a result of each project activity are identified, and appropriate safeguard instruments are prepared to avoid, minimize, mitigate and, in such cases where there are residual impacts, offset adverse environmental and social impacts.

The WCS Project Coordination Unit (PCU) has developed the project Environmental and Social Management Framework (ESMF) and the accompanying safeguard documents: Indigenous Peoples Planning Framework (IPPF); Process Framework for Management of Access Restrictions and Economic Displacement; and, Project Social Assessment.

Screening of project activities against the IFC Performance Standards and World Bank safeguard policies identifies ten policies as being applicable to these standards and requiring further attention.

IFC PS/ WB Bank Policies	Applicable
Assessment and Management of Environmental and Social Risks (PS 1)/ Environmental Assessment (OP/BP 4.01)	yes
Labor and Working Conditions (PS 2)	yes
Biodiversity Conservation and Sustainable Management of Living Natural Resources (PS 6) / Natural Habitats (OP/BP 4.04)	yes
Resource Efficient and Pollution Prevention (PS 3)	no
Community Health, Safety and Security (PS 4)	yes
Land Acquisition and Involuntary Resettlement (PS 5 / OP/BP 4.12)	yes
Pest Management (OP 4.09)	yes
Indigenous Peoples (PS 7 / OP/BP 4.10)	yes
Cultural Heritage (PS 8) / Physical Cultural Resources (OP/BP 4.11)	yes
Forests (OP/BP 4.36)	yes
Safety of Dams (OP/BP 4.37)	no
Projects in Disputed Areas (OP/BP 7.60)	no
Projects on International Waterways (OP/BP 7.50)	yes

The next steps in progressing the Project's environmental and social safeguards compliance system is to develop the safeguard Plans. In order to address these requirements, the following work needs to be accomplished,

- Review the revised Environmental and Social Impact Assessment or (ESMF) and its supporting safeguard documents - IPPF; Process Framework for Management of Access Restrictions and Economic Displacement; and, Project Social Assessment - to inform the development of the ESMP.
- Based on the ESMF documents, develop the Stakeholder Engagement Plan (SEP). The outline of an SEP, including principles and methods of engagement, is included in Annex B. The Plan should incorporate a guide on the implementation of the recommendations for the duration of the Project.
- Based on the IPPF document, develop the Indigenous People's Plan (IPP) for the three provincial project sites – outline of the IPPs is provided in Annex C. The Plan should incorporate a guide on the implementation of the recommendations for the duration of the Project.
- Based on the Process Framework, develop the Livelihood Restitution Plan (LRP) for each of three sites – guidance on the LRP is under Annex D. The Plan should incorporate a guide on the implementation of the recommendations for the duration of the Project.
- Develop three ESMPs (one for each project province) and the Environmental and Social Codes of Practice (ESCOPs) including mitigation measures for the Project in compliance with the above-mentioned standards, in which the free, prior, and informed consent (FPIC), ESCOPs, SEPs, LRPs, and IPPs are incorporated as separate Chapters. The ESMPs should incorporate a guide on the implementation of the recommendations for the duration of the Project. Guidance on the LRP is under Annex D. The Plans should incorporate a guide on the implementation of the recommendations for the duration of the Project.
- Incorporate the Grievance Redress Mechanism accordingly in the associated safeguard Plans of each sites.

The WCS KfW marine project is assembling a team of social and environmental safeguard experts to lead on the development of the Project's ESMPs, ESCOPs, SEP, IPPs, and LRPs. There are four key stages:

1. *Planning* – review safeguard and other project documents, and ESMP, ESCOP, LRP, IPP and SEP examples from similar projects, develop the methodology, activities, data needs, and timeframe for completing the ESMP, ESCOPs, LRP, IPP and SEP. [Lead: Planning, Coordination and Reporting Consultant].
2. *Training* – enable WCS staff to understand the ESMP, ESCOPs, LRP, IPP, and SEP concepts and required field activities, such that WCS will be able to conduct activities at a high standard [Lead: Training and Implementation Consultant].
3. *Implementation* – WCS to conduct field activities, such as data collection and stakeholder consultations, under supervision of the national consultants [Lead: Training and Implementation Consultant and Implementation and Reporting Consultant].
4. *Report Writing* – to compile, cross-check and analyze data, and use this to produce the final set of ESMP documents before the 14 February 2020 deadline [Lead: Implementation and Reporting Consultant].

Specific Tasks and Outputs/Deliverables

The consultants will have the following roles and responsibilities that are related to the four stages mentioned above. One consultant will lead on each stage and may be supported by the other consultants.

Planning, Coordination and Reporting Consultant

Lead on,

- All aspects of the ESMPs, ESCOPs, LRP, IPP, and SEP *Planning* stage and coordinate with WCS Project Coordinating Unit.
 - Review project documents and project safeguard documents, including the KfW proposal, work packages and indicators. Compile and review an extensive selection of ESMP, ESCOP, LRP, IPP, and SEP project documents from similar projects. [2 days]
 - Develop field methodologies that are suitable to the situations across the KfW marine project landscapes, and which are in accordance with the IFC Environmental and Social Standards and World Bank Group EHS Guidelines. [3 days]
 - Develop a road map for completing the ESMPs, ESCOPs, LRPs, IPPs, and SEPs through the four stages, which specifically includes a work plan that describes the required field activities, stakeholder groups to engage, and types of data to collect, and an accompanying timeframe for completing the Implementation stage. [2 days]

Provide support for,

- The training of WCS KfW marine team [2 days]
- Selection of the target villages and fieldwork [1 day]
- Revision (if needed) of the Safeguard Plans upon comments from KfW [2 days]
- A final review of the ESMPs, ESCOPs, SEP, LRP, IPP including GRM. [2 days]

Outputs: 3 provincial field survey designs, 1 road map for completing the document development and 3 ESMP reports (with ESCOP, SEP, LRP and IPPs incorporated into the reports)

Training and Implementation Consultant

Lead on,

- All aspects of the ESMPs, ESCOPs, LRPs, IPPs, and SEPs *Training* stage in coordination with the PCU.
 - Develop a training schedule and materials, based on those developed by International Consultant #1, which cover the fieldwork components of the safeguard Plans. [2 days]
 - Run a 3-day training workshop for the WCS KfW marine team. [3 days]
- All aspects of the Safeguard Plans *Implementation* stage and coordinate with the WCS KfW Project Coordinating Unit.
 - Develop the criteria for village selection in the ESMPs, ESCOPs, LRP, IPP and SEPs and support the WCS KfW marine teams to then identify and select the final set of villages to engage in the field. [2 days]
 - Provide technical assistance to the field teams during their data collection and stakeholder consultations, including checking preliminary reports. [15 days]

Provide support for,

- The *Report Writing* stage, including the compilation of data and overseeing data analysis and the final metrics required for producing the final ESMPs, ESCOPs, LRPs, IPPs, and SEPs (one set per province) [12 days]
- Review the draft versions of the reports and provide technical inputs [3 days]

Outputs: 1 training schedule and materials; 1 village selection criteria and list of villages to target and a summary report of the data products supported; and 3 ESMP reports (with SEP, ESCOPs, LRP and IPPs incorporated into the reports)

Implementation and Reporting Consultant

Lead on the following:

- All aspects of the ESMPs, ESCOPs, LRPs, IPPs, and SEPs *Implementation and Report Writing* stages and coordinate with the PCU.

- Oversee the compilation, cross-checking and analysis of all field data. [9 days]
- Write the ESMPs, ESCOPs, LRPs, IPPs, and SEPs and gather inputs from the WCS KfW marine project field teams and other consultants, as required. [12 days]

Outputs: 1 dataset of field data analysis and 3 ESMP reports (with ESCOP, SEP, LRP and IPPs incorporated into the reports)

Time Schedule and Budget

The duration of the consultancy work shall not encompass more than 72 working days. This covers desk research, field visits, briefings and report preparation/revision. The Consultancy work will start on 1 December 2019 and end on 14 February 2019 or at an earlier date agreed on by the contract parties and provided the final ESMPs have been delivered. For this time period, the Consultant will prepare a work plan with detailed time schedule for preparation of the study and include this in his/her offer.

Schedule of Payments to Team Leader	Due Date	Payment %	Total €
After contractual signature		25%	
After submission of Draft final report		50%	
After approval and submission of final report		25%	

Annex 1. Project Site Description

North Sulawesi Province – Project Area Description

North Sulawesi is the northernmost province in Indonesia, bordering on the southern Philippines. The mainland areas of North Sulawesi are mountainous and known for production of commodities including cloves, nutmeg, and coconuts. The province lies at the heart of the Coral Triangle, and the coastal and island areas are well known for fishery products, especially tuna and *ikan roa* (ballyhoo halfbeak), and for marine tourism. The fishing industry is well developed, with processing facilities and direct export of fresh tuna, frozen tuna, and canned tuna. Bunaken National Park, founded in 1991, is one of the first marine national parks in Indonesia, and attracts significant numbers of domestic and international tourists each year for diving. The capital city of Manado has an international airport that facilitates tourism development. The province has 1,837 kilometers of coastline, including extensive mangrove areas.

The project will work with three MPAs in three districts: North Minahasa, Sitaro, Sangihe. North Minahasa (Minahasa Utara) is located on the mainland to the north of the capital, Manado, and most coastal communities can be reached by road within 2-3 hours. Sitaro consists of three main islands (and several smaller islands) north of the mainland which can be reached by fast ferry service in 3-5 hours from Manado. Sangihe district lies to the north of Sitaro and can be reached by daily plane service from Manado, or by ferry.

Fishing is an important source of livelihood in the coastal areas of all three districts. Many households carry out a mixture of fishing and farming, with the main tree crops (coconut, cloves, and nutmeg) providing an important source of seasonal income and fishing providing a daily income and source of protein. The presence of Bunaken National Park and the tourism it generates has led many communities to look or hope for opportunities to benefit from eco-tourism.

The three districts have a total population of approximately 300,000 people. The project will work with fishers and fishing communities. The population is predominantly Christian (over 90%). Relations are generally good and there is very little evidence of inter-religious conflict, although communities tend to self-segregate by religion, so villages tend to be either predominantly Christian or Muslim.

A number of ethnic groups are represented, including some groups that can be considered as indigenous people, or “masyarakat adat” in Indonesian. The Bajao people, formerly known as “sea gypsies” for their itinerant lifestyle living in houses on stilts above the water, are one group in the area, especially in Minahasa Utara, that may be considered as indigenous, particularly when considered in terms of vulnerability to poverty. While nowadays they live mostly in settled communities, they tend to be somewhat marginalized and have lower educational status and higher rates of poverty than other communities. They are predominantly Muslim and thus are a minority in the area. The primary livelihood among the Bajao is fishing. It is widely believed that some members of the Bajao communities are responsible for much of the destructive fishing, especially the use of bombs, in the area.

West Nusa Tenggara Province – Project Areas Description

The province of West Nusa Tenggara (NTB—Nusa Tenggara Barat) consists of two main islands, Lombok and Sumbawa, in the Lesser Sunda Island chain in Eastern Indonesia. The islands are volcanic, with Mt. Rinjani on Lombok and Mt. Tambora on Sumbawa. The estimated population of the province in 2014 was 4.7 million, with about 80% located on Lombok. Mataram, on Lombok, is the capital and largest city, with a new international airport. Fishing, farming, and livestock are the most common sources of livelihood in both islands, although tourism plays an increasingly important role in the economy of Lombok. Dryland rice farming and fishing are mainstays of the economy, with corn becoming a major commodity in the Sumbawa. The province contains 2333 km of coastline. Salt production is a significant activity in parts of Sumbawa. Lombok is known for pearl production, both

sea and freshwater pearls. Fish markets are small scale in the province, with much of the catch channeled to domestic (70%, including local market) and export (30%) supply chains through Bali.

In West Nusa Tenggara the project will work with 11 MPAs spread across both Lombok and Sumbawa Islands. In the vicinity of the 11 MPAs are 30 villages with approximately 100,000 inhabitants. Approximately 20% of these inhabitants live in close proximity to MPAs. In Sumbawa, these coastal communities rely primarily on fishing and farming for their livelihoods. In some parts of Lombok, the tourism industry has reduced reliance on fisheries. Destructive fishing practices including bombs, compressors and cyanide use are widespread in the province.

The religion of the majority of inhabitants of both islands is Islam, with a significant Balinese Hindu population in the western part of Lombok. The province has high rates of poverty and malnutrition. The indigenous population in the project areas on Lombok are primarily ethnic Sasak, with settled migrant communities from Sulawesi (Buginese and Bajao), and a significant migration of people from other islands seeking employment in a growing tourism industry. In Sumbawa the population are ethnically Sumbawa or Bima people, and the AMAN map for the island shows more than 10 different ethnic area claims, suggesting higher diversity than currently understood for the project purposes.

Aceh Province – Project Area Description

Aceh is the westernmost province in Indonesia, located at the western tip of the island of Sumatra, only a few hours by boat from the Nicobar and Andaman Islands in India. The province is rich in natural resources, including oil and natural gas reserves, as well as biodiversity-rich forests (including the Ulu Masen and Leuser National Park providing home to some of Sumatra's largest populations of orangutans, elephants, and tigers). It is also rich in marine natural resources. Pulau Weh (the municipality of Sabang, 1.5 hours by ferry from the capital city, Banda Aceh) has developed a small tourism industry based on diving. The island of Simeulue, off of the west coast of Aceh in the Indian Ocean, is known as a source of marine products, including lobster. The province has over 1,467 km of coastline on the mainland alone.

Despite the wealth of natural resources, Aceh is the poorest province in Sumatra. While the poverty rate has decreased over recent years, nearly 16% of the population was still living below the poverty line as of 2017. Decades of internal conflict have contributed to low rates of investment and economic development, and the 2004 earthquake and tsunami had a major impact on economic conditions, especially in coastal areas. Aceh is a major producer of marine products, including tuna, but there are currently no facilities for direct export of fishery products directly from Aceh, and marketing is dominated by large fish traders based in Medan.

Aceh is unique within Indonesia due to its special autonomous status. It is also the only province in Indonesia which officially practices Sharia Law. There is also a strong traditional system of indigenous ("adat") governance based on a hierarchy of jurisdictional areas with consisting of "tepin", "lhok", and "mukim". The Panglima Laot is a leadership position within each of these levels that is responsible for organizing and supporting fishers in the community. The Panglima Laot system holds considerable potential as a means of involving local communities in project activities under the KfW-supported project.

The majority of people in Aceh are ethnically Acehnese and the population of most coastal communities is ethnically homogenous. Almost everyone is Muslim. Women have very little involvement in the fisheries sector in Aceh, including even in processing and marketing.

Annex B. Stakeholder Engagement Plan

The Stakeholder Engagement Plan (SEP) is to guide and structure its analysis of, and interactions with, all categories of stakeholder for the project duration. It outlines procedures on how to inform, consult, engage, support, and monitor participating communities in a way that is culturally appropriate. The objective of the SEP is to illustrate strategies and implementation efforts to engage relevant, influential stakeholders in all the Project activity processes. Project stakeholder categories are shown below:

Categories of Project Stakeholders

A. Community: Adat Religious Formal and informal leaders Women Groups (Fishing groups, Pokmaswas etc.) Youth (groups or leaders)
B. Government Village and sub-district government Sectoral Agencies Law Enforcement
C. NGOs and Civil Society Environmental NGOs Social / Poverty NGOs Religious Orgs/NGOs Other NGOs Media Academia
D. Private sector Fisheries Tourism E. Other, regional specific

Consultation and Participatory Planning Process: The approach consists of the participatory identification impacted groups or individuals and supporting them in identifying acceptable mitigation measures, usually in the form of training, information and/or alternative livelihood activities.

Stakeholder Engagement Plan Outline

The SEP will describe:

- i. Outline the key stakeholders in the project, distinguishing between project-affected parties and other interested parties;
- ii. describe the timing and methods of engagement with stakeholders throughout the life cycle of the project;
- iii. describe the range and timing of information to be communicated to project-affected parties and other interested parties, as well as the type of information to be sought from them;
- iv. be designed to take into account the main characteristics and interests of the stakeholders, and the different levels of engagement and consultation that will be appropriate for different stakeholders;
- v. set out how communication with stakeholders will be handled throughout project preparation and implementation.

- vi. describe the measures that will be used to remove obstacles to participation, and how the views of differently affected groups will be captured.
- vii. include differentiated measures to allow the effective participation of those identified as disadvantaged or vulnerable, if applicable. Dedicated approaches and an increased level of resources may be needed for communication with such differently affected groups so that they can obtain the information they need regarding the issues that will potentially affect them;
- viii. refer to or elaborate on the grievance redress mechanism (GRM) outlined in the ESMF, with elaboration of methods planned to ensure affected parties are aware of GRM.

Annex C. Indigenous Peoples Plans

Preparation of the Indigenous Peoples Plan (IPP)

Indigenous Peoples Plan are to be developed as a sub-section of the ESMPs for each site.

- a. A summary of the project description and activities that will have an impact on indigenous peoples;
- b. A review of the legal and institutional framework applicable to Indigenous Peoples (per the IPPF or updated if specific sub-national regulations are applicable).
- c. A summary of the social assessment or specific assessment of indigenous peoples in the project areas. This refers to a gathering of baseline information on the demographic, social, cultural, and political characteristics of the affected Indigenous Peoples' communities, the land and territories that they have traditionally owned or customarily used or occupied, and the natural resources on which they depend.
- d. A summary of results of the free, prior, and informed consent with the affected Indigenous Peoples' communities that was carried out during project preparation and that led to broad community support for the project.
- e. A framework for ensuring free, prior, and informed consultation with the affected Indigenous Peoples' communities during project implementation (see paragraph 10 of this policy).
- f. An action plan of measures to ensure that the Indigenous Peoples receive social and economic benefits that are culturally appropriate, including, if necessary, measures to enhance the capacity of the project implementing agencies.
- g. When potential adverse effects on Indigenous Peoples are identified, an appropriate action plan of measures to avoid, minimize, mitigate, or compensate for these adverse effects.
- h. The cost estimates and financing plan for the IPP or specific to indigenous peoples activities under the ESMPs.
- i. Accessible procedures appropriate to the project to address grievances by the affected Indigenous Peoples' communities arising from project implementation. When designing the grievance procedures, the borrower takes into account the availability of judicial recourse and customary dispute settlement mechanisms among the Indigenous Peoples.
- j. Mechanisms and benchmarks appropriate to the project for monitoring, evaluating, and reporting on the implementation of the IPP. The monitoring and evaluation mechanisms should include arrangements for the free, prior, and informed consent with the affected Indigenous Peoples' communities.

Annex D. Livelihood Restitution Program

The Livelihood Restitution Plan (LRP) for each sites, to more specifically target economically displaced persons and ensure they are not marginalized or impoverished as a result of project activities. The LRP outlines processes for project field officers and affected parties to assess options and propose ‘sub-projects’ to improve livelihoods from existing, complementary or alternative economic activities. See Section 5.4 on mitigation approaches for more detail.

Preparation of Instruments – Livelihood Restitution Plans (LRP)

Livelihood restoration is a Project priority, and is essential for mitigating the negative impacts resulting from restricted fisheries access. Based on PS 5 and WB OP 4.12, the following outlines the process by which the site-specific mitigation plans are to be developed and implemented as a stand-alone LRP document or as a sub-section of the ESMPs for each site. As noted in Section 3, the project will not provide compensation to Project Affected People, but will ensure alternative and/or complementary livelihood activities in line with the policy guidance applicable. The scoping and determination of the project-affected fisherfolk is to enable livelihood restoration/diversification activities to meet the target.

The steps to be followed are presented in Table 3.

Table 3. Steps in LRP Development

Process in Steps	Explanation / commitment
Step 1: Baseline Data Completion	Complete baseline data profiles of affected areas, to define impacts groups and apply eligibility criteria on a site-by-site basis, to determine focus areas and groups eligible for livelihood restitution support. Baseline data (social, economic and ecological) is to be used as the basis for determining restrictions and revising zoning scheme maps based on ground-truth data, stakeholder input, and traditional knowledge.
Step 2: Consultation and Definition and Agreement of Priority Eligible Parties	Consult the Project Affected Peoples (PAP), as the basis of the LRP, i.e. prior and during the drafting process of LRP, so their concerns and preferences about access restrictions and gear/equipment restrictions can be collected and eligibility criteria applied;
Step 3: Participatory Livelihoods Assessment and Planning	Conduct or commission a participative process for assessing feasibility of livelihood alternatives and strategies for restitution, including assessment of commodities, sectors, markets and potential partnerships to support the LRPs
Step 4: Documentation (development of LRP with sub-projects and indicators)	The LRP is to be prepared in a clear, practical format, in language and style that is easily accessible for field staff, local communities including PAPs, and government. Results of Steps 1-3 to be included in summary form Responsibilities should be clearly defined, consistent with or elaborating on the implementation arrangements set out in this PF; and to ensure that sufficient funds are available and timely; Arrangements for effective monitoring will be carried out to assess and improve the implementation of all mitigation measures;

Process in Steps	Explanation / commitment
	Methods for dealing with complaints from PAP will be documented in the LRPs/ESMP, consistent with wider Project grievance redress mechanism, and information about the complaints procedure will be provided to all PAPs.
Step 5: Implementation	<p>Engage appropriate resources to facilitate and deliver agreed support; Options to consider as part of the planned implementation approach(es): Collaboration with and strengthening of government programs for fishing groups and / or other groups such as women, for example under the Ministry of Marine Affairs and fisheries and Ministry of Village, Disadvantaged Regions and Transmigration (Kemendes) and its associated agencies at local level); Partnering with other institutions such as NGOs, academia, research/think tanks and 'Diklat' divisions attached to government; and/or Partnering with the private sector (in fisheries and/or tourism and trade).</p>
Step 6: Monitoring and Reporting	To align with requirements in this PF and the Project ESMF.

Annex E. Environmental and Social Management Plan

The ESMPs for each site shall include the plans for the mitigation measures for the Project in compliance with the above-mentioned standards, in which the FPIC, ESCOPs, Stakeholder Engagement Plan, the Livelihood Restitution Plans, and Indigenous People's Plans are incorporated as separate Chapters.

Outline for ESMP

1. Introduction

Provide an overview of the sub-project, environmental and social context and the purpose of this ESMP.

2. Project Description

Describe the sub-project, any construction works required, the activities associated with the communities in particular. Include project components that may have an environmental or social impact, including:

- Types of materials required during construction (aggregates, fresh water)
- Source and transportation of materials during construction
- Waste management (solid and liquid waste) during construction and operations
- Hazardous materials management
- Labour management practices
- Proposed improvements or benefits resulting from the subproject which will accrue to the local community, environment and economy.

Provide an overview of project timeline.

Include a map of the general area.

3. Environmental and Social Baseline

Describe the project location and land use (agricultural land, residential), closest dwelling(s), water body including near shore and off shore areas used by the PAPs, natural habitats (protected areas, significant or relevant ecosystems, flora and /or fauna in the area.).

Describe the community, formal and community leadership structures, describe any unique aspects of culture and language. Describe the existing social services such as education, health, law and order as well as economic activities (commerce, trading).

Provide information on existing land/marine titles. The social context should also describe occupations and sources of livelihood, gender roles and issues, land tenure and connections to land/natural resources, and the socio-economic conditions, including any commentary on poverty, vulnerability due to gender, ethnicity or culture group, age or disability in the community, resource allocation and access and income distribution, where relevant.

4. Legal and Institutional Context

Provide an overview of the relevant laws, regulations and policies and how this ESMP provides the relevant information in support of an environmental approval.

Provide an overview of how the ESMP meets the requirements of the KfW Sustainability Guideline and associated safeguard policies.

Provide an overview of the key institutions with jurisdiction over the subproject.

5. Significant Impacts and Mitigation

Provide an overview of the significant environmental and social impacts associated with the subproject and indicate how the project will manage these to incorporate applicable safeguards policy and regulatory requirements.

6. Organisation and Management Structure

Identify and define the responsibilities and authority of the various persons and organisations that will be involved in the sub-project.

7. Management Measures

List the key environmental and social impacts, per relevant project phase, and indicate recommended management measures and responsibility for ensuring measures are met. An example table is provided below, however as each site will develop its own mitigation plans, including Livelihood Restitution Plans, the ESMP section on management measures should be adapted, and address: approach to mitigation, target groups, agreed activities, targets, methods for implementation, timeframe and resources.

Activity	Impact/Risk	Mitigation Measure	Responsibility for Mitigation	Comments