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Committee for Environmental Protection under the GoRT (CoEP)
United Nations Development Programme (UNDP)

NBSAP Accelerator Action Account
Multi-Partner Trust Fund

PROJECT DOCUMENT

"Strengthening National Systems and Policy Frameworks for Invasive Alien Species Management in Tajikistan"

Dushanbe, 2026
TAJIKISTAN

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Table of Contents

Acronyms and Abbreviations	3
E.5.1) Project Document Template - NBSAP AAA MPTF	4
E.5.2) Results Framework	21
E.5.3) Risk Management Plan	34
E.5.4) Budget Template – Results Based Budget	38
E.5.5) Budget Template – UNDG Budget Categories	41
E.5.6) Workplan	42
E.5.7) Visibility/Communication Plan	46

Docusign Envelope ID: 0BDAD5A3-A017-81C8-83B0-FA4834094D3C

Acronyms and Abbreviations

AAA	Accelerator Action Account
CBD	Convention on Biological Diversity
CBO	Community-Based Organization
CO	Country Office
CoEP	Committee for Environmental Protection
CSA	Customs Service Agency under the Government of the Republic of Tajikistan
CSO	Civil Society Organization
DNA	Deoxyribonucleic acid
FSC	Food Security Committee under the Government of the Republic of Tajikistan
GAP	Gender Action Plan
GBF	Global Biodiversity Framework
GCF	Green Climate Fund
GEF	Global Environment Facility
GIS	Geographic Information System
GoRT	Government of the Republic of Tajikistan
GRM	Grievance Redress Mechanism
IAS	Invasive Alien Species
ICT	Information and Communications Technology
IPLC	Indigenous Peoples and Local Communities
KMGBF	Kunming-Montreal Global Biodiversity Framework
LNOB	Leave No One Behind
MMM	Matchmaking Mechanism
MoA	Ministry of Agriculture of the Republic of Tajikistan
MoEDT	Ministry of Economic Development and Trade of the Republic of Tajikistan
MoHSPP	Ministry of Health and Social Protection of the Population of Tajikistan
MoF	Ministry of Finance of the Republic of Tajikistan
MoJ	Ministry of Justice of the Republic of Tajikistan
MPTF	Multi-Partner Trust Fund
NAST	National Academy of Sciences of Tajikistan
NBBC	National Biodiversity and Biosafety Centre of the CoEP
NBSAP	National Biodiversity Strategy and Action Plan
NGO	Non-Governmental Organization
PSC	Project Steering Committee
PUNO/NUNO	Participating UN Organization / Non-UN Organization
PWD	Persons with Disabilities
RBM	Results-Based Management
SDGs	Sustainable Development Goals
SESP	Social and Environmental Screening Procedure
SI SPNA	State Institution "Specially Protected Natural Areas"
TAAS	Tajik Academy of Agricultural Sciences (Tajikistan)
TFG	Task Force Group (also referred to as Thematic Working Group – TWG)
UNCT	United Nations Country Team
UNDP	United Nations Development Programme
7NR	7th National Report

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E.5.1) Project Document Template - NBSAP AAA MPTF

Project Document Template- NBSAP AAA MPTF	
This template is to be used by Participating UN Organizations (PUNOs) or Non-UN Organizations (NUNOs), in collaboration with the government of the country that submitted a prioritized request through the Matchmaking Mechanism (MMM). The AAA was established to: • Accelerate ambition and action for implementation of NBSAP AP developing country members' NBSAPs, aligned with the 23 action-oriented KMGBF targets, by addressing gaps in technical and financial support identified through the MMM centralized analysis of country-led requests. • Serve as a strategic last-resort funding mechanism, prioritizing high-priority, quality-assured country-led requests that remain unmatched after two full MMM cycles, lack other viable funding and do not duplicate existing efforts.	
Project Information	
Project Title	**"Strengthening National Systems and Policy Frameworks for Invasive Alien Species Management in Tajikistan"**
Country (s)	Tajikistan
Region	Asia (Central Asia)
Ministry/ Organization	Committee for Environmental Protection under the Government of the Republic of Tajikistan (CoEP)
Department	National Biodiversity and Biosafety Center of the CoEP (CBD Focal Point)
Focal Point Name	Mr. Olimjon Yatimov
Focal Point Title	Director
PUNO	United Nations Development Programme (UNDP) Tajikistan CO
Focal Point Name	Mr. Umed Vahobov
Focal Point Title	Team Leader on Climate Change, Energy and Environment
Other Implementing Partners	National Biodiversity and Biosafety Centre (NBBC) of the Committee for Environmental Protection under the Government of the Republic of Tajikistan. **Other key partners (technical partners)**: National Academy of Sciences of Tajikistan (*technical and scientific partner supporting data collection, analysis and validation, in close coordination with NBBC*)
Project Type	National
Target Start Date	1st of July, 2026
Project Duration	2 years (*24 months)*
Total Project Budget	750,000 USD
KMGBF Targets	The project contributes to the following KMGBF action-oriented global targets to which NBSAP AAA MTPF adheres to: **Target 6:** Reduce the introduction of invasive alien species by 50% and minimize their impact (*Thematic Area – "Reducing threats to biodiversity"*); **Target 21:** Ensure that knowledge is available and accessible to guide biodiversity action (*Thematic Area – Tools and solutions for implementation and mainstreaming*); and

Docusign Envelope ID: 0BDAD5A3-A017-81C8-83B0-FA4834094D3C

	Target 23: Ensure gender equality and a gender-responsive approach or biodiversity action (*Thematic Area – Tools and solutions for implementation and mainstreaming*). In addition, the project outputs will substantially contribute to achieving KM targets 4, 10, 11, and 14. *Estimated budget contributing to these targets:* Target 6 30%, Target 21 35%, Target 23 12%, Other targets 23%.
Primary NBSAP AAA MPTF Objective	The project directly contributes to the primary objective of the **NBSAP AAA MPTF** by providing coherent support for NBSAP implementation and promoting increased ambition through localized, high-impact interventions. It specifically contributes to **Output 1** - Providing technical assistance to operationalize **KMGBF Target 6** (Invasive Alien Species), and **Output 4** - Supporting the core functions of NBSAP implementation through institutional capacity building and strategic policy development. Through these outputs, the project enhances national readiness for sustained biodiversity action and future investment beyond the AAA pilot phase. The project also contributes to **KMGBF Target 23** by ensuring that gender-responsive approaches and equitable participation of women and vulnerable groups are embedded within IAS knowledge systems and policy frameworks. By addressing foundational policy and data gaps that remained unmatched after two full MMM cycles, the project fulfills the NBSAP AAA MPTF's mandate to serve as a "last-resort" financing window for high-priority national biodiversity targets. Suggested interventions elevate the ambition of the NBSAP by – (a) expanding the scope of NBSAP implementation to directly operationalize GBF Target 6 (on IAS management), (b) strengthening the scientific and policy basis for biodiversity protection, and (c) building institutional capacity for on-going risk monitoring and management. Furthermore, the initiative directly contributes to the NBSAP AAA MPTF Outcome 1 and Output 1 by providing targeted technical assistance for country-led NBSAP implementation, with a focus on KMGBF Target 6 on invasive alien species through a "whole-of-government" and "whole-of-society" approach. By establishing a national IAS database and the first-ever State Programme and Action Plan for I AS, the project enhances Tajikistan's technical and analytical capacity to monitor biological threats. It ensures these systems are inclusive by mainstreaming gender-responsive management **(Target 23)** and leveraging youth-led digital innovation, thereby creating a scalable and sustainable model for KMGBF implementation in the Central Asian region.
Relevant SDG and Targets	**SDG 15 (Life on Land)** – Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation and biodiversity loss:

Docusign Envelope ID: 0BDAD5A3-A017-81C8-83B0-FA4834094D3C

	○ Target 15.5: Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity, and protect and prevent the extinction of threatened species. Indicator 15.5.1: Red List Index (trends in species extinction risk); ○ Target 15.8: By 2020, introduce measures to prevent the introduction and significantly reduce the impact of invasive alien species on land and water ecosystems and control or eradicate the priority species. Indicator 15.8.1: Proportion of countries adopting relevant national legislation and adequately resourcing the prevention or control of invasive alien species; ○ Target 15.9: Integrate ecosystem and biodiversity values into national and local planning, development processes, poverty reduction strategies and accounts. *Relevance: The project directly addresses biodiversity conservation, invasive species management, and ecosystem protection. National IAS catalogue, risk assessment, GIS database, and State Programme development directly support 15.8, with spillovers into 5.5 and 15.9.* **SDG 13 (Climate Action)** – Take urgent action to combat climate change and its impacts: ○ Target 13.1: Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries. Indicator 13.1.2: Number of countries with national/local disaster risk reduction strategies; ○ Target 13.2: Integrate climate change measures into national policies, strategies and planning. Indicator 13.2.2: Number of countries that have communicated the integration of mitigation, adaptation, impact reduction, and early warning into primary national policies. *Relevance: IAS can exacerbate climate change impacts, reduce ecosystem resilience, and affect livelihoods, particularly of women and local communities. By assessing IAS impacts on ecosystems and livelihoods, and integrating mitigation strategies into national policy framework, the project contributes to climate adaptation and resilience.* **SDG 5 (Gender Equality)** – Achieve gender equality and empower all women and girls: ○ Target 5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life. ○ Target 5.a: Undertake reforms to give women equal rights to resources, including access to land and other productive assets.

Docusign Envelope ID: 0BDAD5A3-A017-81C8-83B0-FA4834094D3C

	Relevance: The project intentionally engages women, youth, and other vulnerable groups, following UNDP GEN2 principles. Gender-responsive leadership and participation in consultations, field assessments, and policy drafting supports women' empowerment in environmental governance. With the objective of maintaining a **GEN2** and ensuring a significant contribution to **SDG 5**, the project shifts from gender "participation" to **transformative leadership**. A key driver of long-term change is to ensure the equal integration of women into the **national multi-stakeholder IAS platform** (inter-agency coordination mechanism) with a decision-making role, thus influencing national biosecurity policy. By establishing a **Women's Leadership Initiative in Biodiversity Monitoring**, the project provides specialized training that bridges the digital divide, equipping women with the technical mastery of GIS and DNA-based tools to lead local "Biosecurity Cells." This equips local women to upgrade from informal laborers to recognized technical experts within their communities, directly addressing systemic gender inequalities in the scientific and agricultural sectors. Furthermore, the project includes dedicated **women-led sub-activities** focused on the protection of subsistence home gardens and the sustainable management of non-timber forest products—areas where women are the primary economic actors. By designing and implementing their own local "Prevention and Mitigation Protocols," women gain direct control over the assets most critical to their household's food security and informal income. This approach ensures that the project's impact extends beyond the two-year implementation cycle, fostering long-term economic autonomy and institutionalizing women's roles as lead stewards of Tajikistan's ecological resilience. *Estimated budget contributing towards these SDGs: SDG-15 36%, SDG-13 50%, SDG-5-14%.*
Project Description	The project strengthens Tajikistan's national system for managing invasive alien species (IAS) by enhancing data systems, coordination, and strategic planning. It develops preventive measures to protect biodiversity, agriculture, and communities/people's health while advancing NBSAP implementation through a new national IAS database and Programme for long-term, nature-positive management.
Gender Marker Score	**GEN2** – The project qualifies as GEN2 as gender equality is integrated as a significant objective throughout the intervention. The project design is informed by gender analysis, identifies key gender gaps and structural barriers, and incorporates gender-responsive measures at outcome, output and activity levels. The results framework includes sex-disaggregated and gender-responsive indicators, and dedicated resources are allocated to gender-related actions (estimated at 14%). The project also proposes a practical Gender Action Plan, addresses gender and inclusion risks, and aligns with UNDP gender equality policies and standards. Through these measures, the project meaningfully advances gender equality while maintaining a broader development objective.

Docusign Envelope ID: 0BDAD5A3-A017-81C8-83B0-FA4834094D3C

Social inclusion and protection of vulnerable groups	The project moves beyond simple consultation by institutionalizing **safe-space dialogue and co-design** as core implementation principles. To ensure meaningful engagement, the project will implement **dedicated women-focused consultations**, where appropriate within rural clusters. These sessions are specifically designed to provide a safe environment where women can articulate how IAS-induced crop failures in home gardens (incl. surrounding environments) and impacts their specific household management roles and informal income, without the constraints of traditional social hierarchies. These inputs will directly therefore ensuring they are practical for those who perform the majority of the labor. Furthermore, young people will be included as **primary architects of digital innovation**. Instead of standard awareness raising campaigns, the project will launch **Youth-Led Communication Labs**, where young activists and tech-enthusiasts will be able to design and produce biodiversity content from their own perspectives, utilizing digital platforms and local vernacular to foster a "behavioral shift" toward environmental stewardship. Regarding other vulnerable groups, including low-income farming households and PWDs, the project will include them through **Participatory Mapping workshops**, where community members lead the identification of IAS-infested areas that restrict their access to natural resources. By empowering these groups to direct the focus of monitoring and pilot interventions, the project ensures they are not just "invited" to meetings but are recognized as essential experts and decision-makers in their local landscapes.
Social and Environmental Safeguards	The project applies to UNDP-aligned **social and environmental safeguards** to ensure environmental protection and inclusive participation. Environmental safeguards include **risk assessments and careful field protocols** to minimize disturbance while generating the national IAS catalogue, GIS maps, and State Programme. SESP aims to integrate human rights, gender equality, and environmental sustainability into project design, maximizing benefits while avoiding or mitigating adverse social and environmental risks. Assessments conducted include **IAS threat analysis, field verification, socioeconomic impact analysis, and stakeholder mapping** to inform decision-making and inclusion. These measures collectively ensure that the project **protects ecosystems, mitigates socio-environmental risks, and equitably benefits all stakeholders** in line with the "Leave No One Behind" (LNOB) and no harm principles.

Signature Page	
Representative of Government: **National Biodiversity and Biosafety Centre of the Committee for Environmental Protection under the Government of the Republic of Tajikistan**	PUNO: **United Nations Development Programme in Tajikistan**

Docusign Envelope ID: 0BDAD5A3-A017-81C8-83B0-FA4834094D3C

Head of AAA Secretariat

Name: Elena Sentieri

Date: 19-giu-2026

Signature: [redacted]

Country: **Tajikistan** Name of Representative: **Mr. Olimjon Yatimov, Director of the NBBC of the CoEP under the GoRT** Date: 19.06.2026 Signature: [redacted]	Name of PUNO: **UNDP Tajikistan CO** Name of Representative: **Mr. Sudipto Mukerjee, Resident Representative, UNDP Tajikistan** Date: 19/06/2026 Signature: [redacted]

Prevention of Sexual Exploitation, Sexual Abuse and Sexual Harassment

Each Participating UN Organization (PUNO) and Non-UN Organization (NUNO) confirm that they have zero tolerance for and are firmly committed to take all necessary measures to prevent and address instances of sexual exploitation and sexual abuse in programming activities, and sexual harassment.

The PUNOs and NUNOs confirm that they will abide by the provisions regarding Sexual Exploitation and/or Sexual Abuse, and/or Sexual Harassment in the MoU.

In addition, the PUNOs and NUNOs have internal rules and regulations pertaining to the prevention of sexual exploitation, sexual abuse and sexual harassment, that they will abide by throughout Project implementation.

Please check the box	✓
NBSAP AAA MPTF OUTCOMES and OUTPUTS to which the project contributes to	**Amount in USD**
Outcome 1: Advance the overarching purpose of the NBSAP Accelerator Partnership to ensure coherent support for the implementation of NBSAPs and to promote increasing ambition over time through an enhanced process of country-specific support, coordination, collaboration and shared learning	$750,000
Output 1: Technical and financial assistance provided to NBSAP AP members from developing countries, supporting implementation across all 23 KMGBF targets	$750,000
Output 2: Country-led decision-making processes with targeted support addressing existing gaps and focusing on under-resourced or neglected issues.	-
-Output 3: Fair, transparent and efficient criteria established and implemented, with robust accountability and effectiveness measures in place.	-
Output 4: Core functions of the NBSAP Accelerator Partnership are strengthened to support the effective delivery of technical and financial assistance to NBSAP AP developing countries.	-

AAA-Project Narrative

1. Biodiversity Context and Rationale

Tajikistan's biodiversity-rich mountain, freshwater, forest, and agroecosystems underpin national water security, climate resilience, food production, and rural livelihoods. These ecosystems are increasingly threatened by climate change and the accelerating spread of invasive alien species (IAS), which are emerging as a significant but historically under-addressed driver of biodiversity loss and agricultural damage. While practitioners and rural communities report significant anecdotal impacts of invasive species—such as reduced crop yields, degradation of pasturelands, and increased labor for weeding—Tajikistan currently lacks a formal

Docusign Envelope ID: 0BDAD5A3-A017-81C8-83B0-FA4834094D3C

technical framework to quantify these threats. The absence of standardized impact-assessment methodologies has led to a 'data vacuum,' where the socio-economic costs of IAS remain unrecorded in national statistics. These impacts are not gender-neutral: crop losses and reduced pasture productivity disproportionately increase the unpaid care burdens of rural women, who are particularly dependent on natural resources for subsistence and household food security. Currently, existing environmental data systems do not systematically capture sex-disaggregated impacts, limiting the Government's ability to design gender-responsive interventions. This project addresses this systemic gap by establishing the scientific protocols necessary to convert field-level anecdotal evidence into actionable fiscal and policy data, enabling the transition from fragmented observation to evidence-based national management.

Through the ongoing update of the **NBSAP** and preparation of the **7th National Report (7NR)** under the Convention on Biological Diversity, the Government has identified IAS management as a critical and under-resourced implementation gap. IAS are separately considered in the **7NR** under the **National Target #7**[1]. Key challenges include the absence of a nationally endorsed IAS catalogue, fragmented and incomplete data, weak inter-agency coordination, limited technical capacity, and the lack of a dedicated state programme and action plan. In addition, gender considerations are not yet systematically integrated into IAS governance frameworks, despite commitments under KMGBF Target 23 to ensure gender-responsive biodiversity action and women's full, equitable participation in decision-making.

While the principal NBSAP document for 2026-2040 is nearing final endorsement (late 2026), the project identifies strategic entry points for mainstreaming within the cyclical update processes. Specifically, project outcomes will be integrated into the NBSAP's **Plan of Action**, which is updated every three years (envisaged for 2030), and the **8th National Report (8NR)**, which is envisaged for 2028 (the NRs prepared biennially). In the interim, the current NBSAP already includes agreed targets for strengthening IAS monitoring, generating a scientific base, and building institutional capacity, which built the premises for framing this proposal. Consequently, the project's immediate outputs will serve as the primary implementation mechanism for these agreed national objectives, ensuring no delay in the fulfillment of Tajikistan's CBD commitments.

The project is embedded within Tajikistan's national biodiversity governance framework. The **Committee for Environmental Protection** under the Government of the Republic of Tajikistan (CoEP) leads biodiversity policy, NBSAP implementation, and CBD reporting, supported by the **National Centre for Biodiversity and Biosafety** of the CoEP (NBBC), the **National Academy of Sciences of Tajikistan** (NAST), and sectoral institutions responsible for agriculture, phytosanitary control, customs, and protected areas. Civil society organizations, local communities, women, and youth contribute to local ecological knowledge, monitoring insights, and perspectives on differentiated impacts. However, women's participation in environmental governance structures remains limited, particularly in technical and decision-making roles, and their ecological knowledge is often informal and under-recognized. This proposed initiative was identified and prioritized through **country-led consultations** conducted under the NBSAP update and 7NR preparation processes.

The project complements existing biodiversity and climate initiatives, including Tajikistan's ongoing **gender-focused biodiversity project** under the Accelerator Partnership, enabling integrated and gender-responsive programming. However, existing interventions do not address IAS in a comprehensive or system-building manner. Current efforts remain fragmented and insufficient to support coordinated national action. They also lack systematic integration of gender-responsive risk assessment, sex-disaggregated data collection, and

[1] *7th National Report. National Target #7 - "By 2040, reduce the impacts of invasive alien species, including parasites, on biodiversity and ecosystem services by identifying and managing pathways of their introduction, reducing and preventing the introduction of priority invasive alien species thereby reducing damage from pests and zoonotic diseases by 30%, and eradicating and controlling invasive alien species, especially in protected areas and key biodiversity areas."*

Docusign Envelope ID: 0BDAD5A3-A017-81C8-83B0-FA4834094D3C

targeted capacity development for women stakeholders. This project fills a foundational gap by establishing national IAS data systems, risk assessment and prioritization tools, coordinated governance mechanisms, and the first **National IAS Programme and Action Plan**, providing the evidence base and institutional architecture required for effective and sustainable IAS management. The project will ensure that gender analysis informs risk assessment, that sex-disaggregated data are incorporated into monitoring systems, and that women's participation in IAS governance and implementation structures is strengthened.

The project's **additionality** is clearly demonstrated. Submitted to the **Matchmaking Mechanism (MMM)** on **27 March 2025**, the proposal circulated through **two MMM cycles** without securing funding or implementing partners, despite strong alignment with **KMGBF Target 6**. This outcome confirms that the project addresses a genuine financing gap rather than duplicating or competing with available resources. The project represents **Tajikistan's single prioritized AAA request for the year**, and no other viable funding source currently exists to support this type of foundational, policy- and system-oriented IAS intervention, particularly within the Central Asian context. Furthermore, the integration of gender-responsive approaches within IAS governance remains under-financed nationally, reinforcing the project's added value.

The **NBSAP Accelerator Action Account (AAA)** is therefore the appropriate last resort mechanism. Its catalytic funding is uniquely suited to establish the national evidence base, institutional frameworks, and coordination mechanisms required to unlock future sectoral and donor investment for IAS management. The project will contribute to **KMGBF Target 23** by strengthening gender-responsive biodiversity governance and promoting equitable participation of women in IAS policy development and monitoring. Tajikistan has demonstrated strong engagement with the Accelerator Partnership through prior support under the gender project and participation in the facilitator programme, indicating high implementation readiness and capacity to deliver results within a **two-year timeframe**.

The project contributes directly to the **Sustainable Development Goals**, particularly **SDG 15 (Life on Land)** through **Targets 15.5**, **15.8**, and **15.9** directly addressing biodiversity conservation, invasive species management, and ecosystem protection. It also supports **SDG 13 (Climate Action)**, notably **Targets 13.1 and 13.2**, contributing to climate adaptation and resilience by assessing IAS impacts on ecosystems and livelihoods, and integrating mitigation strategies into national policy framework. By integrating gender-responsive approaches into biodiversity governance and ecosystem management, the project also contributes to **SDG 5** on Gender Equality, particularly **Targets 5.5** (women's participation in decision-making) and **5.a** (women's access to economic resources and natural resources).

Overall, the project directly advances the **AAA Outcome** by enabling ambitious, country-led NBSAP implementation through targeted technical assistance, strengthened national coordination, and inclusive, evidence-based decision-making. Through the systematic integration of gender analysis, sex-disaggregated data, and women's participation mechanisms, the project strengthens the equity and sustainability of IAS management. By addressing a foundational and under-resourced biodiversity priority, the project lays the groundwork for sustained IAS management and long-term biodiversity impact beyond the AAA pilot phase.

2. Results Framework and Theory of Change

Overall Objective Statement: The project contributes to the overall goal of protecting Tajikistan's biodiversity, ecosystem services, and human well-being from the impacts of invasive alien species through inclusive, evidence-based decision making. **Project Objective:** The project is aimed at strengthening Tajikistan's institutional, technical, and policy foundations for the prevention and management of invasive alien species (IAS), enabling effective implementation of national biodiversity commitments under the National Biodiversity

Docusign Envelope ID: 0BDAD5A3-A017-81C8-83B0-FA4834094D3C

Strategy and Action Plan and the Kunming-Montreal Global Biodiversity Framework. It specifically strengthens the country's national systems and policy frameworks for the identification, monitoring, and management of IAS, thereby enhancing ecosystem resilience and protecting biodiversity.

Intervention Logic: The project addresses the core problem of increasing IAS threats degrading mountain landscapes and native ecosystems. Within a two-year timeframe, the project focuses on **foundational system-building**, rather than downstream control measures. The project's outputs are designed to remove critical bottlenecks that currently prevent coordinated and effective IAS action. This includes addressing gaps in gender-responsive data collection and ensuring that IAS risk assessment and monitoring systems capture differentiated impacts on women and men. By establishing a **National IAS Database** and the country's first **State Programme and Action Plan**, the project moves Tajikistan from a fragmented approach to a coordinated, data-driven management system.

Expected Outcomes: In line with the AAA mandate for "transformational" change, the outcomes not only build capacities amongst the institutions and individuals but also deliver "systemic institutionalization and informed decision making". The following outcomes aim to achieve the stated objectives:

- **Outcome 1.** National biosecurity and data governance systems are enhanced to enable informed, evidence-based decision-making for IAS monitoring and management.
- **Outcome 2.** Tajikistan's policy and regulatory framework is strengthened to integrate inclusive, gender responsive IAS management into national development and biodiversity financing protocols.

Outcome 1 focuses on transforming how biodiversity data is used within the Government of Tajikistan. Rather than simply collecting information, the objective is to create a **permanent data governance structure** where the National Academy of Sciences (NAST) and the Committee for Environmental Protection (CoEP) use shared, validated digital tools to drive policy implementation. The ambition lies in the shift toward **real-time responsiveness**; the system is designed to provide actionable intelligence—such as automated risk maps and early warning alerts—that mandate a specific institutional response. It ensures that monitoring protocols are not just project-based activities but are embedded as standard operating procedures (SOPs) across multi-sectoral agencies.

Outcome 2 aims to ensure that IAS management survives long after the project ends by weaving it into the **legal and financial fabric** of the country. It moves beyond "writing a strategy" to "transforming the framework," ensuring that IAS priorities are officially recognized in the revised National Biodiversity Strategy and Action Plan (NBSAP) and, crucially, in national resource mobilization strategies. By focusing on **gender-responsive and inclusive protocols**, this outcome mandates that future biosecurity measures protect the specific economic interests of women and vulnerable groups. It changes the "institutional pattern" of governance by requiring that all sectoral planning (agriculture, customs, environment, etc.) accounts for biological invasions as a core component of national security and economic resilience.

Expected Outputs: To achieve the noted outcomes, the following four outputs (with reference to corresponding Outcomes) focus on specific deliverables and their functional purpose.

Under Outcome 1:

Docusign Envelope ID: 0BDAD5A3-A017-81C8-83B0-FA4834094D3C

- **Output 1.1: National IAS Catalogue for priority plant and animal species developed and submitted for validation.** Focus: the completion and legal recognition of the technical baseline. This is the primary "knowledge product" of the project;
- **Output 1.2: Standardized IAS risk assessment protocols, incorporating ecological, economic, and gender-differentiated impact variables – established and implemented.** Focus: The creation of a formal "service" or "rulebook." It emphasizes that the methodology for risk assessment is now a completed, ready-to-use institutional asset. The multi-dimensional risk assessment dossiers will move beyond biological threat levels to quantify economic externalities. Specifically, assessments will evaluate potential losses in agricultural productivity (e.g., crop yield reductions), impacts on rural employment in the agricultural and livestock sectors, and threats to ecosystem-dependent sectors such as sustainable forestry, eco-tourism, and water resources management. The assessment will include analysis of gender-differentiated socio-economic impacts of IAS, including implications for rural livelihoods, unpaid care burdens, food security, and access to natural resources used for productive and domestic activities;
- **Output 1.3: National GIS-based IAS Database and Decision-Support System (DSS) designed, established, and made operational to facilitate real-time monitoring and early warning.** Focus: The physical and digital infrastructure. By calling it a "Decision-Support-System" it is highlighted that the ICT product is functional and ready for inter-agency use. The map will correlate with socio-economic variables and sex-disaggregated data where relevant to support the monitoring of gender differentiated impact of species;

Under Outcome 2:

- **Output 2.1: Multi-sectoral National IAS Programme and Action Plan, featuring inclusive, gender-responsive management mechanisms, drafted and submitted to Government for further consideration and adoption** *(under Outcome 2)*. Focus: The final policy product. Moving from the "process" of planning to the "delivery" of an adopted, legal document that mandates future action and financing. The Programme will also provide the Ministry of Finance with the cost-benefit justification needed to prioritize biosecurity within the medium-term expenditure framework. By quantifying threats to natural capital, it enables the Ministry of Economic Development and Trade to integrate biosecurity safeguards into rural socio-economic development plans. The document will include gender-responsive mechanisms to ensure women actively participate in and benefit from national IAS governance and livelihoods protection.

Context/Institutional landscape: The project leverages Tajikistan's status as an early adopter of the GEF-8 Umbrella Programme to embed IAS priorities directly into the updated NBSAP and national reporting.[2] Additionally, it will build upon recommendations and good practices from "Accelerating systemic change for gender equality and biodiversity conservation through NBSAPs" project. The project also aligns with Tajikistan's **NBSAP, CBD Article 8(h)** (prevention and control of IAS), and Central Asian Biodiversity cooperation initiatives. Concrete changes include – (a) improved institutional coordination among and between responsible *national authorities, scientific institutions (academia), civil society and local community groups, and private sector*, (b) and the integration of IAS management into national development plans.

[2] *This proposed project, though distinct, complements GEF-financed interventions, as the AAA project will generate IAS-specific technical evidence and policy tools, while the GEF-8/BIOFIN and NBSAP-related processes can help integrate these results into broader biodiversity financing, planning and future implementation. This creates a link between short-term AAA catalytic support and longer-term GEF-supported sustainability and scale-up.*

Docusign Envelope ID: 0BDAD5A3-A017-81C8-83B0-FA4834094D3C

Theory of Change: Intervention Logic – **IF** Tajikistan establishes nationally endorsed IAS data systems, gender-responsive risk assessment tools, coordinated governance and long-term management strategy (*State Programme*) and policy frameworks, **THEN** the country will be able to effectively identify, prioritize, monitor, mitigate IAS threats, and sustain effective prevention and management actions. Decision-makers will have access to reliable disaggregated evidence, clear institutional mandates, and inclusive coordination mechanisms embedded within the NBSAP framework that ensure meaningful participation of women and vulnerable groups. This will lead to the **IMPACT** of enhanced ecosystem integrity, protected endemic species, and improved environmental resilience in Tajikistan's vital mountain landscapes and more equitable biodiversity governance

The **project assumes** that – (a) national institutions remain committed to NBSAP and KMGBF implementation; (b) inter-agency coordination can be strengthened through formalized mechanisms and shared tools; and (c) scientific institutions, women, youth, and IPLCs are willing and able to engage in inclusive knowledge generation and validation processes. It further assumes that barriers to women's effective participation in technical and decision-making processes can be addressed through targeted capacity support and inclusive consultation design.

By delivering visible, nationally owned results within two years, the project is expected to **accelerate political momentum** for IAS action, strengthen confidence in implementation feasibility, and position Tajikistan to attract follow-on investment for scaled management and control interventions. The integration of inclusive and gender-responsive biodiversity governance strengthens the sustainability and replicability of the model.

The project's design demonstrates clear potential for regional and global replication, contributing to the broader acceleration of KMGBF implementation. By documenting the economic impacts of IAS on agriculture and livelihoods, the project serves as a technical pilot for the region. The evidence generated provides a replicable model for other countries to fulfill KMGBF Target 6, demonstrating how to quantify the 'cost of inaction' and integrate IAS management into national biodiversity reporting. This potential is rooted in the development of standardized, modular products, including the GIS-based Decision-Support System and legal protocols for the Multi-Sectoral State Programme—that create a "blueprinted" approach for landlocked or mountainous developing nations. By disseminating this institutionalized framework, Tajikistan allows neighboring countries in Central Asia and beyond to bypass the lengthy "trial and error" phase of policy design, using these proven methodologies as a baseline for their own national contexts.

Replication is facilitated through a proactive regional knowledge exchange mechanism. The project positions Tajikistan as a regional 'early adopter', generating specialized **knowledge products and analytical methods**—such as multi-dimensional risk scoring and economic impact modeling—that are designed for dissemination through the **NBSAP Accelerator Partnership** and regional biodiversity cooperation platforms (CBD thematic events, Regional Biodiversity events, GBIF Regional Meetings etc.). By sharing these evidence-based outcomes and digital dashboards through South-South cooperation, the project serves as a catalytic pilot. This global contribution ensures that lessons learned regarding gender-responsive biosecurity and inclusive data governance are integrated into the international discourse, providing other nations with a scalable roadmap and proven methodologies to achieve the 2030 Global Biodiversity Targets.

3. AAA-Project Implementation Strategy

Docusign Envelope ID: 0BDAD5A3-A017-81C8-83B0-FA4834094D3C

The project will be implemented in full adherence to UNDP quality standards for programming[3], including through applying the core principles of *LNOB, Human Rights, Gender Equality and Women's Empowerment, Sustainability and Resilience and Accountability* whenever appropriate. The delivery of the project is designed for maximum efficiency, leveraging existing national biodiversity governance structures and the technical expertise of the UN system. The project will be directly implemented by **UNDP Tajikistan** through direct implementation modality (DIM) in close partnership with the **Committee for Environmental Protection (CoEP)** and its **National Biodiversity and Biosafety Centre (NBBC)**. UNDP will mobilize technical assistance and support (*mobilization of technical experts and consultants, regional expertise, NGOs, etc.*) to specialized institutions such as National Academy of Science of Tajikistan (NAST) and others, as relevant.

The project is anchored within the CoEP, through its **NBBC**, which leads NBSAP implementation and CBD reporting, ensuring that all the project outputs are fully embedded within the national governance and policymaking structure *(National Ownership).* Data collection and database development will be executed in close collaboration with the **NAST** which coordinates specialized institutes as relevant (*Scientific Partnerships*). The project will also meaningfully engage, build capacities and knowledge amongst CBOs, women's associations, and youth groups to implement local assessment protocols (*Community Engagement*) with measures to ensure women's effective participation in technical and decision-making processes.

While the policy and database components are national in scope, field-based assessment will prioritize **Tajikistan's mountain landscapes and agro-ecological zones**. These ecosystems are vital for national environmental resilience, water security, and rural livelihoods, yet they are increasingly vulnerable to climate-induced IAS spread. Field engagement will capture differentiated socio-economic impacts on women and men, particularly in agriculture- and water-dependent communities.

The project follows a strategic two-year phased timeline to ensure foundational systems precede community-level action. During Phase I, interventions focus on establishing the *National IAS Database*, *GIS mapping*, and the drafting of the *National IAS Programme*, thereby establishing the evidence and policy base, including integration of sex-disaggregated and gender-relevant variables into data systems. Phase 2 will focus on multi-sectoral trainings and knowledge building, and the implementation of community-led assessment protocols based on enhanced approaches and standards, i.e. institutionalization and scalability with *targeted capacity-building support for women stakeholders*.

The project ensures rapid delivery by utilizing existing, "ready-to-go" institutional frameworks. UNDP Tajikistan is already providing technical support to the government for the **NBSAP update** and **7NR**, meaning administrative and technical teams are already in place and operational (PUNO readiness). The **CoEP** (*incl. NBBC*) has demonstrated credible implementation capacity through its ongoing engagement with the Accelerator Partnership and prior gender-focused biodiversity project (Implementing Government Readiness). By aligning the project with the ongoing GEF-8 Umbrella Programme cycle, the team can bypass lengthy start-up phases and immediately integrate IAS activities into existing government consultation and reporting workflows (Fast-Track Mechanism).

The implementation will be guided by UNDP's financial and procurement rules and regulations. In accordance with the decision and directives of UNDP's Executive Board reflected in its Policy on Cost Recovery from other Resources, the contribution should be subject to cost recovery for indirect costs incurred by UNDP headquarters and country office structure for providing General Management Support (GMS) services. To cover GMS costs, the contribution shall be charged a fee equal to 7 per cent.

[3] https://popp.undp.org/policy-page/quality-standards-programming

Docusign Envelope ID: 0BDAD5A3-A017-81C8-83B0-FA4834094D3C

The project is rated **GEN2**, reflecting that gender equality is a significant objective integrated into the institutional architecture of Tajikistan's IAS management.

- **Gender Equality:** Guided by **KMGBF Target 23**, and the national target which commits to ensuring equality and equal opportunities and potential for all women and girls; full, equal, meaningful, and informed participation at all levels of action, interaction, policy, and decision-making related to biodiversity and access to land and natural resources. Besides capacity building support, the project ensures women's leadership in the multi-sectoral IAS Task Force. It prioritizes sex-disaggregated data collection to understand how IAS impacts women-managed livelihoods and their environmental stewardship, such as home gardens or preservation of native plant varieties, and includes budgeted provisions for women land managers in the State Programme.
- **Youth Inclusion:** Youth are engaged as agents of digital innovation. By involving youth-based organizations in the population of the **National IAS Database**, the project leverages their digital literacy to build the next generation of Tajik scientists and environmental stewards.
- **Local Community Participation:** The project integrates local ecological knowledge into the **National IAS Catalogue**. Community-based protocols empower local populations (including women and vulnerable groups) to lead identification efforts, ensuring the national system reflects rural realities.
- **Environmental and Social Safeguards:** The project aligns with national resilience priorities to reduce biological threats. Social safeguards ensure that new regulations do not limit traditional resource access for marginalized groups, supported by social impact assessments during the policy drafting phase.
- **Capacity Development:** Specialized and targeted training, knowledge building, and awareness raising campaign programs for duty-bearers, women and youth groups, and local association aim to bridge the digital and technical divide, making biodiversity knowledge **"available and accessible'** as mandated by **KMGBF Target 21**.

4. Stakeholders and Partnerships

Stakeholder Mapping: During the project design stage, a wide group of stakeholders across relevant sectors had been identified. Those will be invited to form a multi-stakeholder platform designed to bridge the gap between scientific research and policy enforcement. The table below explains the expertise, existing roles, and how they are involved in the design and implementation of the project.

Category and Key actors	Expertise and Role in the Project
Government: CoEP (NBBC); ministries of agriculture, economic development and trade, health, finance, justice; Forestry Agency, Customs Agency, Food Security Committee, and local administrations ensuring gender focal points of the NBBC, and women's representation in coordination mechanisms.	**Lead Enforcement:** Policy drafting, national database hosting, and cross-sectoral coordination for IAS management.
Science and Academia: National Academy of Sciences, Tajik Academy of Agricultural Sciences; Institutes of	**Technical Authority:** Providing the scientific baseline, GIS mapping, and taxonomy expertise for the IAS catalogue.

Docusign Envelope ID: 0BDAD5A3-A017-81C8-83B0-FA4834094D3C

Zoology, Botany and Biological Institute; Centre for Genetic Resources	
Civil Society and Local Communities: NGOs; farming, water and pasture associations; youth groups, PWD and women's associations	**Ground-level Implementation:** Traditional knowledge integration and community-based assessment of invasive threats to local crops.
Private Sector: Import/export companies; farming entities, hunting and tourism entities	**Risk Mitigation:** Compliance with new biosecurity protocols and prevention of accidental IAS introduction.

Institutional setup and governance framework: The project's institutional framework is structured to include the establishment of a Project Steering Committee (PSC), as per UNDP regulations, and a multi-stakeholder platform as necessary mechanisms to ensure high-level accountability, technical precision, and broad-based inclusion through a tiered management approach.

At the project level, the **Project Steering Committee (PSC)**[4]—also functioning as the Project Board—serves as the primary decision-making body. The PSC is established to ensure UNDP's accountability for results and the effective and efficient use of resources, while fostering national ownership and alignment to the national development agenda. Chaired by the UNDP (PUNO) and co-chaired by the National Biodiversity and Biosafety Centre (NBBC), the PSC is set up as a mechanism for consultation and consensus-based decision-making on project-related issues. This ensures that the project remains responsive to Tajikistan's strategic priorities while maintaining rigorous international standards for financial and operational integrity.

The **Multi-Stakeholder Platform** will be established as the project's central mechanism (forum) for **inclusive high-level policy dialogue** and co-design, fostering a **"whole-of-society" approach** to biosecurity. This platform brings together a diverse range of actors, including government ministries (*Agriculture, Customs, Finance, Justice, etc.*), science and academia, civil society, local communities, and the private sector. Its primary functions include, among others, facilitating multi-sectoral consensus, mainstreaming biodiversity into national planning, and validating gender-responsive policy.

Operating directly under this platform is the **Task Force Group** (*also known as Thematic Working Group*). This group provides the specialized technical backstopping necessary to translate stakeholder inputs (i.e. outcomes of the policy dialogue) into formal instruments (i.e. policy, database). UNDP will mobilize a team of international and national consultants within this Task Force to execute the substantive technical work. By positioning the Task Force as the technical arm of the Multi-Stakeholder Platform, the project ensures that scientific development is continuously guided by a transparent, participatory, and politically anchored policy dialogue.

Lead Government Institution and Line Ministries: The CoEP, through its NBBC, serves as the lead political and technical anchor, working alongside the Ministry of Agriculture, the Forestry Agency, and the National Academy of Sciences of Tajikistan as principal members of the PSC to drive a **whole-of-government approach**. This collaborative framework prevents institutional silos by involving the Customs Service Agency for border management (IAS import regulations) and the Parliament for legislative backing, while engaging a broad range of line ministries and committees in policy development and enforcement through the multi-stakeholder platform. Complementing this, a **whole-of-society approach** ensures that scientific data from the Academy of

[4] *The Project Steering Committee (PSC) members include, but not limited to, the following: NBBC of CoEP, Ministry of Agriculture, Forestry Agency, and National Academy of Sciences of Tajikistan. Other relevant line agencies, such as the Customs Service and the Food Security Committee, Ministry of Health participate as observers.*

Docusign Envelope ID: 0BDAD5A3-A017-81C8-83B0-FA4834094D3C

Sciences is translated into actionable insights for small-scale farmers—specifically women and land managers—while promoting cross-sector coordination with academia, research centers, and civil society. By integrating consultation processes and public awareness activities, the project ensures that gender-differentiated impacts and local knowledge directly inform national decision-making.

Role of Local Government and CSOs: District Administrations (**Hukumats**) will facilitate local permitting and land access for field studies. CSOs and CBOs act as the bridge to the **whole-of-society** approach, ensuring that IAS management plans are not top-down but are co-designed with those directly affected by land degradation, including women farmers and rural women's associations whose livelihoods are disproportionately affected by ecosystem degradation. Inclusive consultation processes will be structured to capture gender-differentiated impacts and local ecological knowledge.

During the **design phase**, consultations were held with **women's and youth associations** to ensure the project addressed the gendered impact of IAS on subsistence farming. Youth organizations will be positioned as "Innovation Ambassadors," utilizing mobile technology for community-science data collection, while women's associations will lead local awareness campaigns to ensure household level biosecurity. Women groups will also participate in the validation of risk prioritization, contribute with local ecological knowledge to the IAS catalogue, and engage in consultations on the National IAS Programme and Action Plan. This ensures that prevention and management measures take into account gender differentiated needs and priorities. Efforts will recognize and value women's contributions to IAS management and prevention and generate opportunities for women to benefit from implemented solutions.

Implementation Role of PUNOs: **UNDP Tajikistan** acts as the primary implementing partner and project funds recipient, leveraging its comparative advantage in environmental governance and its role as the lead agency for the GEF-8 Umbrella Programme. UNDP's role is to ensure fiduciary standards, provide international technical expertise, and link the project to global KMGBF reporting standards, with monitoring of gender-responsive indicators integrated into reporting mechanisms. Implementation progress will be reported to national partners and the NBSAP AAA Secretariat in line with MPTFO reporting and quality assurance requirements, alongside standard UNDP oversight procedures.

Collaborative Mechanisms for Co-delivery: Led by the **CoEP** (*policy, coordination*) in close partnership with the **NAST** (*technical expertise*), the initiative engages multiple national ministries, research institutions, and local experts, ensuring collaboration across science, policy and implementation sectors. while creating space for participation of women experts and representatives from women's associations where relevant. The project is intentionally embedded within the **NBSAP** update process. By aligning the IAS State Programme with the **7NR** and the **Biodiversity Finance Plan**, the project ensures that IAS management is not a standalone activity but a committed national priority, with gender-responsive elements reflected in strategic planning and resource allocation where applicable.

5. Innovation, Sustainability and Exit Strategy

Innovation – A Catalytic Approach to Biodiversity Resilience: This project introduces several novel elements designed to catalyze Tajikistan's biodiversity framework:

- **Novel Mechanisms:** It establishes Tajikistan's first-ever **National IAS Database** and **State Programme**, filling a critical gap in the NBSAP. The architecture integrates sex-disaggregated data to enable gender-responsive planning and livelihood impact analysis.

Docusign Envelope ID: 0BDAD5A3-A017-81C8-83B0-FA4834094D3C

- **Strategic Alignment:** By operationalizing **KMGBF Target 6**, the project elevates the national ambition for biodiversity protection through entirely new institutional capacities for ongoing risk assessment. Unlike previous fragmented efforts, this project employs a **holistic policy approach**. By embedding IAS targets directly into the updated **NBSAP** and the **7NR**, it ensures that IAS management is not a standalone "pilot" but a core requirement of national environmental governance and international compliance with **KMGBF Target 6**. The integration of **KMGBF Target 23** further strengthens the innovation dimension by linking biodiversity governance with gender-responsive institutional reform.

Integrated Technical Approach: Utilizing a **One Health perspective**, the project links ecosystem resilience to food security and human well-being. It recognizes that ecological degradation disproportionately affects women-led subsistence systems, integrating these social dimensions into risk analysis.

- **Digital Innovation and Community-Based Science:** The project leverages **GIS mapping** and user-friendly interfaces to empower rural communities, women, and youth as **Community Scientists**. This crowdsourced model transforms local knowledge into actionable national data, reducing structural exclusion in remote mountain areas.
- **Replication and Scale-up:** The tools developed, such as the national IAS catalogue, are designed for high scalability across Central Asia, acting as a pilot for regional invasive species management. Central Asia's mountain ecosystems are ecologically interconnected, and therefore methodologies, database architecture, and strategic frameworks developed will be **directly applicable to neighbouring countries, amplifying impact across the region**. Once proven in the mountain landscapes, the model can be replicated in the region facing similar transboundary invasive threats. including as a model for integrating gender-responsive biodiversity governance into regional KMGBF implementation. This project could catalyse a cohort of similar initiatives, potentially leading to regional funding mechanisms or South-South cooperation frameworks that outlast the initial AAA investment.

Sustainability & Exit Strategy - Ensuring Long-Term Impact: The project is designed to transition from a catalytic "start-up" phase under AAA funding to a fully institutionalized national program.

- Institutionalization and Policy Ownership: The project's outcomes are sustained through supporting the submission of the **National IAS Programme and Action Plan for Government consideration and, where feasible, formal adoption,** which creates a pathway for transitioning biosecurity from a pilot activity to a permanent state function. By anchoring the **National IAS Database** within the NBBC of the CoEP, the infrastructure becomes a permanent digital asset of the government, supported by state-led training programs that ensure technical expertise is institutionalized within the civil service. Crucially, the **Multi-Stakeholder Platform** is designed to remain operational beyond the project's lifecycle. Once the national program is endorsed, the platform will be integrated into existing national environmental coordination bodies, serving as a permanent forum for **policy dialogue** and cross-sectoral oversight. This continued operation will allow for regular updates to biosecurity protocols based on evolving data. In the longer term, this institutional continuity directly addresses **KMGBF gaps** by providing Tajikistan with a stable, self-sustaining framework to meet Target 6 and Target 23 obligations. By embedding IAS assessment and gender-responsive governance into the permanent state architecture, Tajikistan ensures a persistent and adaptive response to biodiversity threats, moving beyond one-off interventions toward a resilient, nationally-owned biosecurity regime.

Docusign Envelope ID: 0BDAD5A3-A017-81C8-83B0-FA4834094D3C

- Community-Level Ownership: Sustainability is rooted in the active participation of local communities, farming households, women and youth. By providing these groups with tools and training to manage IAS in their own agro-ecological zones, the project ensures that assessment becomes a routine part of sustainable land management and local livelihood protection, while strengthening women's voice and agency in local environmental decision-making processes.
- Long-Term Financing and Resource Mobilization: The project is designed to act as a primary driver for integrating biosecurity into Tajikistan's national fiscal planning. It will coordinate with and feed relevant IAS evidence into the ongoing GEF-8 Global Biodiversity Finance Plan (BIOFIN) project, which l supports the development of a National Biodiversity Finance Plan, providing the essential data and cost-benefit analyses required to embed IAS management into future medium-term expenditure frameworks, as timing allows **The technical systems established under Outcome 1—specifically the National IAS Database and the risk assessment protocols serve as the essential 'evidence base' required by multi-lateral and bilateral donors. By quantifying ecological and socio-economic risks, these tools provide the rigorous justification and baseline data needed to mobilize follow-up investments.** To foster long-term national ownership, the State Programme will include a dedicated Resource Mobilization Strategy aimed at identifying domestic budget lines and aligning national fiscal priorities with biodiversity goals, besides external funding opportunities from different multi-lateral sources and bilateral partners. **The resulting State Programme will serve as a 'bankable' policy framework, allowing Tajikistan to present targeted, high-impact funding proposals to partners such as the Global Environment Facility (GEF), the Green Climate Fund (GCF), and regional development banks.** By creating this robust, state-endorsed evidence base and regulatory framework, the Government actively positions itself to leverage "blended finance" models. This strengthens the country's capability to secure and manage larger-scale international investments, while ensuring that all financial mechanisms include equitable access safeguards for local communities and women-led agricultural enterprises.
- Transition and Exit Plan: In line with best practices, the project team will remain operational for a minimum of three months after the official operational closure to provide advisory support, facilitate the transition of data management systems to government servers, and ensure that government partners are fully equipped to manage the systems independently. The integration of IAS targets into the NBSAP ensures that IAS management remains a priority in the national budget and subsequent international funding cycles, including sustained attention to gender-responsive implementation as part of national biodiversity reporting under KMGBF Target 23.

The project ensures long-term sustainability by embedding all technical outputs into the formal legal and administrative hierarchy of the Government of Tajikistan. Specifically:

- **The National IAS Database and Catalogue:** These will be formally institutionalized via a **Decree/Regulation issued by the CoEP and NAST**. This mandate will designate the CoEP's technical departments as the permanent 'custodians' of the data, ensuring it is maintained as a state asset after project closure.
- **The Multi-stakeholder Platform:** This will be established through a formal **Order by the Government**, which will officially designate focal points from participating line ministries (e.g., Agriculture, Customs,

Docusign Envelope ID: 0BDAD5A3-A017-81C8-83B0-FA4834094D3C

Food Security). This ensures the platform is a recognized inter-ministerial body rather than an informal project group.

- **The National State Programme and Action Plan:** As the highest-level policy output, this document will be submitted for **Government consideration and, where feasible, further endorsement through the relevant national procedure**. This would provide upon endorsement the necessary legal weight to support multi-sectoral budget allocations and long-term enforcement.

6. Project Management, Risk and Learning

Management and Coordination: The project is a nationally led initiative under the leadership of the Committee for Environmental Protection (CoEP) and its National Biodiversity and Biosafety Centre (NBBC). UNDP Tajikistan is the selected implementing partner due to its role as a long-term committed partner of Tajikistan's government, considering its existing technical support through the BIOFIN methodology and KMGBF reporting. UNDP's comparative advantage lies in its ability to support legislative change, policy development, and the scaling of best practices within the UN Country Team (UNCT) framework. Coordination is further linked to the GEF-8 Umbrella Programs[5], ensuring high-level technical and policy coherence with national priorities.

Oversight is provided through a **Project Steering Committee** that ensures alignment with the NBSAP and the national reporting processes (7NR, 8NR). The PSC will be established jointly by the UNDP and the NBBC, with prior approval of the ToR, and will perform only during the project period. It will be convened at least once a year.

The **Multi-Stakeholder Platform** will serve as the project's central forum for high-level policy dialogue and co-design, bringing together government ministries, academia, civil society, and the private sector to foster a "whole-of-society" approach to biosecurity. Given that IAS management is a specialized, previously unaddressed field in Tajikistan, this dedicated platform is essential to establish a new national biosecurity architecture without diluting focus within broader conservation agendas. To ensure long-term institutional efficiency, the platform acts as a catalytic mechanism: once the National IAS Programme and Action Plan is formally endorsed, its functions will be integrated into existing permanent structures, such as the National Biodiversity Committee. This ensures a transition from a focused "setup phase" to a sustainable, integrated component of Tajikistan's national environmental governance. The multi-stakeholder platform will be established by the order of the Government, alongside constituting the ToR and the composition, and will convene every six months. The **Task Force Group** (or TWG) will operate under the given platform, providing specialized technical backstopping necessary to ensure that technical inputs translate into enforceable legal frameworks.

Risk and Compliance *(detailed risk matrix provided in Annex 2):*

- **Contextual/Implementation:** Fragmented institutional coordination may hinder the effectiveness of the new national IAS programme. **Mitigation:** The project will establish a tiered governance structure to institutionalize collaboration. The Project Steering Committee (PSC) will ensure high-level political alignment and consensus-based decision-making. Strategic policy dialogue and cross-sectoral coordination will be facilitated through the Multi-Stakeholder Platform, ensuring a "whole-of-

[5] *The **Global Environment Facility (GEF-8)** cycle, which runs from 2022 to 2026, operates through a partnership of **18 GEF Agencies**, categorized into three main groups: (1) UN Agencies – UNDP, UNEP, FAO, UNIDO, and IFAD, (2) Multilateral Development Banks – WB, ADB, EBRD, and (3) International NGOs & others – WWF-US, IUCN, CI.*

Docusign Envelope ID: 0BDAD5A3-A017-81C8-83B0-FA4834094D3C

government" approach. Technical delivery and inter-agency data sharing will be operationalized by the Project Task Force Group, which provides the specialized backstopping necessary to unify fragmented efforts into a cohesive national biosecurity architecture.

- **Data Availability:** Lack of a comprehensive baseline for Invasive Alien Species (IAS) could delay database development. **Mitigation:** Utilizing the expertise of the National Academy of Sciences (NAST) and scientific institutes for rapid field assessments.
- **Safeguards and Compliance:** Potential gaps in social and environmental compliance or the inadvertent exclusion of marginalized groups could lead to unintended negative impacts or a failure to meet GEN2 gender standards. **Mitigation:** The project will maintain dynamic compliance through constant monitoring and update of the project SESP and risk log throughout implementation. Key institutional safeguards include the establishment of a Grievance Redress Mechanism (GRM), which will be formally communicated at every public event and workshop to ensure transparency. Key institutional safeguards include stakeholder access to UNDP's Country Office Stakeholder Response Mechanism (SRM), which will be formally communicated at every public event and workshop to ensure transparency. Communication with stakeholders will specify the complaint submission channels and escalation to the corporate SRM and Social and Environmental Compliance Unit (SECU) where required. Complaints and responses will be systematically tracked by the SRM Focal Point and reported in periodic project narrative reports. Furthermore, the Stakeholder Engagement and Gender Action Plan will be elaborated before the kickstart of project implementation and will be strictly implemented and monitored, ensuring that gender-responsive institutional strengthening and social inclusion are not just baseline requirements, but active, managed components of the project's daily operations.

Monitoring Framework: The project will be monitored against a detailed results matrix with indicators focused on the operationalization of KMGBF Targets 6, 21, and 23. Monitoring includes tracking the progress of the first-ever National IAS Database and Programme. Risk monitoring will be ongoing to manage data gaps or institutional barriers to policy adoption.

Knowledge management & learning is a core project component, directly addressing KMGBF Target 21 by ensuring biodiversity knowledge is accessible to guide action.

- **Evidence Collection:** The project will collect evidence through – (a) GIS mapping and scientific data from institutes like the Institute of Zoology and Parasitology, and (b) local communities and entities, and field inspections and assessments.
- **Learning Provisions:** The project will employ a structured framework for institutional learning, where lessons captured from the concurrent processes of updating the NBSAP and preparing the 7NR are utilized to enhance operational efficiency. To ensure long-term sustainability and replication, a Lessons Learned Ledger will be maintained by the project Task Force Group, documenting technical successes and implementation challenges in real-time. This knowledge will be periodically synthesized into "Best Practice Briefs" and shared through the Multi-Stakeholder Platform to inform future national policy. Budgetary provisions are specifically allocated for a comprehensive *training, knowledge building, and awareness raising campaign*, which bridges the gap between high-level policy and grass-roots implementation. By utilizing the Community Scientist model, the project will document local-level innovations and traditional ecological knowledge, integrating these insights into national biosecurity protocols. This circular flow of information ensures that the project's methodologies are not only refined for national scaling but are also replicable at regional level and South-South cooperation frameworks.

Docusign Envelope ID: 0BDAD5A3-A017-81C8-83B0-FA4834094D3C

7. Project Budget and Workplan

Budget Justification, Alignment, and Allocation: The proposed budget of **USD750,000** is strategically allocated to address the core problem of uncoordinated invasive alien species (IAS) management in Tajikistan by strengthening foundational elements of the national mechanisms.

- Scientific Rigor: A significant portion (65%) is allocated to database and catalogue development, addressing the "lack of comprehensive IAS data" identified as a core problem;
- Ambition Elevation: The allocation (~10%) for policy and strategic planning directly operationalizes KMGBF Target 6, which was not previously included in Tajikistan's NBSAP;
- Inclusive Development: by investing $131,000 (17%) in community engagement, the project ensures a gender-responsive approach and the meaningful participation of marginalized groups, adhering to the "Leave No One Behind" (LNOB) principle;
- Sustainability: The project management budget (~12%) includes provisions for an operational transition period to ensure long-term handover of the IAS systems to national government partners.

Budget Allocations for Targeted Constituencies: The project is designed to be inclusive, directly contributing to KMGBF Target 23 on gender equality and ensuring knowledge accessibility for all:

- Gender Equality and Women's Empowerment: 14% ($77,750) - Development of gender-responsive field guides; technical consultancy for integrating gender analysis into risk assessment tools and database design; specialized training for women's associations in IAS monitoring; and ensuring women's leadership in community-level prevention campaigns.
- Local communities: 4% ($22,000) - Direct technical and financial assistance to local communities for ground-level monitoring; integration of traditional knowledge into the National IAS Programme; and community-led identification workshops.
- Youth: 5.70% ($31,650) - Youth-focused innovation challenges for digital tracking tools; citizen-science training; and involving youth organizations as "Biodiversity Guardians" in awareness campaigns.

Allocations ensure a whole-of-society approach, empowering often marginalized groups to act as key contributors to national biodiversity resilience.

Value for Money: The budget preparation is underpinned by a commitment to scientific rigor and institutional sustainability:

- **Personnel and Technical Expertise:** Budgeting focuses on engaging (*training, consultations*) national scientific experts from the **National Academy of Sciences (NAST)** and relevant institutes (Zoology, Botany) to ensure the technical accuracy of the first-ever National IAS Database and Catalogue. This local-first approach ensures value for money by building long-term domestic capacity rather than relying solely on international consultants.
- **Travel and Operational Support:** Travel allocations are prioritized for essential field-level inspections, data collection, verification and GIS mapping across Tajikistan's vital mountain landscapes. These efforts

Docusign Envelope ID: 0BDAD5A3-A017-81C8-83B0-FA4834094D3C

directly support the development of preventive measures that reduce risks to biodiversity and agricultural productivity.

- **Institutional Alignment:** By aligning activities with the ongoing **NBSAP update** and **7NR**, the project leverages existing government processes, reducing duplicative costs and ensuring that outcomes are embedded in national policy.

In line with the templates provided, Annexes 3 and 4 present budget tables with comprehensive details.

Workplan: Using the provided table, the completed basic Work Plan is attached as **Annex 5** to this proposal.

Docusign Envelope ID: 0BDAD5A3-A017-81C8-83B0-FA4834094D3C

E.5.2) Results Framework – *Annex 1*

Results	Indicators	Data Source and Collection Method	Baseline	Targets Y1	Targets Y2	Assumptions
Overall Objective Statement: Biodiversity, ecosystem services, and human well-being in Tajikistan are protected from the impacts of invasive alien species through inclusive, evidence-based decision making.						
Project Objective: Tajikistan's institutional and policy capacity to prevent, monitor and manage invasive alien species is strengthened in support of NBSAP and KMGBF implementation.						
Outcome 1. National biosecurity and data governance systems are enhanced to enable informed, evidence-based decision-making for IAS monitoring and management.	**Outcome Indicator 1.a:** Status of the tools' development: National IAS catalogue, standardized risk assessment protocol, and GIS-based database.	Validation reports; database access/use records; institutional focal point records; project monitoring reports.	No official catalogue, protocol or database.	Draft tools developed and technically reviewed.	Catalogue, protocol and GIS database validated and used by relevant institutions.	Government commitment to IAS and NBSAP implementation remains stable. Relevant institutions agree to share data and use common standards.
Output 1.1. National IAS Catalogue developed and submitted for validation.	**Output Indicator 1.1a:** Number of priority IAS species/species groups fully profiled and included in catalogue.	Draft/final catalogue; expert review records; validation workshop minutes.	0	At least 20 priority species included.	At least 40 priority IAS species fully profiled and included in the catalogue.	Scientific institutions and local experts provide timely data. Women and youth have the logistical support to participate in validation workshops. Digital platform remains

Docusign Envelope ID: 0BDAD5A3-A017-81C8-83B0-FA4834094D3C

						functional for data entry.
	Output Indicator 1.1b: Number of people participating in the catalogue formulation, disaggregated by: **a. Total;** **b. Women;** **c. Youth.**	Consultation reports; gender-disaggregated participant lists; catalogue annexes.	a) 0 Total. b) 0 Women. c) 0 Youth.	a. Total. - 100 b. Women. - 30% c. Youth. -15%	N/a	Local practitioners are willing to have their traditional knowledge documented; Gender-specific impacts (e.g., on home gardens) are identifiable through the planned inclusive workshops.

Activities under Output 1.1.

1.1.1. Inventory and threat assessment of invasive alien species:

a) Recruit specialists to form a Task Force Group (TWG) to conduct a targeted analysis of existing data, establish inventory methodologies, and facilitate international learning exchanges to align with global standards where relevant (Scientific Baseline & Team Mobilization);
b) Execute a targeted national inventory to compile the official priority IAS list, assessing specific threats to biodiversity, agriculture, and public health across Tajikistan's priority landscapes and ecosystems (National Inventory & Threat Mapping);
c) Design and implement a specialized training series for decision-makers and technical agencies on IAS risk assessment, data tools, and the supporting frameworks of the NBSAP and KMGBF (Capacity Building & Institutional Training);
d) Conduct technical workshops to verify the official priority IAS list and complete the design, publishing, and dissemination of the National IAS Catalogue (Validation & Publication of the National IAS Catalogue);

Rationale: Establish baseline knowledge, create an official, authoritative reference, and enable informed decision making leading to improved national knowledge and understanding of priority IAS.

Docusign Envelope ID: 0BDAD5A3-A017-81C8-83B0-FA4834094D3C

Output 1.2. Standardized IAS risk assessment protocols, incorporating ecological, economic and gender-differentiated impact variables, established and implemented.	**Output Indicator 1.2a:** Existence of the standardized IAS risk assessment protocol.	Draft and final IAS risk assessment protocol, including ecological, economic, social and gender-differentiated criteria; technical review records; pilot testing report; validation meeting minutes; approval/endorsement note where available.	No protocol.	Yes-draft protocol developed.	Yes-final protocol validated.	Experts agree on feasible and practical assessment criteria. Local practitioners are available and willing to contribute impact data.

Activities under Output 1.2.

1.2.1. Field data collection and taxonomic identification:

a) Develop standardized field protocols, and safety procedures (including S7.6 OHS measures), while finalizing regional expert distribution (mobilization of consultants, experts, practitioners) and engagement strategies for inclusive participation of women's groups, youth, and IPLCs where relevant (Methodological Framework & Preparation to Field Work);
b) Design and implement standardized risk assessment protocols that categorize species based on their threat to national economic security, including available/estimated risks to small-holder farming and ecosystem-service-dependent businesses;
c) Execute targeted field sampling and taxonomic identification (including morphological and DNA analysis where necessary and feasible), utilizing GIS mapping to record species distribution across priority ecosystems (Integrated Field Assessment & Digital Identification);
d) Conduct threat assessments to evaluate ecological and socio-economic impacts, followed by the design and dissemination of specialized training materials and project briefs and selected awareness/knowledge products, such as factsheets or social media cards, to share results with national and local stakeholders (Multi-Sectoral Risk Assessment & Knowledge Transfer).

Docusign Envelope ID: 0BDAD5A3-A017-81C8-83B0-FA4834094D3C

Rationale: Moving from listing species to understanding impacts, i.e. improved analytical capacity to assess and prioritize IAS risks using a standardized national protocol						
Output 1.3. National GIS-based IAS Database designed, established and made operational.	**Output Indicator 1.3a:** Status of the centralized GIS-based IAS database development.	Database testing report; structured dataset; user guidance; handover note; access/user records where available.	No centralized IAS database platform exists.	Database architecture designed and tested.	Database operational and handed over to the Government.	Government confirms database hosting and custodianship arrangements.
	Output Indicator 1.3b: Number of users trained on the use of the database, disaggregated by: a) total users; b) young specialists; c) women users; d) government representatives; e) scientists.	Training reports; participant lists; access records; user logs where available.	a) 0 total users; b) 0 young specialists; c) 0 women users; d) 0 government representatives; e) 0 scientists.	a) At least 40 total users; b) at least 10% young specialists; c) at least 30% women users; d) at least 40% government representatives; e) at least 40% scientists.	a) At least 60 total users; b) at least 15% young specialists; c) at least 35% women users; d) at least 50% government representatives; e) at least 50% scientists.	Institutions nominate focal points and maintain basic ICT capacity.
Activities under Output 1.3. 1.3.1. Development of national invasive alien species (IAS) database: a) Design the centralized national database with secure access protocols and establish a formal data-sharing framework (protocols and agreements) between ministries, scientific institutes, and partner agencies including gender-relevant fields where feasible and relevant, based on the approved risk assessment protocol (Architecture and Data Governance);						

Docusign Envelope ID: 0BDAD5A3-A017-81C8-83B0-FA4834094D3C

b) Procure and deploy the necessary ICT hardware and software where required to operationalize the online data entry platform, generating high-resolution spatial distribution maps for priority species (Digital Infrastructure and GIS Mapping); c) Develop visual, community-level "IAS Field Guides" and simple user guidance materials tailored for local residents and "Community Scientists," and conduct specialized training for all users designated on database maintenance, digital reporting, and data access methods (Inclusive Capacity Building and User Tools). Rationale: Translating knowledge into spatial intelligence, supporting monitoring, coordination and early prioritization, strengthening institutional systems. Improved information systems and data accessibility for IAS management.						
Outcome 2. Tajikistan's policy and regulatory framework is strengthened to integrate inclusive, gender-responsive IAS management into national development and biodiversity financing protocols.	**Outcome Indicator 2a:** Status of the National IAS Programme and Action Plan development.	Draft/final Programme and Action Plan; validation workshop report; official submission letter; PSC/platform minutes.	No dedicated National IAS Programme and Action Plan exists.	State Programme and Action Plan drafted.	State Programme and Action Plan developed and submitted to the Government for consideration.	Government approval process remains open, and line ministries participate.
	Outcome Indicator 2b: Whether or not IAS priorities are reflected in: a) NBSAP; b) 8NR; c) BIOFIN/BFP.	NBSAP/NR/BIOFIN-related documents where available; policy recommendations; meeting minutes; official correspondence.	No.	a) NBSAP - Yes; b) 8NR-No; c) BIOFIN/BFP-Yes.	a) NBSAP-Yes; b) 8NR-Yes; c) BIOFIN/BFP-Yes.	National planning cycles remain open to incorporating new financing targets. Sectoral ministries recognize that adequate funding is required to meet KMGBF commitments.
Output 2.1. Multi-sectoral National IAS Programme and Action Plan, featuring inclusive, gender-responsive	**Output Indicator 2.1a:** Whether or not Programme includes costed	Programme costing annex; resource mobilization section; consultation/me	No IAS costing or resource mobilization framework exists.	Yes (Costing approach and financing entry points identified.	Yes (Costed priorities and resource mobilization section included.	Relevant finance/planning institutions engage in the process.

Docusign Envelope ID: 0BDAD5A3-A017-81C8-83B0-FA4834094D3C

management and costed priorities. .	priorities and resource mobilization section.	eting records with relevant institutions.				
	Output Indicator 2.1b: Whether or not Programme includes gender-responsive and inclusive implementation measures.	Programme text; Gender Action Plan; gender analysis inputs; consultation reports.	No gender-responsive IAS policy framework.	Yes-(gender measures drafted based on consultations).	Yes-(gender-responsive measures included).	Gender expertise is available, and consultation inputs are incorporated.
	Output Indicator 2.1c: Number of stakeholders/people meaningfully[6] participating in the formulation, disaggregated by: a) total participants; b) women participants; c) youth participants.	Gender- and age-disaggregated participant lists; consultation reports; validation workshop report; stakeholder feedback records; comments matrix; final Programme/Action Plan.	a) 0 total participants; b) 0 women participants; c) 0 youth participants.	a) At least 30–35 total participants engaged; b) at least 30% women participants where feasible; c) at least 15% youth participants where feasible.	a) 60 total participants engaged cumulatively; b) 35% women participants where feasible; c) 20% youth participants where feasible.	Consultations are accessible, safe and organized in formats suitable for women, youth and affected communities.
Activities under Output 2.1.						

[6] ***Meaningful participation*** *means that participants are not only present, but have an opportunity to provide inputs, and these inputs are documented and considered during the formulation or validation of the Programme and Action Plan.*

Docusign Envelope ID: 0BDAD5A3-A017-81C8-83B0-FA4834094D3C

2.1.1. Development of State Programme and Action Plan

a) Facilitate the project inception workshop, establish the formal Inter-Agency Coordination Platform alongside mobilization of Task Force Group to sustain IAS Management during project implementation and support future institutional coordination (Inception and Governance Setup);
b) Integrate national research, baseline data, and SESP results to conduct gender-impact assessments and socio-economic screenings of proposed IAS management measures (Evidence Synthesis and Impact Screening);
c) Draft the multi-sectoral State Programme and Action Plan through targeted consultations, including dedicated women-only workshops where appropriate to ensure priorities of women (often land managers) are captured (Inclusive Policy Formulation)
d) Submit for Government consideration and further endorsement for the inclusive IAS Programme, which includes a costed implementation roadmap, resource mobilization strategy, adaptive management protocols, and clear institutional roles (Formal Adoption and Roadmap Finalization).

Rationale: Converting evidence into policy and action, anchoring IAS management in national planning frameworks. Strengthened national governance and response capacity.

REFERENCE: Definition of Key Terms (Reference: UNDG Results Based Management Handbook 2012[7]

- **Results based management (RBM):** A management strategy by which all actors, contributing directly or indirectly to achieving a set of results, ensure that their processes, products and services contribute to the desired results (outputs, outcomes, overall objective) and use information and evidence on actual results to inform decision making on the design, resourcing and delivery of projects and activities as well as for accountability and reporting.
- **Results:** Changes in a state or condition that derive from a cause-and-effect relationship. There are three types of such changes - outputs, outcomes and impact - that can be set in motion by a development intervention. The changes can be intended or unintended, positive and/ or negative.
- **Results chain:** The causal sequence for a development intervention that stipulates the necessary sequence to achieve desired results – beginning with inputs, moving through activities and outputs, and culminating in individual outcomes and those that influence outcomes for the community, goal/impacts and feedback. It is based on a theory of change, including underlying assumptions.
- **Impact:** Impact implies changes in people's lives. This might include changes in knowledge, skill, behaviour, health or living conditions for children, adults, families or communities. Such changes are positive or negative long-term effects on identifiable population groups produced by a development intervention, directly or indirectly, intended or unintended. These effects can be economic, socio-cultural,

[7] *See: https://undg.org/wp-content/uploads/2016/10/UNDG-RBM-Handbook-2012.pdf*

Docusign Envelope ID: 0BDAD5A3-A017-81C8-83B0-FA4834094D3C

institutional, environmental, technological or of other types. Positive impacts should have some relationship to the SDGs, internationally agreed development goals, national development goals (as well as human rights as enshrined in constitutions), and national commitments to international conventions and treaties.

- **Goal (same as Overall Objective):** A specific end-result desired or expected to occur as a consequence, at least in part, of an intervention or activity. It is the higher order objective that will assure national capacity building to which a development intervention is intended to contribute. Outcome: Outcomes represent changes in the institutional and behavioural capacities for development conditions that occur between the completion of outputs and the achievement of goals.
- **Outputs:** Outputs are changes in skills or abilities and capacities of individuals or institutions, or the availability of new products and services that result from the completion of activities within a development intervention within the control of the organization. They are achieved with the resources provided and within the time period specified.

Docusign Envelope ID: 0BDAD5A3-A017-81C8-83B0-FA4834094D3C

E.5.3) Risk Management Plan – *Annex 2*

Risks	Risk Level (Number: Likelihood times impact)	Likelihood Certain: 5 Likely: 4 Possible: 3 Unlikely: 2 Rare: 1	Impact Essential: 5 Major: 4 Moderate: 3 Minor: 2 Insignificant: 1	Mitigation Measures	Responsible entity
Risk of adverse impacts on biodiversity due to misidentification or incomplete data (**Output 1**)	Low (3)	Possible: 3	Insignificant: 1	User peer-reviewed sources; Expert validation; Alignment with CBD and IPBES guidance	CoEP, NAST, MoA, FSC, Forestry Agency
Risk of limited capacity of duty bearers to apply findings (**Activity 1.1**)	Medium (6)	Possible: 3	Minor: 2	Capacity building (local, regional and global exchange); Practical recommendations; Policy briefs;	CoEP, NAST, MoA, CSA, Forestry Agency, FSC, SI SPNA, TAAS, MoEDT
Risk of disturbance to habitats and species during field sampling; (**Output 2**)	Low (2)	Unlikely: 2	Minor: 2	Non-destructive sampling; Adherence to field protocols; Compliance with permitting requirements; Climate-informed IAS risk assessment; Integration of climate scenarios into mapping and State Programme	CoEP, NAST, MoA, Forestry Agency, SI SPNA, TAAS
IAS interactions with climate stressors affecting ecosystems **(Output 2)**					
Risk of accidental spread of invasive species through sampling activities (**Activity 2.1**)	Low (3)	Rare: 1	Minor: 2	Biosecurity SOPs, safety protocols; Training; Contractual oversight; Equipment cleaning; Controlled sample transport; Laboratory safety procedures.	CoEP, NAST, MoA, MoHSPP, FSC, Forestry Agency
Occupational health and safety risks (**Activity 2.1**)	Medium (6)	Possible: 3	Minor: 2	Biosecurity SOPs, safety protocols; Training; Contractual oversight;	CoEP, NAST, MoA, MoHSPP, FSC, Forestry Agency
Minor waste generation from	Low (3)	Possible: 3	Insignificant: 1	Safety protocols;	CoEP, NAST, MoHSPP,

Docusign Envelope ID: 0BDAD5A3-A017-81C8-83B0-FA4834094D3C

sampling activities (**Activity 2.1**)				Training; Proper waste handling and disposal;	Forestry Agency
Risk of adverse impacts on gender equality through exclusion from consultations, decision-making, and access to basic services (**Output 3, 4**)	Medium (6)	Possible: 3	Minor: 2	Transparent access protocols; Stakeholder training and awareness campaigns; Data-sharing protocols (agreements); Inclusive consultations; Engagement of farmers, women, and local authorities; Elaboration, implementation and proper communication of Stakeholder Engagement and Gender Action Plan	CoEP, NAST, women organizations and associations
Cyber/data management risks affecting accountability (**Activity 3.1**)	Low (4)	Unlikely: 2	Minor: 2	Data governance framework; Clear metadata and disclaimers; Public access to non-sensitive IAS data; Documentation of stakeholder feedback and responses.	CoEP, NAST, MoA, CSA
Stakeholder grievances related to IAS policy measures (**Activity 3.1**)					
Risk of unintended negative livelihood impacts from control measures and potential access restrictions; **(Activity 4.1)**	Low (3)	Possible: 3	Insignificant: 1	The development of State Programme and Action Plan shall involve targeted screening of proposed measures to ensure that they do not involve potentially significant specified risks associated with the use of agrochemicals (S8.5) and unintended negative livelihood impacts from control measures (P1.4) The State Programme actions shall be encouraged to: - avoid chemical controls unless absolutely necessary and where pesticide or	CoEP, NAST, MoA, MoHSPP, FSC, MoEDT

Docusign Envelope ID: 0BDAD5A3-A017-81C8-83B0-FA4834094D3C

				fertilizer use is significant develop an Agrochemical Management Plan, - not use pesticide subject to international bans or phase-outs and those that fall in Classes Ia (extremely hazardous) and Ib (highly hazardous) of the WHO Recommended Classification of Pesticides by Hazard. - establish contractual obligations for suppliers and contractors to comply with national pesticide regulations and international good practice for protecting water sources, aquatic ecosystems, pollinators, and non-target species from contamination - provide training for workers, and extension services on safe handling, application, storage, and disposal. - require monitoring, record-keeping, and corrective actions for agrochemical use and impacts, - allow for phased and adaptive management Alignment with NBSAP.	
There is a risk that the 8NR is not drafted on schedule, so project-generated IAS priorities cannot	Medium (6)	Possible: 3	Minor: 2	The project will identify relevant entry points during inception and maintain regular coordination with CoEP/NBBC, NBSAP, 8NR and BIOFIN/BFP teams.	UNDP, CoEP/NBBC, NBSAP/8NR/ BIOFIN teams, where relevant

Docusign Envelope ID: 0BDAD5A3-A017-81C8-83B0-FA4834094D3C

be reflected in it before project closure — meaning Y2 sub-target (e) of Indicator 2b ("8NR: Yes") may not be achieved. **(Output 2)**				IAS integration recommendations will be prepared based on the catalogue, risk assessments, GIS database and State Programme priorities, and submitted to relevant processes where timing allows. If formal integration is not possible during the project period, recommendations will be documented and submitted for future planning, reporting and financing cycles.	

Docusign Envelope ID: 0BDAD5A3-A017-81C8-83B0-FA4834094D3C

Likelihood	Occurrence	Frequency
5: Very Likely	The event is expected to occur in most circumstances	Twice a month or more frequently
4: Likely	The event will probably occur in most circumstances	Once every two months or more frequently
3: Possibly	The even might occur at some time	Once a year or more frequently
2: Unlikely	The event could occur at some time	Once every three years or more frequently
1: Rare	The event may occur in exceptional circumstances	Over every seven years or more frequently

Impact	Result
5: Essential	An event leading to massive or irreparable damage or disruptions
4: Major	An event leading to critical damage or disruptions
3: Moderate	An event leading to serious damage or disruptions
2: Minor	An event leading to some degree of damage or disruptions
1: Insignificant	An event leading to limited damage or disruptions

	IMPACT				
LIKELIHOOD	Insignificant (1)	Minor (2)	Moderate (3)	Major (4)	Extreme (5)
Very Likely (5)	Medium (5)	High (19)	High (15)	Very High (20)	Very High (25)
Likely (4)	Medium (4)	Medium (8)	High (12)	High (16)	Very High (20)
Possible (3)	Low (3)	Medium (6)	High (9)	High (12)	High (15)
Unlikely (2)	Low (2)	Low (4)	Medium (6)	Medium (8)	High (10)
Rare (1)	Low (1)	Low (3)	Medium (3)	Medium (4)	High (5)

Level of Risk	Results
Very High	Immediate action required by executive management. Mitigation activities/treatment options are mandatory to reduce likelihood and/or impact. Risk cannot be accepted unless this occurs.
High	Immediate action required by senior/executive management. Mitigation activities/treatment options are mandatory to reduce likelihood and/or impact. Monitoring strategy to be implemented by Risk Owner.
Medium	Senior Management attention required. Mitigation activities/treatment options are undertaken to reduce likelihood and/or impact. Monitoring strategy to be implemented by Risk Owner.
Low	Management attention required. Mitigation activities/treatment options are recommended to reduce likelihood and/or impact. Implementation of monitoring strategy by Risk Owner is recommended.

Docusign Envelope ID: 0BDAD5A3-A017-81C8-83B0-FA4834094D3C

E.5.4) Budget Template – Results Based Budget – *Annex 3*

Outcome/ Output / Activity Number	Outcome/output/activity formulation	Budget (USD)	TOTAL BUDGET (USD)	Budget amount reserved for gender equality and women's empowerment (%)	Budget amount reserved for IPLC (%)	Budget amount reserved for youth (%)	Budget reserved for persons with disabilities (%)	Total budget reserved for LNOB (%)
PROGRAMMATIC BUDGET								
Outcome 1. National biosecurity and data governance systems are enhanced to enable informed, evidence-based decision-making for IAS monitoring and management.								
Output 1.1	**National IAS Catalogue for priority plant and animal species developed, scientifically validated, and officially endorsed**		**$144,000**	**4.5%** ($25,000)	**1.3%** ($7,000)	**1.5%** ($8,000)	-	**7.2%** ($40,000)
Activity 1.1.1	Inventory and threat assessment of invasive alien species	$144,000		4.5% ($25,000)	1.3% ($7,000)	1.5% ($8,000)	-	7.2% ($40,000)
Output 1.2	**Standardized multi-dimensional IAS risk assessment protocols – incorporating ecological, economic, and gender-differentiated impact variables – established and implemented**		**$201,809**	**5.4%** ($30,000)	**2.7%** ($15,000)	**1.8%** ($10,000)	-	**9.9%** ($55,000)
Activity 1.2.1	Field data collection and taxonomic identification	$201,809		5.4% ($30,000)	2.7% ($15,000)	1.8% ($10,000)	-	9.9% ($55,000)
Output 1.3	**National GIS-based IAS Database and Decision-**		**$136,500**	**0.9%** ($5,000)	-	**0.5%** ($3,000)	-	**$8,000**

Docusign Envelope ID: 0BDAD5A3-A017-81C8-83B0-FA4834094D3C

Outcome/ Output / Activity Number	Outcome/output/activity formulation	Budget (USD)	TOTAL BUDGET (USD)	Budget amount reserved for gender equality and women's empowerment (%)	Budget amount reserved for IPLC (%)	Budget amount reserved for youth (%)	Budget reserved for persons with disabilities (%)	Total budget reserved for LNOB (%)
	Support System (DSS) designed, established, and made operational to facilitate real-time monitoring and early warning							
Activity 1.3.1	Development of national invasive alien species (IAS) database	$136,500		0.9% ($5,000)	-	0.5% ($3,000)	-	1.5% ($8,000)
	Total for Outcome 1:		**$482,309**	**10.8%** ($60,000)	**4%** ($22,000)	**3.8%** ($21,000)	**-**	**18.6%** ($103,000)
Outcome 2. Tajikistan's policy and regulatory framework is strengthened to integrate inclusive, gender responsive IAS management into national development and biodiversity financing protocols.								
Output 2.1	**Multi-sectoral National IAS Programme and Action Plan, featuring inclusive, gender-responsive management mechanisms, drafted and submitted to Government for formal adoption**		**$71,000**	**3.2%** ($17,750)	**-**	**1.9%** ($10,650)	**-**	**5.1%** ($28,400)
Activity 2.1.1	Development of State Programme and Action Plan	$71,000		3.2% ($17,750)	-	1.9% ($10,650)	-	5.1% ($28,400)
	Total for Outcome 2:		***$71,000***	***3.2%***	**-**	**1.9%**	**-**	**5.1%**

Docusign Envelope ID: 0BDAD5A3-A017-81C8-83B0-FA4834094D3C

Outcome/ Output / Activity Number	Outcome/output/activity formulation	Budget (USD)	TOTAL BUDGET (USD)	Budget amount reserved for gender equality and women's empowerment (%)	Budget amount reserved for IPLC (%)	Budget amount reserved for youth (%)	Budget reserved for persons with disabilities (%)	Total budget reserved for LNOB (%)
				($17,750)		($10,650)		($28,400)
TOTAL PROGRAMMATIC BUDGET			**$553,309**	**14%** ($77,750)	**4%** ($22,000)	**5.7%** ($31,650)		**23.7%** ($131,400)
PERSONNEL, OPERATION, M&E BUDGET AND COMMUNICATION								
Personnel costs if not included in activities above		$77,198[8]	-					
Operational costs if not included in activities above		$45,913	-					
Monitoring and evaluation (include provision for final evaluation) 3% of total budget		$23,075	-					
Communication costs if not included in activities above		$1,440	-					
TOTAL PERSONNEL, OPERATIONAL, M&E, COMMUNICATION BUDGET			**$147,626**					
SUB-TOTAL PROJECT BUDGET:			**$700,935**	**14%** ($77,750)	**4%** ($22,000)	**5.7%** ($31,650)		**23.7%** ($131,400)
Indirect support costs (7%)		**$49,065**	-					
TOTAL PROJECT BUDGET:			**$750,000**	**14%** ($77,750)	**4%** ($22,000)	**5.7%** ($31,650)		**23.7%** ($131,400)

[8] *Project Coordinator / Analyst (NPSA-8, 100%) - 22 months x $2,470 = $54,340; and Project Administrative Associate (NPSA-7, 50%) - 22 months x $1,039 = $22,858*

Docusign Envelope ID: 0BDAD5A3-A017-81C8-83B0-FA4834094D3C

E.5.5) Budget Template – UNDG Budget Categories – *Annex 4*

Categories	PUNO/NUNO	TOTAL
1. Staff and other personnel	UNDP Tajikistan CO	$77,198
2. Supplies, Commodities, Materials	UNDP Tajikistan CO	$5,500
3. Equipment, Vehicles and Furniture	UNDP Tajikistan CO	$12,855
4. Contractual services	UNDP Tajikistan CO	$493,179
5. Travel	UNDP Tajikistan CO	$60,350
6. Transfers and Grants to Counterparts	UNDP Tajikistan CO	$0
7. General Operating and other direct costs	UNDP Tajikistan CO	$51,853
Sub-total Project Costs		**$700,935**
8. Indirect Support Costs (GMS 7%)	UNDP Tajikistan CO	$49,065
TOTAL		**$750,000**
First Tranche	UNDP Tajikistan CO	$750,000
Second Tranche	UNDP Tajikistan CO	$0

Docusign Envelope ID: 0BDAD5A3-A017-81C8-83B0-FA4834094D3C

E.5.6) Workplan – *Annex 5*

Activity Number	Activity title	Timeframe							
		Year 1				Year 2			
		Q1	*Q2*	*Q3*	*Q4*	*Q1*	*Q2*	*Q3*	*Q4*
Outcome 1. National biosecurity and data governance systems are enhanced to enable informed, evidence-based decision-making for IAS monitoring and management.									
Output 1.1. National IAS Catalogue for priority plant and animal species developed, scientifically validated, and officially endorsed									
1.1.1.	Inventory and threat assessment of invasive alien species	X	X	X	X	X	X	X	
a	*Conduct comprehensive analysis of existing data;*		X	X	X				
b	*Compile official list of Invasive Alien Species (IAS);*			X	X	X	X	X	
c	*Assess threats to biodiversity, agriculture, and health;*					X	X	X	
d	*Mobilization of project personnel, consultants, experts and practitioners (recruitment, contracting);*	X	X						
e	*Establishment of a Technical Working Group (expert team composition);*	X	X						
f	*Carry out learning and exchange visits abroad. Participants – national duty bearing institutions and agencies (international scientific institutions);*		X	X					
g	*Develop methodologies and guidance notes for inventory and threat assessment of IAS;*		X	X					
h	*Carry out training workshops for implementation of developed methodologies/guidance for TWG members comprising participating duty-bearing institutions and agencies;*			X	X				
i	*Conduct technical workshop to validate official IAS list;*						X	X	
j	*Develop and implement a comprehensive programme of training series and awareness raising campaign amongst decision makers, technical institutions, and the public on – (a) the risks posed by invasive alien species to biodiversity, ecosystems, agriculture, and human well-being in Tajikistan, (b) key and new national data, assessments, and policy tools supporting NBSAP implementation and KMGBF;*		X	X	X				
k	*Preparation (design), publishing and dissemination of IAS catalogue.*				X	X	X		
Output 1.2. Standardized multi-dimensional IAS risk assessment protocols – incorporating ecological, economic, and gender-differentiated impact variables – established and implemented									
1.2.1.	Field data collection, sampling and taxonomic identification		X	X	X	X	X		

Docusign Envelope ID: 0BDAD5A3-A017-81C8-83B0-FA4834094D3C

Activity Number	Activity title	Timeframe							
		Year 1				Year 2			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
a	*Development of approach and designing methodological support for – (a) field data collection and taxonomic identification, (b) comprehensive assessment of risks/threats by IAS, (c) preparation of standard field safety procedures, field protocols, biosecurity SOPs, sample transport guidance;*		X	X	X				
b	*Preparation to field work – (a) programme for field work, (b) distribution of expert groups by regions, (c) preparation of engagement strategies with stakeholder groups (including women's groups, IPLCs, youth and PWDs), (d) procurement of materials, equipment and tools necessary for field work, (e) transportation and logistics;*		X	X	X				
c	*Trainings on implementation of IAS risks/threat assessments and monitoring for participating duty-bearing institutions and agencies;*			X	X	X	X		
d	*Conduct sample collection (field work) and morphological/DNA identification;*			X	X	X	X		
e	*Laboratory analysis of collected samples;*			X	X	X	X		
f	*Map species distribution;*			X	X	X	X		
g	*Multi-sector assessments of IAS risks/threats – Technical Working Group;*				X	X	X		
h	*Preparation (design), printing and dissemination of awareness raising and training materials (training modules, project briefs, brochures and leaflets, fact sheets, etc.).*				X	X	X		
Output 1.3. National GIS-based IAS Database and Decision-Support System (DSS) designed, established, and made operational to facilitate real-time monitoring and early warning									
1.3.1.	Development of national invasive alien species (IAS) database			X	X	X	X	X	
a	*Design centralized national database (with transparent access protocols, and clear metadata and disclaimers);*				X	X			
b	*Produce spatial distribution maps;*			X	X	X	X		
c	*Develop community-level "IAS Field Guides" in local languages, using visual aids and storytelling that reflect the lived experiences of both women and men in Tajik rural landscapes;*					X	X	X	
d	*Integrate data and ensure stakeholder access;*			X	X	X			

Docusign Envelope ID: 0BDAD5A3-A017-81C8-83B0-FA4834094D3C

Activity Number	Activity title	Timeframe							
		Year 1				Year 2			
		Q1	*Q2*	*Q3*	*Q4*	*Q1*	*Q2*	*Q3*	*Q4*
e	*Development ICT infrastructure for national database functionality – (a) procurement of ICT equipment, (b) designing software application and online data entry and access platform;*			X	X	X	X		
f	*Develop and endorse data-sharing mechanism (protocols, agreements – data governance framework) between participating user entities (government ministries, agencies and institutions);*					X	X	X	
g	*Trainings on – database maintenance/support, software/application use, data entry and access methods.*				X	X			
Outcome 2. Tajikistan's policy and regulatory framework is transformed to integrate inclusive, gender responsive IAS management into national development and biodiversity financing protocols.									
Output 2.1. Multi-sectoral National IAS Programme and Action Plan, featuring inclusive, gender-responsive management mechanisms, drafted and submitted to Government for formal adoption									
2.1.1.	Development of State Programme and Action Plan			X	X	X	X	X	X
a	*Project Inception Workshop (multi-sector stakeholder participation);*			X					
b	*Mobilization of a Task Force Group (IAS experts) for development of State Programme and Action Plan;*			X	X				
c	*Establishment of a formal Inter-Agency coordination mechanism for IAS management;*				X	X			
d	*Synthesis of national evidence, analytical reports and baseline data, socio-economic screening of measures;*			X	X	X	X	X	
e	*Inter-Agency coordination meetings (5 meetings) with invited participation of NGOs, CBOs, women groups, farming associations, and youth;*			X	X	X	X	X	
f	*Facilitating women-only consultation workshops during the drafting phase of the State Programme to ensure that priorities of women (often land managers) are captured;*				X		X		
g	*Conduct a gender-impact assessment of proposed legal and policy changes to ensure that new regulations do not unintentionally limit women's access to natural resources;*				X				

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Activity Number	Activity title	Timeframe							
		Year 1				Year 2			
		Q1	*Q2*	*Q3*	*Q4*	*Q1*	*Q2*	*Q3*	*Q4*
h	*Draft State Programme an Action Plan for Invasive Alien Species (IAS) management with inclusive consultations and implementation roadmap (includes phased, costed and adaptive management arrangements);*						X	X	X
i	*Revisiting sustainability considerations and preparation of an exit strategy document (to be presented, discussed and agreed upon at the Closing Workshop)*							X	X
j	*End-of-Project / Closing Workshop (multi-sector stakeholder participation);*								X
Project Management – *personnel, operation, M&E and communications*									
a	*Recruitment of project personnel – Project Coordinator/Analyst and Project Administrative Associate*	X							
b	*Project reporting, oversight, monitoring, and supervision (field) missions*	X	X	X	X	X	X	X	X
c	*Implementation of project communication plan, capturing and documentation of lessons learned*	X	X	X	X	X	X	X	X
d	*Final Independent Evaluation of the Project*								X
e	*Annual Financial Audit*				X				X

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E.5.7) Visibility/Communication Plan

Visibility/Communication Plan – NBSAP AAA	
Project Title:	"Strengthening National Systems and Policy Frameworks for Invasive Alien Species Management in Tajikistan"
Country:	Republic of Tajikistan
Government:	Committee for Environmental Protection under the Government of the Republic of Tajikistan – CoEP (*via National Biodiversity and Biosafety Centre under the CoEP*)
Participating Organization *(PUNO):*	United Nations Development Programme (UNDP) in Tajikistan
Communication Focal Point: *(name, title, email)*	Ms. Nigora Fazliddin, Communication Analyst, UNDP Tajikistan / nigorai.fazlidin@undp.org

Objectives

The project aims to achieve the following through its integrated communication and visibility strategy:

- **Raise Awareness of NBSAP and KMGBF Alignment:** Communicate how Tajikistan is bridging long-standing policy gaps by operationalizing **KMGBF Target 6**, transforming IAS management from a fragmented pilot into a core pillar of national environmental governance.
- **Amplify Community and Youth Voices:** Highlight the leadership of rural residents, women, and youth by showcasing their roles as **Community Scientists**, ensuring that local ecological knowledge is recognized as a primary driver of national biosecurity data.
- **Demonstrate Inclusive Digital Innovation:** Show how the deployment of **GIS mapping** and user-friendly reporting interfaces reduces structural barriers to participation, particularly for marginalized groups in remote mountain ecosystems.
- **Document and Share Transformative Results:** Capture and disseminate success stories, 1 interview, and broadcasted video that demonstrates the tangible links between ecosystem resilience, food security, and the reduction of women's unpaid care burdens through a **"One Health"** perspective.
- **Promote Transparency and Safeguards:** Ensure that all stakeholders are aware of and have access to the **Grievance Redress Mechanism (GRM)**, fostering a culture of accountability and safe, meaningful engagement across all project activities.

To achieve these objectives, the project will produce the following specialized content (i.e. tailored visibility content):

- **Media Campaign:** A short video and success story featuring women and youth leaders. This campaign will showcase the application of the National IAS Catalogue & GIS Maps where feasible, highlighting how local reporting directly updates the national scientific understanding of Tajikistan's priority mountain landscapes.
- **Advocacy Televised and digital interview** with young specialists and community members.
- **"Inclusive Biosecurity" Forum:** A dedicated section into the Government web-platform initiative featuring the Gender-Responsive IAS Field Guide.
- **Broadcasts Brief:** Targeted radio segments based on the One Health & Biodiversity Synthesis Report. The broadcast will translate technical data into local languages, explaining the essential link between

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IAS control and household food security, agricultural resilience, and national ecosystem health to foster cross-sectoral buy-in.

Key Messages

The following key messages summarize the project's strategic value, highlighting its role in bridging critical policy gaps and pioneering inclusive, digital-led conservation in Tajikistan. By aligning national ambition with global standards, these narratives demonstrate how the project transforms biosecurity from a specialized technical challenge into a nationally owned, sustainable movement.

- "Establishing Tajikistan's first National Database and State Programme on Invasive Alien Species (IAS), filling a critical gap in the NBSAP that has remained unaddressed to date."
- "Helping Tajikistan meet KMGBF Target 6 by creating entirely new institutional capacities for inter-agency risk monitoring and establishing a permanent biosecurity architecture."
- "Empowering members of rural communities, women, and youth to serve as 'Community Scientists,' utilizing GIS mapping and digital interfaces to transform local observations into actionable national data."
- "Operationalizing KMGBF Target 23 by embedding gender-responsive governance into national environmental systems, ensuring that biodiversity planning directly addresses the livelihoods of women land managers."
- "Integrating a 'whole-of-government' approach through a dedicated Multi-Stakeholder Platform, ensuring that IAS management becomes a core, sustainably funded pillar of Tajikistan's national development framework."
- "Ensuring long-term sustainability by embedding the National IAS Catalogue, risk assessment protocol, GIS-based database, and State Programme and Action Plan into national systems for continued IAS monitoring, planning and resource mobilization."

Target Audience

The communications and visibility plan is tailored to reach the following key stakeholder groups:

National Policy & Governance: Government Ministries and Agencies. High-level decision-makers within environmental protection, agriculture, forestry, health, and customs who drive the "whole-of-government" approach.

- NBSAP Coordination Bodies: National biodiversity platforms and steering committees responsible for KMGBF implementation and cross-sectoral policy alignment.
- Academic and Research Institutions: The National Academy of Sciences and universities that provide the technical foundation for the national IAS database.

Local & Technical Implementation: Protected Area Managers & Practitioners. Staff within Specially Protected Natural Areas (SPNAs) and local forestry units are responsible for field-level IAS monitoring and management.

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- Local Authorities and Communities: Sub-national government officials and rural residents, including women-led agricultural cooperatives and youth groups active as Community Scientists.
- Civil Society & NGOs: National and regional environmental organizations focused on community-based conservation and social safeguards.

International & Strategic Partners: Global Biodiversity Stakeholders: The CBD Secretariat and KMGBF monitoring bodies focused on Tajikistan's progress toward Targets 6 and 23.

- Development Partners & Donors: Multi-lateral and bilateral agencies (GEF, GCF, AP and AAA partners/donors) interested in the project's catalytic impact and regional replication potential.
- A primary objective of project communications will be to showcase the functional IAS database and risk scoring tools to the international donor community in Dushanbe. This will demonstrate Tajikistan's 'investment readiness' and technical capacity to manage larger-scale biosecurity and ecosystem restoration funds."

General Public: The wider population of Tajikistan, reached through mass media to foster national pride in ecosystem resilience and awareness of the "One Health" benefits of biosecurity.

Planned Communications Activities

To maintain high visibility and ensure consistent engagement, the project will implement a multi-layered communications strategy that transitions from high-level policy advocacy to grassroots storytelling. The following outlines the key activities designed to keep stakeholders informed and invested through a mix of strategic events, digital campaigns, and international platform participation.

- **Activity 1.** Project Inception & High-Level Launch / **Format & Channel:** Inception Workshop & Stakeholder Briefing. Deliverables include a formal press release, short news items for UNDP/CoEP websites, and a short social media "Launch Week" campaign 2 posts) featuring live quotes and photos / **Timeline**: Months 1-2
- **Activity 2.** Community Voices / **Format & Channel:** Web Story & Blog. Features the "Community Scientist" model and GIS interface. Deliverables include a long-form article with visuals, featuring short video clips of local women and youth leaders / **Timeline:** Mid-Project.
- **Activity 3.** Technical Knowledge & Policy Handover / **Format & Channel:** Project Results Factsheet & Digital Photo Portfolio. A comprehensive PDF pack covering the IAS Catalogue, Risk Assessments, and the State Programme. / **Timeline:** Final Quarter.
- **Activity 4.** Regional & International Visibility / **Format & Channel:** National/Regional Biodiversity Summits. Participation in regional forums via posters, presentations, or side-events / **Deliverables:** presentation, short brief or poster, subject to timing and available resources. **Timeline:** End of project/ as opportunities arise.

Note: All the above-noted deliverables include social media coverage per event to maintain sustained institutional and donor interest.

Inclusion and Voices

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To ensure grounded technical achievements, social equity and broad-based participation, the following principles will guide the representation of stakeholders and the integration of diverse perspectives across all project narratives.

- **Multi-Stakeholder Engagement:** The formulation of the National IAS Programme and Action Plan will be driven by inclusive consultations with academia, local practitioners, women experts, youth, Indigenous Peoples and Local Communities (IPLCs), and Persons with Disabilities (PWD).
- **Integrated Testimonials:** Communication products will prioritize technical expertise and lived experience, featuring quotes from national practitioners involved in IAS assessments and testimonials from diverse participants in policy workshops.
- **Process-Driven Narratives:** All content will highlight the collaborative and inclusive methodology of the project, focusing on the strength of the collective coordination mechanisms rather than individual profiles.

Visibility and Branding

Confirm that all communications products will include appropriate logos and donor acknowledgement, in line with AAA visibility guidelines.

YES ✓

NO (please explain)