



Annex 5 to OPG Amended in October 2017

**REQUEST FOR PROJECT/PROGRAMME
FUNDING FROM THE ADAPTATION FUND**

The annexed form should be completed and transmitted to the Adaptation Fund Board Secretariat by email or fax.

Please type in the responses using the template provided. The instructions attached to the form provide guidance to filling out the template.

Please note that a project/programme must be fully prepared (i.e., fully appraised for feasibility) when the request is submitted. The final project/programme document resulting from the appraisal process should be attached to this request for funding.

Complete documentation should be sent to:

The Adaptation Fund Board Secretariat
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ended in October 2017

PROJECT PROPOSAL TO THE ADAPTATION FUND

Project/Programme Category:	Regular Project/Programme
Country/ Countries:	Zimbabwe
Title of Project/Programme:	Enhancing resilience of communities and ecosystems in the face of a changing climate in arid and semi- arid areas of Zimbabwe
Thematic Focal Areas¹:	Rural Development
Type of Implementing Entity:	National Implementing Entity
Implementing Entity:	Environmental Management Agency
Executing Entities:	Care International; Organisation for Rural Associations for Progress (ORAP); Towards Sustainable Use of Resources Organisation (TSURO)
Amount of Financing Requested:	\$4,989,000 (in U.S Dollars Equivalent)

¹ Thematic areas are: Agriculture, Coastal Zone Management, Disaster risk reduction, Food security, Forests, Human health, Innovative climate finance, Marine and Fisheries, Nature-based solutions and ecosystem based adaptation, Protection and enhancement of cultural heritage, Social innovation, Rural development, Urban adaptation, Water management, Wildfire Management.



PART I: PROJECT/PROGRAMME INFORMATION

1. Project / Programme Background and Context:

Provide brief information on the problem the proposed project/programme is aiming to solve. Outline the economic social, development and environmental context in which the project would operate.

1.1. Geographical and environmental context

Zimbabwe is a landlocked country located in southern Africa, located between latitudes 15° 30" and 22° 30" south of the Equator and between longitudes 25° 00" and 33° 10" east of the Greenwich Meridian. The country has a total land area of approximately 390 757 km², bordered by Zambia to the North and North-west, South Africa to the South, Mozambique to the East and Botswana to the West. The country is divided into ten administrative provinces: Bulawayo, Harare, Manicaland, Mashonaland Central, Mashonaland East, Mashonaland West, Masvingo, Matabeleland North, Matabeleland South and Midlands².

Topographical features are characterised by the central watershed (where altitude ranges from 1200 m to 1500 m above mean sea level (asl)), the eastern highlands (with peaks ranging from 2300 m to 2500 m asl) and the Limpopo and Zambezi valleys going down to 500 m asl. Mean monthly temperatures vary from 15°C in July to 24°C in November while the mean annual temperature varies from 18°C on the Highveld to 23°C in the Lowveld. Mean annual rainfall ranges from below 400 mm to above 1050 mm per year depending on location¹ with 75% of the country being semi-arid characterised by low and erratic rainfall. Only 37% of the country receives rainfall deemed sufficient to support agricultural farming. In Zimbabwe, droughts have severely affected the availability of surface water and this makes rural communities that rely heavily on rain fed farming more vulnerable to food insecurity.

1.2. Socio-economic Context

Zimbabwe's economy is primarily dependent on climate sensitive sectors, such as rain-fed agriculture, fisheries, and forestry, which provide 60% of the raw materials required by the manufacturing industry and 40% of total export earnings. The population census of 2012 revealed a total population of 13.2 million and a growth rate of about 2.3% per annum, with 48% being males and 52% females³. Between 1990 and 2018, Zimbabwe's Human development index (HDI) increased by 13.2% from 0.498 to 0.563, putting the country in the medium human development category. About 70% of Zimbabwe's population lives in rural areas having household incomes largely derived from subsistence agriculture. Generally, poverty is prevalent in rural areas with

² Third National Communication 2017

³ Zimstats 2016



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over 60% of households deemed resource poor. Of the rural population over 80%, rely on rain-fed agriculture making them most vulnerable to climate change variability. Inherent vulnerability to impacts of climate change significantly threatens human livelihoods thereby increasing poverty, which weakens their resilience to climate change. In response, the Transitional Stabilisation Programme (TSP) (2018) and the subsequent National Development Strategy I (NDSI, 2021) became a developmental policy strategy for the country seeking to launch a developmental path that leads to “a middle-class economy by 2030”.

Environmental degradation is a huge challenge in Zimbabwe where the major causes are mining, unsustainable agricultural and animal husbandry practices, and pollution. At least 90% of all arable land in communal areas is degraded and this poses a great challenge for socio-economic growth in the communal areas⁴. Poverty is the major driver since the environment is the safety net for communities in times of stress. There is extensification of agricultural production, deforestation, overgrazing, wetland destruction and siltation among many other challenges. These are worsened by droughts and climate change and variability. The Government of Zimbabwe is committed to the sustainable management of natural resources and has therefore put in place the necessary frameworks and made the necessary international commitments to facilitate this. Actions taken include designating Ramsar sites and putting in place regulation for wetland protection; protecting biodiversity through managing protected areas; rehabilitating degraded lands and monitoring emissions of GHG among many other interventions. The Government has also made a commitment through its Nationally Determined Contributions (NDCs) and strategic planning for climate change response as guided by the INDCs. Furthermore, livelihood diversification in both agricultural and non-agricultural activities will improve households' adaptation to the impacts of climate change⁵. Zimbabwe experiences frequent droughts for example, 1982-3 and 1992-3 seasons followed by destructive cyclones such as Cyclone Eline (2000-2001) and Cyclone Idai (2018-19).

1.3. Gender Analysis

The National Human Development index for women in the country is 0,468 compared to 0,515 for men. An analysis of poverty trends in Zimbabwe shows that women have been, and continue to be, disproportionately affected by poverty as compared to men. Poverty levels among female-headed households are higher than among male-headed households (FAO SOFA, 2010). Women are responsible for food and nutrition security at household level, despite having less means for achieving this as well as less decision-making powers over what crops are grown. They constitute

⁴ Zimbabwe Environment Outlook, 2010

⁵ Mwadzingeni L, Mugandani R. and Mafongoya P. 2020. Assessing vulnerability to climate change in smallholder irrigation schemes of Zimbabwe. Sustainability. 13:10023. <https://doi.org/10.3390/su131810023>.



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most subsistence food producers in Zimbabwe and contribute 70% of household and family labour in rural communities where they comprise about 70% of the population (ZimStat, 2014). Women are mainly unpaid family workers and outnumber men as farm labourers.

The same socio-economic characteristics transcend across all the districts in the proposed project area. Here, the communities are largely patriarchal with women and youth involved in crop farming and livestock production while men are out seeking employment opportunities in urban and commercial farming areas. The youth have a different role in the value chain where they are involved as traders and transporters of goods and agricultural products to the marketplace.

Although the government of Zimbabwe instituted a Gender Policy for equal access to land for all regardless of gender, this has not been implemented particularly in communal areas where traditional patrilineal norms for access to land still prevail. In essence, women can easily lose whatever investments they would have made on the land and are therefore reluctant to make major investments, which could assist in increasing production. In the project area gender inequality exists in all the five target districts where it is driven by culture, socialisation, religion, and limited economic empowerment of women and youth. Even at national level, women and youth are marginalised when it comes to representation in key decision-making positions. Women have less access to agricultural financing as they do not have collateral. They do not own the land but only own small livestock while they dominate in production of legumes and root crops such as sweet potatoes with men overseeing ownership of commercial crops. An analysis of livestock ownership done by FAO⁶ and Chiroro and Moyo (2021)⁷ in the project area showed that women own mainly smaller livestock which can be easily converted to cash or traded to meet immediate needs. Agricultural technical innovations tend to ignore women's roles as major actors in crop production, processing, preserving, and marketing of agricultural produce as they do not take account of the gender-based division of labour in agricultural productivity. Shortage of appropriate technologies to process food crops, compels women to usually use manual, labour-intensive and time-consuming methods, especially with grain. Post-harvest management roles for women pose many health challenges as they are responsible for the winnowing of maize, small grains and beans after shelling resulting in chest problems, aching shoulders, flu, eye problems and itching.

It is widely recognised that climate change will exacerbate the gender dimensions of vulnerability, which arise from existing social inequalities and gendered divisions of labour. Climate change is expected to jeopardise women's livelihoods by reducing economic opportunities, especially for female-headed households. Although women and youth are increasingly getting disproportionately affected by climate change, they also remain largely absent from decision-

⁶ FAO. 2005. Livestock sector brief Zimbabwe. FAO.

⁷ Chiroro C. and Moyo P. 2021. Draft Project baseline report.



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making processes on climate change adaptation and disaster risk reduction. It is important to engage them and raise awareness on the climate change issues so that they are more ready to respond to the effects of climate change. Furthermore, climate-related risks and the systemic and persistent gender inequalities for accessing water are other challenges for women to be food secure and climate-resilient. Vulnerability analysis carried out by Chiroro and Moyo (2021) observed that gender roles and relations influence communities' attitudes, practices, and possibilities for adaptation to climate change, natural resource governance, and building resilient livelihoods and food systems. In the project districts, like in any typical district in Zimbabwe, women are agents of community development, as they get more involved in community-based activities such as community clubs and social enterprises.

Women, and youth can contribute to climate change adaptation and resilience building largely in sustainable agricultural innovations and conservation of natural resources and protection of biodiversity given that they are the main actors at the local level. The baseline study carried out by Chiroro and Moyo (2021) in the project districts showed that people living with disability remain the most vulnerable as their participation in climate change adaptation activities is limited due to a number of reasons that include inappropriate technologies that may not suit them.

Community adaptation needs as enablers of development to enhance resilience to climate change shocks include but are not limited to, diversified livelihoods, water availability, information on climate change risks and resilience building, marketing strategies and business skills, household equipment and tools, access to finance and training on natural resources management.

1.4. Climate

1.3.1 The Climate Change hazards, climate variability, vulnerability, and impacts

Zimbabwe is very susceptible to climate change shocks such as droughts, floods and cyclones mainly affecting smallholder agricultural systems in arid and semi-arid regions. In the last two decades (2000 - 2020), Zimbabwe experienced eight seasons of severe droughts, the first being the 2001/2 season and the most recent being the 2018/19 season. Global indications are that the occurrence of frequent droughts is attributed to changing climate and more droughts of increasing severity are predicted (IPCC AR5).

Average annual rainfall ranges have changed over time becoming less predictable over time. The occurrence of tropical cyclones further distorts the general picture in the total rainfall trends because they usually take place regardless of the quality of the earlier part of the season. There is, however, a general shift in the rainfall pattern showing prolonged periods of wet years alternating with periods of rainfall deficits during the periods October, November, December



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(OND) and January, February, March (JFM) (Figure 1). It is also predicted that the Start of Season (SOS) dates in all areas are shifting towards late SOS.

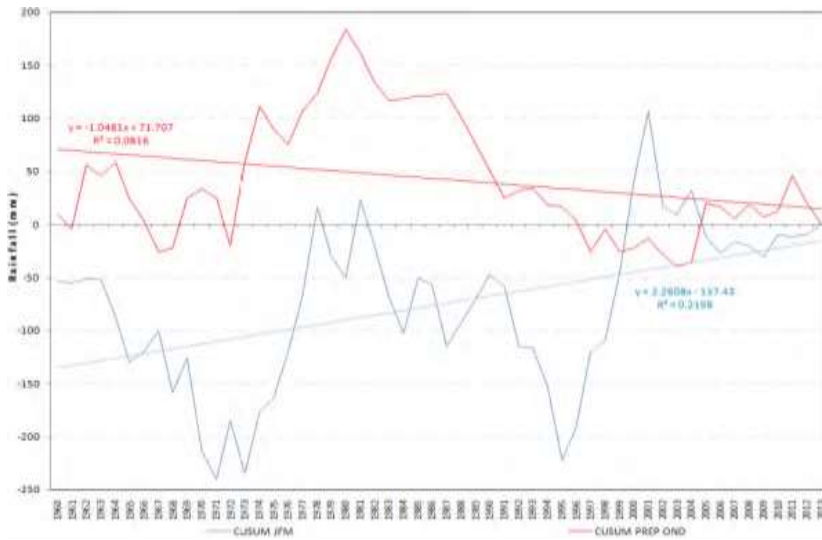


Figure 1: Cumulative rainfall anomalies for the OND period from 1960-2013 (red line) and JFM (Blue line) (Source: TNC 2016)⁸.

In Zimbabwe, cyclones and droughts have become more severe in the past decade with the daily maximum and minimum temperatures increasing by 2.6°C and 2.0°C, respectively over the past century, accompanied by decreases in annual rainfall by approximately 10% ⁹(Bhatasara 2017, ¹⁰Simba et al. 2012]. Projections for rainfall indicate that rainfall patterns will change in frequency, pattern, and intensity, causing increased warm spell durations and heatwaves (IPCC 2014¹¹), with droughts and cyclones following suit. Climate change is expected to increase temperature and cause more variable precipitation patterns, including high frequency and intensity of extreme

⁸ Third National Communication. 2016. Zimbabwe Third National Communication to the United Nations Framework Convention on Climate Change. Ministry of Environment, Water and Climate.

⁹ Bhatasara S. 2017. Rethinking climate change research in Zimbabwe. J. Environ. Stud. Sci. 7: 39–52.

¹⁰ Simba F., Chikodzi D., Murwendo T. 2012. Climate change scenarios, perceptions, and crop production: A case study of Semi-arid Masvingo province in Zimbabwe. J. Earth Sci. Clim. Chang. 3:2.

¹¹ IPCC. 2014. IPCC WGII AR5 Chapter 22. Africa; IPCC: Geneva, Switzerland.



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weather events with severe implications for human welfare (¹²Manyeruruke et al. 2013, IPCC 2014, ¹³Mpambela and Mabvurira (2017)). The minimum and maximum temperature in Zimbabwe is projected to rise by 0.99°C to 1.18°C and 1.08°C to 1.31°C whilst the maximum temperatures will rise by 1.55°C to 1.98°C and 1.8°C to 2.27°C in the 2030s and 2050s, respectively. The droughts are also projected to increase by 21% and 47% in the 2050s and 2080–2090s, respectively, while days of the subsequent dry spell are projected to increase by thirteen and twenty-five days per annum in the 2050s and 2090s, respectively (World Bank 2020¹⁴).

The Third National Communication (TNC) to the UNFCCC analysed the past changes of surface air temperature (SAT) and rainfall for Zimbabwe, including their consequential interactions to predict the future impacts. The report showed that SAT will play a greater role in regional climate studies as also supported by the Intergovernmental Panel on Climate Change Fifth Assessment report (IPCC AR5) which showed increasing SAT than rainfall in southern Africa by the mid-21st century. In this regard, soil water losses due to increased evapotranspiration also affects runoff, and the resultant deficits will affect river discharge and groundwater storage, causing a need for activities that lead to rehabilitation, preservation and judicious management of water resources coupled with improved monitoring of the water balance for the semi-arid project areas. This is particularly important in the light of increasing water demand, adverse climate impacts and the consequent decreasing availability of usable water resources.

Climate change weakens Zimbabwe's capacity and ability to enhance climate resilience for its biological ecosystems, especially issues pertaining to reversing environmental degradation and enriching biodiversity nexus. Current climate change projections in Zimbabwe indicate increasing temperature; increase in frequency and intensity of drought and dry spells; late onset of the rainy season and an increase of extreme events (heatwaves, cyclones etc.). This is likely to lead to an increase in plant and animal pests and diseases, water shortages and a decrease in areas suitable for staple maize production. In this regard, the agriculture-dependent communities remain vulnerable to climate change (Figure 2) and food insecurity (Figure 3).

Climate impacts are more prominent in the eastern and southern part of the country which has over the years been experiencing erratic rains, frequent droughts and severe extended dry periods rendering the communities more water insecure. Climate projections indicate that in the southern parts of the country, the suitability of staple maize cropping is expected to decline thus, affecting the capacity of the communities in the areas to adapt to climate change (Figure 2).

¹² Manyeruruke C., Hamauswa S., Mhandara L. 2013. The effects of climate change and variability on food security in Zimbabwe: A socio-economic and political analysis. *Int. J. Humanit. Soc. Sci.* 3:270–286.

¹³ Mpambela M., Mabvurira V. 2017. Effects of climate change and their indelible impact on the social work profession in Zimbabwe. *Afr. J. Soc. Work.* 7:30–35.

¹⁴ World Bank. 2020. Zimbabwe: Agriculture sector disaster risk assessment; World Bank: Washington, DC, USA.

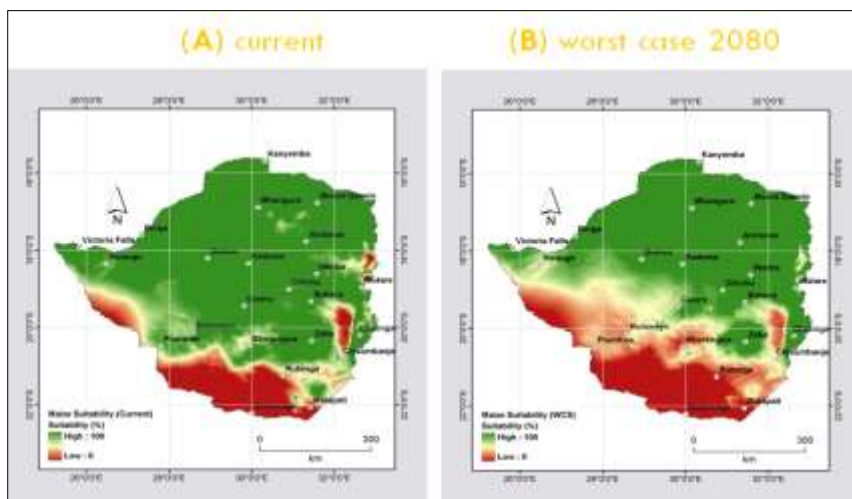


Figure 2: The current and worst-case scenario for suitability of staple maize cropping in Zimbabwe¹⁵

Cereal insecurity is a common indicator for food insecurity (Figure 3) and most of the country is insecure due to a debilitating climate change-induced drought. The development of an El Niño will likely increase the potential for poor rains and drought whilst the development of Indian Ocean Dipole (or IOD), although it occurs less frequently than El Niño, has been associated with wet conditions in east Africa but in Southern Africa, interferes with southward migration of the Inter-Tropical Convergence Zone (ITCZ). In Zimbabwe, climate-induced disasters have increased over the years with cyclones Eline (2000), Japhet (2003) and Idai (2019) leaving Zimbabwe's eastern districts including Chimanimani, Chipinge and Chiredzi devastated due to their poor adaptive capacity to climate-induced disasters.

¹⁵ Zimbabwe Environment Outlook, 2015

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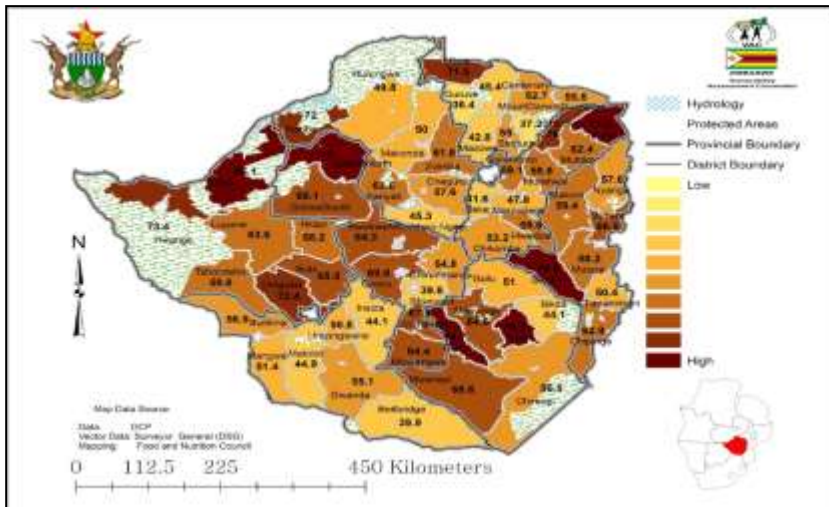


Figure 3: Cereal insecurity as a proxy for food security

The limited and unreliable rainfall patterns coupled with the socio-economic activities strongly linked to agriculture and utilisation of its natural resources makes the country extremely vulnerable to a changing climate. A changing climate causes reduction in domestic and agricultural water supply from both surface and groundwater sources, degradation of natural resources especially soil, water, natural vegetation, crop, livestock, and wildlife resources. This ultimately results in reduced food security because of the impacts on agriculture possibly leading to increased malnutrition, especially in children. Communities rely on ground water resources as an adaptation measure for their livelihood. In rural areas women and children are the most affected as they travel long distances to fetch water for domestic use.

The adverse climate impacts result in food insecurity, greater reliance on natural capital and poverty because of the low adaptive capacity of the country. These challenges faced by the country demand an adaptation focus for climate-proofing and improving livelihoods and eradicating poverty. Zimbabwe requires planning and implementing of adaptation actions that enhance the resilience of all sensitive socio-economic sectors to improve the national adaptive capacity.

Consequently, this project aims at strengthening the capacity of communities to adapt to climate change and increase their resilience. The project builds capacity in four economic sectors,



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namely, agriculture, biodiversity, water resources and energy. Furthermore, the project will promote actions that provide a basket of fallback options for survival and well-being in a changing climate.

As the availability of surface water in the region declines, wetlands increasingly become more important for both people and ecosystems and management of these resources is key in sustaining livelihoods and enhancing adaptation. The distribution of land uses and wetlands in Zimbabwe is shown in Figure 4. Wetlands provide water-provisioning services for both people and the environment. As rains have over time reduced due to the increased frequency and intensity of droughts, there has been an increase in the number of people relying on wetlands for cropping to ensure food security. The wetlands services have been diminished resulting in reduced access to fresh water from the wetlands.

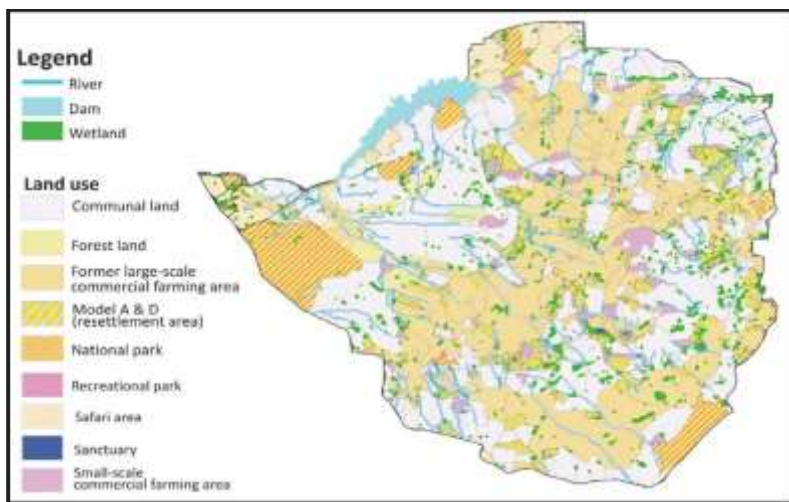


Figure 4: Wetlands and land use in Zimbabwe

1.5. Vulnerability of sectors to climate change impacts

Water sector

Historic droughts have been experienced in southern Africa in late 2015 and early 2016 and these affected both agriculture and food security. The drought also had major impacts on river flows, some of the lowest on record and therefore big effects on water supplies. Availability of both



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underground and surface water is generally poor across the project area landscape. Many rivers are silted, and dams and weirs have large dead volumes. Climate change is a factor that has the potential to disturb the balance and trade-offs between water use and water for the environment. This results in water sources drying up fast causing a shortage of surface water. Groundwater is not easily accessible due to the depth of the water table, which in some cases is at least 120 m deep. This is shown by the numerous dry holes sunk as people try to access water. Water provision would greatly assist development and livelihood resilience enhancement, as almost all activities that can build the adaptive capacity of communities are reliant on access to water.

Agricultural sector

Most African smallholder farms are not very productive, partly because of the environment within which farming is happening, including the poor soils and climates as well as a shortage of inputs such as fertiliser and in some cases equipment. This makes it difficult for the farmers to produce sufficient food to feed their families and to produce a surplus to take them to the next planting season. Climate can also affect the transport systems that move food around the districts as most of the roads, particularly in rural areas, become almost impossible in the wet season, which then makes the delivery of food from outside of a particular area particularly difficult. In the project area generally there is poor food security due to the prevailing dry climate. About 68% of households in Bulilima experience between 7 to 12 months of inadequate food availability. Gutu is a more food secure district with only 22.3% of the households experiencing inadequate food availability for a period of 7 to 12 months. For the same period, the proportion of households with inadequate food for household ranged from 58% in Chivi to 55.3% in Mberengwa and 31% in Chimanimani (Table 1).

Table 1: Number of months without adequate food

	N	Number of months with inadequate food											
		1	2	3	4	5	6	7	8	9	10	11	12
Bulilima	100	5.0%	3.0%	2.0%	2.0%	7.0%	13.0%	24.0%	8.0%	15.0%	17.0%	2.0%	2.0%
Chimanimani	58	17.2%	8.6%	17.2%	8.6%	8.6%	8.6%	12.1%	5.2%	3.4%	1.7%	5.2%	3.4%
Chivi	95	13.7%	2.1%	7.4%	4.2%	6.3%	7.4%	9.5%	12.6%	5.3%	18.9%	9.5%	3.2%
Gutu	72	4.2%	18.1%	15.3%	12.5%	18.1%	9.7%	4.2%	5.6%	4.2%	5.6%	2.8%	0.0%



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Mberengwa	74	12.8 %	2.1%	9.6%	7.4%	5.3%	7.4%	16.0 %	7.4%	10.6 %	12.8 %	1.1 %	7.4 %
TOTAL	419	10.3 %	6.0%	9.3%	6.4%	8.6%	9.3%	13.8 %	8.1%	8.4%	12.4 %	4.1 %	3.3 %

One of the main consequences of erratic rainfalls is poor food production across the landscape. Smallholder farmers in the project areas have experienced perennial crop failure of staple maize and hence they have resorted to small grains with support from the government and stakeholders. The government supported climate-smart agriculture initiative (*pfumvudza*) has reached many farmers with widespread digging of holes for cropping. However, sentiments are that the climate-smart agriculture initiative is labour intensive and, in some communities, is viewed as developmental regression from mechanisation to labour intensive digging of holes. Some of the farmers are into horticulture where there are irrigation schemes, however, these schemes serve a few and are compromised by poor market linkages causing project failure in many instances. The project will support some of the most climate vulnerable communities (including women, youths and other vulnerable people) in the region to improve the sustainability and resilience of farming systems and increase household food security and adaptive capacity.

Communities in the areas prioritise food security to the extent that the development of value chains related to food is not very viable unless there is adequate food production and excess for sale. In Chivi, Welt Hunger Hilfe is developing the marula, chilli, and Bambara nut value chains although the project is yet to yield results. The utilisation of NTFPs does not have any marketing strategies in place, nor is there any reasonable value addition. Off-farm value chains have been developed in Chimanimani and Gutu where women have been taught to produce detergents and basketry among other off-farm projects. Non-existent market linkages have hampered these, and the projects have consequently collapsed.

Livestock farming

Although cattle farming is practised by many households, this is a sector highly vulnerable to and directly affected by climate risks. Grazing pastures and water sources in all districts are affected by droughts and heat stress. Consequently, the body condition of cattle diminishes acutely during the lean period months (August to November each year) due to lack of suitable rangeland and water. Most smallholder farmers cannot afford commercially produced nutritious supplementary cattle feed during drought years or lean periods. As a result, cattle poverty deaths are prevalent in both districts during these periods. Cattle deaths are also linked to farmers' inability to vaccinate their animals against predictable and known diseases that include theileriosis (January disease), black-leg, lumpy skin and heart water. The diseases were exacerbated by poor pastures for grazing hence the cattle die *en masse*. This depletes the herd of cattle in the region resulting in

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the already poor communities becoming even poorer. In Bulilima, there is a peculiar case which they are calling “double ownership of cattle” where the owners of the cattle are in the diaspora hence the person on the ground finds it difficult to make decisions regarding whether to sell and buy feed for the remaining; to destock or even to slaughter. Consequently, the management of the livestock is a challenge that has led to cattle deaths. There has been an increase in the area under invasion by invasive alien species (IAS) as the climate is becoming more suitable for IAS especially *Lantana camara* and *Cactus rosea*. This has led to reduced pastures and reduced biodiversity, making the environment more susceptible to the impacts of climate change. Yet, despite these risks and vulnerability, smallholder farmers continue to rear cattle for traditional, social and economic reasons. Figure 5 shows an example of distribution of invasive species in one of the project districts. A detailed report for environmental issues in the specific project wards is presented in the Annex.

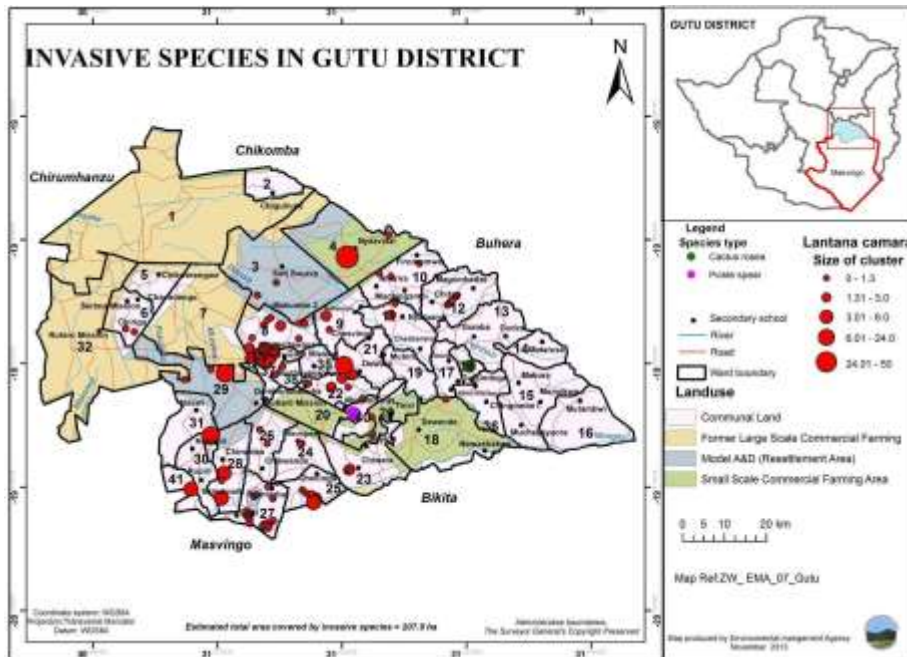


Figure 5: Distribution of invasive alien species in Gutu District, Zimbabwe



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Energy sector

About 94% of rural communities' energy requirements in Zimbabwe come from using wood fuels for cooking and heating energy. Alternative sources of energy are usually considered supplementary to firewood and their penetration is quite low. In areas where there is a peri-urban centre, there is usually a proliferation of firewood selling hotspots as communities sell firewood as a coping mechanism to the vagaries of climate change. The consequence of this is massive deforestation across the whole project landscape. In almost all the districts there have been some projects of solar cookers, *tsotso* stove and other energy-saving stoves have been implemented across the districts but their uptake is still relatively low.

Forests and biodiversity sectors

The rural communities heavily depend on the ecosystem goods and services derived from woodlands and savannas, wetlands, and rivers to supplement their livelihoods. These ecosystem goods and services are, however, negatively impacted by climate change, currently largely due to droughts and cyclones. Communities extract non-timber forest products (NTFPs) for survival, especially when in distress during drought periods. The products include wild fruits, medicines, bark, honey, firewood and mopane worms. In all the areas visited, communities lamented about the loss of biodiversity due to factors such as droughts, overgrazing, wetland destruction and unplanned human activity. Some of the traditional indigenous tree and animal species are no longer being seen in the natural environment in the areas and there are fears of possible loss of biodiversity. Due to the loss of vegetative cover, erosion has resulted in gullies and silted rivers and dams e.g.in Mberengwa (Figure 6). This has compromised water sources leading to water shortages.

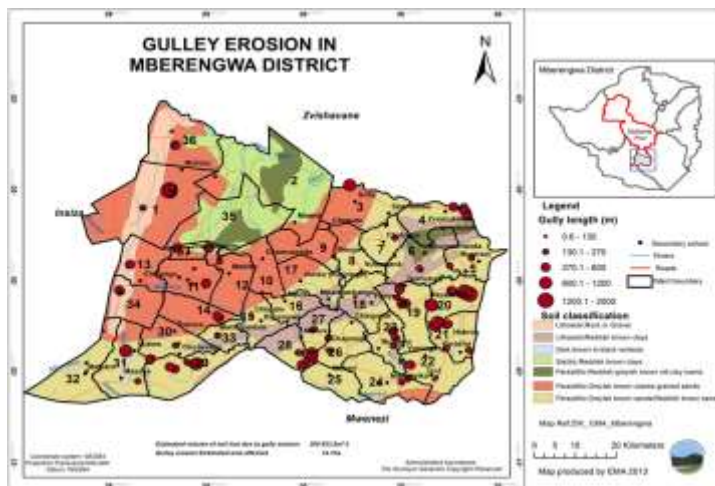


Figure 6: Gully erosion in Mberengwa District; Zimbabwe

1.6. Project area and target groups

The selected project landscape area for the project on enhancing resilience of communities and ecosystems in the face of a changing climate in arid and semi- arid areas of Zimbabwe, spans the two driest agro ecological regions IV and V of Zimbabwe. Although smallholder farmers throughout Zimbabwe are already suffering from the impacts of climate-related changes, coupled with structural poverty, the project will focus on two wards per district to maximise project impact, highlighting women and youths. The target group is smallholder farmers and other vulnerable rural groups in selected wards of five districts, namely, Chimanimani, Gutu, Chivi, Mberengwa and Bulilima located in southeastern and southwestern Zimbabwe (Figure 7). These communities are already at risk from climate variability and change.



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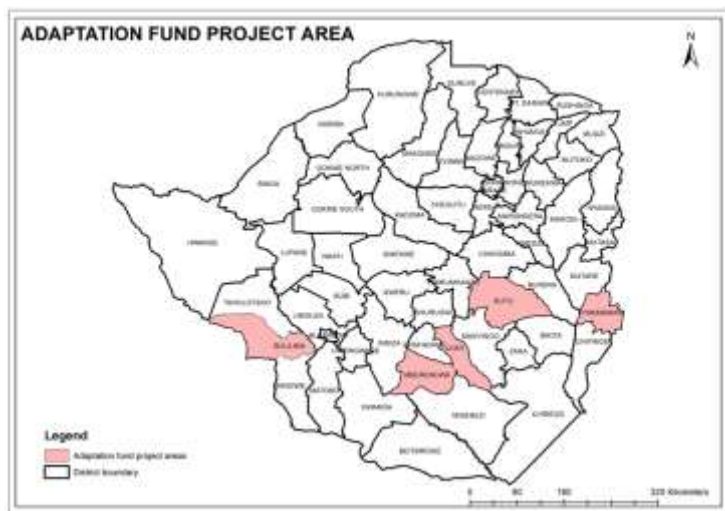


Figure 7: Proposed program areas in Southern Zimbabwe

The population in the targeted districts is 780,390 (ZimStat, 2012) with a total number of 173,763 households. Of these households, and on average, 46.22% (80 313) are female headed of which 81,56% do not have electricity. The project is targeting 6000 households of which 60% are women and youths. The shortages of firewood and water places a huge burden on women and children whose roles traditionally include gathering firewood and fetching water. Bulilima district in the southwest has the largest number of female headed households and at 89.3% is the largest proportion of households without electricity in the targeted area (Table 2), thereby requiring appropriate interventions to ensure that the burden on women is reduced.

Table 2: Statistics for the programme districts

District	Area km ²	Population	Number of Households	Female headed H/H (%)	H/H without electricity (%)
Bulilima	6,439	90,561	19,686	57.8	89.3
Chivi	3,627	166,049	35,912	45	89



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Chimanimani	3,349	134,940	32,578	40	60
Gutu	7,160	203,083	47,672	44	87
Mberengwa	5,096	185,757	37,915	44.3	82.5
Total/Average	25,671	780,390	173,763	46.22	81.56

Source: ZimStats, 2012

The highest altitude in the project area is 687 m asl and it experiences low rainfall of about 400 mm per annum. The dominant vegetation in the project landscape is *Colophospermum mopane* and acacia (dominated by *Vachellia/Senegalia*). The major land uses are agriculture in the communal and former commercial farming areas. There are some recreational parks and safari areas, which are mainly classified as protected areas under various pieces of legislation. There are numerous wetlands in the region, which not only provide water to the communities, but also provide ecosystem goods and services and are important to fauna and flora.

The proposed wards were identified through a triangulation of data from secondary sources, and vulnerability field assessment, which was carried out through key informants, stakeholder consultations and followed by ground truthing (Annex refers). The wards are listed in table 3.

Table 3: Project wards in the 5 districts

Districts	Proposed wards	Justification
Bulilima	2, 4, 20	The selected wards were confirmed to be vulnerable both from national and project area vulnerability assessments. Development leaders from the project area corroborated the information based on their understanding of the vulnerability and development dynamics in the districts The wards face water, food security, energy, livestock and ecological degradation challenges related to climate change.
Chimanimani	2, 3	
Chivi	10, 22	
Gutu	9, 36	
Mberengwa	11, 26	

The project area has high levels of degradation which reduces the capacity of the people to adapt to climate change as land degradation causes poor yields, low livestock productivity, as well as



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reducing the natural capital base which is the safety net for communities in times of drought and other climate related hazards and disasters.

The foregoing climate-induced problem provides a clear justification and calls for robust climate actions and objectives in line with those set by Adaptation Fund, with the aim of putting in place adaptation measures to reduce climate vulnerability in response to climate change impacts at local and national levels.

2. Project / Programme Objectives:

List the main objectives of the project/programme.

Project goal

To enhance the adaptive capacity of vulnerable communities to effectively engage in sustainable livelihoods in a changing climate.

Objectives

1. To promote adaptive measures that support sustainable climate smart livelihoods.
2. To implement measures that support ecosystem resilience.
3. To create a conducive legal and institutional framework for adaptation.
4. To implement a comprehensive knowledge management system for sharing experiences.

3. Project / Programme Components and Financing:

Fill in the table presenting the relationships among project components, activities, expected concrete outputs, and the corresponding budgets. If necessary, please refer to the attached instructions for a detailed description of each term.

For the case of a programme, individual components are likely to refer to specific subsets of stakeholders, regions and/or sectors that can be addressed through a set of well -defined interventions / projects.



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Project/Programme Components	Expected Concrete Outputs	Expected Outcomes	Amount (US\$)
Component 1 To promote adaptive measures that support sustainable climate smart livelihoods	1.1 Conservation agriculture implemented in smallholder farming systems in rural communities. 1.2 Agroforestry practices adopted in agricultural landscapes 1.3 Soil and water conservation measures implemented. 1.4 Adaptation measures for livestock production, promoted. 1.5 Diversified livelihoods and value chain develop climate change resilience.	1.1 Improved capacity of rural communities to adapt to climate change	2,187,000
Component 2 To implement measures that support ecosystem resilience	2.1 Wetland ecosystems and degraded lands restored and sustainably managed 2.2 Woodlands sustainably managed and protected against deforestation and forest degradation.	2.1 Improved ecosystem resilience	1,443,300
Component 3 Strengthen institutional and governance frameworks to increase socio-ecological resilience to climate change	3.1 Legal/policy frameworks to support adaptive actions reviewed and strengthened 3.2 Strengthened capacity of local ward-based institutions to integrate climate change adaptation in local planning. 3.3 Extension service providers trained on climate change adaptation	3.1 A conducive legal and institutional framework created	340,000
Component 4 Implement a comprehensive knowledge management system for sharing experiences	4.1 Smallholder farmers trained on climate change adaptation options including measures for the effective participation of women and men. 4.2 Use of community early warning and monitoring system for droughts/floods, pest and disease outbreaks promoted 4.3 Project knowledge and experience shared	4.1 Improved access to climate change adaptation information	229,700



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	4.4 Communication strategy developed and implemented.	
Project/Programme Execution cost		432,000
Total Project/Programme Cost		4,632,000
Project/Programme Cycle Management Fee charged by the Implementing Entity (if applicable)		357,000
Amount of Financing Requested		4,989,000

4. Projected Calendar:

Indicate the dates of the following milestones for the proposed project/programme

Milestones	Expected Dates
Start of Project/Programme Implementation	2023
Mid-term Review (if planned)	2025
Project/Programme Closing	2027
Terminal Evaluation	2027



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PART II: PROJECT / PROGRAMME JUSTIFICATION

Describe the project/programme components, particularly focusing on the concrete adaptation activities of the project, and how these activities contribute to climate resilience. For the case of a programme, show how the combination of individual projects will contribute to the overall increase in resilience.

The rural communities in the project area face a vicious cycle of climate change and land degradation contributing to food insecurity. The project will provide an integrated suite of interventions, through four components that focus on addressing the sources of climate change vulnerability and food and nutritional insecurity for smallholder farmers in the targeted climate-vulnerable regions of Zimbabwe. The activities follow a holistic approach integrating multi-sectoral efforts to deliver sustainable results and build outcomes that are replicable in other parts of the country. The project activities focus on building the capacities of the vulnerable, especially women and youth, through improved knowledge and skills in agricultural and ecosystem management. This results in tangible impacts that are climate-resilient, ensuring food security, sustainable resource management and diversified livelihoods. The project will also support climate information services and structured markets for climate-resilient products. Furthermore, programme activities support healthy agroecology, engage through crop and livestock diversification, conservation tillage, use of natural fertilisers, biological pest control, and water harvesting and forest protection.

Local knowledge and experience will be applied to enhance adaptation actions as project participants are allowed easy access to climate change information. Furthermore, the project will promote a coordinated information flow and lessons learnt will be important for enhancing resilience, with gender as a crosscutting issue.

The four components set out below have been developed based on the outcomes of community and stakeholder consultations and have been refined and focused through discussions with the EMA (the NIE), and the Ministry of Environment, Climate, Tourism and Hospitality Industry (METHI), the designated authority. During the development process, detailed activities of the full project proposal were further refined to show linkages and synergies with other current and proposed projects in the project landscape. Outcomes, outputs, and indicative activities of each component are discussed below.



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Project Components

Component 1. To promote adaptive measures that support sustainable climate-smart livelihoods

Climate change variability can affect the availability of food and food quality and can reduce access to food. Chimanimani, one of the targeted districts, produced a Draft Adaptation plan showing the adaptive need of communities in the area. The draft reflects the adaptive needs of rural communities in Zimbabwe and highlights the need for interventions supporting food security and ecological restoration for sustainable livelihoods. The variability of rainfall, deviations in the frequency and severity of droughts and floods pose challenges for farmers by threatening food security. Vulnerable households, especially women headed, are mostly affected. To support community adaptation to climate change impacts, this project will enhance food production under changing climatic conditions. The project will introduce and support sustainable and environmentally friendly agricultural and natural resources management practices for improved food production. Severely degraded agricultural lands in communal areas within the project landscape are due to poor agricultural practices resulting in soil loss, poor water holding capacity and low productivity. Climate Smart Agriculture tools such as conservation agriculture, can assist in reducing soil loss, enhancing fertility and increasing water holding capacity of soils. This component will promote the implementation of climate-smart agriculture for sustainable utilisation of available land resources and water management for improved yields. Technologies used include planting drought-tolerant plant species and improved crop varieties to get higher yields; legume integration and crop diversification; short rotation crop varieties suitable for late sowings; water harvesting and its storage; sharing weather information through electronic and print media; as well as adopting modern soil and nutrient management practices. Furthermore, climate risks can be reduced by matching crop and livestock production to suitable areas, adjusting cropping patterns, planting time and methods, fertiliser and pesticide use patterns, and other management practices. Integrated farming system (IFS) is another option where different interrelated, interacting, and interdependent farm enterprises that are suited to agro ecological and socioeconomic conditions of the farmers are integrated to reduce vulnerability of farmers to climate change. These include diversification of farm enterprises where farmers manage agroforestry crops and chicken, crops and fruit trees or beekeeping. Diversification brings much needed year-round income to the rural farmers and can improve their livelihoods and resilience to extreme weather events.

Restoring, conserving and managing forest ecosystems in the rain –deficient project plan will boost natural regeneration complemented by enrichment planting when there is enough rainfall. As livelihoods food secure safety nets, resilient ecosystems can help people to mitigate hunger by benefitting from the various ecosystem products and services including food such as fruits, roots and, mushrooms, as well as enhancing their household incomes from marketing timber and



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non- timber forest products. Forest ecosystems restoration and protection approaches such as use of agroforestry systems activities can be effective means of achieving forest landscape restoration and will enhance the adaptive capacity and socio-ecological resilience to climate change shocks thereby increasing the potential of people and ecosystems to adapt and evolve as the climate changes. This ensures that biodiversity is conserved and that the forest landscape continues to provide goods, services, and a habitat. Furthermore, forest landscape restoration contributes to food security by enabling and improving the provision of non- timber forest products (NTFPs) (wild fruits, leaves, seeds, nuts, honey, fuelwood, game meat, insects and vegetables) during periods when other sources are scarce. In this regard, communities get economic and livelihood benefits, which are means of resilience.

Incorporating indigenous knowledge-based warning systems in localised early warning systems will ensure spread of information to intended users. Promoting value addition and market linkages will reduce post-harvest losses.

Outcome 1: Improved capacity of rural communities to adapt to climate change

Output 1.1 Conservation agriculture implemented in smallholder farming systems

Activity 1.1.1 Implement conservation agriculture practices in all project areas

Conservation agriculture practices will be promoted for at least 3000 households in the project area. While the government is implementing the 'Pfumvudza' program, it is not fully implementing CSA¹⁶ which includes crop variety selection, cropping patterns, ecosystems management, genetic resources, and biodiversity). Promoting practices such as live mulching, intercropping and crop diversification will enhance the benefits from CSA practices. Support and documentation of activities that promote climate smart indigenous knowledge systems will be undertaken.

Activity 1.1.2 Promote organic agriculture in project areas

The project will encourage and support the use and production of organic crops. Multipurpose trees can also provide soil improvement and forage and fruit trees for increased nutrition, as well as promote value addition potential.

Activity 1.1.3 Develop appropriate soil amendments to improve soil fertility and structure

Successful crop production heavily relies on a good growing medium for crops. Therefore, the state of the soil is important in ensuring food security. A detailed soil analysis and mapping will be done to assess the nature of the soils and determine the required amendments to improve them. Training on sustainable soil management will be conducted so that farmers are able to maintain their soils in the long term where possible, the production and use of organic fertilisers

¹⁶ FAO (2021). Climate Smart Agriculture. <https://www.fao.org/climate-smart-agriculture/en/>



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will be promoted and farmers can be trained on the production of organic fertilisers. A detailed soil analysis/map can assist in giving guidelines for recommended soil amendments in the project landscape. Farmers will be encouraged to retain crop residues and other surface cover strategies in the field although the retention of crop residues can be challenged by local practices of free-range grazing during the off-season period.

Output 1.2: Agroforestry practices adopted in agricultural landscapes.

Activity 1.2.1 Train farmers in agroforestry practices

Agroforestry is considered as a land management system which can help farmers to adapt to extreme and variable weather¹⁷ as well as create multiple livelihood and environmental benefits. Agroforestry is the deliberate integration of trees and/or shrubs into cropping and/or pastoral systems to enhance productivity, sustainability, and resilience of farming systems. Agroforestry focuses on integration of leguminous trees/shrubs to improve soil fertility and crop productivity. The agroforestry tree species can be in the field for periods of up to four or five years depending on the practice. Those species palatable to livestock are harvested seasonally as fodder for future use, while assisting in soil improvement. Depending on the agroforestry tree species, women can benefit from alternative uses of trees such as firewood, medicinal and nutrition. In this regard, agroforestry includes crop and livestock diversification, green/biological fertilisers, biological pest control and soil moisture management. The project will promote both exotic and indigenous fruit tree orchards, alley cropping and fodder banks, live fencing, and windbreaks. Formation of study circles/farmer field schools for scaling up of practices such as water harvesting and agroforestry in project areas will assist in building or incentivising upscaling of the practices.

Activities for training on raising agroforestry seedlings, fruit trees, grafting and budding of preferred fruit trees will be supported in which women, men, female and male youths, and people living with disabilities in targeted areas are enabled to participate through deliberate targeting. Project beneficiaries will choose the fruit trees over which they have access and control with potential to increase nutrition and value addition.

Activity 1.2.2 Conduct participatory baseline study of tree, soil and crop yields and identification of appropriate agroforestry intervention

A baseline study to determine the conditions of the croplands and livestock will be done to inform the cropping (variety, pattern, and management) and agroforestry combinations appropriate for the selected sites as part of the agroforestry interventions. Planting of the appropriate tree species in the right place can help farmers adapt to climatic impacts. The baseline will include participatory

¹⁷ (IPCC, 2019)



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meetings to identify agroforestry interventions and participating households that includes women, youths, and some child-headed families.

Activity 1.2.3 Establish nurseries to support seedling production

The project will establish community nurseries in each ward. Project support to communities will include provision of nursery inputs such as polythene pots, seeds and nursery fencing materials and tools.

Output 1.3 Soil and water conservation measures implemented.

Soil and water conservation activities are proactive drought management strategies to adapt to climatic impacts. Through participatory processes, the project will support communities to develop appropriate soil and water conservation activities.

Activity 1.3.1 Promote soil and water conservation practices

Soil and water conservation are an integrated approach with activities at the local level to maintain or improve the productive capacity of land encompassing soil, water, and vegetation in degradation prone areas. Some of the activities include reducing/preventing soil erosion, compaction, and salinity, maintaining or improving soil fertility as well as water conservation or drainage. Soil loss through water and wind erosion reduces the capacity of land to provide ecosystem goods and services and related livelihoods. Soil and water conservation are critical for ensuring that the soil is protected, and soil moisture is available for crop growth. The project will support interventions such as contours, storm drains, silt traps construction, manure application to reduce runoff, soil erosion and land degradation of arable land. The project will encourage construction of soil conservation structures in fields prone to erosion including use of biological erosion control. Soil conservation measures include planting of vetiver grass on contours, contour ridges, windbreaks, tree planting and gully reclamation.

Project sites are in areas with very high temperatures and short rain seasons resulting in high levels of evapotranspiration causing water stress to plants. The project will promote infield water harvesting and moisture saving techniques. Moisture saving techniques are important to ensure planted crops grow to maturity. In-field rainwater harvesting pits/furrows which increase infiltration thereby increasing soil moisture will be constructed. These techniques include but are not limited to conservation tillage, contour ploughing, water collection pits and inter ploughing. Includes installation of rainwater harvesting and microsystems for irrigation. These techniques will minimise the amount of water lost due to evapotranspiration thereby increasing plant health and consequently, crop productivity. In addition, techniques such as mulching, (both dead and live) will cover the soil and reduce evaporation of soil moisture in very hot periods. The project will also support at least two multi-purpose nutrition gardens with solar powered boreholes in each ward.



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Establish water harvesting technologies e.g. micro-systems for irrigation and troughs/pits for groundwater recharge will increase adaptive capacity of ecosystems and the communities.

A lot of rainfall is received during the rainy season but most of it flows without recharging the groundwater at local levels. The result is a lack of water in some boreholes, wells, and rivers during the dry period. There is a need for the identification of areas that are suitable for capturing rainwater to facilitate ground water recharge.

Activity 1.3.2 Install solar powered boreholes for domestic and productive uses

Solar powered boreholes will be installed to provide water to communities and support agriculture. These will also have ground water monitoring units to measure changes in the water table and the ground- water quality over time. Boreholes will be used by communities through efficient water use technology such as drip irrigation in their organic agricultural activities.

Activity 1.3.2 Establish soil erosion monitoring plots

Soil erosion reduces the productive capacity of the land as the productive topsoil is washed away. The project will establish at least two soil erosion monitoring sites in each ward to assess the efficacy of implemented land management measures. The results over time will show the long-term effect of implemented measures as well as providing information to farmers on the state of the soil.

Output 1.4 Adaptation measures for livestock production promoted

Activity 1.4.1 Establish fodder banks for livestock in selected project areas

Fodder banks can include the fencing, planting, concentrating, storing, and preserving of forage legumes in hays and silos and concentrates, mineral and vitamin premixes can be added. Fodder banks are critical in the region as there is a long dry period when fodder is scarce. The project will support the growing of fodder crops such as *Leucaena* spp., *Cajanus cajan*, *Gliricidia sepium* and *Moringa oleifera*. These fodder crops will be grown in conjunction with implementation of rangeland management plans to have a comprehensive livestock management program.

Activity 1.4.2: Promote adaptive livestock breeds

In the face of a changing climate, resilient livestock breeds are increasingly becoming more important. The national herd has been depleted by diseases and other factors including water shortages and this presents an opportunity to restock using climate change resilient breeds such as indigenous cattle, chicken, sheep, and goats. The project will initiate a program to introduce and promote those breeds to make livestock farming more lucrative for smallholder farmers. The project will establish and revive livestock business centres in selected districts and this facility is



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part of livestock value development chain supporting smallholder farmers. Furthermore, the project will work with agro-dealers to improve the availability of stock feed locally.

Activity 1.4.3 Develop and implement rangeland management plans

Sustainable livestock breeding is dependent on well managed rangelands that can support livestock and ecosystem provisioning. The project will support holistic rangeland and livestock management through the development of rangeland management plans for implementation by communities. These plans will cover fire management, mobile paddocking, bush clearing, hay baling and eradication of invasive alien species among other initiatives.

Activity 1.4.4 Train communities on sustainable herd management

One of the challenges faced by communities is the management of the herd, in response to climate shocks. Livestock farmers will be trained on strategic herd management including strategic destocking in stress periods, pen feeding and value addition of livestock products for added income. Livestock centres of excellence will be established.

Output 1.5 Diversified Livelihoods and value chain developed

The activities to support this output will logically integrate gender issues, including responding to the needs of women and youths as outlined during stakeholder consultations to enable diversification beyond maize production to more drought-tolerant crops and livestock. This includes value addition and NTFP processing and marketing, nutrition gardens and livestock production. All these integrated approaches will contribute to livelihood diversification to ensure adaptation and resilience to climate change. Beekeeping and NTFP value addition contribute to diversified livelihoods. Communities near forested landscapes will establish apiaries managed by both men and women including youths. Off-farm activities such as handicraft will also be considered for value chain development and marketing.

Activity 1.5.1 Promote apiculture development for communities

The afforested landscape will integrate apiaries, provide fuelwood, and conserve biodiversity. Beekeeping is one of the activities that can alleviate poverty as a source of household income, as well as providing an incentive for communities to sustainably manage their trees, woodlands, and forests. Project will support community member's through training on beekeeping, honey and beeswax processing and marketing.

Activity 1.5.2 Promote non-timber forest products (NTFP) value addition in project areas

The project districts are endowed with a wide variety of NTFP that include fruits, edible insects, and mushroom. In most cases there is a need to unlock the true value of these products which are currently sold well below their potential value due to lack of processing characterised by low



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value addition and poor market access beyond the household or local market. Most of the products are seasonal, preservation and storage to use or sale later out of season is a challenge. Value addition will enhance the quality and shelf life of the product so that it fetches a better price, thereby enhancing household incomes for target communities. The project will also facilitate preservation (e.g. using solar dryers) and processing of indigenous and exotic fruits, mopane worms and other NTFPs. A processing centre will be established in each project area. The centre can be solar powered if there is no electricity. This will increase livelihood sustainability through development of sustainable and climate resilient value chains.

Activity 1.5.3 Value addition for high-value pulses and other produce in selected project areas promoted.

The districts in the project landscape receive low annual precipitation and make them a suitable niche for growing pulses and chilly which are high value crops providing household nutrition and income respectively. Pulses and chilly are drought resilient crops that can be grown directly in the farmer's field under rain fed conditions of 500 mm per annum or less. Chilly can be grown even in gardens as a horticulture crop. Traditionally, communities in the project areas grow pulses as a food security safety net. Value addition to these crops for a target market will realise better returns and increase incomes of the households in the project areas. The project will support production, post-harvest storage and processing stages of climate resilient crops and NTFPs targeting women. Market linkages to ensure ready markets will be promoted through various mechanisms. Promotion of off-farm activities will ensure that households have income throughout the year and including off season. This increases the resilience of households to climate induced shocks as they have other means of revenue. The project will facilitate development of farmers' groups for climate-resilient value chain development and modalities for access to micro finances.

Component 2. To implement measures that support ecosystem resilience

Zimbabwe has produced a national degradation status report based on district land degradation mapping. This report details wetland degradation, gully erosion and changes in land cover over time. A preliminary prioritisation of areas for restoration is included in the report based on the level of threat as well as the potential benefits to livelihoods, ecosystems, and infrastructure. The national Wetlands Policy and the National Wetlands Management Guidelines for Zimbabwe as well as the national Wetlands masterplan provide guidance on sustainable wetland use within the country.

Sustainably managed ecosystems can assist communities to adapt to climate change particularly where tangible benefits are derived from the ecosystems. Engaging in forest landscape restoration activities enables communities to be resilient to climate change impacts, reduce disaster risk and offer them the flexibility to exploit opportunities that arise. Furthermore, cost and benefit sharing mechanisms can be considered a viable means of strengthening community



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resilience to climate change impacts. In this project, forest restoration activities will follow the principles of the Global Partnership on Forest Landscape Restoration (GPFLR) including.

1. Improving both ecological integrity and human well-being.
2. Restoration of a balanced and agreed package of forest functions.
3. Active engagement, collaboration, and negotiation among a mix of stakeholders.
4. Working across a landscape; and
5. Learning and adapting.

The project will assist communities to develop and implement integrated sustainable forest and land management practices which avoid, reduce and reverse degradation. A gender-sensitive program will be developed to strengthen the role of women and youth in sustainable development and conservation of natural resources. Unlocking value from nature-based products across their value chains will serve as incentives in return for sustainable forest and land management. These initiatives will include apiculture and alternative energy sources among others.

Socio-economic benefits derived from a sustainable ecosystem will enhance resilient livelihoods at both local and national levels. In the project landscape interventions will safeguard gender considerations to ensure that the burden on women and children is reduced. Resilient ecosystems such as community wetlands and forests will provide clean portable water and firewood, thereby shortening the distance for women and children to fetch water and firewood. Resilient ecosystems will protect the soil and reduce siltation of water bodies that are needed for irrigation purposes in agriculture in rain-deficient environments like the proposed project landscape. Communities with better livelihoods tend to sustainably exploit the ecosystem as opposed to those living in poverty. Such actions will allow the ecosystem to be more productive and provide goods and services on a sustainable basis, thereby enhancing resilience to climate shocks.

The establishment and nurturing of community benefit sharing mechanisms for natural resources can trigger stewardship that will increase ecosystem resilience. Communities in the target project areas will participate in the identification of species for restoration. Priority restoration areas will be selected based on current and past experiences of restoration success. This success of forest and landscape restoration will be driven by the existence of an enabling institutional, governance and legal environment supported by stakeholder participation and gender integration. Furthermore, adaptation measures for rangeland management systems will be implemented to reduce veld and forest fire hazard.

Outcome 2 Improved ecosystem resilience

Ecosystem resilience is achieved when biodiversity and the ecosystem continue to supply ecological goods and services to help communities despite a changing climate. Currently, the environment is poorly managed and is therefore susceptible to climate shocks, especially drought.



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Wetlands that regulate water systems have become degraded and woodlands have been affected by deforestation. Rehabilitation of wetlands will ensure that they continue to regulate the availability of water for human use as well as for environmental use. During dry times the wetlands will release water into the environment thereby relieving the impacts of the drought. This makes the ecosystem more resilient as key ecological functions can continue to happen with water provided by the wetlands. Woodlands provide various services such as prevention of degradation, habitat for biodiversity and capturing carbon in the atmosphere. When woodlands are protected, shocks to the environment due to climate change are reduced as these woodlands will reduce the level of degradation during floods as well as providing windbreak in the very dry drought periods.

Output 2.1 Wetland ecosystems and degraded lands restored and sustainably managed.

The project focuses on enhancing the resilience of rural communities to climate change-induced challenges of drought, floods, and high temperatures and to improve forest productivity through forest restoration and fire management. Wetlands have a regulatory function where they absorb water in the wet season and gradually release it in the drier periods. Assessing wetland degradation status will provide information to aid in decision making on prioritisation for restoration and management.

Activity 2.1.1 Develop and implement wetland management plans

Wetlands play a critical role in providing water regulatory services among many other ecological goods and services. Three critical and degraded wetlands in the project area (Mberengwa – Ward 11 and Gutu – Ward 9 and 36) were identified and will be the target of project support. Main issues causing degradation are related to unsustainable use (cultivation, grazing). Project support will include wetland restoration, conservation, and sustainability in a participatory manner. Activities will include undertaking wetland inventory and wetland management plan development. District and field wetland maps from the National Wetlands Masterplan will provide input into the process. Aspects of the management plan related to institutional and governance will be supported. Management plans will include rehabilitation and sustainable use for community benefits and the plans will be made in a participatory way to ensure buy-in. Restoration will be undertaken using the passive approach through reduced human impact on the wetland such as grazing, immediate ecosystems restoration and alternative low impact uses for the wetland.

Activity 2.1.2 Develop and implement sustainable land management plans

A Sustainable land management tool kit that was developed under GEF 5 has become an important tool for land management in fragile soils. The tool will be used to guide the implementation of this project and the integration of project components. The environmental issues common in the targeted areas include deforestation (ward 10 Chivi, Wards 2 and 20



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Bulilima), soil erosion (Ward 3 Chimanimani, Wards 26 and 11 in Mberengwa, ward 2 Bulilima), siltation due to unsustainable agricultural practices including stream bank cultivation (Wards 2 and 3 Chimanimani, Ward 22 Gutu, Ward 26 Mberengwa, Ward 10 Chivi), invasion of land by alien species (Ward 22 Chivi, Ward 9 Gutu, and illegal mining (Ward 2 Chimanimani) based on the land cover assessment conducted as part of project preparatory process. Project activities to address these issues will include awareness and training of communities on sustainable land management, setting up of appropriate land management institutional framework, soil erosion control, tree planting, provision of alternative livelihoods to reduce pressure on the ecosystem as well as well-equipped consolidated gardens that will attract communities off stream banks and other fragile ecosystems. Activities will be undertaken through participatory approaches.

Output 2.2 Woodlands sustainably managed and protected from deforestation, and forest degradation

Activity 2.2.1 Develop and implement sustainable forest management plans

To make forest management plans, it is important to delineate the forest areas to be considered as part of the project and the communities involved. Within the framework of the National Forestry Policy and the Forestry Act, communities can set aside land as community forests or for conservation in liaison with the Forestry Commission and the Rural District Council. Community by laws for the management of the forest can be developed with accompanying management plans. Participatory mapping of the forest will be undertaken, and forest restoration and management will be carried out in areas affected by deforestation and forest degradation; ward 10 Chivi, and Wards 2 and 20 Bulilima. Participatory mapping of the forest in the three districts will be undertaken, mapped and at least one area linked to project communities will be selected for forest restoration and management. Forest restoration activities will include assisted natural regeneration, indigenous tree nurseries and strengthening local level institutions for forest management. Communities and implementing partners develop woodland management plans and village forest monitoring teams composed of men, women, and youths. They will be trained on basic concepts of woodland management, measuring and monitoring forest health.

Furthermore, indigenous trees will be planted on restoration sites. This will be achieved after stakeholder restoration planning meetings/ awareness workshops. Suitable indigenous tree/shrub species will be raised in the nursery for planting on restoration sites. Species identification will be done with the community. This can include early planting using hydrogel. During the first year the indigenous tree seedlings can be purchased from established nurseries.



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Activity 2.2.2 Identify and conserve threatened plant species

From field observations, the major drivers of forest loss within the landscape is firewood collection and woodcarvings especially for Chimanimani. The most threatened and preferred species are *Brasteygia speciformis*, *Jubernadia Globiflora* and *Azelia quanzensis*. There is evidence of changes in the species composition and structure due to the selective unsustainable harvesting. To address this the project will support the participatory development of woodland management plans focussing on fire protection, local bylaws, and inclusion of communities in the monitoring of these species.

Communities (particularly the youth) will be training in conducting basic inventory of plant species diversity in each forest ecosystem in project areas for their own monitoring of species. They can use local and anecdotal evidence to identify and monitor threatened plant species in each area through consultative meetings and then design ways of conserving threatened species through *in situ* or *ex situ* conservation. These include medicinal and other wild food plants. Areas threatened by invasive species will be managed to allow natural regeneration of native species. In most rural communities, food and livelihood security are dependent on sustainable management of various biological resources that are important for food and agriculture. In this regard, agro biodiversity will be supported through agrobiodiversity enterprises through cultural and local knowledge of diversity of under-utilised crops.

Activity 2.2.3 Promote energy saving technologies in project areas

Alternative sources of energy will be promoted in the project areas and their neighbours to prevent forest degradation through wood energy collection. Community members will be trained to mould energy saving stoves. The designs will be based on those already developed and tested by organisations and projects in the country and the region. Women and youths will be trained to mould improved energy efficient cook stoves with support for materials and training from the project. The project will install biogas digesters at selected households as demonstration sites within the project area particularly in areas where farmers have enough livestock herds.

Activity 2.2.4 Conduct fire management and awareness activities

Conduct fire awareness meetings and develop and disseminate relevant fire management information, education and communication materials to farmers and all stakeholders. The project will facilitate capacity building to reduce damages from forest fires. To reduce forest fires, fire management committees will be established and trained to combat forest fires that endanger forests and biodiversity in the project areas. The composition of these committees will ensure active participation of women and youths. The project will provide tools for fire protection and suppression. These will also become facilitators for fire awareness campaigns. Institutions and



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farmers in the project areas will be trained on fire management. Discussions on the implementation of the fire management and protection strategy. Furthermore, adaptation measures for rangeland management systems will be implemented to reduce veld and forest fire hazard.

Component 3. To develop a conducive legal and institutional framework for adaptation

Local level by-laws and institutional arrangements are more effective in the development and implementation of measures that enhance the adaptive capacity of communities to climate change and variability. A conducive local legal and institutional framework will help in building consensus on adaptation actions at grassroots level and remove bottlenecks to adopting innovations that support climate change resilience. For example, there is a need for local by laws regarding communal grazing areas which will impact the implementation of livestock programs particularly in Bulilima where there are some conflicts regarding grazing land. Activities will support mainstreaming of climate change into local environmental action plans, land-use plans and by-laws. Local by-laws successfully implemented will inform national policy formulation of adaptation by-laws by local authorities. Participation that encompasses all aspects of gender and youth inclusion will be facilitated in the development of landscape and community level governance structures and by-laws. These structures include traditional leaders, environment committees and sub-committees; and project committees. Involvement of traditional leaders, women and youth in the community will increase uptake of adaptation interventions and assist the imparting and understanding of the rationale for instituting environmental laws and regulations, as well their implementation, enforcement and policing. This will enhance quick adoption of environmental legal instruments that support climate change adaptation at local and national level. Institutional arrangements and technical capacity to provide holistic extension for localised adaptation measures and information services including at community level will be enhanced. Lessons learnt from this component will inform policies at national level for upscaling.

Outcome 3: A conducive legal and institutional framework created

Output 3.1 Legal/policy frameworks to support adaptive actions reviewed and strengthened

Activity 3.1.1 Review and develop legal and policy frameworks at local level.

The Environmental Management Act has been aligned to the new constitution and a bill was promulgated. The project will support the review and development of model by-laws aligned with the new Environmental Management Bill and other related climate policies and strategies. The adoptions of the by-laws will formalise actions that will be implemented by the project at local level



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thereby ensuring replication and sustainability of project interventions. Local authority strategic planning will be informed by the by-laws so that the plans at district level, will include adaptation actions. The by-laws will guide not just project beneficiaries, but also the rest of the district; the actions they should take to assist the communities to adapt to climate change. Specifically, the model by-laws will formalise structures such as water management committees to be established in the project areas, as well as environment monitors who will be responsible for coordination of implementing adaptation actions among other environmental duties. Specific provisions in the local by-laws will include setting aside protection of village/ward level woodlots so that communities continue to benefit from non-timber forest produce particularly in times of climate shocks. The by-laws will also provide for the implementation of in-field and off-field water harvesting technologies to ensure adequate moisture retention for agriculture. The project will assist the local authorities to present the drafts to the full district council and have them adopted and presented for gazetting.

Local level institutional strengthening will include awareness on the possible options to enhance community benefits from sustainable forest and land management.

The project will introduce climate change and adaptation strategies whose guidelines will focus on fire management, forest management, gender mainstreaming and forest product utilisation. Consultations will ensure that gender, cultural and context specific factors are incorporated.

Output 3.2 Strengthened capacity of local ward-based institutions to integrate climate change adaptation in local planning.

There are local level institutions that are responsible for programming such as environment subcommittees, disaster risk management committees and village health committees whose work can contribute to adaptation to climate change at local level. These institutions need to be strengthened so that they can effectively integrate climate change adaptation into their local level development planning and budgeting processes.

Activity 3.2.1 Establish, train, and support existing environment subcommittees, village health committees and disaster risk reduction committees

Natural resources management committees and other ward-based institutions will be revived and specific training needs identified to fill in capacity gaps. These committees will be responsible for leading the sustainable management of natural resources at ward level and ensuring that interventions for adapting to climate change are disseminated and upscaled. Ward based Local environment action plans (LEAPs) will be supported.

In some areas, where the environment sub-committees, village health committees and disaster risk management committees are non-existent the project will support the development of these committees according to the requirements of the EMA Act Chapter (20:27). They will also be



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trained and capacitated to support their peers in managing natural resources and disseminating climate change adaptation initiatives.

Output 3.3 Extension service providers trained on climate change adaptation

Activity 3.3.1 Conduct train the trainer workshops for extension and other natural resource practitioners in project areas

A detailed training needs analysis for climate change will be done for local leadership, technical support staff and NGOs working in the project areas. Any identified knowledge gaps will be consolidated into a training program which will be implemented with support from the project. Training of trainer's workshops will be conducted so that the trained staff will spread the training to other extension staff and communities. As part of the training programme, a Climate Change Adaptation manual for practitioners will be developed

Local NGOs and extension staff will be trained so that their capacity is built to support project beneficiaries during project implementation. Training workshops will be conducted in project intervention areas to share information. Training includes water management and irrigation efficiency, pasture management, forest management, silviculture including nursery management, fertiliser and pesticide/herbicide use, soil conservation etc. Each training session will be evaluated to get feedback.

Component 4: To implement a comprehensive knowledge management system for sharing experiences

Although communities and stakeholders have some knowledge of climate change, there is a need for climate change sensitisation and capacity development for communities and other stakeholders to improve understanding of climate change and early warning systems. This component involves the strengthening of climate change observation and early warning systems for droughts and other climate extremes and increases the use of community early warning and monitoring systems for droughts/floods, pest and disease outbreaks. Indigenous knowledge systems (IKS) are key in knowledge management and sharing of experiences. These will be packaged for sharing, testing and validation. Innovative platforms for engagement and coordination between key national and local level institutions will be developed and a knowledge management system for sharing lessons will be implemented. The project will develop tools for upscaling and possible project replication in other areas.



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Outcome 4. Improved access to climate change adaptation information

Output 4.1 Smallholder farmers trained on climate change adaptation options including measures for the effective participation of women and men.

Activity 4.1.1 Train Smallholder farmers on climate change adaptation

Five thousand farmers will become aware of climate change adaptation practices through meetings and training workshops. Identification of appropriate and existing adaptation measures for smallholder farming systems can be achieved through discussion in awareness meetings. Awareness materials segregated particularly to target women and youths. Workshops will be held in schools and communities to make them aware of climate change and its impacts including the drivers. Women and youths will be capacitated for climate resilience and to be effective change agents.

Activity 4.1.2 Collect and package climate change adaptation information for sharing with smallholder farmers.

It is important to develop key aspects of knowledge required for adaptation activities by sensitising target communities about climate change and food security. This enhances their capacity on climate change risks, responses, and planning approaches. The project will facilitate the collection and packaging of content to increase understanding of the importance of adapting to climate change and how climate change affects their livelihoods. This also includes the selection of appropriate local communication tools for effective and efficient transmission of messages to target groups e.g. use of local language. Information will be consistent and relevant to all sectors in the project area. Communities will contribute their information needs and the end results will be document(s) capable of directing action on relevant climate change adaptation actions. Brochures and fact sheets will be produced.

Output 4.2 Use of community early warning and monitoring system for droughts/floods, pest and disease outbreaks promoted

Activity 4.2.1 Identify and document local early warning systems

Each community has their own local warning signs for droughts, pests and floods, among many other natural phenomena. The project will consolidate local indigenous knowledge to develop and package a consolidated early warning system.

Activity 4.2.2 Strengthen and or introduce appropriate early warning systems

Provide seasonal forecasts to communities including harmonisation with local/traditional forecasting strategies. Basic materials and equipment will be used by farmers after training. This helps to keep records of rainfall patterns. Furthermore, the information can give a guide on best planting dates.



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Output 4.3 Project knowledge and experiences shared

The project will begin with initiation meetings at local and national level. These will be conducted by implementing partners to the project communities. The activities include assisting community members to acquire and demonstrate practical knowledge and skills of how innovative climate resilient development measures can significantly and concretely contribute to economic development, poverty reduction and enhance ecosystem health. Women will be targeted as change agents.

Activity 4.3.1 Hold project initiation meetings.

This activity enlightens and discusses the project activities and expected results with all stakeholders. Ensure inclusion of women, youths, and other disadvantaged people/groups in the meetings.

Activity 4.3.2 Hold Stakeholder meetings on project progress.

Regular gendered meetings with stakeholders to update on progress and to assess the feasibility of activities and adapt where appropriate.

Activity 4.3.3 Develop tools for upscaling knowledge dissemination.

Good practices and lessons from the project are documented and shared with other communities and are expected to influence policy. The project will develop toolkits for project interventions including manuals for beekeeping, organic fertiliser production, small livestock production, and agroforestry and forest management.

Output 4.4 Communication strategy developed and implemented

Activity 4.4.1 Develop and implement a communication strategy for project activities.

A communication strategy will be developed to guide the transmission of project related information in a coordinated manner. The communication strategy will outline the different communication channels including project web-site with available project reports, publications, press-releases, datasets, draft and final legislative documents, project information bulletin; special paper publications, including manuals, guidance, methodologies, collaborative and experience exchange meetings.

The communication strategy will be shared to stakeholders and communities so that they are always aware who to approach and communicate with for any information that they need to transmit. It is important for community members to know who to approach and how to contact the person/people especially when they have a grievance that they need to have addressed through the grievance redress mechanism.

At the local level, women and youth are agents of change and they constitute a larger proportion of the population and will take the lead in dissemination of information using the various strategies



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such as social media, focus groups, study circles and roundtable discussions. Local community CCA promoters will be trained so that they become resource persons and promoters of climate change adaptation activities in the target project region. These promoters will use knowledge gained to influence the communities in the project area to increase the uptake of CCA innovations that can be upscaled at national level based on lessons learnt from this community-based climate change resilience project. Furthermore, knowledge products from project successes and localised adaptation options will be developed and shared.

A. Social, Economic and Environmental Benefits

Describe how the project / programme provides economic, social, and environmental benefits, with particular reference to the most vulnerable communities, and vulnerable groups within communities, including gender considerations. Describe how the project / programme will avoid or mitigate negative impacts, in compliance with the Environmental and Social Policy of the Adaptation Fund.

The various manifestations of climate change, such as drought and floods, exacerbate fuelwood and water scarcity, adding more domestic burdens to women and girls than to males. As a cultural norm, women's responsibility at household level is to secure water, food and wood energy for cooking and heating in addition to reproductive roles. The women spend about 17 hours doing home duties whilst men spend an average of 8 hours. The direct project beneficiaries are the rural communities who are largely resident in communal areas and are vulnerable to climate change and variability. The project will reduce distances to sources of water where women and youths will fetch water and water their livestock at nearby project boreholes. In the project areas, women (52%) and youth (60%) who are more affected by climate change will benefit more from the project than men as the project is designed taking cognisance of the gender dimensions and adaptive needs of men, women, young people and other vulnerable groups. Women in the project areas spend more time indoors and more time cooking, exposing them to pollutants released during biomass combustion. The project activities of improved cook stoves and biogas will reduce this health risk and conserve forests. Government extension workers will benefit through training and the creation of a conducive environment for them to implement other adaptation intervention while building knowledge and capacity of other partner agencies to generate, use, and promote evidence-based gender strategies. In this regard, special consideration will be given to gender-sensitive approaches during project implementation where adaptation actions are done through tailored consultations that include women groups. The project areas can also benefit from the technical support provided to achieve each component. Specific benefits are discussed below and include the following:

Economic benefits

The adaptation initiative supports the development of best practices to support women's economic empowerment. Other indirect vulnerable beneficiaries include children/youths, the elderly and



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people living with disability, and other downstream communities, who will gain employment and other benefits through value chain linkages with direct beneficiaries of the project. The project districts have an average of 22% widowed households, 17% households with people with disabilities (with the disabilities higher in females (56%) than males (44%)) and these are expected to benefit from the linkages.

Increased household income - There is an intrinsic link between poverty, agricultural production, sustainability, food security, the environment as well as climate change. The average household income in rural Zimbabwe is US\$44 per month which translates to a little over US\$1 per day¹⁸. The Gross national income (GNI) per capita is lower for females (US\$1,36) than men (US\$1,82). With an average of six people per household, the per capita income is way below the poverty datum line. Climate smart agricultural activities and organic farming from project technical support, capacity development, and associated inputs result in surplus production for income generation for the smallholder farmers. The project through its livelihoods component aims to increase production leading to higher per capita income for households through the livelihood interventions to at least US\$3 per household per day. At least 3,000 female headed and 200 orphaned and disabled headed households will have increased incomes easing the burden on the household heads. They will no longer be involved in practices that are harmful to their social and physical being such as prostitution and illegal mining. With increased incomes, they will become financially empowered to make decisions on spending, saving and investments.

Climate resilient ecosystems will have the capacity to provide ecosystem-based products and services such as fruits, timber, and medicines. Women and men obtain different benefits and values from ecosystem goods and services, and they have different roles for accessing, using and managing the natural resources. The products are either used for subsistence or they are sold in local and urban markets. The selling of forest products is mostly done by women, girls and boys at both formal and informal markets. This project will establish market linkages and synergies for Non-timber forest products and local farm produce to increase household incomes while conserving forests and wetlands from deforestation and degradation.

Early warning systems provide savings on possible losses - Economic benefits also come in the form of deferred costs which communities will cease to incur because of the project. The communities will realize economic benefits by being more food secure even when periods of droughts occur, as they utilise early warning systems and climate smart activities. By adopting technologies proposed in this programme, communities can realise higher yields with less inputs resulting in increased farm profits. The communities will become self-reliant and reduce

¹⁸ ZimVac, 2019



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dependence on Government food inputs. In this regard, communities become more resilient with diversified livelihoods.

Reduced input cost - The conservation farming focus increases soil organic matter and reduces fertilizer use, lowers production costs, and becomes more economically efficient, saving more water and preventing its loss, creating a healthy environment for livestock, and maintaining the environmental services. Increased agricultural activities resulting from climate-smart and organic farming support, capacity development and the inputs for pest, disease, drought and heat-tolerant crop and livestock varieties promote as well as increased income flows. The production of organic fertilisers and organic cropping reduces costs that are likely to be incurred from inorganic fertilisers and pesticides.

Social Benefits

Enhanced human capacity - The project will improve entrepreneurship skills and capacity development through public private community partnership engagements. Putting in place solid institutional arrangements where communities engage in community-based projects will increase their adaptive capacity and make the community less vulnerable to negative impacts of climate change.

Increased social capital - Community cohesion will also be enhanced through communal decision-making processes which will be implemented by the project to bring consensus. The quality of decision making will also improve with increased participation of women and young people thereby ensuring sustainability of project interventions across generations.

Increased food security and water availability - The project focuses on increasing and diversifying crop and livestock production including small livestock that are more climate resilient. Activities under Component 1 promote both increased diversified production, including nutritious vegetables, climate-resilient grains, and fruit trees, which lead to improved diets and nutrition. Organised community gardens can supplement food security and provide an opportunity for communities to earn a better living. Women in project areas own small livestock such as chicken, goats, sheep, and other small ruminants as a form of livelihood and household food source, while older men usually own most of the cattle. The promotion of small livestock and the proper management of grazing areas through the project, benefits both men and women. Furthermore, introduction of trees in cropping systems provides additional resources such as wood fuel, timber/poles, fodder for animals, nuts, fruits, or oils that could be used as food or be sold for additional income. In this regard, agroforestry can not only improve food security by making soils healthier, but it can also provide resources for subsistence use or additional income. Water harvesting, boreholes and climate-smart irrigation techniques will result in greater water conservation and availability for households and agricultural use. The burden of fetching water



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and searching for food is reduced on the women and youth, giving them more time to participate in other productive and community development activities and programmes.

Women and youths empowerment - A key thrust of the project is economic empowerment of women and youth by increasing their involvement in key decision making processes particularly those that include planning for their community ward. This is done through the local environmental action planning (LEAP) process. Involvement of men, women and youths increases self-confidence and promotes their empowerment. Considering the critical role that women play in ensuring food and nutrition security, in addition to taking care of the family, ensuring water and fuel are available in the home, it is important for women to co-lead in decision making at household and community level. Women, youths, and other vulnerable groups will be incorporated in local leadership and development structures such as the environment committees and subcommittees. The World Development report (2012)¹⁹ has shown that structures that have a gender balance will improve the quality of decisions that are made. The project will enhance gender equity and the benefits for women and youth. Furthermore, the climate change awareness meetings increase knowledge and empower women and youths with information on climate risks and responses making them important change agents. Representation of women and youth ensures that all community members can voice their perspectives during adaptation planning meetings.

Forest restoration activities promote resilience of forest ecosystems and humans through biodiversity enhancement, soil and water conservation, hydrological enhancement, and availability of NTFPs, which are important safety nets in times of crisis. The project will improve the livelihoods of communities, not just economically but the quality of life as well. A deliberate effort will be made to target single parent headed households, women as well as child headed households and other vulnerable members of the community such as the disabled, the elderly and people living with HIV/AIDS. This will bring dignity to the affected households as they are now able to provide for their families. Adapting to climate change helps communities to come out of the poverty cycle that is often embedded in deteriorating environmental conditions.

Increased knowledge on climate change, climate risks and responses: The climate change awareness raising meetings and the training on the impacts of climate change and adaptation and on food security creates room for a well-informed community-based planning process facilitating concrete resilience and adaptation.

¹⁹ World Bank. 2012. World Development Report 2012: Gender Equality and Development. World Bank. <https://openknowledge.worldbank.org/handle/10986/4391>



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Environmental Benefits

Natural resources and biodiversity conservation and enhanced ecosystem services in project areas: although the project focuses on adaptation in nature, there will be mitigation co-benefits which will contribute towards carbon emission reduction. The project will restore environmental integrity by reducing deforestation; reversing land degradation, restoring rangeland and increasing vegetation cover in project areas thereby increasing carbon sinks that reduce the levels of greenhouse gases whose high concentration in the atmosphere is associated with global warming. These interventions will complement the objectives of Zimbabwe's revised NDC to 40% emission reduction below business as usual (BAU) by 2030. The project will generate climate change adaptation knowledge and information that will lead to a better understanding of environmental management issues.

Improved environmental water quality

When water catchments are managed properly, they provide reliable sources of clean water, improve livestock pastures and provide other environmental services such as carbon sequestration. At least 15,000 hectares of land will be restored/better managed to prevent soil erosion, siltation and water loss through evaporation. Control of soil erosion at different levels through vetiver planting and contour ridges and activities linked to gully and land reclamation, will reduce sedimentation into water bodies and thus improve water quality. Tree planting and reforestation activities will increase water quality, as well as provide environmental services such as windbreaks and soil conservation, in addition to tree-based products. Conservation farming improves soil structure and protects the soil against nutrient losses and erosion. The use of organic fertilisers and growing of legumes will mitigate the loss of carbon and nitrogen by addition of organic matter, which is good for nutrient and moisture conservation while augmenting soil carbon sequestration. Integrated farming promotes enhanced and sustained agriculture production with agroforestry improving biodiversity and crop diversification, thereby improving resilience of ecosystems. In agroforestry systems, trees sink roots deeper into the soil, improving not only nutrient cycling and carbon storage but also the storage and retention of rainwater. This can help improve water availability, resulting in less strain on the environment during droughts.

B. Project Cost Effectiveness

Describe or provide an analysis of the cost-effectiveness of the proposed project / programme

This programme will help strengthen and diversify the options by which the socio-economic benefits can be achieved. In order for climate change adaptation to be successful, there is a need for flexible and diversified livelihood systems and in the face of a changing climate, the project activities can prove to be cost effective through investments in both agriculture and livestock



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production, soil fertility management and terrestrial ecosystems management. Proposed activities represent good international practice of conservation farming and are generally acknowledged as requiring less inputs with minimal maintenance costs. The cost effectiveness of the project was assessed and it is apparent when compared to the business as usual that, if there is no project, the climate change-related impacts that are being experienced in Zimbabwe coupled with their negative effects on rural livelihoods and social cohesion, constitute large costs for the state, as they try to feed the people. In the absence of effective adaptation in rural Zimbabwe, the government spends more in trying to address drought and flood-related emergencies. Productive asset creation activities that improve community infrastructure such as boreholes and irrigation systems can increase the resilience of households to climate shocks and progressively reduce the need for seasonal food assistance from the government. Furthermore, the rural farmers who produce 70% of staple foods (maize, millets, and groundnuts), are mostly vulnerable because they have access to less than 5% cent of national irrigation facilities²⁰. There is therefore, need for innovations that can mitigate the adverse effects of drought because the lack of rain results in many individuals going hungry or becoming food insecure.

Following Cartwright et al. (2013), for the economic analysis of benefits, minimum values per standard measure were used where estimated benefits/hectare or benefits/cubic metre estimated the benefit of the broad interventions to the beneficiaries. Furthermore, the benefits of each broad intervention were discounted based on frequency of times the intervention is called on to mitigate a climate related disaster and the effectiveness of those implementing the initiative. Benefits were then calculated using expert opinions to formulate human beneficiary equivalents (HBE). To derive the HBEs, benefiting from a particular project strategy, the product of the number of people benefiting, the frequency with which those people benefited and the extent of the benefit that was imparted on different subsets of those people benefiting were considered. The extent of benefit was classified as "lifesaving", "significant", "moderate" or "small" improvements in their well-being and weighted in accordance with perspectives from key informants who derived weights differentiated by intervention. The HBE was calculated by multiplying the weights by the number of benefiting people and the frequency with which they benefited. The HBE was further multiplied by national GDP/capita to get an estimate of the avoided cost based on the HBE beneficiation.

The tables below show part of the social benefits (Livestock production and marketing, boreholes, and extension services) of the project intervention. This is estimated at US\$ 6 Million annually and US\$ 25 Million after 5 years which already outweighs the overall project costs.

²⁰ Zimbabwe at a glance | FAO in Zimbabwe | Food and Agriculture Organization of the United Nations).



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Table 4: Benefits model

		Life saving	Major support for livelihoods	Moderate support for livelihoods	Minor support for livelihoods	Partially weighted HBE	Frequency	Effectiveness	HBE	Project contribution to GDP Per Annum - as avoided losses US\$1,128
Intervention clusters	Number of beneficiaries	Weights								
		1	0.75	0.25	0.05					
Drill 20 boreholes	36,000 ²¹	0%	100%	0%	0%		0.05	75%		
		0	27000	0	0	27,000	1,350	1,013	1,013	US\$1,142,100
Installation of solar power station at hospital	36,000	2%	1%	10%	87%		1	25%		
		720	270	900	1566	3,456	3,456	864	864	US\$974,592
Extension services	36,000	0%	25%	50%	25%		0.2	75%		
		0	6750	4500	450	11,700	2,340	1,755	1,755	US\$1,979,640
									US\$4,096,332	
Socio economic value of project benefits after 5 years									US\$20,481,660	
Frequency of potential climate disaster		Every year						1		

²¹ The intervention will support 6000 households which have an average of 6 members each supporting approximately 36000 individuals.



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		Every 2nd year	0.5
		Every 3rd year	0.33
		Every 4th year	0.25
		Every 5th year	0.2
		Every 6th year	0.17
		Every 7th year	0.14
		Every 10th year	0.1
		Every 20th year	0.05
Effectiveness		Excellent	100%
		Good	75%
		Moderate	50%
		Limited	25%
		Poor	10%

The table below present the cost benefit analysis for the livestock intervention component

	Project cost	Number of households	Number of livestock available	Average ownership patterns	Livestock disposal ratio	Total cattle disposed in project area	Project contribution
Livestock production and marketing	600 000	6000	27000	4.5	0.66	18 000	1,890 000
Socio economic value of project benefits after 5 years							9 450 000.00



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Before any intervention the average cost per beast is USD275 while after intervention the average cost per beast increase to USD 450. Because not all will be sold this will discounted by 0.66 giving an additional value of USD 105 per beast. This multiply by 18000 giving a total of USD1 890 000. For every dollar invested the return on invest is USD3.15 and therefore the project is worthwhile.

The unit value per hectare is based on the equivalent cost of commercial feed while the value of other provisioning services is pegged against approximate prices of the average standard unit of the ecosystem good at the market level. On average a standard borehole submersible pump yields 3600 litres per hour giving 86 400 litres per day and 31 536 000 litres annually or approximately 30 megalitres. The cost of a single borehole with the pumping equipment and maintenance is around (US\$2 500 + US\$2 500 respectively) US\$5 000. Thus provisioning 1 megalitre of water could be estimated at (US\$5000/30) US\$166. Therefore, provisioning services from a food perspective only benefits are estimated at US\$674 810 annually and US\$3 374 050 over a duration of 5 years. This brings overall benefits to over US\$25Million in the lifetime of the project before inclusion of post project benefits.

The full effect will be measured post project against the baseline wealth levels —stocks— of the households in the study area. In order to estimate the level of wealth, it is assumed that in line with numerous households in rural Zimbabwe, wealth is held in livestock, particularly cattle and goats. As such the numbers of livestock held were used to give a baseline value of the approximate wealth held by households. In addition to livestock and given the dominance of crop production as a livelihood strategy, agricultural yields were used as a proxy to produce household flows —analogous to income— resulting from a combination of multiple capital assets. Flows in this case are therefore used to explain the overall value of household assets particularly those involved in the dominant livelihood strategy i.e. crop production. As such, the baseline value of household stock is estimated at US\$3 050 while flows are at US\$870 annually. The estimated total socio-economic benefits of the project are therefore the economic benefits + the environmental benefits + the household additions of stocks and flows.

C. Consistency with national programs

Describe how the project / programme is consistent with national or sub-national sustainable development strategies, including, where appropriate, national or subnational development plans, poverty reduction strategies, national communications, or national adaptation programme of action, or other relevant instruments, where they exist.

Zimbabwe subscribes to the seventeen UN Sustainable Development Goals (SDGs). This project will essentially focus on and help Zimbabwe to achieve SDG 13 on climate action through the following 2 outcomes:



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Outcome 1: Adaptive measures that support sustainable climate-smart livelihoods

Communities will adapt to climate change through climate proofing their livelihoods so that the impact of climate shocks is reduced. Communities will practise climate smart agriculture in order to increase productivity and hence be food secure in times of drought. They will also diversify their agricultural produce to crops that are more resistant to drought and that can be sold or traded for staple maize. Livestock is a source of wealth and food and nutrition. Communities will secure their livestock against climate induced diseases and general herd deterioration through smart herd management practices such as smart livestock mix, climate change tolerant breeds, and mobile paddocks, production of fodder and regular dosing and dipping. Cattle are the equivalent of investment savings which can be liquidated in times of climate induced crisis hence ensuring that those who own cattle have a safety net. The project will support the development of sustainable livestock value chains in order to maintain the value and increase income from livestock.

Diversified livelihoods for communities reduce reliance on one livelihood source i.e. agriculture which is highly susceptible to droughts and floods. Other livelihood streams ensure that in times of crop failure, households have off-field income which ensures that the household income does not run dry.

Outcome 2: Improved ecosystem resilience

The ecosystem will also become resilient due to measures that ensure that when there are droughts and floods, the environment is protected, and the shocks of these natural disasters are mitigated by the environment. Wetlands absorb excess water during floods and release it slowly during the dry periods thereby regulating water availability for ecological processes. This ensures that ecological processes are sustained even when the environment experiences climate induced shocks hence ecological resilience.

As co-benefits seven (7) sustainable development goals (SDGs), will be supported by the project. These SDGs are 1 (eradicate poverty); 2 (zero hunger); 5 (Gender Equality); 6 (clean water provision); 7 (clean energy); 8 (economic growth); and 15 (life on land).

Table 5: Sustainable Development Goals and co-benefits in the project

Sustainable Development Goal	Target	How it will be achieved
SDG 13: Climate Action	13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all	Helping communities to climate proof their livelihoods so that they are less susceptible to climate shocks



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	countries	
SDG 1: Eradicate poverty- co benefit	1.2 By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions	Increased livelihood options resulting from the adaptation project will improve household incomes and reduce the number of people living in poverty
SDG 2: Zero hunger-co benefit	2.4 Ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production, that help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality.	Climate smart agriculture and sustainable livestock management as provision of alternative food options such as edible non-forest products will increase food security at household level thereby reducing hunger in beneficiary communities.
SDG 5: Gender Equality-co benefit	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	Deliberate targeting of women as project beneficiaries and for project leadership positions and participation in decision-making will increase their access to resources as well as build their capacity for leadership and decision-making processes.
SDG 6: Clean water provision- co benefit	6.1 By 2030, achieve universal and equitable access to safe and affordable drinking water for all	Installing boreholes and catchment area management will increase access to clean water both for consumptive and productive use.



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SDG 7: Clean energy-co benefit	7.1 By 2030, ensure universal access to affordable, reliable, and modern energy services	Increasing access to energy efficient stoves as well as provision of solar energy contributes towards provision of affordable and reliable clean energy to communities. This will contribute to the global climate change mitigation and emission reduction objective
SDG 8: Economic growth-co benefit	8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	The adaptation actions by targeting women, men and the disadvantaged will create jobs and employment for the all at the local level for communities in the project districts
SDG 15: Life on land-co benefit	15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains, and drylands, in line with obligations under international agreements	Sustainable utilisation of natural resources, rehabilitation of wetlands, management of forests and restoration of degraded areas helps to achieve the goal of life on land endowed with climate resilient ecosystems.

Zimbabwe, being signatory to the UNFCCC and other multilateral agreements that promote socio-ecological system health including UNCBD (supported by the biodiversity strategy Action Plan), SDGs and UNCCD. The proposed programme has a high level of support from the Government of Zimbabwe as the proposed interventions are part of the revised NDC priorities including issues of insufficient water, agriculture and natural resources and early warning systems. In this regard, climate change adaptation is a key priority area of national interest supported by strategies and policies to support sustainable natural resource management. Zimbabwe's development plans are linked to the Sustainable Development Goals (SDGs) and other multilateral international agreements (MIAs) as well as co-benefits thereof. The Constitution of Zimbabwe (2013) and the



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recently promulgated National Development Strategy 1 (NDS1 - 2021-2025). The proposed project is aligned with all these national documents, policies, and programmes. The Vision 2030 commits the country to put in efforts to attain a green and clean environment by 2030.

The NDS1 specifies and amplifies the upscaling of actions for adapting to climate change. These actions include setting targets, protection, restoration and promotion of sustainable use of terrestrial ecosystems, sustainable management of forests, combat desertification, halt and reverse land degradation and preventing biodiversity loss; strategies and planning, to strengthen resilience and adaptive capacity to climate related hazards and natural disasters. Strategies will include improving education awareness; increasing adaptation capacity; and strengthening early warning systems. Government also intends to promote mechanisms for raising capacity for effective climate change related planning and management, to reduce exposure of such susceptible groups as women, youths, and marginalised communities which the adaptation project aims to address and is consistent with national priorities.

The Government of Zimbabwe has also developed several guiding policies that are aimed at mitigating the adverse effects of climate change and variability and to increase resilience through sustainable environmental management. These include among others, Climate Change Response Strategy, National Climate Policy, Environmental Management Policy, Disaster Management and Emergency Preparedness Policy, Agriculture Policy, Forestry Policy, Communal Lands Forest Produce Act, Environment Policy, National Water Policy, Waste Management, The National Wetlands Policy and Fire Management Strategy. The Energy Policy of 2008, complemented by the National Renewable Energy Policy and National Biofuels Policy, seeks to combat deforestation by providing energy alternatives, thereby saving the already threatened biodiversity in most ecosystems in the country. The adaptation project objectives respond to these national aspirations.

The National Climate Change Response Strategy (NCCRS) was prepared in 2014 with a vision of creating a climate change resilient nation and a mission is to ensure sustainable development and a climate proofed economy through engagement of all stakeholders whilst recognizing the vulnerable nature of Zimbabwe's natural resources and society. The goal of the NCCRS is to mainstream climate change adaptation and mitigation strategies in economic and social development at national and sectoral levels through multi-stakeholder engagement.

The National Climate Policy of 2017 provides an overarching framework to give the country basic principles and guidance under which the NCCRS and other climate related strategies will be implemented. The vision of the policy is to achieve a climate resilient and low carbon Zimbabwe. For adaptation, the Policy aims at strengthening earth observation early warning systems, drought management frameworks, and agriculture-based livelihoods so that the nation is food secure and alleviates poverty, among others. Furthermore, the Climate Policy promotes the development and



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adoption of renewable energy and institutes energy efficient technologies and practices, as part of adaptation measures to climate change challenges.

The most recent communication on matters relating to climate change is the Third National Communication (TNC) to the United Nations Framework Convention on Climate Change (UNFCCC) published in 2017. The report highlights examples of impacts of climate change adaptation strategies taken by communities in one of Zimbabwe's most food insecure communities in Chiredzi district in south-eastern Zimbabwe where communities turned to growing drought tolerant small grain cereal crops such as sorghum, millet and cassava instead of maize to cushion themselves from recurrent droughts. The Adaptation Fund project will go a long way to being effective for the project communities by applying lessons learnt from Chiredzi for communities in districts experiencing the same climate change impacts as those in Chiredzi.

Zimbabwe submitted its first Nationally Determined Contribution (NDC) to the UNFCCC in 2015 and the revised NDC of 2021. The NDC recognizes Zimbabwe's vulnerability to climate change as evidenced by the sensitivity to climate change variability of its major economic sectors, namely water, agriculture, energy, forestry, manufacturing and tourism and expresses the need for the country to implement adaptation strategies that enhance resilience for the socio-economics to improve the national adaptive capacity. The aspirations of the revised NDC are supportive of the Adaptation Fund project being proposed for Zimbabwe.

The revised NDC (2021) prioritised several factors determining climate vulnerability across sectors which are supportive of adaptation fund and these include: "Insufficient water availability due to a predominantly dry climate, compounded by growing competition for water resources increases all sectors' vulnerability to the potential impact of water shortages on production levels; Poverty, which limits access to socio-economic services and to social and financial capital that may otherwise help populations adapt to the impact of climate change; Heavy reliance on rainfed agriculture and natural resources. Approximately 70% of the population is reliant on agriculture with the majority dependant on rainfed activities, which are particularly sensitive to climate variability; High population growth, which places pressures on public services (health, infrastructure, transport) and on natural resources, subsequently affecting all sectors that rely on them (energy, agriculture, tourism, water, etc.); Gender issues and intersectionality. Women represent most of the agricultural workforce and are particularly vulnerable, as they have limited access to markets and to education, which restricts their ability to diversify their income in the event that their primary source of income is affected. Intersectionality of gender, disability, poverty and child-headed households compounds climate change vulnerabilities and is of importance in relation to the principle of 'leaving no one behind'; Weak and/or inadequate early warning systems, which prevent key sectors from anticipating extreme events and, hence, leaves them vulnerable



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to adverse impacts. Disaster risk reduction is also not fully mainstreamed in development planning and investments in climate proofing infrastructure are limited”²².

Zimbabwe Agriculture Investment Plan (2017-21) aims “to facilitate engendered sustainable increase in production, productivity and competitiveness of Zimbabwean agriculture”. The draft National Agriculture Policy Framework (2018-30) focuses on improving productivity and diversification, improving financing for agriculture, integrating climate change in all aspects of agriculture. Furthermore, the new climate smart agriculture policy, focuses on ensuring that farmers and agricultural advisers adopt climate-hardy farming practices. Additionally, a manual on Climate Smart Agriculture for Professional level Agriculture Education in Zimbabwe has been produced.

D. Relevant national technical standards

Describe how the project / programme meets relevant national technical standards, where applicable, such as standards for environmental assessment, building codes, etc., and complies with the Environmental and Social Policy of the Adaptation Fund.

All legal requirements regarding any environmental and social standards applicable to the project were identified during the development of the Environmental and Social Management Plan. EMA will have oversight of compliance to standards and will ensure that the executing entities implement the project in a manner that complies with all set standards. The identified standards that the project will meet include those standards outlined in the Environmental Management Act (chapter 20:27) including Environmental Impact Assessment (EIA) Regulations and guidelines; Standards for Health and Safety, particularly where there may be contractors whose services will be required at the different sites will be complied with. Furthermore, International Labour Organisation standards on fair labour practices will be complied with especially on gender and child labour among others given that Zimbabwe is a member to ILO.

The country does not have standards for water resource use and management, however there are quality standards under the Water Act (Chapter 20:24) for potable water. The project will ensure that monitoring boreholes will be installed to allow for water monitoring over time.

The project complies with the Environmental and Social Policy, and the Gender Policy of the Adaptation Fund. During preparation of the full proposal, a detailed risk screening and impact

²² Zimbabwe Revised Nationally Determined Contribution. 2021. Government of Zimbabwe



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assessment of all project activities was ~~been~~ undertaken (see a summary in Section J and details in Annex II).

In developing **Component 1** (*Promoting adaptive measures that support sustainable climate smart livelihoods*) and **Component 2** (*Implementing measures that support ecosystem resilience*) of this project (*preparation, and implementation of priority sub-projects*) an analysis of relevant national **technical** standards was undertaken. All legal requirements regarding any environmental and social standards applicable to the project were identified during the development of the Environmental and Social Management Plan. The Table below summarises the findings of the analysis (see also risk screening regarding principle 1, law compliance, under Section J and **Annex II**). **Component 3** (*Strengthening institutional and governance frameworks to increase socio-ecological resilience to climate change*) and **Component 4** (*Implement a comprehensive knowledge management system for sharing experiences*) are largely soft issues where national **technical** standards to guide interventions may not exist.

Major national standards worth highlighting are summarized in the Table below. During the implementation of activities, the Executing Entities will ensure that all project activities comply with existing national technical standards. At the beginning of the project, when the sub-project implementation plans are fully developed with communities and local authorities, the necessary steps to comply with these standards will be detailed in addition to what is described for each component below.

Sub-Projects	Relevant Rules, Regulations and Standards	Compliance, procedure, and authorizing entity	Principle 1 triggered during project preparation (and mitigation measure required)
1.3.2 Install solar powered boreholes for domestic and productive uses	Water Act (Chapter 20:24), Electricity Act (Chapter 13:19), Energy Regulatory Authority Act; WHO Potable water standards	Borehole Drilling Permit is required from the Zimbabwe National Water Authority (ZINWA); Water quality tests for standards by ZINWA. Solar installations in the country are not subject to regulation.	Not triggered. No obstacles are anticipated in getting authorization for borehole drilling and water quality testing for domestic and irrigation use.
1.4.2: Promote adaptive livestock breeds	Animal Health Act (Chapter 19:01); -Veterinary Surgeons Act (Chapter 27:15); -Statutory Instrument 246 of 2021 - Animal Health (National Animal Research Ethics Committee).	Veterinary Movement Permit and Police Clearance is required to move livestock from one part of the country to another.	Not triggered. Since the project will use livestock breeds already developed in the country, no obstacles are anticipated in moving these livestock breeds from one part of the country to another.
1.5.1 Promote apiculture	Bees Act (Chapter 19:02)	This Act provides for the control of disease in bees and the	Not triggered. There are no restrictions or permits

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development for communities		conservation of bees found in the wild.	required for bee-keeping in Zimbabwe.
1.5.2 Promote non-timber forest products (NTFP) value addition in project areas	Forest Act (Chapter 19:05); Communal Land Forest Produce Act (Chapter 19:05); Food and Standards Act (Chapter 15:02); Voluntary Standards (SAZ – adopted).	Permits required for NTFP harvesting from Rural District Councils	Not triggered. No obstacle in application of guidelines and standards: Forestry Commission and AGRITEX extension officers provide support in application process.
1.5.3 Value addition for high-value pulses and other produce in selected project areas promoted.	Food and Food Standards (Inspection and Certification) Regulations, 2015 (S.I. No. 5 of 2015); Consumer Protection Act (Chapter 14:14 No. 5/2019).	No person shall operate premises in Zimbabwe for the sale, manufacture, production, processing, or treatment of foods without a sanitary certificate for the premises.	Not triggered. The project will adhere to the standards. The Inspection and Certification offices are decentralized making easier to get the services.
2.1.1 Develop and implement wetland management plans	Environmental Management Act (Chapter 20:27); Statutory Instrument 7 of 2007 (EIA and Ecosystem Protection); National wetlands Policy, The National Water Policy of 2013	Policy framework provides principles and guidelines for wetlands protection and sustainable utilization.	Not triggered. No obstacle in integrated participatory approach as local authorities, ZINWA, and communities have been engaged.
2.2.3 Promote energy saving technologies in project areas	Forest Act (Chapter 19:05); National Renewable Energy Policy (2020)	The policy framework provides for sustainable energy generation and renewables	Not triggered. The project promotes efficient energy utilization and therefore anticipates no obstacles in implementation.

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E. Project linkages

Describe if there is duplication of project / programme with other funding sources, if any.

The project is not duplicating efforts by other funding sources. However, there is potential complementarity of some project components with pipeline projects that are yet to receive funding and ongoing projects. Adaptation projects in some parts of the country have mainly focused on promoting adapted crop and livestock development and farming practices such as breeding drought tolerant crops and livestock breeds, mainstreaming climate change, awareness raising, research and development and capacity building. Some programmes have also provided support for the management of water resources and irrigation, sustainable forest management, alternative livelihoods and income loss risk reduction.



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Region/ Landscape	Districts covered	Linkages with other national projects	Comment
Southern Zimbabwe	Beitbridge, Bubi, Chivi, Zaka	Sustainable Forest Management in the Gwaai-Sanyati- Umzingwane Catchments of Western Zimbabwe <i>GCF-7 pipeline</i>	UNDP is developing a GCF project in the area. As a climate change project, it has components of both mitigation and adaptation. However, it is still in the pipeline and its implementation is not yet guaranteed.
Masvingo, Matabeleland South and Manicaland Provinces	15 Districts in provinces of Masvingo, Matabeleland South and Manicaland: Buhera, Chimanimani, Chipinge Bikita Zaka Chivi, Chiredzi, Mwenezi Beitbridge, Gwanda, Matobo, Insiza, Umzingwane, Mangwe	'Building Climate Resilience of Vulnerable Agricultural Livelihoods in Southern Zimbabwe: July 2020 – June 2027 GCF Approved	Project implementation has commenced in the same landscape as the proposed adaptation project with UNDP as the lead accredited entity
Masvingo, Manicaland and Midlands	Districts of Chipinge, Chimanimani, Buhera, Bikita, Chivi, Shurugwi and Zaka	A cross-sector approach supporting the mainstreaming of sustainable forest and land management to enhance ecosystem resilience for improved livelihoods in the Save and Runde Catchments of Zimbabwe" 2022-2026	Project approved and implementation has commenced with FAO as accredited entity. Focus is on sustainable forest management and Land Degradation neutrality



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		GEF 7 - Approved	
Eastern Zimbabwe	Chipinge, Chimanimani	Coping with drought and Climate Change <i>Completed</i> Potential GEF7 <i>Pipeline</i>	There have been projects in the region that can complement an adaptation project. In addition, a GEF 7 project is in the pipeline with project proposal writing currently on-going.
Eastern, South Western and North western Zimbabwe	3 (Mudzi, Mutoko and Nyanga), 12 (Beitbridge, Bubi, Chiredzi, Insiza, Lupane, Matobo, Mberengwa, Mwenezi, Nkayi, Umuza, Umzingwane and Zvishavane), and 3 (Binga, Kariba and Mbire) districts respectively	The Zimbabwe Resilience Building Fund (2015-2021) (UNDP/EU/SIDA/DFID)	The programme increases the capacity of communities at risk to protect development gains and achieve improved well-being in the face of shocks and stresses. Programme builds the resilience of individuals, households, communities and systems.
North western Zimbabwe	Gokwe South; Lupane; Binga and Nkayi Districts	Inclusive Growth and Sustainable Livelihoods (IGSL) Project (2016-2020)	Project strengthens capacity of key institutions at national and subnational levels to develop and implement pro-poor policies and strengthens the productive base of target communities



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Mid to Lower Zambezi	Hurungwe, Mbire and Muzarabani	Strengthening Biodiversity and Ecosystems Management and Climate-Smart Landscapes in the Mid to Lower Zambezi Region of Zimbabwe (2018-2024)	Focus is on forest and wildlife management in protected and community conservation areas
Matabeleland North and Manicaland	Binga and Buhera	Strengthening local communities adaptive capacity and resilience to climate change through sustainable groundwater exploitation in Zimbabwe <i>AF Pipeline</i>	The focus is on groundwater management for sustainable livelihoods.

F. Learning and knowledge management

If applicable, describe the learning and knowledge management component to capture and disseminate lessons learned.

Learning and knowledge management is a key component of the project as it is related to potential upscaling and possible expansion of successful interventions. Knowledge management will consist of protocols for collecting data, processing, packaging, disseminating information and storage. It will also consist of learning and sharing experiences with other projects being implemented in the project landscape as well as in the region.

Data collection will be done through reports, monitoring and evaluation, studies, and assessments. These can be periodic or specifically commissioned for the purpose of research, information packages or awareness and publicity. Some data on indigenous knowledge systems for early warning signs will be collected to develop a refined EWS for communities for weather prediction. Data processing will be done to suit specific needs and the data processing tools will be as simple or as complex as the required output information. The project will finance the packaging of successes into an adaptation toolkit for the country. This toolkit will capture successful interventions and the processes taken for success and model them into a comprehensive How-To-Manual that can be tested and continuously improved in successive projects. The toolkit will be available to all extension staff and agencies as well as online to enable the methodologies, processes and implementing modalities to be shared as widely as possible. The information will then be packaged for specific purposes and audiences depending on the target audience. This will include print and electronic media articles. Print media includes newspapers, flyers, booklets, policy briefs and magazines and books while electronic media will include radio, television, podcasts and web-based publications and sites. The Environmental



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Management Agency will host a page on their website to ensure project successes and lessons are shared and each of the executing entities will similarly host project related pages on their websites. At local level communities will learn and exchange knowledge and experiences through well-structured social media platforms such as a website, WhatsApp, Facebook as well, print, and electronic media such as newsletters, email and community radios. For example, Chimanimani and Mberengwa (base station in Zvishavane) already have community radio stations where they share news on local events and developmental programmes currently being undertaken in their respective districts. Project activities can also be aired out to communities on such platforms as a way of information dissemination to the project members and even those in other wards within the project districts.

Project information and success can be shared through direct contact for example look and learn tours and workshops. Look and learn tours will be conducted for specific projects so that the extension staff and beneficiaries learn from similar initiatives done by communities like them in other successful projects both nationally and internationally. A deliberate effort will therefore be made by the executing entities to investigate what other projects are doing which will inform and facilitate learning and experience sharing. They will also host other communities who may want to see and learn directly from the project beneficiaries and share experiences.

A project repository will be developed to store all data that is related to the project and this will be hosted by the Environmental Management Agency. This data will mainly be in electronic form for ease of storage, access, and dissemination.

G. Consultative process

Describe the consultative process, including the list of stakeholders consulted, undertaken during project preparation, with reference to vulnerable groups, including gender considerations, in compliance with the Environmental and Social Policy of the Adaptation Fund.

The consultative process was initiated at the concept development stage where consultation was done at the national level. A two-pronged approach was taken in the consultation process. A questionnaire was developed and sent to targeted stakeholders whose mandate will have a bearing on the project and to those who are implementing similar projects and those who will provide technical input. Face to face interviews were conducted with other key institutions to extract more detailed information. The information provided gave key insights into the selection of the project target areas/sites, possible interventions, and priorities for adaptation. A validation workshop was conducted to get feedback on the contents of the full draft project proposal. At least 15 institutions were represented and gave feedback on the concept development process as well as checking the feasibility of the proposed interventions

At the proposal development stage, a field trip was conducted to cascade consultations to the grassroots. This consultation involves a detailed stakeholder and beneficiary mapping exercise to identify all the technical and demographic groups that are pertinent to the project. Consultations were targeted through focus groups for women, youth, and other vulnerable groups. These consultations are meant to develop unity of purpose for the project, build consensus on interventions and to identify direct project beneficiaries for each intervention. In the proposed



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project landscape area, there are no resident indigenous people. Technical, extension and relief organisations that are operating in the local area were also consulted as well during the proposal development stage.

The first port of call in each district was the local authorities namely, the District Development Coordinator (DDC; formerly known as District Administrator/DA) and the Rural District Council (RDC). The officials were interviewed using the interview guide developed and follow up questions were asked. Government officials and development partners working in the district were also interviewed on the adaptation projects that they have been working on. At least one community meeting was held per district to hold a rapid assessment of the impacts of climate change on their livelihoods, their coping mechanisms, current interventions, key success factors for projects and their adaptation needs. A questionnaire was administered to key departments and partners that can potentially provide support to the project to assess their capacity to provide support to the project during implementation. Two pilot successful climate change adaptation projects were visited and key lessons from those projects were integrated into the final project proposal. Specific consideration was given to how women and youths have been affected by climate change and what changes they would want to see to make their lives better.

Consultation was cascaded to ward/village level where ward meetings were held with villages having representation at the ward meetings. In all the districts, there was a good representation of women and youth with Chivi holding a focus group discussion targeted at women. A detailed stakeholders consultation report is in the Annex.

District	Men	Women	Total
Bulilima	9	2	11
Chimanimani	30	42	72
Chivi	4	32	36
Gutu	31	74	105
Mberengwa	35	34	69
Total	109	184	293

H. Justification for funding

Provide justification for funding requested, focusing on the full cost of adaptation reasoning.

The World Food Programme (WFP) estimated that drought, flooding, and macro-economic meltdown are plunging 7.7 million people into severe hunger. Furthermore, about 5.5 million people in rural areas are affected by scarcity of clean drinking water and large-scale livestock



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losses. In 2019 cyclone *Idai* affected 270 000 people in Eastern and southern Zimbabwe and caused substantial flooding, resulting in numerous deaths and significant damage to infrastructure, property, crops, and livestock. This included damage to water distribution and infrastructure systems and an increased risk of water-borne diseases, as well as crop and livestock pests.

Given this scenario, effective adaptation to climate change is required to ensure long-term effects of a changing climate are addressed. The need for financial support to support planning and implementation of adaptive actions cannot be over-emphasized especially for developing countries such as Zimbabwe where the communities are failing to adequately feed themselves. The project targets building adaptive capacity and enhancing resilience of local communities to climate change through concrete adaptive actions that are uniquely appropriate for them. Furthermore, the programme components are designed to employ a more integrated and holistic approach of supporting communities in vulnerable communities of Zimbabwe resulting in increased resilience to droughts, rainfall variability and other extreme events. This improves their adaptation capacity to the risks while simultaneously improving their livelihood strategies and enhancing food security. Community participation will improve sustainability of natural resources management actions including biodiversity conservation and hence boosts agricultural productivity by communities. Climate compatible agricultural practices such as conservation agriculture, water harvesting, and agroforestry will not only improve agricultural productivity but also improve reliability of production outputs thereby contributing to household food security.

Component 1: To promote adaptive measures that support sustainable climate smart livelihoods-USD 2,187,000.

The component comprises concrete adaptation actions that directly build the resilience of the identified vulnerable communities. The component focuses on interventions that will improve community livelihoods. Without the project, communities will not be able to implement conservation agriculture and agroforestry which are more resource effective than traditional methods of food production. With no appropriate interventions, the soil will continue to deteriorate thereby impacting on the food production system and consequently, on the food security of the communities in the selected districts particularly in Mberengwa, Gutu and Chivi. Bulilima district farmers are more involved in livestock farming and without the project, there will be no improvement in livestock management that is responsive to climate change impacts. Fodder banks and rangeland recovery systems will help livestock farmers to plan for drier years as well as to manage the pastures so that they are resilient.

Without AF funding: Communities continue growing staple maize in the same manner they have for generations resulting in increased crop failures and food insecurity related to climate shocks. As crops fail, at least 78% of households, particularly women who mostly rely on agriculture are



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affected. The land will continue to degrade as communities overwork the soil leaving it prone to erosion. There will be continued extensification into grazing, forest and other land uses in order to compensate for poor yields thereby disrupting ecological services such as carbon sequestration. Loss of livestock to diseases, shortage of fodder and lack of climate smart livestock management principles will continue leaving communities poorer. Women will continue to suffer the brunt of climate change as they find it increasingly difficult to ensure the family is fed. More young women and girls will become susceptible to prostitution and early marriages to help fend for the family.

With AF Funding: Investments will lead to improved food production systems in the communities supported. Improved management of the soil from climate-smart agriculture will ensure increased productivity and therefore increased food security. Better management of livestock will increase the capital base for the communities and increase the number of revenue streams. Women will spend less time looking for firewood and preparing meals and hence they can engage in more productive activities. With assured food and income security, young women and girls will spend more time in school and hence become more empowered.

Component 2: To implement measures that support ecosystem resilience- USD1,443,300,443,300.

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The component invests into the ecosystems and will buttress the community resilience. Without investment into the ecosystems, the community will continue to rely on natural capital in times of stress until the resources are depleted, and this will worsen their livelihoods as the climate changes. Forest resources provide timber, fuel and non-timber forest products (NFTP) in the form of fruits, honey and insects which are a valuable source of protein for rural communities in Zimbabwe and project environmental benefits will help communities to revitalise and increase the productivity of degraded land so that they will continue to sustainably utilise goods and services provided by invaluable ecosystems.

Without AF funding: As communities are affected by climate change, they fall back on the environment to cater for their needs. Without AF funding, the environment will continue to be affected and the degraded lands will further deteriorate. Desertification will encroach woodlands and pasturelands thereby reducing the ability of the ecosystem to provide sustainable goods and services. The ability of the ecosystem to provide food, energy and water resources among many others will decline affecting particularly women whose traditional roles include fetching water, wood for energy and feeding the household. They will spend more time on these chores and when they are not able to provide, some may end up engaging in prostitution as is the case in Chivi District where girls as young as 13 are engaging in prostitution.



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With AF Funding: Restoring the environment and putting in place measures that ensure the environment starts healing on its own will increase the capacity of the environment to provide goods and services required by the community including water, energy and food. The ecosystem will be able to sustain provision of natural products and services and become a viable net carbon sink.

Component 3: Strengthen institutional and governance frameworks to increase socio-ecological resilience to climate change- USD340,000.

The review of existing legal frameworks will be done to understand how adaptation to climate change is governed at local, subnational, and national level because legal frameworks can either help or hinder adaptation and climate-resilient development. The review of existing legal framework and supporting regulation/legal instruments, therefore, becomes critical in order to ascertain their compatibility with reducing climate impacts and promoting resilience. These should be supported by relevant climate compatible institutional frameworks otherwise they will not be sustainable and eventually become expensive. Furthermore, the Zimbabwean Constitution (2013) gives environmental rights to all citizens emphasising the need to protect the environment to benefit present and future generations, through reasonable legislative and other measures that prevent ecological degradation, promote conservation and secure ecologically sustainable development and use of natural resources while promoting economic and social development. Existing institutional frameworks will be strengthened to create a conducive environment for adaptation, otherwise the communal farmers will continue to operate as they have always done with no locally agreed rules and social norms that promote adaptation interventions. Traditional ways of doing things will prevail and local institutions such as the traditional leaders and environment sub committees will not have the needed support to help them champion adaptation interventions. Adaptation initiatives will not succeed if they are not implemented and supported by appropriate legal instruments that are clear, flexible, coherent, and enforced.

Without AF funding: communities will not have local action plans that are locally generated, and they will continue engaging in ecologically degrading practices that affect their livelihoods. Weak governance structures in the communities will provide a conducive environment for illegal actions with no recourse.

Traditional and local leadership will run short of the requisite skills to manage their resources in a manner to enhance their resilience to adapting to climate change effects. As women continue to spend more time on domestic chores, they have no time to participate in community development initiatives and will remain subsidiary to men in community decision making processes.

With AF funding: The community members will develop a shared adaptation vision for their communities through the action planning process ensuring that members and leaders are mutually



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accountable. The participation of women in action planning processes will ensure that they are involved in the decision-making process and will open community leadership opportunities for them.

At the national level drafting model by-laws that are compliant with the new constitution will inform and provide a framework for adaptation actions not just in the project wards, but across the 5 districts.

Component 4: *Implement a comprehensive knowledge management system for sharing experiences- USD 229,700.*

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This component will share project successes to provide inspiration to trigger action in other areas in the districts, country and further afield. If the project does not support this, then invaluable information and lessons learnt will be lost which would have reduced effectiveness and the cost of implementation of successor projects. A communication strategy will be designed and implemented to guide the transmission of project related information. The strategy will inform the types of messages to be transmitted, communication channels and the targeting of the audience. As part of knowledge management, a comprehensive monitoring and evaluation system will be implemented to assess progress, evaluate success, and identify lessons learnt. Adaptive management will be done during the project cycle to ensure strategic lessons are implemented.

Without AF Funding: Without project investments, there will be no structured platforms for sharing experiences and adaptation best practices. For sharing. Indigenous knowledge practises will remain accessible to a select few with no validation.

With AF Funding: The project will increase the existing and new body of knowledge on adaptation best practices, governance structures for adaptation and indigenous knowledge systems for early warning systems. This information will be available to individuals, communities, and institutions across the project landscape and in the country.

I. Project Sustainability

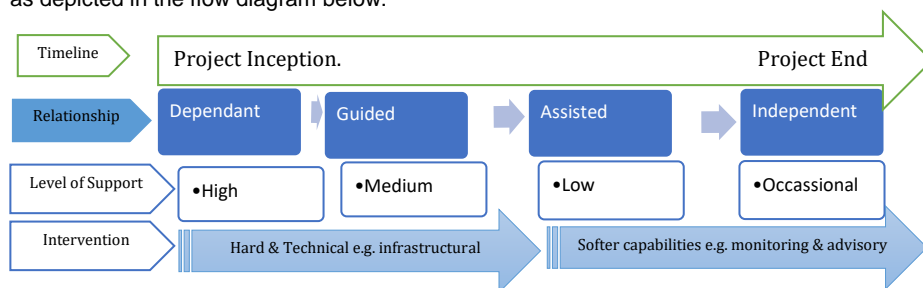
Describe how the sustainability of the project/programme outcomes has been taken into account when designing the project / programme.

Building resilience to climate change stress is a long-term process that requires sustained commitment from vulnerable communities and support from local institutions. Sustainability is a core element of this project, underpinning project design, implementation, and ways of working across the four outcomes. The continued delivery of the project's outputs/activities the project life cycle will be a function of five elements: (i). Organizational sustainability (ii). Social sustainability, (iii) Environmental sustainability; (iv) Economic/financial sustainability, and (vi) Technical sustainability. To enhance ownership and sustainability, the project will systematically reduce



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beneficiary and institutional dependence on the project and project team as the project progresses as depicted in the flow diagram below:



Project interventions have been designed to incorporate awareness raising, training/capacity building and physical interventions. All physical interventions have included considerations of environmental, technical, and financial sustainability beyond the end of the project funding cycle. The concrete measures to ensure the sustainability of the key project outputs/activities are described in the subsections that follow:

Organizational sustainability

The project involves a wide range of institutions as partners, including government departments, and civil society organizations that will continue working with the target communities beyond the project life cycle. The sustainability of partners through mutual capacity development has been identified as key to successful project implementation and the continuation of activities beyond the project life cycle. *Activity 3.4.1 conducts train the trainer workshops; and Activity 3.4.2 Climate change and adaptation workshops for extension and other natural resource practitioners in project areas* will be designed and implemented based on capacity needs assessments at organizational and individual level for climate change targeting local leadership, technical support staff from Government Departments and NGO partners. The project consortium will connect partners, strengthen alliances, and build complementary relationships that will last beyond the project life. Evidence and mutual learning on how change happens are elements of the project design under Component 4 (*Output 4.4: Knowledge sharing platform created and activated*) to strengthen organizational sustainability.

Social sustainability

Strengthening the agency of women, men and youth affected by climate change is a precondition for sustainable resilience building. A gender analysis was conducted to ensure that women and youth benefit equitably from the project's resilience building measures and that the interventions do not worsen existing gender inequalities that worsen women's vulnerability to climate stress. This project implements locally owned climate solutions identified through gendered participatory processes. The involvement and participation of women, youth and the targeted local communities in program design and implementation helps to create a sense of ownership which is important for project sustainability. Inherent in the project design is the element of awareness raising,



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learning by doing (for example, *Activity 1.1.1* Implement conservation agriculture practices in all project areas; *Activity 1.3.1*: Promoting soil conservation practices; *Activity 1.3.2*: Implement moisture conservation technologies) and transformative training that will be implemented to entrench positive changes to communities resulting from project activities. Interventions have also been screened for unintended (negative) social effects on women, and local communities using the AF ESP guidelines. It is assumed that increased understanding of barriers to resilience building will empower women, youth, and local communities to advocate for relevant measures that address these barriers and for policies and practices that advance climate resilience.

Environmental sustainability

Interventions being implemented under this project have been screened for environmental risks and most have been found to be contributing to environmental wellness in the target areas. It is assumed that awareness raising on efficient use of natural resources, integrated natural resources management, joint determination of environmental limits and restoration of degraded landscapes will go a long way in ensuring environmental sustainability. The project will promote adaptation practices that reduce the environmental footprint (for example *Activity 1.3.1*: Promoting soil conservation practices; *Activity 2.2.5*: Provision of alternative energy saving technologies to mitigate tree cutting for firewood) and enhance communities' resilience and capacity to adapt to climate change through community driven and ecosystem-based solutions (for example *Output 2.1*: Sustainably managed wetland ecosystems; *Output 2.2*: Woodlands are protected against deforestation and forest degradation). Environmental sustainability will be maintained through established institutions for environmental management including the Environmental Management Agency, Forestry Commission; Agriculture Extension Services, and resource management committees that are nested within existing institutions like Village Development Committees (VIDCOs).

Economic/financial sustainability

The value added agricultural (*Activity 2.2.3*: Promote value addition of high-value pulses and promotion of off farm income generating activities in appropriate project areas) and non-agricultural products (*Activity 2.2.2*: Value addition of non-timber forest produce in project area) that the project will create including market linkages will increase economic and financial viability of women and men smallholder farmers in the targeted districts which is an important element for building adaptive capacity. These economic gains can be sustained into the future as the chosen value chains are largely already supported by the private sector including through value chain finance and markets (in the case of pulses and chillis). *Activity 2.2.6*: Design appropriate benefit sharing mechanisms for the forest and other initiatives will further enhance economic and financial sustainability of women and men smallholder farmers as they benefit further from Natural Resources Management using a model that is already supported by government policy.

Technical sustainability

This project invests community level assets/technologies including, *Output 1.2*: Agroforestry practices adopted in agricultural landscapes; *Activity 1.3.2* Implement moisture conservation technologies; *Activity 1.3.3* Establish water harvesting technologies e.g. micro-systems for



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irrigation and troughs/pits for groundwater recharge; Activity 1.3.4 Establish soil erosion monitoring plots; Activity 2.1.2: Promote climate resilient livestock breeds; Activity 2.2.2 Value addition of non-timber forest produce in project areas (this involves setting up a Processing Centre in each project area); Activity 2.2.8 Installation of biogas digesters at two selected sites schools and/or a health centre in each ward; Activity 2.2.9 Installation of solar power at one of either a school or health or a borehole fitted with a gravity water tank to be powered by solar energy supported by the project.

Continued operation, maintenance, repair, and periodic replacement of project technological investments by local users will be key to project sustainability. Technological solutions will be screened for gender responsiveness, local appropriateness, and affordability for replacement by local target user groups before procurement. Low maintenance cost technologies will be introduced especially for conservation farming. For sustainability, these technologies should be able to be serviced locally and training of farmers and the youth on basic maintenance will be done. In addition, the project has incorporated government entities as key stakeholders in the project. The aim of this is to ensure ownership and structuring the actions into the broader government strategy and plans for the districts. This ensures mainstreaming, complementarity and sustainability within the existing structures. With increased productivity, farmers should be able to raise their own funds to pay for operation and maintenance as necessary. For all assets at the farmers' groups and community levels, project specific agreements will be developed prior to implementation that spell out (i) ownership arrangements; (ii) management arrangements; and (iii) maintenance arrangements, in the interests of sustainability. The latter will include considerations of availability of service providers in the area, accessibility in terms of costs, the establishment of an Operation and Maintenance fund and replacement strategy as appropriate. The project will also develop manuals (Operation and Maintenance Manuals) for some assets as appropriate that communities will constantly refer to even after the project cycle has ended.

For agroforestry, community ownership and responsibility are critical to ensure that the trees are maintained and to survive beyond the project life span. Where agroforestry is implemented or trees are planted under group- or community-management, formal agreements will be discussed and developed prior to implementation, which specify clear responsibilities for maintenance. Existing by-laws for Natural Resources Management could be improved to include imposing fines on anyone caught cutting down trees in their area without authorisation, which will assist with sustainability of the project's afforestation activities.

J. Overview of environmental and social impacts

Provide an overview of the environmental and social impacts and risks identified as being relevant to the project / programme.

A social and environmental risk assessment was conducted on the proposed project activities following the Adaptation Fund Environmental and Social Policy to identify potential risks and mitigation strategies required as part of project implementation. Table 6 and the subsections that follow give an overview of the risks identified. The detailed results of the assessment are presented in Annex II. From the ESP risk assessment results, the project has been classified as Category B: Moderate.



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Table 6 Overview of the environmental and social impacts and risks identified

Checklist of environmental and social principles	No further assessment required for compliance	Potential impacts and risks – further assessment and management required for compliance
<i>Compliance with the Law</i>	X	
<i>Access and Equity</i>		X
<i>Marginalized and Vulnerable Groups</i>		X
<i>Human Rights</i>	X	
<i>Gender Equity and Women's Empowerment</i>		X
<i>Core Labour Rights</i>	X	
<i>Indigenous Peoples</i>	X	
<i>Involuntary Resettlement</i>	X	
<i>Protection of Natural Habitats</i>		X
<i>Conservation of Biological Diversity</i>		X
<i>Climate Change</i>	X	
<i>Pollution Prevention and Resource Efficiency</i>		X
<i>Public Health</i>	X	
<i>Physical and Cultural Heritage</i>	X	
<i>Lands and Soil Conservation</i>	X	
<i>Sexual Exploitation and Abuse</i>		X
<i>Occupational Safety and Health</i>		X
<i>Contractor Management</i>	X	



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<i>Illicit Activities</i>	X	
<i>Air Quality</i>	X	

Compliance with the Law

The project complies with all relevant legal requirements in the country including financial, social, and environmental laws and regulations including local bylaws in the targeted districts. The project complies with the Environmental Management Act [Chapter 20:27] and its Ancillary Statutes in the implementation of sustainable land management activities. The Forest Act [Chapter 19:05], Communal Land Act (20:04), Climate Change Policy and the Rural District Councils Act provide guidelines for the implementation of sustainable forest management activities within communal areas. The project is aligned to the Water Act [Chapter 20:24] and the Wetland Policy and Guidelines in the Wetlands Restoration and water provision activities, Wetland Policy and Guidelines. Other Acts and Policies include the Gender Policy, the Constitution, and the National Development Strategy provide guidance in the implementation of the project.

Access and Equity

The programme components promote equality and access by all participants. There are however some risks of the potential exclusion of some groups such as the women, elderly, disabled and youths within the project under activities in Component 1 and 2. To mitigate this risk, project beneficiaries have been clearly identified during project development and will be tracked through the monitoring and evaluation system. Conflict over fodder between livestock and agricultural farmers practicing conservation agriculture is also a potential risk, which the project will mitigate through provision of fodder banks under activities in Component 1. The Grievance Redress Mechanism of the project provides a channel for any participants to raise any concerns that may arise.

Marginalized and Vulnerable Groups

The programme components having risks associated with exclusion of the most vulnerable in the communities are Components 1, 2 and 3 in activities related to conservation agriculture and livestock (Component 10), sustainable land and forest management (Component 2) and consultative processes for policy development and reviews (Component 3). This has been mitigated by the clear identification of project beneficiaries including the disabled, orphan headed households and women (including female headed households) to ensure their inclusion. In consultative processes the project has identified beneficiary representative quarters for each of the marginalized and vulnerable groups that are within the project landscape based on the assessments conducted during project design.

Human Rights



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If the project execution falls in the hands of wrong people/leadership, human rights can be violated. In this programme, there are no proposed activities that will impact on Universal Human Rights. A grievance redress mechanism will be implemented to ensure that all perceived and actual infringements on people's rights are registered and addressed. No further assessment required for compliance.

Gender Equity and Women's Empowerment

Current studies show that women are the most vulnerable to climate change and as such, the adaptation project will have a bigger impact on women. There are risks associated with the discrimination, unequal access, distribution and representation for women in the implementation of activities under conservation agriculture and livestock production (Component 1), sustainable land and forest management (Component 2) as well as policy review and development (Component 3). To address this the project clearly identified the number of women beneficiaries (included female headed households) and the expected quota for female representation in consultative processes. A Gender Assessment Report with a Gender Action Plan as well as gender aggregated indicators within the Project Results Framework will enable monitoring and evaluation of the gender inclusion parameters during implementation.

Core Labour Rights

Zimbabwe has ratified ILO convention, the core labour rights including avoidance of child labour and these will be respected by the project and all necessary measures will be taken to ensure this is maintained throughout project implementation.

Indigenous Peoples

The project area does not have a resident indigenous peoples' population. All are referred to as local communities. No further assessment for compliance required.

Involuntary Resettlement

There are no project activities that will require Involuntary Resettlement of people in the project target area. However, some activities under Component 2 may result in temporary loss of land or disturbance of income generating activities. Involuntary resettlement for economic reasons under Output 2 will be mitigated through extensive consultation processes and the voluntary nature of foregoing economic and livelihood activities. Alternative economic and livelihood options will be provided as part of the project activities. Project benefits sharing, assessment of social impacts, information disclosure, consultation, grievance redress mechanism, and monitoring and reporting will provide a framework for Involuntary Resettlement Safeguards during project implementation.

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Based on the nature of the activities envisaged under Component 2 of the Project, involuntary resettlement may take place in the form of temporary loss of livelihoods and/or access to livelihood assets. It is expected that any temporary loss of access will be minor and managed through the

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[project's community consultation processes and GRM \(see Part III, Section C\). The project is not expected to lead to impact that would require livelihood restoration. However, provisions have been made to address any such impact should it arise. The project will host monthly community meetings. The Executing Entity in the respective project locations will participate in these meetings to address any community issues. The project is not expected to impact livelihoods strategies in the project communities, but the project will, through the investments significantly enhance water service provision that will benefit livelihoods and domestic water availability. Standard Operating Procedures \(SOPs\) for Involuntary Resettlement for this project are further outlined in Annex VII.](#)

Protection of Natural Habitats

The project will support the protection of natural habitats through nature-based income generating activities that incentivise protection of natural habitats under Output 2. However, wildfires and climate change (mainly drought) are likely to pose risk to biodiversity in project areas. The project will support fire management activities that will mitigate wildfires. The project activities will not result in conversion of any areas protected by law, proposed for protection, or recognized as protected by local communities.

Conservation of Biological Diversity

Biodiversity is part of a well-functioning ecosystem which is what the project is aiming to achieve. There will therefore be no adverse impact on biodiversity. However, wildfires and climate change (mainly drought) are likely to pose risk to biodiversity in project areas. Projects will not introduce invasive species or reduce biological diversity.

Climate Change

No project activities will result in net positive emissions of GHG. The project intends to help communities to adapt to climate change and some of the activities will result in mitigating climate change through environmental conservation actions that broaden the carbon sink. Project activities will not include large-scale energy, transport, heavy industry, building materials, large-scale agriculture, large-scale forest products, and waste management practices which result in significant emissions but will focus on promoting resilience of communities.

Pollution Prevention and Resource Efficiency

Some of the identified actions such as intensified irrigation may inadvertently result in salinisation. However, an Environmental and Social Management System will be implemented to ensure that adverse impacts are effectively managed. Resource efficiency particularly on water is part of the project design while there will be no significant waste generation because of the project.

Public Health

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Generally, under a changing climate, food insecurity and associated effects on human health occur. There are no project activities that are anticipated to impact on public health. It is by design that the project will improve health by ensuring a clean environment and food and nutrition security at household level. Improved diets will positively impact on non-communicable diseases such as hypertension and diabetes. There is a risk of spreading Covid-19 during communal project implementation as well as holding awareness meetings. Covid-19 protocols will be observed at all project sites and meetings.

Physical and Cultural Heritage

The project is not expected to impact on any places of physical and cultural heritage as there are no places identified as such in the project area. All efforts will be made to ensure that any local cultural heritage sites are protected, and the relevant local traditional leadership and Government Departments are alerted of their presence. Indigenous knowledge systems will be mainstreamed in the project to ensure that they are propagated.

Lands and Soil Conservation

The risk of deforestation and land degradation will be minimized as project activities will not pose any risk to land and soil. Outcome 2 is designed to avoid, reduce, and reverse land degradation and is based on assessments that have been conducted by the NIE on the state of the environment at district level. As part of the project, community based Local Environmental Action Plans will be developed which will be climate smart and will be aimed at ensuring that land and soil are protected for holistic adaptation.

PART III: IMPLEMENTATION ARRANGEMENTS

A. Adequacy and compliance with Gender Policy

Describe the arrangements for project/programme implementation.

The Ministry of Environment, Climate, Tourism and Hospitality Industry will be the lead ministry in the implementation of the climate change adaptation project. Implementation arrangements for the project will include a Project Steering Committee chaired by the Ministry of Environment, Climate, Tourism and Hospitality Industry; the Project Management Unit which will be housed within the National Implementing Entity, the Environmental Management Agency and three (3) Executing Entities to cover project implementation across the 5 districts. The Environmental Management Agency will also ensure that project implementation by all executing entities adheres to its policies and guidelines which were aligned to of the Adaptation Fund.



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Project steering committee

The Project Steering Committee will be chaired by the Ministry of Environment, Climate, Tourism and Hospitality Industry. The committee shall comprise representatives from: EMA, Ministries of Finance, Agriculture (Agritex, Livestock Development), Water and Irrigation Development, Local Government, Forestry Commission, Zimbabwe National Water Authority (ZINWA), Meteorological Services, Care International, ORAP, Tsuru Dzechimanmani, Sub catchment councils, CTDO, World Vision and the private sector (Delta Beverages and the Friends of the Environment). The Project Steering Committee will provide policy guidance, review, and approve work plans and assist in mainstreaming adaptation across sectors.

Project Assurance

The National Implementing Entity, the Environmental Management Agency will be responsible for coordinating Executing Entities and for providing all required information and data necessary for timely, comprehensive, and evidence-based project reporting, including results and financial data, as necessary.

Project Management Unit

A Project Management Unit (PMU) will be established and hosted by the Environmental Management Agency and led by a National Project Coordinator. The PMU will be responsible for the day to day management of project operations, including implementation of activities and accountability for the delivery of the project's outputs and preparation of quarterly and annual workplans and reports, in direct collaboration with the Executing Entities. The PMU will also be staffed by a Monitoring, Evaluation and Knowledge Management Officer, as well as Finance and Administration Officer. A Gender Expert will be engaged on a part-time basis. The Project Organogram is presented below.

Executing Entities

These are entities that will be involved in the day to day implementation of the project and they include CARE International, ORAP & Tsuru Dzechimanmani. Each of the 5 districts will have a Project Officer and each EE has specific districts of focus: Tsuru Trust will focus on Chimanmani while ORAP will focus on Bulima and Mberengwa and CARE International Chivi and Gutu. The District Project Officers will work closely with District and Ward based government extension workers for project delivery.

Capacity of the executing entities



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The capacity assessment undertaken by EMA in December 2022, considered the three executing entities selected for this project to have adequate capacity in the key areas assessed (legal status, Mandate, policies, governance, Constituency and External support, Technical, Managerial, Administrative and Financial support). These entities are chosen based on their track record of implementing adaptation related projects, having a footprint in the selected districts as well as having the capacity to implement multi sectoral and multi-lateral funded projects including clear gender policies and mechanisms for ensuring gender equity. A summary of each of the EEs is provided.

CARE International

CARE International is an international NGO that has operated in Zimbabwe since 1992. It operates in 4 out of ten provinces in the country (Masvingo, Manicaland, Midlands and Matabeleland South). CARE has implemented many projects within the project landscape. These include; the Enhancing Nutrition Stepping Up Resilience and Enterprises (2013-2020) in Bikita, Chivi, and Zaka; the Integrated Soil Water Conservation, Land Use and Livestock Management (Environmental Protection Protect) (December 2013-November 2016) in Zaka, Chivi, Mwenezi, Masvingo; the Food security enhancement through the establishment of community gardens, resilience building, livestock production, and market systems to support income generation in Chiredzi, Mwenezi, Mberengwa, and Zvishavane.

Its main areas of focus are Orchards and Food Nutrition, Climate change adaptation and disaster risk management, sustainable agriculture, Ecosystems and Natural Resources management, Gender equality, micro finance, and business development. The organisation has extensive experience in wetlands and catchment management, conservation, and gully reclamation. CARE International is implementing a US\$55 million USAID funded project (TAKUNDA) in Masvingo and Manicaland which is supporting on farm and off farm income increases, Village Savings and Lending groups, CSA practices, Farmer Field Schools and Farmer Business Schools. There is complimentary with the proposed project in terms of geographical and thematic areas.

Tsuro Trust

Tsuro Trust (Towards Sustainable Use of Resources Organisation –TSURO) is a locally based organisation that was established in 1999 in the district of Chimanimani. It is a private voluntary organization registered as a Trust under the Deed of Trust with the Registrar of Deeds. It has a good track record in terms of technical, managerial and external relations as it has received and successfully utilised funding from various international donors including Kellogg Foundation and has been a sub grantee in Climate Change Adaptation (e.g. UNDP GEF 5 SCALAR project: CSA) projects in Zimbabwe. It has functional and accountable administrative and financial systems in place. Tsuro Trust has strengths in; local level capacity building, Improved food security with use



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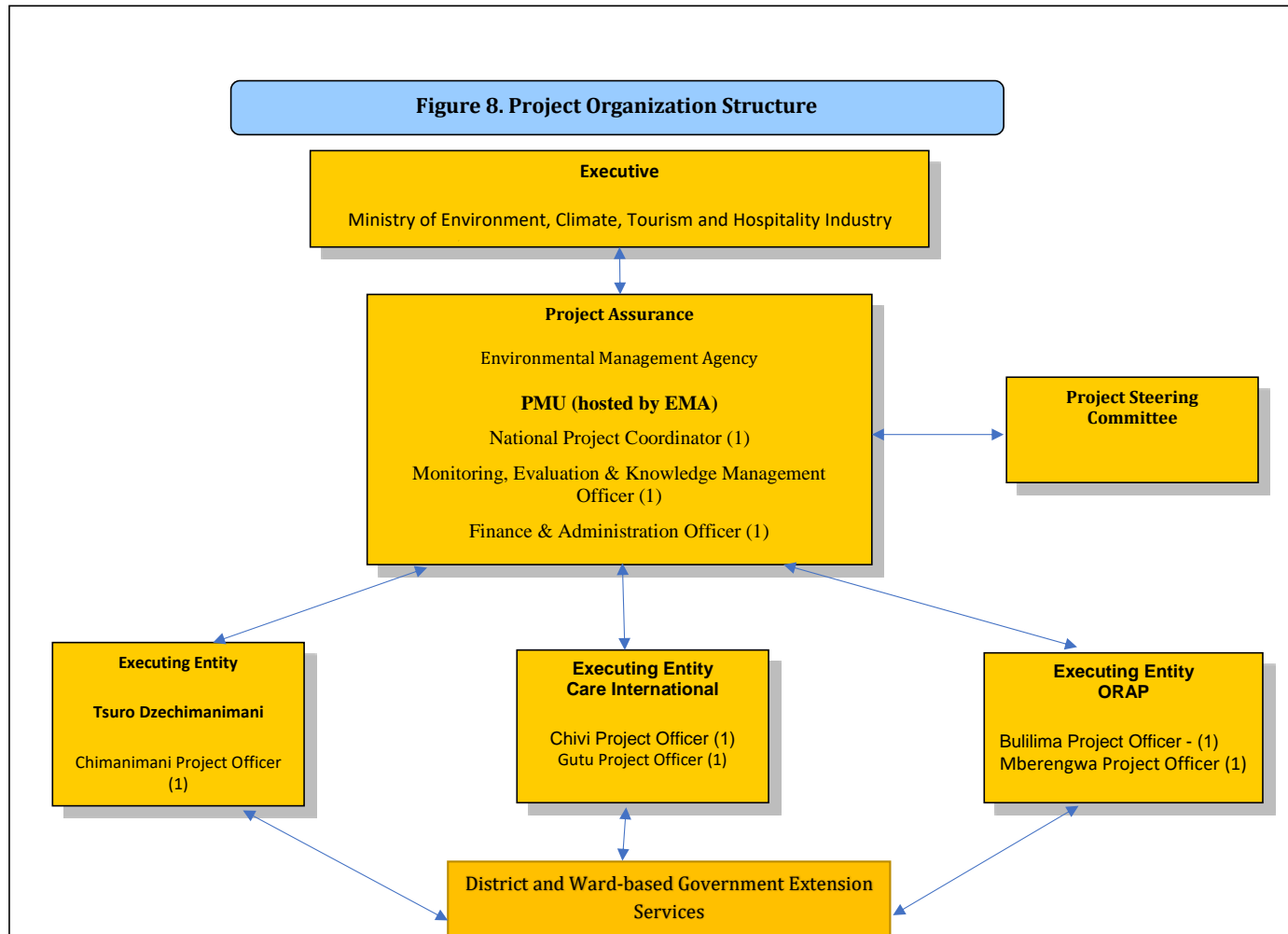
of permaculture, sustainable agriculture, natural resources management, NTFP value chains water provision, Community health and agro-processing and management.

ORAP

The Organisation of Rural Association for Progress (ORAP) is an indigenous and culturally rooted movement for development. It was registered as an NGO in 1981 and operates in four provinces in Zimbabwe (Matabeleland North, Matabeleland South, Bulawayo, and Midlands). The organisation has collaborated with international organisations such as Cultivating New Frontiers in Agriculture (CNFA), USAID, Africare, International Medical Corps (IMC), Manoff Group, and Technoserve. ORAP has local level partnerships with various stakeholders, including community-based organizations (CBOs), Local Authorities, government departments, the private sector, and academia. It has worked with EMA, AGRITEX, Forestry Commission, and ZINWA. Its key focus areas are improved nutrition and access to nutrition, increasing production and trade within communities, market access, value chain support especially for horticulture and livestock improvement (pasture management) and Village Savings and Lending groups.



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B. Financial and project/program Risk management

Describe the measures for financial and project / programme risk management.

The Environmental Management Agency (EMA) will be responsible for all fiduciary aspects of the project including overseeing financial management and procurement, contracting of independent auditors and project reviewers; (ii) targeted technical assessment (TA) and training as needed; (iii) management and coordination of the monitoring and evaluation system; (iv) preparation of periodic reports to the AF; (v) coordination of the communication strategy and undertake outreach and awareness building; and (vi) coordination and consultation with relevant civic and NGO representatives. Accordingly, a procurement capacity assessment of the Agency was undertaken in accordance with the Adaptation Fund's Management System and modalities and procedures were instituted in the Agency to reduce fiduciary risk. A fully fledged unit and dedicated to coordinate and manage the activities of the Adaptation Fund projects has been set up in the NIE. The NIE will conduct financial management capacity assessments of the executing entities to ensure that the organisations are financially sound, and they can manage the project funds well.

The project will have other risks as captured in the ESMP (Table 6 and Annex v) that will be managed. Financial and project implementation risks are detailed in the table below:

Risk	Likelihood of Risk	Mitigation measure	Responsibility
Environmental			
Inadvertent carbon emissions from alternative energy sources	Low	Promote cleaner energy sources to reduce emissions	Executing Entities
Site specific negative impacts from sub-projects implementation	Medium	Conduct screening of sub-projects and where necessary, develop mitigation plans.	Executing Entities
Social			
Health and Safety risks particularly on land rehabilitation	Medium	Ensure standards for health and safety are adhered to including personal protective clothing	Executing Entities



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Disagreements on beneficiary selection	Medium	Beneficiaries will be selected in a consultative manner also taking into consideration identified recipients of government assistance	Executing Entities
Gender inequality	Medium	Implementation of a beneficiary selection process that is gender sensitive	Executing Entities
Marginalisation of disadvantaged groups	Medium	The deliberate targeting of Child headed households, disabled persons and people living with HIV among other criteria	Executing Entities
Target communities continue to engage in unsustainable practices as survival strategies due to limited incentives for behaviour change	High	Identify and pilot innovative and value adding agricultural and forest-based income generating opportunities. The project will also implement interventions that are more efficient for community buy in	Executing Entities
High expectations from the communities that the project will solve all their problems. If these expectations are not met, then the beneficiaries may refuse to cooperate and abandon the project.	Medium	The Agency will manage expectations through consultative project planning, and continuous engagement with the communities regarding project outputs and benefits.	Implementing Entity
Sustainability beyond project lifespan	Medium	Invest time in implementing training for transformation to ensure behavioural and perception change	Executing Entities
Technical			
Project implementation challenges due to	Low	Provide appropriate technical and project management support and targeted training to build necessary	Implementing Entity



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limited technical and project execution capacity within implementing institutions.		capacities within implementing institutions.	
Executing Entity staff lacking capacity to procure according to Adaptation fund standards	High	Training in Adaptation Fund procedures will be done for the executing entities EMA will do all the capital expenditure procurement	Implementing Entity



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C. Environmental and social management plan

Describe the measures for environmental and social risk management, in line with the Environmental and Social Policy of the Adaptation Fund.

Environmental and Social Risk Management

Inherent in adaptation project design is environmental protection to promote resilient livelihoods and ecosystems. Following the Adaptation Fund ESP policy guidelines, a full Environmental and Social Assessment of the project activities was conducted (Annex II) which resulted in the Project being classified in **Category B: Moderate Risk**. The project is therefore not expected to have major negative impacts on the environment and society. However, there are some potential risks that could emanate during project implementation. An environmental and social management impact management plan was developed which will guide project implementation to reduce negative impacts while enhancing positive ones. Oversight of impact management lies with the Environmental Management Agency. The executing entities will be responsible for implementing the impact management plan and reporting which impacts have occurred and how they have been managed.

The detailed Project Environmental and Social Management Plan (ESMP) is described in Annex V. The ESMP outlines:

- Proposed risk mitigation measures for the Environmental and Social risks identified through the risk screening and assessment process of the project activities (also presented in Table 6 of Section J),
- The monitoring plan for ESMP,
- Management arrangements for implementation the ESMP
- The cost of the ESMP
- Communication plan for the ESMP

The ESMP for this project will track risks identified during the proposal development stage; screen for any unanticipated new risks during the implementation of the project and serve to monitor and report on the mitigation measures. The monitoring and reporting measures proposed in the ESMP are fully integrated in the project M&E plan.

Grievance Redress Mechanism

Grievance Redress Mechanism (GRMs) have become increasingly important when it is anticipated that a project will have ongoing adverse environmental and social impacts or risks. Affected people need a trusted way to voice and resolve concerns about a development project and the project needs an effective way to address affected people's concerns. The project target groups, stakeholders and affected populations have access to the EMA Grievance and Feedback

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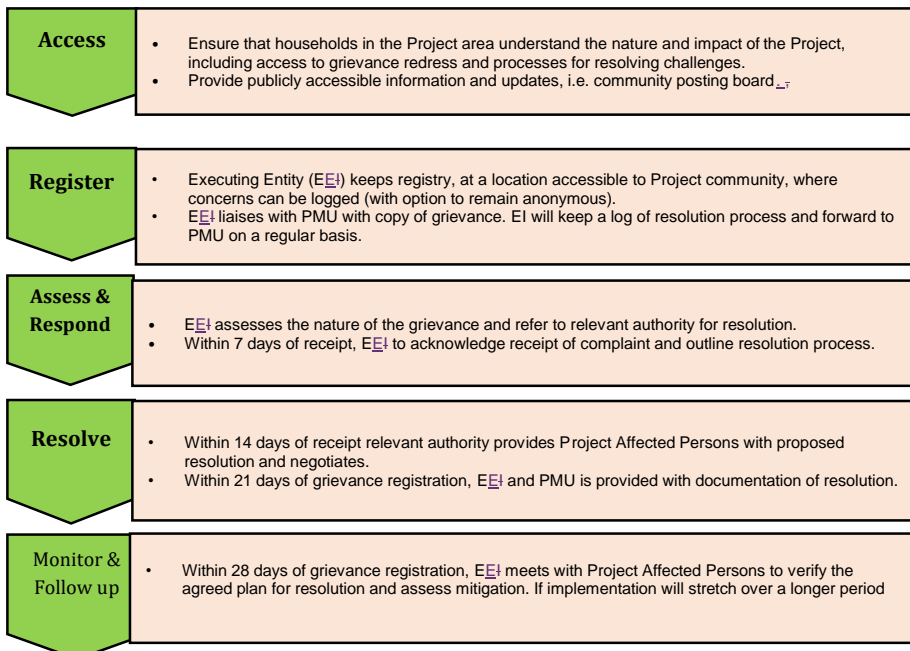
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Mechanism. Complaints and feedback can be filed through different channels, to make it as inclusive as possible. The project team will use different platforms including face to face meetings, posters, multi-media and social media to raise awareness about the issues that can arise during project implementation and the existence of the Grievance and Feedback Mechanism to ensure Environmental and Social Safeguards for the affected people.

EMA considers Grievance Redress Mechanisms (GRM) to be a key element for effective programming and accountability. All development programs with direct contact with communities, must set up and manage a GRM that is in line with Good Practice and EMA's principles and minimum standards on GRM. A grievance is defined as an issue, concern, problem, complaint, or claim (perceived or actual) raised by an individual or a group within the community affected by the Project's operations that an individual or group wants the Project to address and resolve. Project Affected Persons may complain or raise a grievance for a variety of reasons, including but not limited to:

- Disagreement in the identification of affected land/ecosystems and associated assets within the Project area;
- Disagreement concerning the ownership/responsibility for the land and associated assets;
- Disagreement in the identification of project beneficiaries;
- Disagreement on compensation for losses caused by project activities;
- Issues concerning the conduct of Project staff/representatives, or their methods in dealing with Project Affected Persons.

The PMU and Executing Entities will ensure that the following grievance procedure is accessible, adequately registered and tracked, and resolution is affirmed within one month of registration as outlines in the figure below.



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Executing Entities led consultation is critical in ensuring that all stakeholders in the communities are informed about project impact, benefits, and timeframes. The EE+ are located closely to all Project sites and are therefore easily accessible to all households in the Project area. When a grievance is logged, the EE+ Project Coordinator will liaise with additional members of the project implementation team to seek resolution of the issue. The project implementation team will acknowledge the complaint unless the issue is logged anonymously. If the issue is registered anonymously it will be automatically referred to the PMU. The project implementation team may need to involve the PMU in resolution of other issues if they are unable to provide redress or resolution. The aim is to resolve all grievances within four weeks. Any grievance which is not resolved within that timeframe will be reported in detail in monthly progress report and quarterly reports to EMA. All other grievances will be aggregated and analysed by the Monitoring and Evaluation Officer to track trends for managerial response.

The project wide EMA-GRM Standard Operating Procedure is described in Annex VI. The GRM provides a reliable structure that can help affected people and the project find effective solutions together.

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D. Monitoring and evaluation plan

Describe the monitoring and evaluation arrangements and provide a budgeted M&E plan.

Monitoring and evaluation is critical in ensuring that the project is progressing in a manner to meet intended objectives thereby allowing for adaptive management where necessary. The Environmental Management Agency as the National Implementing Entity will institute and provide oversight of a monitoring and evaluation framework which will take into consideration the requirements of the Adaptation Fund’s ESP and Gender Policy. The baseline scenario will be assessed before the beginning of the project. M and E will be periodically implemented quarterly and annually through reports. The reports will detail progress on targets, outputs, outcomes and Environmental and Social impacts as appropriate. Effective use of the budget will be monitored through annual audits to be instituted by the Agency. The M and E plan will be developed.

M & E Activity	Responsibility	Timeframe	Budget
Development of M & E Framework to include ESMP and Grievance Feedback Mechanism	NIE	1st quarter of project	\$2,000
Training on M&E Framework	NIE	1st quarter of project implementation	\$3,000
Mission visits	NIE	Quarterly	\$50,000
Mid-Term Evaluation	NIE, Project Board	2025	\$20,000
Final Evaluation	NIE, Project Board	2027	\$30,000
Total			\$105,000



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E. Project Results Framework

Include a results framework for the project proposal, including milestones, targets and indicators.

Project Objective	Indicator(s)	Baseline	End of Project Target	Means of Verification	Risks & Assumptions
To enhance the adaptive capacity of vulnerable communities to effectively engage in sustainable livelihoods in a changing climate.	Number of beneficiaries disaggregated by gender	TBD	6000 (3,000 Female headed H/H; 200 Orphaned and disabled headed households; 2,800 conventional households)	Survey	Resources adequate. Implementing partners and communities will cooperate in the implementation of the project.
Component 1: To promote adaptive measures that support sustainable climate smart livelihoods					
Outcome 1: Improved capacity of rural communities to adapt to climate change.	Number of households with at least 2 livelihood sources, disaggregated Percentage of households participating in community development projects	1000 53	6000 (3,000 Female headed H/H; 200 Child and disabled headed households; 2,800 conventional households) 90	Socio-economic survey	
Output 1.1: Conservation agriculture implemented for soil conservation and soil fertility improvement in smallholder farming systems.	Number of households adopting conservation agriculture disaggregated Number of demo sites with organic agriculture Number of training sessions and participants by gender trained	1 000 0 0	5000 (2500 Female headed households) 15 50	Project reports Monthly and quarterly reports Progress reports Soil map	Government support adequate Stakeholders will participate willingly.
Output 1.2: Agroforestry practices adopted in agricultural landscapes.	Number of farmers (disaggregated) willing to participate in agroforestry meetings and/or training sessions	0 80 0 0	1550 (800 female headed, 200 child /disabled headed households)	Publicity materials, project reports Project reports Minutes of the meetings Project reports Project reports	Communities are willing to participate There will be adequate water and rainfall for nursery and trees planted respectively



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	Number of households (female, male, disabled) adopting agroforestry interventions Number of seedlings produced Number of studies		1500 (800 female headed households) 50000 1		Trees will not be affected by pests and diseases.
Output 1.3: Soil and water conservation measures implemented.	Number of households adopting soil conservation interventions Number of households implementing interventions. Number of boreholes installed Number of boreholes drilled Number of farmers aware of the state of their land	1500 2000 5 0 0	<ul style="list-style-type: none"> • 5000 (3000 female headed, 200 child/disabled headed households) • 5000(3000 female headed households) • 20 • 20 • 6000 (2800 female headed, 200 child /disabled headed households) 	Project reports Project reports Reports Project reports	
Output 1.4: Promote adaptation measures for livestock production, including fodder banks, indigenous cattle breeds, and rangeland recovery systems.	Area put under designated for fodder banks (ha) Number of households engaged in production of resilient breeds of small livestock Number of management plans developed and implemented Number of farmers/households training workshops Number of ward-based herd management promoters trained	0 4,500 0 0	<ul style="list-style-type: none"> • 25 • 6,000 (3000 female headed households) • 3 • 10 training workshops • 15 herd management promoters 	Project reports Project reports Livestock registers Rangeland management plan Training reports	Livestock will not be affected by pests and diseases Government extension departments will support communities project districts where allocated to implement rangeland management activities. All households with livestock will participate Herd management monitors will be identified within each ward
Output 1.5: Diversification of livelihoods developed through	Number of households trained Number of beehives installed Number of value-added products	0 0 1	1200 1000 3	Project progress reports	Farmers have protected areas where they can mount their beehives



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value chain and marketing support for climate resilience.	Number and type of products promoted Number of processing plants areas established	3 5	6 5	Certification of households Project progress reports Reports	Markets are readily available Markets are readily available
Component 2: To implement measures that support ecosystem resilience					
Outcome 2: Improved ecosystem resilience.	Natural Assets protected or rehabilitated	0	15000 ha	Reports, maps	
Output 2.1: Wetland ecosystems and degraded lands restored and sustainably managed.	Area of wetlands restored (ha) Area under sustainable land management (ha) Number of degraded lands with gullies reclaimed Area cleared of IAS (ha)	0 0 10 0	200 500 2000 100	Reports Maps and plans Maps Maps Reports, maps	Maximum stakeholder participation Requisite skills and technology tools to do the work will be available. Communities will be willing to cooperate can afford beyond project life
Output 2.2: Woodlands sustainably managed and protected from deforestation, and forest degradation.	Number of plant species conserved in situ and ex-situ Total area (ha) cleared managed for eradication of invasive alien species Area (ha) of woodland restored Number of households using energy saving technologies Number of women and youths trained Number of households accessing benefits from forest and other initiatives through the developed mechanism Length of fireguards (km) Number of biogas plants installed	0 0 12 0 0 0 0 0	5 9,000 1000 2000 200 500 6000 (2800 female headed, and 200 youths/child headed households) 60 20 1	Project reports and maps Community maps Project reports and workshop reports project reports Training reports Benefit sharing agreements Progress reports Fire management plans Progress reports	All stakeholders will cooperate, and each community will have community managed forest/woodland Relevant stakeholder consultations are done prior to each meeting There will be adequate water and rainfall for nursery and trees planted respectively Trees are not be affected by pests and diseases There are no cultural barriers to uptake of innovations



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	Number of solar energy plants installed				
Component 3: Strengthen institutional and governance frameworks to increase socio-ecological resilience to climate change					
Outcome 3. A conducive legal and institutional framework created	No. of policies introduced or adjusted to address climate change risks Number of functional environments	1 0	5 10	Policy documents Training reports	
Output 3.1: Legal/policy frameworks to support adaptive actions reviewed and strengthened.	Number of legal frameworks reviewed with gender parity in consultations Number of meetings	0 0	5 10	Reviewed legal frameworks Project reports	Government and stakeholder support Stakeholders are willing to participate in the process
Output 3.2: Strengthened capacity of local ward-based institutions to integrate climate change adaptation in local planning.	Number of committees strengthened with gender parity Number of sub-committees established (gender disaggregated)	0 5	5 10	Project reports Project reports	
Output 3.3: Extension service providers trained on climate change adaptation.	Number of extension practitioners trained	0 0	300 (150 female extension practitioners)	Workshop reports, attendance registers Workshop reports and attendance registers	
Component 4: Implement a comprehensive knowledge management system for sharing experiences					
Outcome 4: Enhanced knowledge and awareness on climate change, food security and ecosystem health to strengthen evidence-based adaptation	Number of early warning systems adopted and implemented in the project area No. of innovative adaptation practices, tools and technologies accelerated, scaled-up and/or replicated	0 2	5 5	Early warning systems	

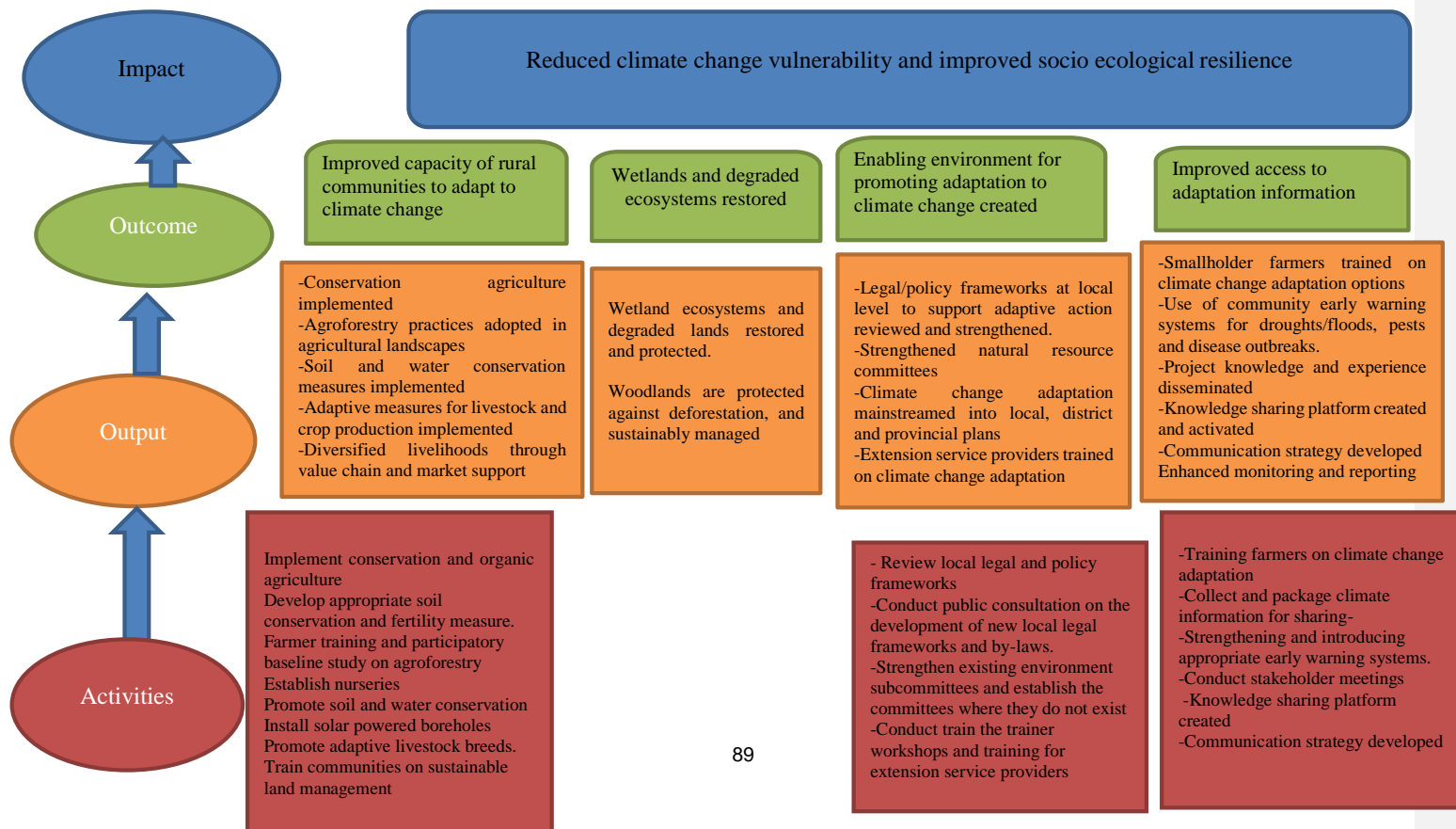


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Output 4.1: Smallholder farmers trained on climate change adaptation options including measures for the effective participation of women and men.	Number of farmers trained Number of information packages and awareness materials	0 0	5000 (2500 females, 800 from female headed households) 25	reports Project reports	Stakeholders willing to participate Information will be packaged in ways that are understood by the end users
Output 4.2: Use of community early warning and monitoring system for droughts/floods, pest and disease outbreaks promoted	Number of traditional early warning systems identified and documented with gender parity in consultations Number of early warning systems adopted	0 0	5 1	Project reports	There are existing systems in project area
Output 4.3: Project knowledge and experiences shared.	Number of meetings Number of meetings Number of tools developed	0 0 0	6 50 5	Minutes of meetings Minutes of meetings Documentation and Project reports	Stakeholders are willing to participate fully
Output 4.4: Communication strategy developed and implemented	Communications strategy document Number of people issued the communication strategy Number of publications Number of documents	0 0 0 0	1 6000 5 5	Communication strategy document Project report issue vouchers Publications Documentation on lessons learnt	Information is packaged in ways that are understood by the end users

The project Theory of Change is illustrated in Figure 9 below.

Figure 9. Project Theory of Change





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F. Alignment with Adaptation Fund Results Framework

Demonstrate how the project / programme aligns with the Results Framework of the Adaptation Fund

Project Objective(s) ²³	Project Objective Indicators	Fund Outcome	Fund Outcome Indicator	Grant Amount (USD)
To promote adaptive measures that support sustainable climate smart livelihoods	Number of households receiving high level support from the project that are able to thrive after climate shocks and variability	<i>Outcome 6:</i> Diversified and strengthened livelihoods and sources of income for vulnerable people in targeted areas.	6.1. Percentage of households and communities having more secure access to livelihood assets. 6.2. Percentage of targeted population with sustained climate-resilient alternative livelihoods	2,187,000
To implement measures that support ecosystem resilience	Number of hectares of land rehabilitated, Number of water management plans implemented, number of households using alternative sources of energy.	<i>Outcome 5:</i> Increased ecosystem resilience in response to climate change and variability-induced stress.	5. Ecosystem services and natural resource assets maintained or improved under climate change and variability-induced stress	1,443,300
To create a conducive legal and institutional framework for adaptation	Number of by-laws proposed, number of climate smart local environmental action plans developed and	<i>Outcome 7:</i> Improved policies and regulations that promote and enforce resilience measures.	7. Climate change priorities are integrated into national development strategy	340,000

²³ The AF utilized OECD/DAC terminology for its results framework. Project proponents may use different terminology but the overall principle should still apply::



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	implemented, number of institutions trained			
To implement a comprehensive knowledge management system for sharing experiences	Number of knowledge products developed and disseminated	Strengthened awareness and ownership of adaptation and climate risk reduction processes at local level. <i>Outcome 8: Support the development and diffusion of innovative adaptation practices, tools and technologies</i>	8. Innovative adaptation practices are rolled out, scaled up, encouraged and/or accelerated at regional, national and/or subnational	229,700
Project Outcome(s)	Project Outcome Indicator(s)	Fund Output	Fund Output Indicator	Grant Amount (USD)
1.0 Improved capacity of rural communities to adapt to climate change	Number of households with diversified livelihoods	Output 6: Targeted individual and community livelihood strategies strengthened in relation to climate change impacts, including variability	6.1.1. Number and type of adaptation assets (tangible and intangible) created or strengthened in support of individual or community livelihood strategies 6.2.1. Type of income sources for households generated under climate change scenario.	2,187,000
2.0 Improved ecosystem resilience	Area under sustainable land management	Output 7: Vulnerable ecosystem services and natural resource assets strengthened in response to climate change impacts, including variability	7.1. No. of natural resource assets created, maintained, or improved to withstand conditions resulting from climate	1,443,300



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			variability and change (by type and scale)	
3.0 A conducive legal and institutional framework created	Number of local actions plans integrating adaptation	Output 8: Improved integration of climate-resilience strategies into country development plans	8.1 Improved integration of climate-resilience strategies into country development plans	340,000
4.0 Improved access to adaptation information	Number of people accessing adaptation information	Output 9: Viable innovations are rolled out, scaled up, encouraged and/or accelerated	9.1. Number of innovative adaptation practices, tools and technologies accelerated, scaled-up and/or replicated 8.2. No. of key findings on effective, efficient adaptation practices, products and technologies generated	229,700



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G. Detailed budget with Budget Notes

Include a detailed budget with budget notes, a budget on the Implementing Entity management fee use, and an explanation and a breakdown of the execution costs.

G. Detailed Budget with budget notes

Detailed budget with budget notes, a budget on the implementing entity management fee use, explanation and breakdown of the execution costs.

Table 7: Detailed Budget per project activity

Activity	Total (US\$)	Notes
Component 1: To promote adaptive measures that support sustainable climate smart livelihoods	2,187,000	
Outcome 1: Improved capacity of rural communities to adapt to climate change	2,187,000	
Output 1.1: Conservation agriculture implemented in smallholder farming systems	356,000	
Activity 1.1.1: Implement conservation agriculture practices in all project areas	195,000	a
Activity 1.1.2: Promote organic agriculture in project areas	107,000	b
Activity 1.1.3: Develop appropriate soil amendments to improve soil fertility and structure on 50 plots	54,000	c
Output 1.2: Agroforestry practices adopted in agricultural landscapes for soil health, food and fodder	160,000	
Activity 1.2.1: Train Farmer in Agroforestry practices	25,000	d
Activity 1.2.2: Conduct Participatory baseline study of tree, soil and crop yields and Identification of appropriate agroforestry interventions including livestock-based agroforestry interventions	15,000	e
Activity 1.2.3: Establish nurseries to Support seedling production	120,000	f
Output 1.3: Soil and moisture conservation measures implemented	556,000	
Activity 1.3.1: Promote soil conservation practices	60,000	g
Activity 1.3.2: Implement moisture conservation technologies such as water harvesting and ground water recharge pits, rooftop water harvesting	150,000	h
Activity 1.3.3: Install solar powered boreholes for consumptive and productive use	290,000	i
Activity 1.3.4: Establish soil erosion monitoring plots	56,000	j
Output 1.4: Adaptation measures for livestock production, Promoted	645,000	



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Activity 1.4.1: Establish fodder banks for livestock in selected project areas	75,000	k
Activity 1.4.2: Promote adaptive livestock breeds	350,000	l
Activity 1.4.3: Develop and implement rangeland management plans	100,000	m
Activity 1.4.4: Train communities on sustainable herd management	120,000	n
Output 1.5: livelihoods Diversification through value chain development and marketing supported	470,000	
Activity 1.5.1: Promote Apiculture development for communities	35,000	o
Activity 1.5.2: Promote non-timber forest product Value addition in project areas	220,000	p
Activity 1.5.3: Promote value addition of high-value pulses and other produce in selected project areas.	215,000	q
Component 2: To implement measures that support ecosystem resilience	1,443,300	
Outcome 2: Improved ecosystem resilience	1,443,300	
Output 2.1: Wetland ecosystems and degraded lands restored and sustainably managed	872,300	
Activity 2.1.1: Develop and implement wetlands management plans	400,000	r
Activity 2.1.2 Develop and implement sustainable land management plans	472,300	s
Output 2.2: Woodlands are protected against deforestation, and forest degradation	571,000	
Activity 2.2.1: Develop and implement sustainable forestry management plans	126,000	t
Activity 2.2.2 Identify and conserve threatened plant species	180,000	u
Activity 2.2.3: Energy saving technology promoted in project areas	140,000	v
Activity 2.2.4: Conduct fire management and awareness activities	125,000	w
Component 3: To develop a conducive legal and institutional framework for adaptation	340,000	
Outcome 3: A conducive Legal/policy framework created	340,000	
Output 3.1: Legal/policy frameworks to support adaptive actions reviewed and strengthened	60,000	
Activity 3.1.1: Review local legal and policy frameworks s	15,000	x
Activity 3.1.2: Conduct public consultation on development of new local by-laws	45,000	y
Output 3.2: Strengthened capacity of local ward-based institutions to integrate climate change adaptation in local planning	205,000	



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Activity 3.2.1: Establish, train, and support existing environment subcommittees, village health committees and disaster risk reduction committees	205,000	z
Output 3.3: Extension service providers trained on climate change adaptation	75,000	
Activity 3.4.1: Conduct train the trainer workshops for extension and other natural practitioners in project areas.	75,000	aa
Component 4: To implement a comprehensive knowledge management system for sharing experiences	229,700	
Outcome 4: Improved access to climate change adaptation information	229,700	
Output 4.1: Smallholder farmers trained on climate change adaptation options including measures for the effective participation of women and men	69,000	
Activity 4.1.1: Train smallholder farmers on climate change adaptation	40,000	bb
Activity 4.1.2: Collect and package climate change adaptation information for sharing with smallholder farmers.	29,000	cc
Output 4.2: Use of community early warning and monitoring system for droughts/floods, pest and disease outbreaks	25,000	
Activity 4.2.1: Identify and document local early warning systems	10,000	dd
Activity 4.2.2: Strengthen and introduce appropriate early warning systems	15,000	ee
Output 4.3: Project knowledge and experience shared	105,700	
Activity 4.3.1: Hold Project initiation meetings	47,000	ff
Activity 4.3.2: Hold Stakeholder meetings on project progress	33,700	gg
Activity 4.3.3: Develop tools for up scaling and knowledge dissemination	25,000	hh
Output 4.4 Communication strategy developed and implemented	30,000	
Activity 4.4.1: Develop and implement a communication strategy for the project	30,000	ii
Project Program Activities	4,200,000	
Execution fee	432,000	jj
National Implementing Entity fee	357,000	kk
Total disbursement	4,989,000.00	



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Budget Notes

- a 2125 Conservation Agriculture increases yield through minimal soil tillage, mulching which increases soil fertility & protects soil from erosion, biological integrated pest management etc. (CA) packs *80 each CA packs per household to contain seedlings 30 fertilizer 20 and tilling equipment 30, Project staff - 15 000
- b Establish 35 demonstration plots*2000 each. Each demonstration plot is used to showcase to farmers conservation agriculture practices that improve yield including minimal soil tillage, mulching, biological integrated pest management etc. Demonstration plots to have irrigation equipment (borehole, water storage tanks, pipes, taps) 1000, farm equipment (watering cans, wheelbarrows, hoes, rakes, shovels) 700, farm supplements (fertilizer, seedlings) 300, Project staff - 10000
- c 50 plots*1000 each. Each plot employing conservation agriculture practices to improve yield including minimal soil tillage, mulching, biological integrated pest management etc. Plots to have irrigation equipment (water storage tanks, pipes, taps) 500, farm equipment (watering cans, wheelbarrows, hoes, rakes, shovels) 200, farm supplements (fertilizer, seedlings) 300
- d 20 workshops *1250 each. Good Agricultural Practices (GAPs) training for farmers, to be delivered by existing service providers or govt. extension services e.g. AGRITEX. Each training workshop to have 50 farmers & include stationery 50, venue hire 200, breakfast/teas 250, lunches 500, allowances 250
- e Consultancy fees 15000. Fees covering fieldwork, travel, allowances and report production for external consultants
- f Support production of 5 million seedlings * 120000. Each seedling costs 0.02 x 5million -100 000, Seedling bags 0.004 x 5million -20 000
- g 2125 Conservation Agriculture increases yield through minimal soil tillage, mulching which increases soil fertility & protects soil from erosion, biological integrated pest management etc. (CA) packs *80 each CA packs per household to contain seedlings 30 fertilizer 20 and tilling equipment 30, Project staff - 15 000
- h Equipment and demonstration 10 wards * 15 000. Water harvesting and ground water recharge pits 10000, rooftop water harvesting 5000
- i. 10 solar powered boreholes with drip irrigation system * 22 605 each, project staff - 63 480,
- j 20 plots * 2800
- k Starter kits for 25 000 equipment 25 000 20 Training workshops 25 000 for 50 farmers & include stationery 50, venue hire 200, breakfast/teas 250, lunches 500, allowances 250
- l Livestock 50 000 Bulls 20 *500, cattle 40*400, bucks 100 *50 goats 475 *40 stock feed 110 000 livestock sales pens 55 - 55 000
- m Paddocks 40 000, meetings 10 000, Other rangeland management activities 50 000.
- n 10 workshops 1400, Infrastructure 60 000, livestock and labour 20 000.
- o 1000 beehives * 30 (30 000); Starter kits & equipment 5000
- p Establish 5 processing centres for NTFP * 39 000 195 000, training on value addition 25 000
- q Training 5 wards * 1 500 7 500, Starter packs 10 per ward *500, 20 wards * 10 starter packs -100 000, equipment 107 500
- r Consultation 30 000, Equipment & materials 350 000, Training 10 000, Monitoring 10 000,
- s Consultations and local environmental action planning - 21 000, Equipment & material 351,300, Project staff - 90 000, Monitoring – 10,000
- t Equipment & materials 175 000, Project staff - 25 000, Consultations 15 000, Monitoring 11 000



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u	Equipment and materials 160 000, Consultations 10 000, Monitoring 10 000
v	500 energy saving stoves * 80 40 000, 20 digesters * 5000 100 000
w	Equipment & material 105 000, Project staff - 20 0000
x	Consultancy 15 000
y	45 public consultations * 1000
z	10 workshops * 2 000, resources (Bibs, Bicycles, communication material) for 30 000, 10 District LEAP workshops * 2500, Implementation of work plans 110 000, 10 meetings * 1000, 5 training workshops *2000
aa	15 workshops * 5000
bb	10 meetings * 2000, Project staff - 20000
cc	500 booklets* 30 = 15 000, Documentaries - 10 000, Fact sheets - 4000
dd	Consultancy for 5000, Travel and per diems 2000, Printing 3 000
ee	Early warning equipment & materials 15 000
ff	Project launch 15 000, inception meetings 15 000 and rollout across all wards - 18 000
gg	4 meetings *200 / year * 5 districts * 5 years, Annual Project Planning and Review Meeting - 15000
hh	Consultancy 5180, Project staff - 19840
ii	Consultancy 5000, Workshops 5 000, Project staff - 20 000
jj	National Project Coordinator dedicated 100% of time to facilitate activities under component 1, 2, 3 & 4. National Project Coordinator 26,600 per year & 138,000 over 5 years "; Monitoring, Evaluation and Knowledge Management Officer 18,000 per year & 90,000 over 5 years Finance & Admin Assistant 18,000 per year & 90,000 over 5 years; Procurement of equipment and assets, and procurement in year 1 of 2 cars for project coordinator to deliver equipment. Equipment includes cars, office furniture, ICT gadgets (laptops, desktops etc) and mobile phones.
kk	Project preparation and financial management 51 700, corporate management services 50000, portfolio management services 20000, project preparation and set up 12 000, quality assurances services 10000, Budget support and supervision services 55000, knowledge management advice 50000, information and communication support 15000, legal support 10000, project steering committee 12000, monthly, quarterly and annual progress reports 21 300, mid-term review 20 000, end of project evaluation 30000

Breakdown of costs for execution fees	National Project Coordinator	See budget notes jj
	M&E Officer	
	Finance and admin officer	
	Equipment	



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Breakdown of costs for the NIE fees	Finance and Budget Support and Supervision	<ul style="list-style-type: none"> • General oversight and supervision, management, and quality control • Ensure compliance with EMA judiciary standards and internal control processes, relevant international and national regulations and Adaptation Fund's rules and policies • Manage, monitor, and track financial transactions • Manage all Adaptation Fund financial resources • Technical support, troubleshooting, and support missions as necessary
	Programme and Performance Management Support and Supervision	<ul style="list-style-type: none"> • Specialized policy, programming, and implementation support services • Provide guidance in establishing performance measurement processes • Supervision of overall project implementation • Ensure coordination with other EMA projects in Zimbabwe.
	Information and Telecommunications Support	<ul style="list-style-type: none"> • Includes maintaining information management systems and specific project management databases to track and monitor project implementation
	Evaluation and Knowledge Management Advice	<ul style="list-style-type: none"> • Technical support in methodologies, innovative solutions, validation of Terms of Reference, identification of experts, results validation, and quality assurance • Mid-term, Terminal evaluation costs • Supervision of preparation of annual project reports and project evaluation reports and quality control • Ensure compliance with audit requirements
	Audit and Inspection Support	<ul style="list-style-type: none"> • Ensures financial reporting complies with EMA and Adaptation Fund standards • Ensure accountability and incorporation of lessons learned
	Legal Support	<ul style="list-style-type: none"> • Legal advice to assure conformity with Adaptation Fund legal practices and those of Zimbabwe and contract review • PSC meetings, 4 times a year, and includes costs for venue and refreshments.



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Detailed Budget for Project: Enhancing resilience of communities and ecosystems in the face of a changing climate in arid and semi-arid areas of Zimbabwe

	Cost category	Yr1	Yr2	Yr3	Yr4	Yr5	Total
Outcome 1	Project Staff	18,188	16,608	16,348	12,248	15,088	78,480
	Service contracts	190,000	85,000	75,000	30,000	10,000	390,000
	Equipment and materials	302,452	336,352	339,652	215,152	9,952	1,203,560
	Travel	51,360	45,040	44,000	27,600	6,960	174,960
	Workshop and training	80,000	80,000	75,000	60,000	45,000	340,000
	Total						
	Outcome 1	642,000	563,000	550,000	345,000	87,000	2,187,000
Outcome 2	Project Staff	34,348	66,348	31,048	19,048	10,148	160,940
	Service contracts	50,000	80,000	40,000	15,000	5,000	190,000
	Travel	29,000	61,000	25,700	13,700	4,800	134,200
	Workshop and training	75,000	150,000	60,000	30,000	14,000	329,000
	Equipment and materials	126,652	252,652	176,552	59,252	14,052	629,160
	Total						
	Outcome 2	315,000	610,000	333,300	137,000	48,000	1,443,300
Outcome 3	Project Staff	11,348	18,848	13,848	9,348	7,348	60,740
	Service contracts	15,000	40,000	20,000	5,000	-	80,000
	Travel	12,000	27,000	17,000	8,000	4,000	68,000
	Workshop and training	21,652	49,152	34,152	17,652	8,652	131,260
		Total					
	Outcome 3	60,000	135,000	85,000	40,000	20,000	340,000
Outcome 4	Project Staff	12,748	8,648	9,148	9,648	5,648	45,840
	Service contracts	9,200	5,900	5,200	9,900	15,300	45,500
	Equipment and materials	10,000	8,800	6,000	6,800	13,100	44,700
	Travel	6,400	8,000	8,000	8,000	10,000	40,400
	Workshop and training	14,652	14,652	9,652	4,652	9,652	53,260
	Total						
	Outcome 4	53,000	46,000	38,000	39,000	53,700	229,700
Total project activities Costs (A)		1,070,000	1,354,000	1,006,300	561,000	208,700	4,200,000
(B)	Execution fee 9.5%	166,400	66,400	66,400	66,400	66,400	432,000



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Total Project costs (A+B)			1,236,400	1,420,400	1,072,700	627,400	275,100	4,632,000
(C)	NIE fee 8.5%	162,400	67,400	42,400	42,400	42,400		357,000
Total financing request (A+B+C)			1,398,800	1,487,800	1,115,100	669,800	317,500	4,989,000

Disbursement Schedule

	1st year	2nd Year	3rd Year	4th Year	5th Year	Total
Scheduled Date	February	January	January	January	January	
Project Funds (US\$)	1,272,400	1,427,400	996,400	631,400	304,400	4,632,000
Implementing fee	162,400	67,400	42,400	42,400	42,400	357,000
Total financing request	1,434,800	1,494,800	1,038,800	673,800	346,800	4,989,000



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PART IV: ENDORSEMENT BY THE DESIGNATED GOVERNMENT AUTHORITY FOR ADAPTATIONFUND AND CERTIFICATION BY THE IMPLEMENTING ENTITY

A. Record of Endorsement by the Designated Government Authority

All communications should be addressed, "The Secretary for Environment, Climate, Tourism and Hospitality Industry"

P Bag 7753 Causeway,
Zimbabwe
Telephone: 701681/3
Fax: 252673



MINISTRY OF ENVIRONMENT,
CLIMATE, TOURISM AND
HOSPITALITY INDUSTRY
11th Floor,
Kagavi Building
Cnr 4th Street/Central Avenue
Harare

Your Ref:
Our Ref:

03 August 2022

To: *The Adaptation Fund Board*
C/o Adaptation Fund Board Secretariat
Email: Secretariat@Adaptation-Fund.org
Fax: 202 522 3240/5

Endorsement of Zimbabwe's climate change adaptation project proposal titled: "*Enhancing resilience of communities and ecosystems in the face of a changing climate in arid and semi-arid areas of Zimbabwe*"

In my capacity as the Designated Authority for the Adaptation Fund in Zimbabwe, I confirm that the above national project is in accordance with the government's national priorities in implementing adaptation activities to reduce adverse impacts of, and risks posed by climate change in the country.

Accordingly, I am pleased to endorse the above project proposal titled: ***Enhancing resilience of communities and ecosystems in the face of a changing climate in arid and semi-arid areas of Zimbabwe*** to be funded by the Adaptation Fund. If approved, the project will be implemented by Zimbabwe's National Implementing Entity to the Adaptation Fund, the Environmental Management Agency (EMA).

Washington Zhakata
Director - Climate Change Management Department & UNFCCC/ Adaptation
Fund/ GCF Focal Point

c/o afbsec@adaptation-fund.org



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B. Implementing entity certification

PART IV: ENDORSEMENT BY GOVERNMENT AND CERTIFICATION

A. Record of endorsement on behalf of the government² Provide the name and position of the government official and indicate date of endorsement. If this is a regional project/programme, list the endorsing officials all the participating countries. The endorsement letter(s) should be attached as an annex to the project/programme proposal. Please attach the endorsement letter(s) with this template; add as many participating governments if a regional project/programme:

Washington Zhakata, Director – Climate Change Management Department, Ministry of Environment, Climate, Tourism and Hospitality Management	Date: 03 August, 2022
---	-----------------------

B. Implementing Entity certification Provide the name and signature of the implementing Entity Coordinator and the date of signature. Provide also the project/programme contact person's name, telephone number and email address

I certify that this proposal has been prepared in accordance with guidelines provided by the Adaptation Fund Board, and prevailing National Development and Adaptation Plans (National Development Strategy 1 (2021-2025); Draft National Adaptation Plan; Nationally Determined Contribution (2030); Zimbabwe's Initial Adaptation Communication (2022); Zimbabwe Long-term Low Greenhouse Gas Emission Development Strategy (2020 – 2050); Zimbabwe's National Climate Change Response Strategy; National Climate Policy; and subject to the approval by the Adaptation Fund Board, commit to implementing the project/programme in compliance with the Environmental and Social Policy and the Gender Policy of the Adaptation Fund and on the understanding that the Implementing Entity will be fully (legally and financially) responsible for the implementation of this project/programme.



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ENVIRONMENTAL MANAGEMENT AGENCY

Name: Aaron Chigona - Director General – Environmental Management Agency	
Signature: 	
Implementing Entity Coordinator	
Date: 02 September 2022	Tel. and email: +2638677006244 +263773404777 dgemazim@gmail.com aaron.chigona@ema.co.zw
Project Contact Person: Tawanda Chinogwenya	
Tel. And Email: tawanda.chinogwenya@ema.co.zw , +2638677006244, +263772958860	



TOGETHER - PROTECTING THE ENVIRONMENT

Amb. Z. Nsimbi (Chairperson); Mr C Chikindi (Vice Chairperson); Mr N Mushangwe (Member); Ms M Mayahle (Member); Mr I D Kunene (Member); Mr Madamombe (Member); Mr T K Hove (Member); Prof E Gandiwa (Member); Mr A Chigona (Member)

Annex I: List of Acronyms

AF	Adaptation Fund
CAMPFIRE	Communal Area Management for Indigenous Resources
CBA	Cost Benefit Analysis
CSA	Climate smart agriculture
DDC	District Development Coordinator
EIA	Environmental Impact Assessment
EMA	Environmental Management Agency
ESMS	Environmental and Social Management System
FAO	Food and Agriculture Organisation of the United Nations
GPFLR	Global Partnership on Forest Landscape Restoration
IAS	Invasive alien species
IFS	Integrated farming systems
IKS	Indigenous Knowledge Systems
ILO	International Labour Organisation
IPCC	Intergovernmental Panel on Climate Change
ITCZ	Inter-tropical convergence zone
M & E	Monitoring and Evaluation
MiAs	Multilateral Environmental Agreements
NCCRS	National Climate Change Response Strategy
NDC	Nationally Determined Contribution
NDS1	National Development Strategy
NGOs	Non-Governmental Organisations
NIE	National Implementing Entity
NTFPs	Non-Timber Forest Products
ORAP	Organisation of Rural Associations for Progress
RDC	Rural District Council
SDG	Sustainable Development Goals
SOS	Start of season
TNC	Third National Communication
TNR	Third National Report
TSURO	Towards Sustainable Use of Resources Organisation
UN	United Nations
UNCBD	United Nations Convention on Biological Diversity
UNCCD	United Nations Convention to Combat Desertification
UNFCCC	United Nations Framework Convention on Climate Change
WFP	World Food Programme
ZimVac	Zimbabwe Vulnerability Assessment

Annex II. Project Compliance with the Adaptation Fund's Environmental and Social Policy, and Gender Policy

PROJECT SPECIFIC INFORMATION	
Title of Project	<i>Enhancing resilience of communities and ecosystems in the face of a changing climate in arid and semi- arid areas of Zimbabwe</i>
Project Number (If applicable)	AF00000233
Project Proponent	<i>Environmental Management Agency (EMA)</i>
National Implementing Entity	<i>Environmental Management Agency (EMA)</i>
Location	<i>Bulilima, Chimanimani, Chivi, Gutu and Mberengwa Districts (Zimbabwe)</i>
Names of Individuals doing the screening process	<ol style="list-style-type: none"> 1. Dairai Kwenda (EMA) 2. Nelton Mangezi (EMA) 3. kudakwashe Masendu (EMA) 4. Joselyne Watsikenyere (EMA) 5. Hlompho Naledi Kulube (EMA)

***This Screening Form/Screening Checklist shall be completed for every project/programme from Zimbabwe to be submitted to the Adaptation Fund. It shall form an Annex of the Proposal of the Project/Programme.

1.0 Introduction

This Environmental and Social Risk assessment for the Environmental Management Agency project "*Enhancing resilience of communities and ecosystems in the face of a changing climate in arid and semi- arid areas of Zimbabwe*" is prepared in compliance with the Adaptation Fund's **Environmental and Social Policy**, and **the Gender Policy**. The Fund's Environmental and Social Policy (ESP) ensures that projects and programmes supported by the Fund promote positive environmental and social benefits and mitigate or avoid adverse environmental and social risks and impacts. Managing these risks is integral to the success of the projects/programmes and the desired outcomes are described in the 20 environmental and social principles (principles) of the ESP. This report presents the detailed risk screening, identification, project categorisation and the Environmental and Social Risk Management Plan.

The project is in five precise districts and fifteen Wards. It consists of 4 Components, 15 Outputs and 36 Activities. All the specific project locations, outputs and activities have been clearly defined during the full proposal development phase. Following the reviewer's observations about possible existence of unidentified sub-projects under Component 2, the project team has used results from the Landscape assessment report and stakeholder consultations to define specific project locations and activities under this component. Therefore, the proposed project no longer has USPs.

The Risk Assessment and the Environmental and Social Management Plan (ESMP) were developed in a participatory manner led by a team of ESS experts. The roles and responsibilities of the implementing entity (IE) and the executing entities (EEs) in the implementation of both the project and the ESMP have been developed including the roles of each government and the technical staff of the project, including a systematic monitoring and evaluation framework during the implementation phase.

The screening and preliminary ESP risk analysis found that certain project activities could generate limited adverse social and environmental impacts. From the ESP risk assessment results, the project has been classified as Category B: Moderate. The project activities and ESMP are designed to avoid, and where avoidance is not possible, mitigate and manage these limited potential adverse impacts.

1.1 Overview of the project

The main objective of the project is to enhance the adaptive capacity of vulnerable communities to effectively engage in sustainable livelihoods in a changing climate. The specific objectives of the project are to:

- Promote adaptive measures that support sustainable climate smart livelihoods.
- Implement measures that support ecosystem resilience.
- Create a conducive legal and institutional framework for adaptation.
- Implement a comprehensive knowledge management system for sharing experiences.

The project has four components, as follows:

Component 1: Promoting adaptive measures that support sustainable climate smart livelihoods.

Component 2: Implementing measures that support ecosystem resilience

Component 3: Strengthening institutional and governance frameworks to increase socio-ecological resilience to climate change.

Component 4: Implement a comprehensive knowledge management system for sharing experiences

The outputs and activities of these components are summarised in the sub-section that follows.

1.2 Project activities

The proposed project has the following outputs and activities under each component whose ESP risks are assessed against the AF ESP principles.

Table 1: Project Outputs and Activities

Project Component 1: Promoting adaptive measures that support sustainable climate smart livelihoods.

1.1 Conservation agriculture implemented in smallholder farming systems in rural communities.	<p><i>Activity 1.1.1.</i> Implement conservation agriculture practices in all project areas</p> <p><i>Activity 1.1.2.</i> Promote organic agriculture in project areas</p> <p><i>Activity 1.1.3.</i> Develop appropriate soil amendments to improve soil fertility and structure</p>
1.2 Agroforestry practices adopted in agricultural landscapes	<p><i>Activity 1.2.1.</i> Train farmers in agroforestry practices</p> <p><i>Activity 1.2.2.</i> Conduct participatory baseline study of tree, soil and crop yields and identification of appropriate agroforestry intervention</p> <p><i>Activity 1.2.3.</i> Establish nurseries to support seedling production</p>
1.3 Soil and water conservation measures implemented.	<p><i>Activity 1.3.1.</i> Promote soil and water conservation practices</p> <p><i>Activity 1.3.2.</i> Install solar powered boreholes for domestic and productive uses</p> <p><i>Activity 1.3.3.</i> Establish soil erosion monitoring plots</p>
1.4 Adaptation measures for livestock production, promoted.	<p><i>Activity 1.4.1.</i> Establish fodder banks for livestock in selected project areas</p> <p><i>Activity 1.4.2.</i> Promote adaptive livestock breeds</p> <p><i>Activity 1.4.3.</i> Develop and implement rangeland management plans</p> <p><i>Activity 1.4.4.</i> Train communities on sustainable herd management</p>
1.5 Diversified livelihoods and value chain develop climate change resilience.	<p><i>Activity 1.5.1.</i> Promote apiculture development for communities</p> <p><i>Activity 1.5.2.</i> Promote non-timber forest products (NTFP) value addition in project areas</p> <p><i>Activity 1.5.3.</i> Value addition for high-value pulses and other produce in selected project areas promoted.</p>
Component 2: Implementing measures that support ecosystem resilience	
2.1 Wetland ecosystems and degraded lands restored and sustainably managed	<p><i>Activity 2.1.1.</i> Develop and implement wetland management plans.</p> <p><i>Activity 2.1.2.</i> Develop and implement sustainable land management plans.</p>
2.2 Woodlands sustainably managed and protected against deforestation and forest degradation.	<p><i>Activity 2.2.1.</i> Develop and implement sustainable Forest management plans.</p> <p><i>Activity 2.2.2.</i> Identify and conserve threatened plant species</p> <p><i>Activity 2.2.3.</i> Promote energy saving technologies in project areas.</p> <p><i>Activity 2.2.4.</i> Conduct fire management and awareness activities</p>
Component 3: Strengthening institutional and governance frameworks to increase socio-ecological resilience to climate change.	
3.1 Legal/policy frameworks to support adaptive actions reviewed and strengthened	<i>Activity 3.1.1.</i> Review and develop legal and policy frameworks at local level.
3.2 Strengthened capacity of local ward-based institutions to integrate climate change adaptation in local planning.	<i>Activity 3.2.1.</i> Establish, Train, and support existing environment subcommittees, village health committees and disaster risk reduction committees
3.3 Extension service providers trained on climate change adaptation	<i>Activity 3.3.1.</i> Conduct train the trainer workshops for extension and other natural resource practitioners in project areas
Component 4: Implement a comprehensive knowledge management system for sharing experiences	
4.1 Smallholder farmers trained on climate change adaptation options including measures for the effective participation of women and men.	<p><i>Activity 4.1.1.</i> Train Smallholder farmers on climate change adaptation</p> <p><i>Activity 4.1.2.</i> Collect and package climate change adaptation information for sharing with smallholder farmers.</p>

4.2 Use of community early warning and monitoring system for droughts/floods, pest and disease outbreaks promoted	<i>Activity 4.2.1 Identify and document local early warning systems</i> <i>Activity 4.2.2. Strengthen and or introduce appropriate early warning systems</i>
4.3 Project knowledge and experiences shared	<i>Activity 4.3.1. Hold project initiation meetings.</i> <i>Activity 4.3.2. Hold Stakeholder meetings on project progress.</i> <i>Activity 4.3.3. Develop tools for upscaling knowledge dissemination.</i>
4.4 Communication strategy developed and implemented	<i>Activity 4.4.1. Develop and implement a communication strategy for project activities</i>
4.5 Project knowledge and experience shared	<i>Activity 4.5.1 Produce monthly, quarterly, and annual progress reports.</i> <i>Activity 4.5.2 Conduct project midterm reviews</i> <i>Activity 4.5.3 Conduct end of project evaluation.</i>

2.0 Screening ESP checklist for the submitted project

Table 2 presents the project screening for potential environmental and social impacts guided by the AF's 20 principles.

Table 2: SCREENING CHECKLIST FOR POTENTIAL ENVIRONMENTAL AND SOCIAL IMPACTS

Table 2: SCREENING CHECKLIST FOR POTENTIAL ENVIRONMENTAL AND SOCIAL IMPACTS	
PRINCIPLE 1: COMPLIANCE WITH THE LAW	Yes/No
a. Does the proposed project/programme lead to violation of national laws and policies of Zimbabwe?	No
b. Does the project/program violate international laws in any part of its life cycle (international law can refer to international conventions, protocols, bilateral agreements, regional conventions, and other applicable legally binding multilateral agreements)?	No
c. Could the project/programme violate legal permits required in the area of jurisdiction (building permits, permission permits, environmental permits, emission permits, water extraction permits, or hazardous substances permits)?	No
<i>If answer is "yes" to any of the questions above, specify measures to mitigate the impact or risk</i>	
PRINCIPLE 2: ACCESS AND EQUITY	Yes/No
a. Could the project/programme result in inequitable access to benefits emanating from its activities?	Yes
b. Is there a possibility of the project affecting the ability of people to access resources, energy, basic services, education, water, sanitation, safe and decent working conditions?	No
c. Will the programme exacerbate inequalities especially disadvantaging marginalised groups?	No
<i>If answer is "yes" to any of the questions above, specify measures to mitigate the impact or risk</i>	
a. Stakeholder engagement plan	
PRINCIPLE 3: MARGINALISED AND VULNERABLE GROUPS	Yes/No
a. Will the project cause adverse impacts on marginalised and vulnerable groups?	No
b. Will the proposed project/programme affect children in a negative way?	Yes
c. Is there a possibility that the project/programme will have potential adverse risks on women and girls?	Yes

d. Can the project or programme possibly affect the elderly in an adverse manner?	Yes
e. Is there a risk of negatively affecting tribal groups and indigenous people?	No
f. Could the project cause displacement of people such that they may become refugees?	No
g. Is there a negative effect on people living with disability and impairment?	Yes
If answer is yes to any of the questions above, specify measures to mitigate the impact or risk b. Conduct awareness programmes on gender and develop operational guidelines for the project. c. Apply and conform to sexual harassment d. Adopt labour saving technologies g. Disability Inclusion Plan/Strategy	
PRINCIPLE 4: HUMAN RIGHTS	Yes/No
a. Does the project or programme have the potential to affect the Human Rights or any individual or individuals?	No
b. Does any part of the project/programme (including contracting) have a strong possibility of violating the Universal Declaration on Human Rights?	No
If answer is "yes" to any of the questions above, specify measures to mitigate the impact or risk	
PRINCIPLE 5: GENDER EQUALITY AND WOMEN'S EMPOWERMENT	Yes/No
a. Could the project cause discrimination of women and girls?	Yes
b. Does the project have the potential to result in unequal opportunities in the implementation of the project/programme?	Yes
c. Could there be a possibility of unequal distribution of economic and social benefits emanating from the project?	Yes
d. Is there a potential of discrimination in the undertaking of activities related to the project/programme?	Yes
e. Is there a potential for discrimination in the area of remuneration of women in comparison to men?	No
f. Is there a potential for Gender Based Violence (GBV) due to the project of programme?	Yes
g. Could the project disadvantage women in their quest to attain sustainable livelihoods?	Yes
h. Could any activity during the project or programme result in lower remuneration of women in comparison to men?	No

If answer is yes to any of the questions above, specify measures to mitigate the impact or risk
Apply the gender policy and tools (Gender Action Learning System, Women's Empowerment Agriculture Index)

PRINCIPLE 6: CORE LABOUR RIGHTS	Yes/No
a. Does the project or programme have the potential to violate labour rights of employees, contractors and other stakeholders involved in the project or programme activities?	No
b. Will the project or programme affect the ability of workers to have Freedom of Association?	No
c. Is there a risk that the project or programme will engage child labour?	No
d. Does the programme or project have a potential of causing discrimination in employment?	No
e. Could the project result in "Modern Slavery" ²⁴ and unfair labour practices?	No
If answer is "yes" to any of the questions above, specify measures to mitigate the impact or risk	
PRINCIPLE 7: INDIGINEOUS PEOPLES	Yes/No
a. Is there a possibility that the project could infringe the rights of indigenous people?	No
b. Could the project or programme violate the Universal Declaration on Rights of Indigenous People (UNDIRP)?	No
c. Could there be a possibility that indigenous people will not participate in the design and implementation of the project or programme?	No
d. Does the programme cause significant complaints from indigenous people?	No
If answer is "yes" to any of the questions above, specify measures to mitigate the impact or risk	
PRINCIPLE 8: INVOLUNTARY RESETTLEMENT	Yes/No
a. Is there a possibility that the project or programme will result in involuntary resettlement which will be carried out in a manner contrary to Legal Framework of Land Ownership Laws of Zimbabwe?	No

²⁴ Severe exploitation of other people for commercial gain. It can include among other forms forced labour, bonded labour, entrapment in employment, violence at work, coercion and trafficking.

b. Is there possibility that the project/programme will undertake involuntary resettlement without considering alternatives?	No
c. Is there possibility that the project/programme will undertake involuntary resettlement without a consideration of National Laws of Land ownership in Zimbabwe?	No
d. Could the project result in involuntary resettlement without soliciting an opinion from the indigenous people of the receiving area of the project/programme?	No
e. Could the project undertake involuntary resettlement without considering alternatives	No
f. Could the project undertake involuntary resettlement without raising awareness on the Grievance Handling Mechanism?	No
If answer is "yes" to any of the questions above, specify measures to mitigate the impact or risk	
PRINCIPLE 9: CONSERVATION OF NATURAL HABITATS	Yes/No
a. Does the project or programme have irreversible impacts on ecosystems?	No
b. Does the project or programme result in loss of biodiversity resources?	No
c. Does the project have the potential to introduce invasive alien species	No
d. Could the project have an impact on protected areas such as National Parks, Nature Reserves, Game Parks or other areas of biodiversity concern?	No
e. Will the project or programme threaten the existence of any species whether flora or faunal species?	No
f. Could the project or programme affect Endangered Species or species listed in the IUCN Red List of Threatened Species?	No
g. Does the project or programme have an effect on wetlands?	No
If answer is "yes" to any of the questions above, specify measures to mitigate the impact or risk	
PRINCIPLE 10: CONSERVATION OF BIODIVERSITY	Yes/No
a. Does the project lead to unjustified loss and destruction of biological diversity?	No
b. Is there possibility that the project or programme will result in loss of biological diversity in the area of implementation or other abutting precincts?	No
c. Can the project or programme affect biological species considered in the IUCN Red List of Threatened species?	No
d. Can the project or programme lead to introduction of invasive alien species?	No

e. Does the project or programme result in encroachment into Ramsar Sites?	No
If answer is "yes" to any of the questions above, specify measures to mitigate the impact or risk	
PRINCIPLE 11: CLIMATE CHANGE	Yes/No
a. Does the project have a significant effect on climate change or contribute to a significant increase in Greenhouse Gas (GHG) Emissions	No
b. Is the project in any of the following sectors (energy, transport, large scale forest products and waste management) such that it would require a quantification of greenhouse gas emissions?	No
c. Could the project or programme increase vulnerability to climate change or exacerbate climate change situation in the receiving or other environment?	No
If answer is "yes" to any of the questions above, specify measures to mitigate the impact or risk	
PRINCIPLE 12: POLLUTION PREVENTION AND RESOURCE EFFICIENCY	Yes/No
a. Does the project or programme have the potential to cause pollution to water, land and air?	No
b. Is there a possibility that the project will cause inefficient use of energy resources?	No
c. Is there a possibility that the project or programme will cause inefficient use of water resources?	No
d. Is there a possibility that the project or programme will cause inefficient use of raw materials	No
e. Could the project or programme lead to intensive use of hazardous chemical substances which may cause pollution to the local environment	No
f. Could the project or programme generate hazardous waste substances	No
g. Could the project or programme generate waste (non-hazardous)?	Yes
h. Will there be usage of hazardous chemicals restricted by any international conventions on hazardous substances (e.g. Basel Convention, Bamako Convention, Rotterdam Convention of Prior-Informed Consent, Stockholm Convention on Persistent Organic Pollutants and Montreal Protocol)?	No
If answer is "yes" to any of the questions above, specify measures to mitigate the impact or risk	
g. Apply the National Integrated Solid Waste Management Plan	

PRINCIPLE 13: PUBLIC HEALTH CONCERNS	Yes/No
a. <i>Could the project or programme have a significant impact on public health?</i>	No
i. <i>Could the project result in an uncontrollable outbreak of diseases?</i>	No
j. <i>Is there a potential of the project causing chronic diseases due to exposure of agents generated from the project activities?</i>	No
k. <i>Could the project result in the creation or spread of infectious diseases?</i>	No
l. <i>Does the project have conditions that cause diseases?</i>	No
If answer is "yes" to any of the questions above, specify measures to mitigate the impact or risk	
PRINCIPLE 14: CULTURAL HERITAGE	Yes/No
a. <i>Does the project have a risk of affecting cultural and heritage sites during its life cycle</i>	No
b. <i>Does the project or programme have a potential of destroying cultural sites?</i>	No
c. <i>Will the project or programme encroach into areas classified as World Cultural and Natural Heritage Sites</i>	No
d. <i>Is there a risk of the project or programme affecting cultural sites of architectural, historical, inscriptions, painting, cases, ruins or other important feature which is of historical significance?</i>	No
e. <i>Does the project have the possibility of affecting grave sites and possibly cause reburial of remains?</i>	No
f. <i>Does the project have natural biological formations?</i>	No
g. <i>Is there risk of the project defacing an area of national, regional or international importance or outstanding universal value?</i>	No
h. <i>Does the project or programme interfere with a site of religious significance or those culturally important to the beliefs of the area?</i>	No
If answer is "yes" to any of the questions above, specify measures to mitigate the impact or risk	
PRINCIPLE 15: LANDS AND SOIL CONSERVATION	Yes/No
a. <i>Does the project or programme have a risk of land degradation?</i>	No
b. <i>Is there a possibility that the project or programme could cause soil erosion in the receiving area.</i>	No

c. <i>Is there a possibility of the project affecting productive land or land that provides ecosystem services?</i>	No
d. <i>Does the project have the potential to cause loss of soil fertility and productivity of land?</i>	No
If answer is "yes" to any of the questions above, specify measures to mitigate the impact or risk	
PRINCIPLE 16: SEXUAL EXPLOITATION AND ABUSE	Yes/No
a. <i>Does the project have an element of sexual exploitation and abuse in its life cycle?</i>	Yes
b. <i>Is there a possibility of any vulnerable groups being taken advantage of for sexual gain during the project?</i>	Yes
c. <i>Is there a possibility of employees, contractors and other parties involved in the project to undertake verbal, physical and other forms of sexual exploitation?</i>	Yes
If answer is "yes" to any of the questions above, specify measures to mitigate the impact or risk - Apply EMA sexual harassment policy	
PRINCIPLE 17: OCCUPATIONAL SAFETY AND HEALTH (OSH)	Yes/No
a. <i>Does the project result in injuries to employees, contractors, communities and other stakeholders?</i>	Yes
b. <i>Does the project promote occupational illnesses and diseases caused by working in certain occupations?</i>	No
c. <i>Does the project have a high probability of resulting in fatalities or death in the workplace, in any part of the project cycle</i>	No
If answer is "yes" to any of the questions above, specify measures to mitigate the impact or risk - Apply EMA Occupational Safety and Health Policy	
PRINCIPLE 18: CONTRACTOR MANAGEMENT	Yes/No
a. <i>Does the project have a potential risk of contractors violating environmental and safety laws of the country?</i>	No
b. <i>Does the project involve contractors with the potential of causing significant environmental and social impacts in the project area or community?</i>	No
c. <i>Is there a possibility of contractors getting injured or suffering death due to work related activities on site?</i>	No
d. <i>Does the project have a possibility of contractors failing to manage waste?</i>	Yes

If answer is "yes" to any of the questions above, specify measures to mitigate the impact or risk - Specifying waste management guidelines in contracts	
PRINCIPLE 19: ILLICIT ACTIVITIES	Yes/No
a. Does the project have a likelihood of increasing illicit activities such as crime and prostitution?	No
b. Is there a possibility of increasing the risk of drug trafficking?	No
c. Does the project promote proliferation of illicit drugs?	No
d. Does the project have the potential of promoting other illicit activities restricted by the regulations of Zimbabwe?	No
If answer is "yes" to any of the questions above, specify measures to mitigate the impact or risk	
PRINCIPLE 20: AIR QUALITY	Yes/No
a. Does the project increase the risk of affecting the air quality in the local or other part of the environment?	No
b. Is there chance of the project causing significant release of particulate matter to the detriment of environment and human health?	No
c. Does the project cause reduced visibility due to an increase in the air pollutant load?	No
d. Does the project result in formation on smog?	No
e. Does the project have a risk of releasing high levels of air emissions?	No
If answer is "yes" to any of the questions above, specify measures to mitigate the impact or risk	
Any additional environmental and social risks of the project or programme should be listed below	
National Requirements for Environmental Impact Assessment	Yes/No No
Is the project or programme listed as a Prescribed Activity according to the Environmental Management Act 20:27 First Schedule?	No
If answer is "yes" to any of the question above, specify measures to mitigate the impact or risk and the status of full ESIA.	

APPROVAL OF SCREENING CHECKLIST/SCREENING REPORT

We the undersigned hereby confirm that Screening Checklist/Screening Report has been adequately completed and the review has been undertaken in practice.

Signatory	Date	Signature
Responsible person undertaking Screening Environmental Management Agency		
Project Officer Responsible Environment and Social Safeguards (ESS) or EIA Environmental Management Agency (EMA)		
Director General / Director Environmental Protection Environmental Management Agency (EMA)		

The signatories above confirm that the screening has been carried out in line with the requirements of the EMA's Environmental and Social Safeguards Policy

3.0 Risk identification and project categorisation

Table 2: ENVIRONMENTAL AND SOCIAL RISK ASSESSMENT

SECTION A: What are the environmental and Social Risks of the proposed project or programme identified by the Screening Form? (If there are no environmental and social risks from the Screening Form/Screening Report, proceed to Section B of this form and classify project in Category C)

Principle	Description of environmental and social risk arising from project or programme	Does the Risk Exist in the project? (Y/N)	Probability (1-5)	Severity (1-5)	Risk Rating (Probability X Severity) (1-25)	Risk Category	Mitigation Measures
						Low (1-6) Moderate (7-16) High (17 – 25)	
PRINCIPLE 1: COMPLIANCE WITH THE LAW	Risk of violation of national laws and policies of Zimbabwe	No					
	Risk of violation of international laws (conventions, protocols, bilateral agreements, regional conventions and other applicable legally binding multilateral agreements)	No					
	Risk of violation of legal permits required in the area of jurisdiction (building permits, permission permits, environmental permits, emission permits, water extraction permits or hazardous substances permits)	No					
PRINCIPLE 2: ACCESS AND EQUITY	inequitable access to benefits emanating from the project	Yes	2	2	4	Low	Ensure project members develop and adheres to project constitution
	Reduced ability of people to access resources, energy, basic services, education, water, sanitation, safe and decent working conditions	No					
	Increased inequalities especially disadvantaging marginalised groups	No					
	Adverse impacts on marginalised and vulnerable groups	No					

Table 2: ENVIRONMENTAL AND SOCIAL RISK ASSESSMENT

SECTION A: What are the environmental and Social Risks of the proposed project or programme identified by the Screening Form? (If there are no environmental and social risks from the Screening Form/Screening Report, proceed to Section B of this form and classify project in Category C)

Principle	Description of environmental and social risk arising from project or programme	Does the Risk Exist in the project? (Y/N)	Probability (1-5)	Severity (1-5)	Risk Rating (Probability X Severity) (1-25)	Risk Category	Mitigation Measures
						Low (1-6)	
PRINCIPLE 3: MARGINALISED AND VULNERABLE GROUPS	Negative effects on children and their rights	Yes	1	3	3	Low	Develop and implement Constitution, operational guidelines for the project and awareness.
	Potential for abuse of women and girls	Yes	3	3	9	Moderate	Develop and implement Constitution, operational guidelines for the project and awareness
	Negative effects on elderly people	Yes	1	3	3	low	Develop and implement Constitution, operational guidelines for the project and awareness
	Negative Effects on tribal groups and indigenous people	No					
	Displacement of people such that they may become refugees	No					
	Negative effect on people living with disability and impairment	Yes	1	3	3	low	Develop and implement Constitution, operational guidelines for the project and awareness

Table 2: ENVIRONMENTAL AND SOCIAL RISK ASSESSMENT

SECTION A: What are the environmental and Social Risks of the proposed project or programme identified by the Screening Form? (If there are no environmental and social risks from the Screening Form/Screening Report, proceed to Section B of this form and classify project in Category C)

Principle	Description of environmental and social risk arising from project or programme	Does the Risk Exist in the project? (Y/N)	Probability (1-5)	Severity (1-5)	Risk Rating (Probability X Severity) (1-25)	Risk Category	Mitigation Measures
						Low (1-6) Moderate (7-16) High (17 - 25)	
PRINCIPLE 4: HUMAN RIGHTS	Violation of Human Rights or any individual or individuals	No					
	Strong possibility of violating the Universal Declaration on Human Rights	No					
PRINCIPLE 5: GENDER EQUALITY AND WOMEN'S EMPOWERMENT	Discrimination of women and girls?	Yes	2	3	6	Low	Development of a guideline (to include women representation in influential positions), awareness and training on gender.
	Unequal opportunities in the implementation of the project/programme	Yes	3	3	9	Moderate	Development of project implementation guideline, engagement of traditional leaders and awareness
	Unequal distribution of economic and social benefits emanating from the project	Yes	2	2	4	Low	Development of project implementation guideline ,Ensure project members develop and adheres to project constitution
	Potential for discrimination in the area of remuneration of women in comparison to men?	No					

Table 2: ENVIRONMENTAL AND SOCIAL RISK ASSESSMENT

SECTION A: What are the environmental and Social Risks of the proposed project or programme identified by the Screening Form? (If there are no environmental and social risks from the Screening Form/Screening Report, proceed to Section B of this form and classify project in Category C)

Principle	Description of environmental and social risk arising from project or programme	Does the Risk Exist in the project? (Y/N)	Probability (1-5)	Severity (1-5)	Risk Rating (Probability X Severity) (1-25)	Risk Category	Mitigation Measures
						Low (1-6)	
	Risk of Gender Based Violence (GBV)	Yes	3	3	9	Moderate	Awareness, enforcement of Gender Based Violence Act
	Disadvantaging women in their quest to attain sustainable livelihoods	Yes	3	3	9	Moderate	Develop and implement guideline (with a component on gender equality and equity) and monitor adherence.
	Lower remuneration of women in comparison to men	No					
PRINCIPLE 6: CORE LABOUR RIGHTS	Violation of labour rights of employees, contractors and other stakeholders involved in the project or programme activities	No					
	Restriction of Freedom of Association	No					
	Engagement of child labour	No					
	Discrimination in employment	No					
	"Modern Slavery" ²⁵ and unfair labour practices	No					
	Infringement of the rights of indigenous people	no					

²⁵ Severe exploitation of other people for commercial gain. It can include among other forms forced labour, bonded labour, entrapment in employment, violence at work, coercion and trafficking.

Table 2: ENVIRONMENTAL AND SOCIAL RISK ASSESSMENT

SECTION A: What are the environmental and Social Risks of the proposed project or programme identified by the Screening Form? (If there are no environmental and social risks from the Screening Form/Screening Report, proceed to Section B of this form and classify project in Category C)

Principle	Description of environmental and social risk arising from project or programme	Does the Risk Exist in the project? (Y/N)	Probability (1-5)	Severity (1-5)	Risk Rating (Probability X Severity) (1-25)	Risk Category	Mitigation Measures
						Low (1-6)	
PRINCIPLE 7: INDIGINEOUS PEOPLES	Violation of the Universal Declaration on Rights of Indigenous People (UNDIRP)	No					
	Lack of participation of Indigenous people in the design and implementation of the project or programme?	No					
	Risk of significant complaints from indigenous people	No					
PRINCIPLE 8: INVOLUNTARY RESETTLEMENT	Involuntary resettlement in a manner contrary to Legal Framework of Land Ownership Laws of Zimbabwe	No					
	involuntary resettlement without considering alternatives	No					
	involuntary resettlement without a consideration of National Laws of Land ownership in Zimbabwe	No					
	Risk of involuntary resettlement without soliciting an opinion from the indigenous people of the receiving area of the project/programme	No					
	involuntary resettlement without considering alternatives	No					
PRINCIPLE 9: CONSERVATION	Irreversible impact on ecosystems	No					
	Loss of biodiversity resources	No					
	potential to introduce invasive alien species	No					

Table 2: ENVIRONMENTAL AND SOCIAL RISK ASSESSMENT

SECTION A: What are the environmental and Social Risks of the proposed project or programme identified by the Screening Form? (If there are no environmental and social risks from the Screening Form/Screening Report, proceed to Section B of this form and classify project in Category C)

Principle	Description of environmental and social risk arising from project or programme	Does the Risk Exist in the project? (Y/N)	Probability (1-5)	Severity (1-5)	Risk Rating (Probability X Severity) (1-25)	Risk Category	Mitigation Measures
						Low (1-6)	
OF NATURAL HABITATS	Encroachment into protected areas such as National Parks, Nature Reserves, Game Parks or other areas of biodiversity concern	No					
	Threatening the existence of any species whether flora or faunal species	No					
	Negative effects on Endangered Species or species listed in the IUCN Red List of Threatened Species	No					
	Negative Effects on wetlands	No					
PRINCIPLE 10: CONSERVATION OF BIODIVERSITY	Loss and destruction of biological diversity						
	Loss of biological diversity in the area of implementation or other abutting precincts	No					
	Negative effects on biological species considered in the IUCN Red List of Threatened species	No					
	Introduction of invasive alien species	No					
	Possibility of encroachment into Ramsar Sites	No					
PRINCIPLE 11: CLIMATE CHANGE	Significant effect on climate change and increase in Greenhouse Gas (GHG) Emissions	No					
	High carbon intensity such as that which would require such that it would require a quantification of greenhouse	No					

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SECTION A: What are the environmental and Social Risks of the proposed project or programme identified by the Screening Form? (If there are no environmental and social risks from the Screening Form/Screening Report, proceed to Section B of this form and classify project in Category C)

Principle	Description of environmental and social risk arising from project or programme	Does the Risk Exist in the project? (Y/N)	Probability (1-5)	Severity (1-5)	Risk Rating (Probability X Severity) (1-25)	Risk Category	Mitigation Measures
						Low (1-6)	
	gas emissions? (e.g. energy, transport, large scale forest products and waste management)						
	Worsening the climate change situation in the receiving or other environment	No					
PRINCIPLE 12: POLLUTION PREVENTION AND RESOURCE EFFICIENCY	Water, air and land pollution	Yes	1	2	2	Low	Adherence to Environmental Management Act , awareness and monitoring
	Inefficient use of energy resources	No					
	Inefficient use of water resources	Yes	3	2	6	Low	Establishment and training of waterpoint committees, use of water efficient technologies
	Inefficient use of raw materials	No					
	Intensive use of hazardous chemical substances	No					
	Generation of hazardous waste substances	No					
	Generation of non-hazardous waste	Yes	1	3	3	Low	Adherence to Environmental Management Act, awareness and monitoring, awareness
	Usage of hazardous chemicals restricted by any international conventions on hazardous substances (e.g.	No					

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SECTION A: What are the environmental and Social Risks of the proposed project or programme identified by the Screening Form? (If there are no environmental and social risks from the Screening Form/Screening Report, proceed to Section B of this form and classify project in Category C)

Principle	Description of environmental and social risk arising from project or programme	Does the Risk Exist in the project? (Y/N)	Probability (1-5)	Severity (1-5)	Risk Rating (Probability X Severity) (1-25)	Risk Category	Mitigation Measures
						Low (1-6)	
	Basel Convention, Bamako Convention, Rotterdam Convention of Prior-Informed Consent, Stockholm Convention on Persistent Organic Pollutants and Montreal Protocol)						
PRINCIPLE 13: PUBLIC HEALTH CONCERNS	Negative Effects on public health	No					
	Uncontrollable outbreak of diseases	No					
	High potential of the project causing chronic diseases due to exposure of agents generated from the project activities	No					
	Creation or spread of infectious diseases	No					
	Conditions that cause diseases	No					
PRINCIPLE 14: CULTURAL HERITAGE	Interference with cultural and heritage sites during its life cycle	No					
	Destruction of cultural sites	No					
	Encroachment into areas classified as World Cultural and Natural Heritage Sites	No					
	Negative effects on cultural sites of architectural, historical, inscriptions, painting, cases, ruins or other important feature which is of historical significance	No					

Table 2: ENVIRONMENTAL AND SOCIAL RISK ASSESSMENT

SECTION A: What are the environmental and Social Risks of the proposed project or programme identified by the Screening Form? (If there are no environmental and social risks from the Screening Form/Screening Report, proceed to Section B of this form and classify project in Category C)

Principle	Description of environmental and social risk arising from project or programme	Does the Risk Exist in the project? (Y/N)	Probability (1-5)	Severity (1-5)	Risk Rating (Probability X Severity) (1-25)	Risk Category	Mitigation Measures
						Low (1-6)	
	Interference with grave sites and possibly cause reburial of remains	No					
	Destruction of natural biological formations	No					
	Risk of the project defacing an area of national, regional or international importance or outstanding universal value	No					
	Interfere with a site of religious significance or those culturally important to the beliefs of the area	No					
PRINCIPLE 15: LANDS AND SOIL CONSERVATION	Risk of land degradation	No					
	Soil erosion in the receiving area.	No					
	Negative effects on productive land or land that provides ecosystem services	No					
	Loss of soil fertility and productivity of land	No					
PRINCIPLE 16: SEXUAL EXPLOITATION AND ABUSE	Risk of Sexual exploitation and abuse	Yes	1	3	3	Low	Awareness and adherence to National Domestic Violence Act as well EMA Sexual Harassment Policy, Awareness on the Grievance Redress Mechanism.

Table 2: ENVIRONMENTAL AND SOCIAL RISK ASSESSMENT

SECTION A: What are the environmental and Social Risks of the proposed project or programme identified by the Screening Form? (If there are no environmental and social risks from the Screening Form/Screening Report, proceed to Section B of this form and classify project in Category C)

Principle	Description of environmental and social risk arising from project or programme	Does the Risk Exist in the project? (Y/N)	Probability (1-5)	Severity (1-5)	Risk Rating (Probability X Severity) (1-25)	Risk Category	Mitigation Measures
						Low (1-6) Moderate (7-16) High (17 – 25)	
	Possibility of any vulnerable groups being taken advantage of for sexual gain during the project	Yes	1	3	3	Low	Awareness and adherence to National Domestic Violence Act as well EMA Sexual Harassment Policy, Awareness on the Grievance Redress Mechanism
	Employees, contractors and other parties involved in the project to undertake verbal, physical and other forms of sexual exploitation	Yes	1	3	3	Low	Awareness and adherence to National Domestic Violence Act as well EMA Sexual Harassment Policy, Awareness on the Grievance Redress Mechanism.
PRINCIPLE 17: OCCUPATIONAL SAFETY AND HEALTH (OSH)	Injuries to employees, contractors, visitors, communities, and other stakeholders	Yes	1	3	3	Low	Awareness and adherence to EMA Occupational Health and Safety Policy.
	Increased incidence of occupational illnesses and diseases caused by working in certain occupations?	No					
	Fatalities or death in the workplace, in any part of the project cycle	No					
	Risk of contractors violating environmental and safety laws of the country	No					

Table 2: ENVIRONMENTAL AND SOCIAL RISK ASSESSMENT

SECTION A: What are the environmental and Social Risks of the proposed project or programme identified by the Screening Form? (If there are no environmental and social risks from the Screening Form/Screening Report, proceed to Section B of this form and classify project in Category C)

Principle	Description of environmental and social risk arising from project or programme	Does the Risk Exist in the project? (Y/N)	Probability (1-5)	Severity (1-5)	Risk Rating (Probability X Severity) (1-25)	Risk Category	Mitigation Measures
						Low (1-6)	
						Moderate (7-16)	
						High (17 – 25)	
PRINCIPLE 18: CONTRACTOR MANAGEMENT	Involvement of contractors with the potential of causing significant environmental and social impacts in the project area or community	No					
	High possibility of contractors getting injured or suffering death due to work related activities on site	No					
	High possibility of contractors failing to manage waste	No					
PRINCIPLE 19: ILLICIT ACTIVITIES	Increased crime and prostitution	No					
	Possibility of increasing drug trafficking	No					
	Proliferation of illicit drugs	No					
	Potential of promoting other illicit activities restricted by the regulations of Zimbabwe	No					
PRINCIPLE 20: AIR QUALITY	Deterioration of the air quality in the local or other part of the environment	No					
	Release of particulate matter to the detriment of environment and human health	No					
	Reduced visibility due to an increase in the air pollutant load	No					
	Formation on smog	No					
	Release of air emissions	No					

Table 2: ENVIRONMENTAL AND SOCIAL RISK ASSESSMENT

SECTION A: What are the environmental and Social Risks of the proposed project or programme identified by the Screening Form? (If there are no environmental and social risks from the Screening Form/Screening Report, proceed to Section B of this form and classify project in Category C)

Principle	Description of environmental and social risk arising from project or programme	Does the Risk Exist in the project? (Y/N)	Probability (1-5)	Severity (1-5)	Risk Rating (Probability X Severity) (1-25)	Risk Category	Mitigation Measures
						Low (1-6)	
	Additional Environmental and Social Risks						

SECTION B: OVERALL RISK CATEGORISATION

We have assessed the environmental and social risks arising from the project or programme and based on our assessment, the project is classified on its environmental and social risks as follows:

Project Risk Category	
Section B: What is the overall risk category of the project or programme? (Overall project risk category is determined by average of risk rating in Section A)	
Category A: HIGH	(X)
Category B: MODERATE	X
Category C: LOW	

SECTION C: APPROVAL OF RISK ASSESSMENT FORM

We the undersigned hereby confirm that ESS Risk Assessment Form has been adequately completed and the review has been undertaken in practice.

Signature	Date	Signature
Responsible person undertaking Screening Environmental Management Agency		
Project Officer Responsible Environment and Social Safeguards (ESS) or EIA Manager Environmental Management Agency (EMA)	03/03/2025	[Signature]

The signatories above confirm that the RISK ASSESSMENT has been carried out in line with the requirements of the EMA Environmental and Social Safeguards Policy



Annex III: Summary of Stakeholder Consultations and Key findings

THE ENVIRONMENTAL MANAGEMENT AGENCY'S NATIONAL CLIMATE CHANGE ADAPTATION FULL PROJECT PROPOSAL TO THE ADAPTATION FUND

Submitted to: The Director-General
Environmental Management Agency

Submitted by:
Chemist Gumbie (Lead Consultant)

Introduction

Climate change is one of the biggest threats facing global development with developing countries being more vulnerable due to their low adaptive capacity. Over the last two decades, Zimbabwe has been hard-hit by the effects of El Nino which included extreme heat incidences, droughts and floods among other environmental catastrophes. In response to the above environmental issues, the Environmental Management Agency, an accredited Adaptation Fund National Implementing Entity (NIE) submitted a project concept to The Fund in December 2020 aimed at helping the country to develop mechanisms to adapt to climate change. The concept was approved and subsequently, EMA has started the development of the full project proposal through contracted consultants. As part of the proposal writing, a baseline was conducted to assess the prevailing circumstance of the communities that are being affected by climate change in the five project districts namely, Bulilima, Chimanimani, Chivi, Gutu and Mberengwa. This was followed by a field trip to conduct a rapid assessment of an understanding of climate change by impacted communities in the same districts; current interventions by the government and various partners; the needs of the communities; as well as gaps in the implementation of climate adaptation interventions. Information was collected using a checklist/interview guide, questionnaire and group discussions for local practitioners, other stakeholders and communities, respectively.

Approach to the field trip

The first port of call after getting into a district was the local authorities namely, the District Development Coordinator (DDC; formerly known as District Administrator/DA) and the Rural District Council (RDC). The officials were interviewed using the interview guide developed (Annex 1) and follow up questions were asked. Government officials and development partners working in the district were also interviewed on the adaptation projects that they have been working on. At least one community meeting was held per district to hold a rapid assessment of the impacts of climate change on their livelihoods, their coping mechanisms, current interventions, key success factors for projects and their adaptation needs. A questionnaire was left with the EMA officer to administer to key departments and partners that can potentially provide support to the project. Two pilot successful climate change adaptation projects were visited and key lessons from those projects will be integrated into the final project proposal. Specific consideration was given to how women and youths have been affected by climate change and what changes they would want to see to make their lives better.

Field observations and interview responses

The field trip generally validated the assertion that the chosen districts were vulnerable to the impacts of climate change. There were many similarities in the districts that make programming for the project aligned across the landscape. All the areas considered are in regions III-V which experience shortages of both blue and green water, droughts, poor productivity, poor management of natural resources and hence have vulnerable poor communities.

Climate Change knowledge

Communities interviewed could articulate how the climate has changed using their own local indicators such as the timing of rainfall, frequent droughts, farming cycles and availability of water. All the communities interviewed expressed that rainfall has, in recent years, become erratic in terms of distribution and intensity, with sometimes a season's worth of rainfall coming within a period of one week, followed by a dry period/ season.



One community member expressed in Chimanimani

"We used to have names for our rains depending on the time of year. Names such as gukurahundi for rains that fell very early in the rainy season around October. Now we no longer know which rain it is because the pattern is now erratic."

Other indicators for a changing climate were expressed in terms of the distance that is now being covered by women to

fetch water as the shallow wells they used to have run dry.

Water

Availability of both underground and surface water is generally poor across the landscape. All the wards visited expressed that many boreholes had been sunk but there is a high number of dry holes indicating a very low water table. Both communities and stakeholders expressed that water provision would greatly assist development and livelihood resilience enhancement as almost all activities that can build the adaptive capacity of communities are reliant on the provision of water.

Agriculture

One of the consequences of erratic rainfalls has been poor food production across the landscape. The smallholder farmers have experienced perennial crop failure of staple maize and hence they have resorted to small grains with support from the government and stakeholders. The government supported climate-smart agriculture initiative (*pfumvudza*) has reached many farmers with widespread



digging of holes for cropping. However, sentiments are that the climate-smart agriculture initiative is labour intensive and, in some communities, it is viewed as developmental regression from mechanisation to labour intensive hole digging. Some farmers practise horticulture where there are irrigation schemes, however, these schemes serve a few and are compromised by poor market linkages causing project failure in many instances.

Livestock farming

Like many farmers in the country, the region's livestock was affected by *Theileriosis* (January disease), a tick-borne cow disease. The disease was exacerbated by poor pastures for grazing hence the cattle en masse. This depleted the herd of cattle in the region resulting in the already poor communities becoming even poorer. In Bulilima, there was a peculiar case which they are calling "double ownership of cattle" where the owners of the cattle are in the diaspora hence the person on the ground finds it difficult to make decisions regarding whether to sell and buy feed for the remaining; to destock or even to slaughter. Consequently, the management of the livestock is a challenge that has led to cattle deaths.

Energy



Communities depend on wood fuel for cooking and heating energy. alternative sources of wood are usually considered supplementary to firewood and their penetration is quite low. In areas where there is a peri-urban centre, there is usually a proliferation of firewood selling hotspots as communities sell firewood as a coping mechanism to the vagaries of climate change. The consequence of this is massive deforestation across the whole project landscape. In almost all the districts there have been some

projects of solar cookers, *tsootso* stove and other energy-saving stoves have been implemented across the districts but their uptake is still relatively low.

Natural resources management

Communities depend on non-timber forest products (NTFPs) for survival, especially during drought periods. The products include wild fruits, medicines, bark, honey, firewood and mopane worms and mopane worms. In all the areas visited, communities lamented about the loss of biodiversity loss due to several factors such as droughts, overgrazing, wetland destruction and unplanned human activity. Some of the traditional indigenous tree and animal species have gone extinct or are being threatened by extinction. Due to the loss of vegetative cover, erosion has resulted in gullies and silted rivers and dams. this has compromised water sources leading to water shortages. In all the areas visited, communities lamented about the loss of biodiversity loss due to several factors such as droughts, overgrazing, wetland destruction and unplanned human activity. Some of the traditional indigenous tree and animal species have gone extinct or are being threatened by extinction.

Livelihood options

Communities in the areas prioritise food security to the extent that the development of value chains related to food is not very viable. In Chivi, there Welt Hunger Hilfe is developing the marula, chilli, and Bambara nut value chains although the project is yet to yield results. The utilisation of NTFPs does not have any marketing strategies in place, nor is there any reasonable value addition. Off-farm value chains have been developed in Chimanimani and Gutu where women have been taught to produce detergents and basketry and among other off-farm projects. these have been hampered by non-existent market linkages and the projects have consequently collapsed.

Gender



It was noted that women generally suffered livelihood hardships most than men as a result of climate change since societal norms in all the areas dictate that women are responsible for fetching household water, fetching firewood and ensuring the household has food. All these roles are affected by climate change hence making the work of women more challenging. In cases of migration as is Bulilima, Chivi and Mberengwa, usually the men leave while the women and

children stay home to take care of the homestead and all the chores including those normally done by men. This has led some women; even girls as young as 13, to venture into prostitution to help feed their families.

Summary

Table 2: Summary of Field observations

Issue	Chimanimani-	Gutu	Chivi	Mberengwa	Bulilima
Water	The area is dry, has low rainfall (region V), many dry holes when drilling boreholes, few weirs/dams, limited availability of potable water	Low rainfall, poor water availability of both surface and underground water. Region III and IV.	Rainfall distribution patterns are erratic leading to poor food production and hence poor food security. Water is a huge challenge and often there is competition for water between people and livestock especially at the few borehole water points. Region V	Unpredictable rainfall results in poor water availability and depleted water reserves. People and livestock travel long distances to get water wherever it is available. Most boreholes are now only dry holes as the water table is at far depths. Region IV	Water is scarce, many dry holes drilled, low rainfall (region V), primarily a cattle ranching region
Agriculture	Erratic rainfall causing poor yields, suitable for small grain production	Erratic rainfall causing poor yields, suitable for small grain production	Erratic rainfall causing poor yields, suitable for small grain production	Erratic rainfall causing poor yields, suitable for small grain production	Erratic rainfall causing poor yields, suitable for small grain production
Livestock	Very little grazing land/pastures available, livestock deaths	Very little grazing land/pastures available, livestock deaths	Very little grazing land/pastures available, livestock deaths, bush encroachment	Very little grazing land/pastures available, livestock deaths, bush encroachment	Area well suited for livestock, too many donkeys putting pressure on rangeland
Energy	High rates of deforestation especially at designated service centres without any electricity connection.	High rates of deforestation, promotion of energy-saving wood stoves being promoted	High rates of deforestation, promotion of energy-saving wood stoves being promoted	High rates of deforestation, energy-saving stoves being promoted	High rates of deforestation, biogas piloting at boarding schools and health centres
Natural resources management	Gully erosion resulting in siltation of water	Wetland depletion, gully erosion resulting in siltation of water bodies and rivers,	Gully erosion resulting in siltation of water	Gully erosion resulting in siltation of water bodies and rivers,	CAMPFIRE, bush clearing for settlement (homesteads)

	bodies and rivers, deforestation	deforestation, gold panning	bodies and rivers, deforestation	deforestation, gold panning	
Value chains being developed	Baobab bark		Chilli, bambara nuts, marula		Mopani worms
Gender	Women and girls resorting to prostitution to alleviate poverty		Women and girls resort to gold panning and prostitution to alleviate poverty. Able-bodied men and boys migrate into the diaspora.	Able-bodied men, boys and girls engage in gold panning	There are more women than men as a large proportion of the able-bodied men have migrated to South Africa and Botswana. Climate change impacts are therefore being borne by women especially the elderly and the disabled.

Recommendations

After analysing the literature, baseline and field data collected the following recommendations are being proposed:

1. Fully fund a community in a district and leave it at an advanced adaptive stage rather than partially fund many communities and leave unsustainable projects
2. Given the limited grant of \$5million United States dollars, fund two ward per district.

Districts	Proposed wards	Justification
Bulilima	2, 20	The selected wards were confirmed to be vulnerable both from national and project area vulnerability assessments. The information was corroborated and endorsed by development leaders who have a deeper understanding of the vulnerability and development dynamics in the districts concerned. The wards face water, food security, energy, livestock, and ecological degradation challenges related to climate change.
Chimanimani	2, 3	
Chivi	10, 22	
Gutu	9, 36	
Mberengwa	11, 26	

1. Build on existing successful projects/programs
2. Work with a maximum of 3 executing entities that already have a track record and are recognised in the areas being considered.
3. Recommended projects as in the Table below.

Recommended projects in the districts

District	Potential projects	Potential partners
Chimanimani	Lead on permaculture/agroecology Water provision Nutrition gardens Baobab value chain Agroforestry	Tsuro Trust
Gutu	Lead on wetlands Water provision Gully reclamation Conservation works	Oxfam/Care International

Chivi	Lead on catchment management Orchards and Nutrition gardens Water provision	Care International/ LDS
Mberengwa	Lead on water harvesting and provision Pasture management and Small livestock Nutrition gardens	Lutheran Development Services
Bulilima	Lead on pasture management Water provision Nutrition gardens	Orap

Executing entities assessment matrix

Institution	Water	Agric	Livestock	Energy	Biodiversity	Districts	Rank	Select
Tsuro Trust	X	X	X	X	X	1	1	Yes
Oxfam	X	X	X	X	X	3	4	Yes
Care International	X	X			x	2	5	Yes
Birdlife					X	1	8	
Lutheran Devpt Services	X	X	X	X	X	3	1	Yes
Orap	X	X	X	X	X	1	3	Yes
Welt Hunger Hilfe		X			X	1	5	
Practical Action	X					2	7	
UNDP				X		1	10	
Africa Action	X					1	9	

List of stakeholders consulted

District	Male	Female	Organisations
Chivi	5	32	Community farmers, Rural District Council, Local Government, CARE, AGRITEX, CUV, WHH
Bulilima	12	8	Farmers, AGRITEX, Rural District Council, EMA
Mberengwa	25	54	Farmers/community members, AGRITEX, DRR, Lutheran Development Service, Local Government, Rural District Council,

Chimanimani	6	29	Local Government, Rural District Council, TSURO Trust, AGRITEX, UNOPS
Gutu	26	40	Birdlife XIM, Rural District Council, Africa Head, Local Government

Annex IV: Gender Analysis and Action Plan

SECTION 1: INTRODUCTION

The Zimbabwe National Implementing Entity, the Environmental Management Agency is currently developing a project, **Enhancing resilience of communities and ecosystems in the face of a changing climate in arid and semi- arid areas of Zimbabwe** for funding support from the Adaptation Fund. The project mainly focuses on improving adaptive capacities of communities in drylands and ecosystems restoration in 10 wards across five districts: Chimanimani, Chivi, Gutu, Mberengwa and Bulilima. This will be implemented in partnership with Orap, Care International and Tsuru Trust over a five-year period.

The Adaptation Fund (AF) was created in 2001 under the Kyoto Protocol with the mandate to finance concrete adaptation projects in developing countries that are particularly vulnerable to the adverse impacts of climate change. Gender is a strategic priority of the Adaptation Fund. Gender mainstreaming and gender responsive interventions are core components of the AF operations. For some time now, strong linkages have been established between advancing gender equality and progressing sustainable development and environmental management²⁶. These links are anchored in global, regional, and national frameworks that promote women's rights and empowerment as well as gender equality within the context of sustainable development, environmental management, and now climate change. The interlinkages of gender equality and climate change have gained momentum and more prominence within research, policy dialogues, climate change negotiations, and climate action by a variety of implementers. In Zimbabwe, this is reflected in the efforts that led to the production of the Gender Action Plan on Climate Change (with special focus on the NDC) and the Gender Action Plan for Disaster Risk Management (DRM). In addition, EMA developed the Gender Screening Manual and the Gender Risk Assessment Manuals as tools that to be used in all projects, and in specific those focused on adaptation climate change.

In the process leading to the development of the proposal submitted to AF, EMA commissioned several studies including a gender assessment study and a Gender Assessment report was thus produced.

OBJECTIVES OF THE ASSESSMENT

The gender assessment's overall objective was to provide an overview of gender issues in the project area for a deeper understanding of the root causes of the inequality and gaps through a gender analysis. The specific objectives were to:

1. Conduct an in-depth gender analysis to determine gaps/issues on gender and intersectionality. (The National Gender Policy, the vulnerability report and the gender assessment report will be key documents to determine areas of investigation). This will enable understanding of how women, girls, boys and men of all ages and abilities have been affected and are coping with the effects of climate change.
2. Carry out a brief situational analysis of national context with the perspective of climate change adaptation
3. Review relevant sector policies or strategies, in the context of climate change adaptation and gender.

²⁶Adaptation Fund- Assessing Progress: Integrating Gender in Adaptation Fund Projects and Programmes

SECTION 2: METHODOLOGY

The methodology used took into consideration the COVID 19 Pandemic and requirements for social distancing and hygiene, to prevent the spreading of the virus.

A **mixed methods approach** using **grounded theory**²⁷ of research was employed for this analysis. This entailed generating theory to explain/justify relevant gender equality issues to be investigated, that is 'grounded' in the data that is systematically collected and analysed to determine connections between behaviours and social relationships of groups. The grounded theory method merges the processes of data collection and analysis and will be applied to both qualitative and quantitative data²⁸. This allows iteration and flexibility as the manifestation of gender equality in climate change adaptation was explored, refined, and advanced through conclusions and recommendations that are **evidence based**. The grounded theory method requires that analysis of data proceeds through a process of constant comparison. **Data collection** and **data analysis** was therefore done concurrently resulting in an iterative process whereby as more data is collected and analysed, new and/or additional participants and/or data sources was identified and investigated to fill gaps, clarify uncertainty, and confirm interpretation as the research progresses. This in turn facilitated a robust analysis of the data and subsequently informed categories (or themes) that were analysed and conclusions and recommendations made, at all the multiple levels of the investigation.

Data Collection and Analysis

The collection and analysis were built up progressively using a range of primary and secondary data collected through qualitative and quantitative means. A **purposive sample** of participants and/or data sources was developed to guide and direct collection and generation of relevant data at all levels in response to the research questions. This included selected organisations, coalitions, networks, associations, institutional bodies e.g. of policy makers, private sector business, multi-lateral and bilateral development partners, traditional systems of local governance (e.g. Chiefs Council), churches, civil society and beneficiaries such as women, girls, youths, the elderly, other marginalised groups (such as key populations) and people living with disabilities, ensuring the coverage of the selected districts and wards.

Data was collected through **document review**, **focus group discussions**²⁹, **questionnaires** and **in-depth key informant interviews** using structured open-ended questions. Data sources included published literature, grey literature, reports, transcripts, memos, minutes etc. and other sources as directed by responses to research questions. On site observation of the people and the area provide a first impression, which was confirmed during group discussions.

Gender analytic tools such as the Moser Conceptual Framework; Harvard Analytic Framework; Gender Analysis Matrix (GAM) Framework were used to unpack the impact of disasters and enhance joint analysis with participants i.e. Women's Equality and Empowerment Frameworks, Capacities and Vulnerabilities Frameworks etc. was customised

27 Grounded Theory was originally developed by Glaser and Strauss (California, USA) during their study 'Awareness of Dying'; <http://ebn.bmj.com/>

28 Glaser, B., and Strauss, A. (1967). The Discovery of Grounded Theory. Chicago: Aldine

29 Given the current lockdown situation with Covid-19, focus group discussions and key informant interviews can be conducted virtually e.g. using zoom or Skype and/or over the phone, as is realistically feasible

and used to engage participants, ensuring rigour in the design of the process and application of respective tools. The analysis therefore focused on but not limited to:

1. Gender division of labour analysis using an activity profile
2. Identification of resources that women and men utilise in their activities and the benefits they derive from them using the resources access and control profile
3. How the resources profile of women and men interact with the influencing factors using a context profile
4. Identification of the women's and men's needs arising from the influencing factors using the practical and strategic needs analysis

2.1 TARGET AREAS AND STAKEHOLDERS

The study focused on two selected wards in each of the five selected districts as follows:

Table1: Population consulted

District	Wards	Total met	Females	Males
Chimanimani	Mhandarume Ward 2	39	14	25
	Chakohwa ward 3	20	12	8
Chivi	Maringe Ward 22	58	33	25
	Ward 106	34	15	19
Gutu	Ward 36	30	10	20
	Ward 9	15	7	8
Mberengwa	Ward 11	45	32	13
	Ward 26	93	37	56
Bulilima	Gwambe Ward 2	20	5	15
	Dombodema Ward 20	22	13	9
Total Consulted		376	178	198

SECTION 3: THE GENDER AND CLIMATE CHANGE LEGAL AND POLICY FRAMEWORK

Strong interlinkages have been made between advancing gender equality and progressing sustainable development and environmental management. These links are well anchored in a global normative policy framework that promotes women's empowerment and gender equality in the context of sustainable development and economic growth—as well as in combating and coping with climate change. International, regional and national policy and legal frameworks have been put in place and signed to encourage country level gender sensitive action towards climate change adaptation and mitigation and to strengthen opportunities for enhancing adaptive capacities and resilience of women and men, girls and boys.

The Government of Zimbabwe signed the Paris Agreement, a significant milestone and evidence of the country's commitment to supporting global efforts aimed at accelerating and intensifying the actions required for a sustainable low carbon future. 2014 saw the launch of the Lima Work Programme on Gender aimed at achieving gender-responsive climate policy in all relevant activities under the Convention. In 2019 at COP 29, the UNFCCC further adopted a Gender Action Plan (GAP), created under the enhanced Lima work programme. The GAP calls for inclusiveness and equal participation of women and men, girls and boys, as well as gender sensitive and responsive policies, programs and projects within all climate change elements of mitigation, adaptation, capacity building, technology transfer and finance. Under the SDGs, gender equality is an essential aspect of "leaving no one behind", one of the guiding principles of the 2030 Agenda. There is also a dedicated SDG on gender (SDG 5), and gender equality is considered an accelerator for achieving all the SDGs. SDG gender

indicators crosscut climate indicators and vice versa.

Additionally, various international normative frameworks on gender calls for the need to mainstream gender in all sectors including climate change. These instruments include the Convention on the Elimination of Discrimination Against Women (CEDAW), The Beijing Platform for Action, the Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa, The Solemn Declaration on Gender Equality in Africa, and the SADC Protocol on Gender and Development.

At national level, policies and strategies have been developed to guide national response measures in addressing the impacts of climate change. The Constitution of Zimbabwe being the supreme law of the land has strong provisions on both the environment and gender. The Constitution recognises gender as one of the founding values and principles of the Constitution. Further section 73 provides for Environmental Rights where the Constitution guarantees an environment that is protected through prevention of pollution and environmental degradation, promoting conservation and through the use of natural resources while promoting economic and social development.³⁰

The Zimbabwe National Climate Change Response Strategy (2014) and the National Climate Policy (2018) acknowledge that climate change exacerbates the gender dimensions of vulnerability which arise from existing social inequalities and gendered divisions of labour. The National Climate Change Response Strategy has a strategic objective on mainstreaming gender, children and youth, people living with HIV and AIDS and other vulnerable groups into all climate change interventions. The policy strategies are to mainstream climate change in policies for the vulnerable groups with their active participation at every level; strengthen the adaptive capacity of the vulnerable groups, enhance provision of early warning systems on droughts, floods and disease outbreaks to vulnerable groups; and ensure a coordinated approach in providing them with emergency services. The National Gender Policy (2017) has a specific thematic area on gender and climate change and promotes the mainstreaming of gender in environmental and climate change policies and strategies. It recognises that women are vulnerable to the impacts of climate change. The key strategies proposed in the Policy are anchored on increasing gender responsiveness in national policies and strategies on climate change adaptation. EMA went on to put in place a Gender Policy to ensure gender is prioritized in its structures, systems and programmes.

This gender assessment was specifically informed by the National Gender Policy Implementation Strategy, the Zimbabwe Climate Change Gender Action Plan (NDC selected sectors for Zimbabwe), EMA Gender Policy, The Gender Screening Manual and the Risk Assessment Manual developed by EMA for the Adaptation fund.

30 Constitution of Zimbabwe (Amendment No. 20) (2013)

SECTION 4: FINDINGS

4.1 HARNESSING THE DEMOGRAPHIC DIVIDEND

Women, as well as men, significantly contribute to combating climate change as acknowledgeable small-scale farmers and leaders of climate-change adaptation and mitigation initiatives. Women and the youth constitute the greater proportion of Zimbabwe's population and leaving them behind in environment and climate change processes means leaving the largest population behind. Nationally, the proportion of male to female population is 48% and 52%, respectively³¹ with 60.2% of the population being under 25 years (*ibid*). The overall district and ward population dynamics is capture in the table below.

Table 2: Distribution of Population in the Selected Districts

District	Total Population	Population in project area	Females	Males	Youths
Bulilima	90,561	10800	5616	5184	6480
Chivi	166,049	7260	3804	3456	4356
Chimanimani	134,940	7320	3806	3514	4392
Gutu	203,083	7200	3744	3456	4320
Mberengwa	185,757	7240	3765	3475	4344

Table 3: Distribution of Population in the selected Wards

District	Wards	Total	Females	Males	Comments
Chimanimani	Ward 2	7291	3967	3324	327 widows, 204 disabled, 48 child headed hhlds
	Ward 3	7380	3912	3468	512 female headed hhlds, 48 child headed hhlds
Chivi	Ward 22	3887	2008	1879	14hhlds are child headed
	Ward 10	4132	2713	1419	3hhlds are child headed
Gutu	Ward 36	9901	5068	4833	68 disabled
	Ward 9	10300	5900	4400	Of the population, 2500 are Female youths, 2300 male youths, 13 hhlds are child headed, 31 disabled, 318 female headed hhlds.
Mberengwa	Ward 11	3602	1972	1630	4 out of 791 hhlds are child headed
	Ward 26	5967	3260	2707	17out of 1216 hhlds are child headed
Bulilima	Ward 2	4452	2404	2048	-
	Ward 20	2786	1477	1309	-
Total		59698	32681	27017	

DISABILITY

In 2012 Zimbabwe had 817,643 persons living with disability which translates to approximately 7% of the country; most of whom (77 percent) lived in rural areas. The Central Statistics (2012) showed that the proportion of disabilities was higher in females (56%) than males (44%)³².

³¹Zimbabwe 2017 Intercensal Demographic Survey (ICDS); citypopulation.de

³² The Zimbabwe 2012 Population Census Persons with Disability Thematic Report.

With no variation across the sexes, Midlands Province had the highest percentage of persons with disability (15 percent), followed by Manicaland (14 %) and Mashonaland West (13 %) while the lowest percentages were in Bulawayo (4 %) and Matabeleland South (5 %). The vulnerability assessment report for the selected project districts, showed that at baseline, 16% of all households sampled had at least one of their members having some form of disability. Bulilima had the lowest proportion of households with members living with disabilities (9.9%). Almost a fifth of households in Chivi reporting living with a person with disability in their households. For the particular project areas, ward 2 of Chimanimani has 204 people living with disability.

Table 4: Percent of people living with disabilities in the project districts

District	Men %		Women %		
	Total	H/H heads	Total	H/H heads	
Bulilima	39.5		19.3	60.5	22.8
Chivi	42.2		15.5	57.8	18.9
Chimanimani	45		11.4	55	16.3
Gutu	44.3		17.7	55.7	21.3
Mberengwa	44		9.7	56	11.8

All communities consulted agreed that disability is one of the factors that contribute to vulnerability. On consultation, all communities raised that, women and girls with disabilities experience higher rates of discrimination and gender-based violence, sexual abuse, neglect, maltreatment, and exploitation than women and girls without disabilities. They are also more likely to be poor with limited livelihood options especially as household heads. Access to water and access to energy are some of the biggest challenges. Attention and specific projects focused on those with disabilities are needed to also build resilience with dignity.

In the project area, other than the direct targeting of people with disabilities (PWDs) for government social protection programmes, there is limited mainstreaming of disability in agricultural, livelihoods, and climate adaptation interventions. Participation in community based social protection organisations, such as grocery clubs, asset-based clubs, ISALs and VSLs, among others, was lower relative to those households with PWDs, implying potentially higher exposure to shocks given lower cushioning from within their communities. The few members who attended the meeting expressed concern over the fact that community empowerment projects including climate change adaptation interventions generally promote technologies which in some instances are labour intensive for PWDs and the elderly. Therefore, they are mostly left behind in most interventions.

The Elderly

In Bulilima and Chivi, some of the elderly interviewed reported that digging and planting basins under conservation agriculture was very difficult for them and was only possible through hiring labour. Similarly, another elderly respondent also cited that the promotion of small, grained cereals as climate adaptation had not considered the labour implications from planting to bird scaring and processing.

Widows

For all communities visited, it was noted that there was a significant number of widows. In Mhandarume, Ward2 in Chimanimani for instance, out of a total number of 1487 households, 327 are headed by widows. Their challenges include access and use of fundamental resources like land and implements which are usually men owned in a community. However, they were among those with sustainable livelihoods particularly in Gutu Ward 36. It was observed that most of the widows are the decision makers in their households and tend also

to be warmed up easily to new ideas and to projects introduced in the area. They are involved in various livelihood options that included gardening and crafts.

4.2 THE GENDER BURDEN OF WORK:

Various manifestations of climate change, such as drought, exacerbate fuelwood and water scarcity, add more to the domestic burdens of women than to those of men. As a cultural norm, women's responsibility at household level is to secure water, food and energy for cooking and heating (reproductive roles). Increased drought occurrences, reduced rainfall and shortening of rainy seasons as well as deforestation make it harder to secure these resources.

A time use study of the selected wards confirmed the conventional notion of the differences in the roles men and women play in society and household. The time use analysis highlighted differences in social and private responsibilities between men and women. Women spend considerably more amount of time (about 5 times more) than men on caring for the household and household members; men, on the other hand, are the primary "breadwinner" in the household spending more time on farming and outside household livelihood options. These differences are likely to have a far-reaching welfare implication on women especially during and/or in the aftermath of natural disaster incidents such as droughts and cyclones, as they are expected to provide necessary care to the family and household to minimize the disruption. Below is a typical time use by gender from Chakohwa Ward 3 in Chimanimani

Table 5: Time use for men in Chakohwa Ward 3, Chimanimani

Time	Activity
06.00	Wake-up, check on the livestock and on the yard in general
7.00	Breakfast/snack, go to the field/garden
11.30	Back home/rest under the shade/repair field implements
12.00	Lunch
12.30-15.00	Rest under the shade/repair implements
15.00	Back to the field
16.30	Back home, bath and visit the shops and relax
19.30	Dinner
20.30	Go to bed

Table 6: Time use for Women in Chakohwa Ward 3, Chimanimani

Time	Activity
05.00	Wake-up, sweep the yard, collect water, light up fire
6.00	Bath children and Prepare food for those going to school
7.00	Go to the field/garden
11.30	Back home, collect water, clean the house, prepare lunch
12.00	Serve lunch to those who were at the field. Leave food for those who have gone to school
13.00	Continue with housework, clean dishes
14.00	Rest
15.00	Go back to the field/to the garden
17.00	Back home, collect water and warm water for all to bath
18.00	Prepare dinner
19.30	Dinner and tidy up the kitchen
20.00	Listen to news/help children with homework
	Prepare for the next day
22.00	Go to bed

From the time use tables, women spend approximately about 17 hours and men spend an average of 8 hours on home duties. Women duties include cooking, fetching water and

firewood while for men the focus is on productive work and mainly in the field. This leads to time poverty and has negative effects upon their health³³. The time pressures (time poverty) on women often mean they have fewer hours to spend on productive, income generating livelihood activities than men do.

It was also noted from the discussions that energy and water availability are a challenge in most wards or some villages. For women, collection of firewood translates to walking between 2 to 5 km, taking 2-3 hours every third day. To others collection of water involves travelling between 1 to 4 kilometres and spending 30minutes to 2 hours respectively, twice to three times a day. However, men sometimes also get involved in collecting both water and firewood. Men collect large quantities, and they use scotch carts and/wheelbarrows and even hired labour. This lessens the burden to women as water collected this way last 2 to 3 days and firewood last up to a month.

To add on, women and girls spend more time indoors and more time near the fire cooking hence they are more vulnerable to pollutants released during biomass combustion. The need for investments in energy saving techniques, investment in renewable energy and provision of safe water was emphasised in all communities consulted.

The burden of work between those located in semi-urban/growth points and those in rural areas was different. Those at growth points have easy access to water and used alternative sources of energy such as gas or electricity, particularly ward 22 of Chivi, compared to those in rural areas that relied mainly on firewood for cooking and a bit of solar to some for lighting. An analysis of time-use for men and women in the two locations reflected, time poverty for women compared to men.

Separate consultations with young women and men confirmed limited economic opportunities for young women as their main income opportunities are limited to crafts making and selling and in Chimanimani they are limited to selling of timber and non-timber products. Young girls and female youths were in most cases involved with helping their mothers with domestic work. They highly welcomed any additional income generation opportunities that the project may be able to provide.

1. GENDER AND THE ECONOMY

There is an intrinsic link between poverty, agricultural production, sustainability, food security, the environment as well as climate change. 86% of the rural population (of which 52% are women) live below the poverty line. The poverty indicators, such as the Human Development Index (HDI)³⁴ and the estimated Gross National Income (GNI)³⁵ per capita are lower for females (0.496) compared to men (0.535)³⁶. Similarly, GNI per capita was lower for females at US\$1,360, compared to men at US\$1,822. The following is a summary of the economic activities in the four districts which are shown in detail in Annex 1:

33Adger, 2000.

34HDI is a summary measure of average achievement in key dimensions of human development such as a long and healthy life, being knowledgeable and having a decent standard of living

35 GNI is the value of all goods and services produced by nationals whether in a country or outside over a specific period of time.

36UNDP (2017)

1. The selected districts have primarily agriculture as the main economic activity. All the selected districts are in agriculture regions 4 and/or 5, where rainfall is unreliable and are prone to droughts. All wards except in Chakohwa, Chimanimani depend solely on dryland agriculture. Chakohwa has an irrigation scheme which enables the growing of crops throughout the year. Organised community gardens were one activity that supplemented food security and provided an opportunity for communities to earn a living. Women formed the majority of those that worked in the gardens. A good example was the community garden in Mberengwa, where women form most plot owners. However, there is limited diversity of crops grown with risks of post-harvest losses due to oversupply of one crop and farmers are unable to sell their crops.

Mhandarume Ward 2 in Chimanimani and Wards 20 and 2 in Bulilima have serious water challenges. For Mhandarume, no perennial rivers pass through the ward while for Bulilima the few water bodies are heavily silted and affected by drought. The few boreholes in the areas have very low water yield. For Mhandarume, livelihood options are very limited and most of the young men and women are into gold panning and seek employment from areas with irrigation schemes as casual labour.

2. Young women and men in the project areas are mostly found in irregular and informal employment such as gold panning and buying and selling clothes and groceries. In Bulilima in particular, men moved to neighbouring countries in search of paid employment. In Chimanimani some men move to the mining sector. Women in general tend to focus more on agricultural production which is prone to the impacts of drought. The movement of men and in particular young men has influenced gender dynamics and power relations especially among youths. Some of the young married women have autonomy and decision-making powers over use of land and livelihood options available in their communities, as most of the young men tend to focus on other "fast" income earning options.
3. In all the communal areas, whilst both men and women have access to use of family land. However, the land belongs to the men, "munda ndewababa". The ownership inequalities to productive resources and assets to some extent determine vulnerability, and how women or communities cope with, adapt to, and recover from climate change events.
4. Women are vulnerable to climate change hazards. In cases of drought, women's economic positions are affected adversely because communities tend to adopt depletive asset stripping strategies to meet the immediate needs of the family. Traditionally, women control small livestock like goats and chickens. These are the first to be sold when a climate related hazard occurs, primarily because small livestock are considered as quick and easy to sell off. Often men are reluctant to de-stock big livestock especially cattle, in climate related hazards such as droughts, and frequent prolonged dry spells and floods, are more disempowering to both women than men. Men and young men migrate to other areas even outside the country leaving women with the burden of keeping and sustaining the households. All these roles are exacerbated by climate change, and they make the work of women more challenging. In Bulilima, Chivi and Mberengwa, usually the men migrate to neighbouring countries while the women and children stay home to take care of the homestead and all the chores including those normally done by men. Community noted that, in general, households with an adult female and without an adult male experience higher rates of hunger than those who have an adult male.

5. Non-timber forest products (NTFPs) in form of wild fruits such as “Nyii” and baobab fruit, mushrooms, macimbi, birds called “Ngozha”, Baobab tree bark for crafts and medicines have been collected and, in some cases, value added for communities to leverage on household incomes. Women and youths collect fruits and ngozha for sale along roadsides. Men and male youths often go for high value products such as firewood sales where they sell the firewood to other locals in ox drawn carts or collection of NTFPs in large quantities than women.
6. Women dominate social groups, including those for income generation and social cohesion and protection. The ISAL groups in the selected communities are women dominated.

1. GENDER AND AGRICULTURE

In Zimbabwe, women provide 70% of the labour in agriculture and 60% of the women directly produce agricultural commodities. In dryland farming activities, women are the major contributors to agricultural production, however cash crop production remains the domain of males. Men in the project areas largely make decisions on the cash crops/major source of staple crops grown and marketed. These crops include tobacco, cotton, and maize. Women are responsible for ensuring food and nutrition security for the household and thus tend to focus on crops such as groundnuts, pumpkins and vegetables.

Crops grown in dryland agriculture include, maize, rapoko, groundnuts, and pearl millet. An average family of 5 requires 1 to one and half buckets of maize per week. In a good rainy season, harvest range from 12x50kg bags to 5tonnes. This means that families have enough to eat and surplus for selling. However, in a bad rainy season harvest range from one bucket to 5x50kg bags of maize. This means that from the time of harvest, households are already in need of food aid. The growing of small grains benefits the communities consulted who are in very dry zones. However, these grains are not a favourite staple food for local communities. Therefore, communities normally grow the small grain for sale but they face challenges with regards to markets and post-harvest losses from limited storage facilities.

In irrigated lands, work in the field is shared between women and men. Watering of the fields is usually done at night to reduce evapotranspiration. This is usually done by males while households with no male figure usually hire help for this task. Crops grown range from maize to horticultural crops targeted at markets in urban areas. Marketing is usually done by males. It was agreed that irrigation schemes are the main source of sustainable food and income for the families. It is important to note that most irrigation schemes were installed in the 1960's and need repairs and modern equipment.

One of the sources of livelihood for the women was vegetable gardening during the dry season. Youths too venture into horticulture as a source of livelihood. Older men are also into agriculture, but their main role is to plough the land, with little inputs in the caring for the crops. They however participate in harvesting, processing, and transportation of crops/grains to markets.

Land Ownership: All the districts are in communal areas, where land is communally owned and is normally allocated to male heads of families. Land resource is governed under patriarchy, which privileges male ownership and women's access to land is mediated by their relationship to men. Women in all the communities consulted confirmed that they did not own the land and the land belonged to their husbands. In this regard, men have the land rights and the decision-making power even in terms of crops grown. The women are often allocated land by their husbands to grow crops such as groundnuts and rapoko (these are crops that require a lot of patience to weed). However, women have autonomy over the proceeds earned from

these crops if they are relatively small harvests (up to 5-50kg bags). Most of them indicated that they buy household items and contribute to family food supplies.

Livestock: Households own a minimum of 1 and a maximum of 7 cattle, an average of 6 goats and up to 20 chickens. Donkeys are a common draft power in Chivi and Bililima, with households owning an average of 2 donkeys. Women own small livestock such as chicken, goats, sheep and other small ruminants as a form of livelihood and household food source, while older men usually own most of the cattle. The young men and women are responsible for herding the cattle. The cattle are sold as a last resort in times of crisis and the money used to pay school fees, hospital bills or to buy food and other household needs. Cattle rearing is getting more difficult with changing seasons and frequent droughts that reduce water availability and animal feed. Too much rainfall has also caused serious disease outbreaks that have seriously depleted the stocks. The communal grazing areas have also been depleted in size to accommodate new settlers. The reduced grazing areas is increasing the challenges associated with overstocking, land degradation and soil erosion.

It was noted that young men working outside the country or in urban areas, own livestock as a form of investment for their money. However, decisions to reduce the herd during droughts or disease outbreaks become difficult for those who are looking after the livestock herd. The result is loss through deaths of most of the animals due to lack of timely decision making as in most cases during droughts.

2. GENDER AND ENERGY

The sources of energy included electricity, solar power and fuelwood. More than 80% of those consulted indicated that they mainly use fuelwood for cooking and solar for lighting. Except for those located near growth points, the rest of the households do not have access to electricity. Due to the over-reliance on fuelwood and an increase in population, fuelwood is no longer a commodity that can be easily accessed. Both men and women experience the pinch of energy poverty. The responsibility for collecting firewood and ensuring energy availability for other uses, is directly linked to the gender roles that each family member performs. In selected districts, women and girls spend approximately about 2-3 hours every three days collecting firewood using their heads and travel 2-4km. Men on the other hand sometimes help with this task and take 4-6 hours every 3-4 weeks using scotch carts.

The challenges associated with time, quantity and quality of firewood created a business opportunity to male youths. They collect and sell firewood to communities. A scotch cart load cost \$10-15USD. This load last three to four weeks for an average family of 5. Some of the firewood is sold as heaps by the roadside or at growth points. A youth earns on average \$100USD per month from selling firewood.

The impact of access or lack of access to energy both in terms of quality and adequacy has differential implications to men and women, with women struggling more than men. Women in the selected areas, like most rural women around the world, spend more time indoors and more time near the fire while cooking hence they are more affected by the pollutants released during biomass combustion.

4.6 GENDER AND WATER

The selected districts fall under region 4 and 5, which is characterised by scanty and unreliable rainfall. Water is a scarce commodity and issues of quantity and quality are of paramount importance and varies with source of water. Sources of potable water are rivers, springs, boreholes, deep wells, dams and water from sand extraction "Mafuku". Availability varies with districts. Mhandarume Ward in Chimanimani is a dire situation. It has 3 boreholes which do not yield enough for all household in the area. The community relies on traditional springs.

Even though the travel only 2km to the nearest source of water, they take more than an hour to fill their containers. Limited water availability affects livelihood options and income in these areas. Parts of Chakowa Ward is in a similar situation.

Women and girls are the main purveyors of water. An average family of 5 required 8 X 20 litres containers of water per day for cooking, cleaning and bathing. Normally women and girls visit the water source twice a day, in the morning and evening. Water is carried on the head and sometimes in wheelbarrows. Time taken varies with reliability of source and ranges from 30minutes to 1 hour. Distance travelled to water sources is on average 2km. Male youths sometimes also help with water collection. When they help, they carry large quantities such as 10x20litres containers of drums. This last for two to three days. It was also noted that men also get involved in water collection if they are into projects such as brick molding or building or other projects such as piggery. The need for reliable and closely located water sources was overemphasised.

4.7 FINANCIAL INCLUSION

There are distinct gender differences in financial inclusion of men and women through community based Internal Savings and Lending Schemes (ISALs). These institutions help households bridge food and income gaps when exposed to shocks and dominated by women, both in composition and leadership. Overall, 86.3% of all respondents that indicated membership to an ISAL were female. In Bulilima and Gutu 100% of respondents reported that their households were represented by a female member in an ISAL.

Use of mobile banking was also very popular. Almost every household owns a cellphone and have access to a mobile account. Transaction at the community level is either in cash or through mobile banking. Ownership of the mobile bank accounts was not specifically biased, though men tended to have an advantage in cases where the household owned one cellphone.

Access to and use of the formal banking system was limited to those that have had jobs in urban areas or have/are professionals that earned a salary. The majority of these are male.

4.8 GENDER AND MINING:

Field consultations revealed that illegal mining mainly of gold is rampant in Chimanimani, Gutu and Mberengwa. Whilst men and women are involved in this activity, men are more than women. Challenges for women's effective participation in mining include lack of access to credit and capital (technology); high prevalence of violence and harassment in the sector (the case of "*mashurugwi*"); and exposure to dangerous substances such as mercury that have serious health implications. Land degradation in the form of open pits was noted as an issue of concern. Farmers felt that the pits posed potential danger to the animals as they may fall in those pits. Some of those pits also collected water and become breeding places for mosquitoes.

Youths especially of school going age have also helped their parents in the gold panning activities during COVID period when schools were closed. This exposed both girls and boys to the vices such as prostitution and violence and with some losing the value for education, thereby dropping out of school. The communities noted that, whereas boys also drop out of school in favour of income earning opportunities such as artisanal mining, the rate compared to girls seemingly remains low. Men with cash earned from artisanal mining have been one of the reasons of concern expressed by communities as resulting in early child marriages and teenage pregnancies.

1. GENDER AND SOCIAL DYNAMICS:

Social dynamics in the selected districts are marred with issues of child marriages and gender-based violence. This undermines the participation of women and girls in development processes. In the project area, young women have slightly different experiences than men of same age groups. Young women are married, or at least have children at a young age compared to male counterparts of the same age. The GBV referral pathway is not well known by most communities. However, the use of the traditional method to resolve conflict is popular with the use of the chiefs and neighbours.

2. GENDER AND COMMUNICATION

The communities use several modes of communication to pass on essential messages. Cellphones and social media were identified as effective. Bulk messaging like weather and early warning is received and messages of assistance is also quickly transmitted for assistance. However, the role of the Headman's messenger and word of mouth was also identified as effective and caters for those who are not online including the elderly and those with disabilities. Community meetings and/ or gatherings like funerals were platforms for passing on essential messages. School children are also used to pass on important messages to their parents. Messages passed varied from, food relief distribution, assistance to the vulnerable, visit by technocrats like Agritex and health officials and even visits by political leadership. Both men and women had equal access to information. There was limited use of community radios in all communities.

4.11 GENDER AND DECISION MAKING:

It was noted that women are increasingly taking more prominent roles in committees at community level. Most communities are now mandating that a certain proportion of seats in committees be reserved for women. In Chimanimani, a quota system is such that in every sub-district committee at least three members should be women. In Bulilima, women dominated most committees such as the water committee in terms of numbers. The inclusion is necessary to ensure that the views and experiences of women are considered in all decisions. Despite women's inclusion in local level committees, they remain outside the political and critical decision-making structures of council as in the table below. In the project area for instance, there is 1 female councillor against a total of 11 councillors

Table 7: Gender Representation in Council in the selected districts

District	Total Councillors	No. Of Women	% Women
Bulilima	22	4	18.2%
Chivi	32	3	9.4%
Chimanimani	22	1	4.5%
Gutu	41	4	9.8%
Mberengwa	37	5	13.5%

The low representation of women in politics constrains their ability to meaningfully participate in climate change decisions, adaptation, and mitigation initiatives as it renders them less able to influence policies, programmes and decisions that impact their lives. The limited participation of women in policy decision making explains the reason behind the gender-neutral approach by officials in climate change management, mitigation and adaptation, and an appreciation of the gender differentiated roles of both women and men (i.e. their distinct needs, constraints and priorities) as agents of change.

SECTION 5: POTENTIAL PROJECTS

In this assessment, women, men and youth expressed their willingness to engage in project activities more actively. This resulted in a particular set proposed projects as in below table 9.

Table 8: Selected projects for the selected Wards

District	Wards	Selected projects
Chimanimani	Mhandarume Ward 2	Fish farming. Brick molding. Wengezi water conveyance. Development of irrigation canal from Wengezi conveyance. Dam construction. Livestock production with supplementary feeds. Nutrition garden with drip irrigation
	Chakohwa ward 3	Borehole for gardens. Goat farming. Fish farming. Pig farming. Chicken rearing. Green house projects. Water harvesting projects.
Chivi	Maringe Ward 22	Irrigation projects from the nearby Tokwe Mukosi Dam. Tourism projects linked to the dam. Projects- goats keeping, heifer by elderly men. Solar powered irrigation, egg selling, tech-voc, broilers for women. Men - livestock rearing. Beekeeping. Youths - vocational training, sport sponsorship. Water production. Tree planting. Gulley filling
	Ward 106	Projects- goats keeping, heifer by elderly men Solar powered irrigation, egg selling, tech voc, broilers for women. Men - livestock rearing, beekeeping. Youths - vocational training, sport sponsorship. Water production, Tree planting, gulley filling.

Gutu	Ward 36	Poultry (pigs, chickens,) goats Water to do projects- Nyazvidzi stream and Albeit weir dam needs to be protected
	Ward 9	Tree planting Poultry Water...portable and gardens Goats Baking...young women Sewing...young women Restocking of cattle, and management activities... with dip tanks to fight diseases, close monitoring of stock, engagement of livestock. Now just using powdery chemicals not deep-water dipping
Mberengwa	Ward 11	Livestock rearing (pigs, chickens and cattle) Carpentry Welding Bakery Sewing Hairdressing Selling bales Weaving Building
	Ward 26	Livestock production (pigs, poultry, goat and cattle) Cattle fattening Sewing Cattle and poultry feed production
Bulilima	Gwambe Ward 2	Fishery production Nutrition gardens. Boreholes. Feedlot. Small livestock (piggery, goat rearing)
	Dombodema Ward 20	Solar powered boreholes in each of the 3 villages. Dam scooping. Water troughs for livestock drinking. Small livestock rearing project Small grains. Biogas

SECTION 6: CONCLUSIONS AND RECOMMENDATIONS

GENDER CONSIDERATIONS IN THE PROJECT

Based on the project design process as well as assessment results described above, and the vulnerability assessment report, gender considerations will be incorporated within the various aspects of the project to ensure that the project contributes to the empowerment of women, men, girls and boys including the vulnerable in the project area.. The following recommendations are made for the project:

1. Fundamental to this project is the full participation and responsibilities of all community members in climate change adaptation and resilience building. Participation in some of the project activities and taking on additional responsibilities may even lead to time poverty especially for women if not planned well yet will directly lead to increased economic opportunities which is an important condition for gender equality. Therefore, project activities should be designed to integrate the principle of gender empowerment. In addition to the project activities that present opportunities and/or assign new responsibilities specifically for women, other potential project activities as listed by the communities are likely to have positive impacts on the status of women and youths in society.
2. Facilitating women's participation in areas women are underrepresented and build leadership skills.
3. Women also typically have fewer financial and physical assets, making it more difficult to rebound after a significant storm or drought, and lack mobility and opportunity to engage in public and private decision-making. Therefore, they would benefit from diversified sources of livelihood. Potential risks of differentiated social and environmental impacts of project activities to men and women will continuously be examined and/or monitored during the site-specific assessment process and project implementation. The objective being to mitigate any potential negative effects on women, children and/or vulnerable groups. A value chain analysis can assist in linking the farmers to markets.
4. Whilst addressing issues of climate change and adaptation, there is also need to address other environmental and social dynamics. Issues of reforestation, access to water and energy, rehabilitation of land, GBV and Child marriages can be integrated in all projects for a holistic improvement of the environment and livelihoods.
5. Access to water was identified as one issue that requires attention in all communities. It was identified as one resource that could transform lives of both men and women quickly and easily. Water provides opportunities for gardening and horticulture production and improves family health.

SUMMARY OF FINDINGS

WARD	No. H/H	MALE	FEMAL E	CHILD-HEADED H/H	ECONOMIC ACTIVITIES	YIELD/ SEASON	LIVESTOC K/ H/H	WATER SOURCE	FIREWOOD	EXISTING PROJECTS	PROPOSED PROJECTS	COMMENTS
BULILIMA DOMBODEMA WARD 20	2786/39	1309	1477		1. Poultry (road runner) 2. Market gardening. 3. Brick moulding. 4. Tailoring and shoe repairs. 5. VS&L clubs. 6. Selling of mopane worms (amacimbi). 7. Rearing and selling of small livestock and cattle. 8. Pottery. 9. Sculpting. 10. Firewood vending.	Good season: 1. Maize-10bags 2. Groundnuts 10-15bags Bad season: 1. Maize-2bags 2. Pearl Millet_3 bags	Cows-1-5 Goats-10 Chicken-30-40	MALE Borehall HIKWA Bore hall Tjompani none Max distance-3km	time spent-3hrs Distance travelled-3km load last 3days	Matelema Sand Dam	Solar powered boreholes in each of the 3 villages. Dam scooping. Water troughs for livestock drinking. Small livestock rearing project. Biogas.	The area is dry and water challenges. Therefore, Tjompani village is outstanding on community gardens as it does not have a borehole.
BULILIMA Gwambe Ward 2	4452/63	2048	2404		1. VS&L clubs. 2. Piece jobs that include pitching fences for others, cultivating. 3. Sculpting by the men. 4. Tailoring by women. 5. Basket weaving. 6. Rearing of road runner chickens. 7. Farming. 8. Brick moulding which is mostly done by the youth. 9. Diaspora remittances.	Good season: 1. Maize-12bags 2. Groundnuts 3bags 3. Pearl Millet-4bags	Cows-5 Goats -10 Chicken -20 Donkey-2	1. G wambe 2. Ka ndana- ladza- bore hall 3. Ba 4. Di ba- 2bore hall 5. G wambe 2-2bore hall 3. Ma bungwe-2bore hall Max Distance-2km	time spent-1-3hrs Distance travelled-3km Load last 3 days	Chicken project	1. Nutrition gardens. 2. Boreholes. 3. Feedlot. 4. Small livestock (piggery, rearing), goat	The community had no formal employment opportunities. The food is usually not enough to last them a season, so they supplement. This includes buying basic food. The boreholes are not sufficient to sustain all the villages and they run dry during the off-rain season.

MBERENGWA Ward 11	3602/79 1630 1	1972	4	<ol style="list-style-type: none"> 1. Agriculture 2. Millet 3. Rapoko 4. Sorghum 5. Maize 6. Groundnuts 7. Round nuts 	<p>Good season: Cows-4 Goats-7</p> <ol style="list-style-type: none"> 1. Maize-1-1.5tonnes 2. Millet-750kg 3. Round nuts-750kg <p>Bad season:</p> <ol style="list-style-type: none"> 4. Maize-250kg 	<ol style="list-style-type: none"> 5. Bo time spent- reholes 2hrs 3. Da Distance to ms 7. Ri Lod last 3 vers days <p>Max distance-4km</p>	<ol style="list-style-type: none"> 1. Garden project 2. Borehole- drilling 3. Food grants 	<ol style="list-style-type: none"> 4. Livestock rearing (pigs, chickens and cattle) 5. Carpentry 6. Welding 7. Bakery 8. Sewing 9. Hairdressing 10. Selling bales 11. Weaving 12. Building 	<p>There is water scarcity in the area due to the siltation of dams and rivers. There is no water for animals irrigation especially during the dry seasons.</p>	
MBERENGWA Ward 26	5967	2707	3260	17	<ol style="list-style-type: none"> 1. Agriculture 2. Millet 3. Rapoko 4. Sorghum 5. Maize 6. Groundnuts and round nuts 	<p>Good season: Cows-4 Goats-7</p> <ol style="list-style-type: none"> 1. Maize-1tonne 2. Millet- 10x50 kg bags <p>Bad season:</p> <ol style="list-style-type: none"> 1. Maize-5-6x50kg bags 	<ol style="list-style-type: none"> 2. Borehole s and piped water 3. Dams collet-3km 4. Rivers <p>Time spent: 2hrs</p> <p>Distance to collect-3km</p> <p>Load last 3 days</p> <p>Max distance 4km</p>	<ol style="list-style-type: none"> 1. Garden project 2. Borehole drilling 3. Food grants 34. Biogas 5. Goat keeping 6. Oil pressing(Amarula seeds) 	<ol style="list-style-type: none"> 7. Livestock production (pigs, poultry, goats and cattle) 8. Cattle fattening 9. Sewing 10. Cattle and poultry production 11. Fishery production 	<p>There is water scarcity in the area due to the siltation of dams and rivers as they mostly rely on dams and rivers for feed their plants and animals</p>
CHIVI MARINGIRE WARD 22	3887	1879	2008	14	<ol style="list-style-type: none"> 1. Livestock rearing 2. Commercial sex work by young female youths. 3. Haulage drivers. 4. Retail and Liquor trading at the business center. 5. Marula nuts selling. 6. Subsistence agricultural activities. 	<p>Good season: Cows-1-2 Goats -4-6 Donkey-2</p> <ol style="list-style-type: none"> 1. Maize -5tonnes 2. Groun dnuts- 2tonnes 3. Millet- 2tonnes 4. Round nuts- 3tonnes <p>Bad Season the above yields go down to below a tone.</p>	<ol style="list-style-type: none"> Boreholes <p>Time spent: None 2-3hrs</p> <p>Distance to collet 3km</p> <p>Load last 3 days</p> <p>Max distance-2km</p>	<ol style="list-style-type: none"> 1. Irrigation projects from the nearby Tokwe Mukosi Dam. The borehole has a high discharge linked to the dam. throughout the year. 2. Tourism projects- goats keeping, heifer by elderly men. 3. Projects- goats keeping, heifer by elderly men. 4. Solar powered irrigation, egg selling, tech-voc, broilers for women. 5. Men - livestock rearing. 6. Beekeeping. 7. Youths - vocational training, sport sponsorship. 	<p>There is water scarcity in the area due to the siltation of dams and rivers as they mostly rely on dams and rivers for feed their plants and animals</p>	

CHIVI WARD 10	4132	1419	2713	3	<p>1. Livestock rearing.</p> <p>2. Gardening.</p> <p>3. Horticultural.</p> <p>4. Field products selling.</p> <p>5. Fuel wood selling.</p> <p>6. A few own grocers.</p>	<p>Good season: Cows-4-5 1. Maize -14bags 2. Groundnuts-40bags 3. Round nuts-40bags</p> <p>Goats-8-10 Donkey-2</p>	<p>Boreholes Rivers- sand extraction</p> <p>Max distance 2km</p>	<p>Time spent: 2-3hrs</p> <p>Distance travelled 3km</p> <p>Load last 3 days</p>	<p>A CLINIC is being built by the Chivi Rural -District Council.</p>	<p>8. Water production.</p> <p>9. Tree planting.</p> <p>10. Gulley filling.</p> <p>1. goats keeping, heifer 2. Solar powered irrigation, egg selling, tech voc, broilers for women. 3. Men - livestock rearing, beekeeping. 4. Youths - vocational training and sport sponsorship. 5. Tree planting, gulley reclamation.</p>	<p>Serious scarcity.</p> <p>water</p>
GUTU WARD 36	9901 (68 disabled)	4833	5068	33	<p>1. Beer brewing.</p> <p>2. Selling livestock.</p> <p>3. Poultry rearing (roadrunner).</p> <p>4. Maricho.</p> <p>5. Selling forest produce (nyii).</p> <p>6. Brick moulding.</p> <p>7. consolidated gardens and own gardens</p>	<p>Good season: Cows-5 Maize-2tones Bad Season 10 Maize- 2,5</p> <p>Chickens-10</p>	<p>Deep well Boreholes</p> <p>Max distance- 1.5km</p>	<p>Buy scotch at: \$10</p> <p>Distance travelled-6km</p> <p>Duration 2 weeks</p>	<p>None</p>	<p>1. Poultry (pigs, chickens) goats 2. Need water for availability for projects 3. Nyazvidzi stream and Alheit weir dam needs to be protected.</p>	<p>Shortage of water for availability for irrigation</p>
GUTU WARD 9	10300 (Youth F-2500 M-2300), 318 Female H/H- 31 with Disabilities	4400	5900	13H/H	<p>1. Poultry</p> <p>2. Gardens</p> <p>3. Selling of agriculture products e.g. maize and groundnuts.</p> <p>4. Can't even do beer brewing due to the Covid 19 pandemic.</p> <p>5. Dryland agriculture</p> <p>6. Brick making...because of hardships, women are also involved. Sabhukus peg areas for brickmaking</p>	<p>Good season: Cows-4-5 Maize -2tones Bad Season Maize -2,5</p> <p>Goats-4-5</p>	<p>Deep well Boreholes</p> <p>Max distance 2km</p>	<p>time spent: 2-3hrs</p> <p>distance travelled - 3km</p> <p>load last 3 days</p>	<p>None</p>	<p>1. Tree planting 2. Poultry 3. Water...portable and gardens 4. Goats 5. Baking...young women 6. Sewing...young women 7. Restocking of livestock and management activities</p>	<p>8. Water provision of for irrigation. 9. EMA has condemned siting of gardens, and new sites are far and unable to water.</p>

MHANDARUME	7291	3324	3967	47	child headed families; 204 with disabilities ; 327 widows	1. Crop production/ Gardening (ward 2&3) 2. Livestock production (cattle, goats, chickens) (Ward 2&3) 3. Retailing/ Vending (ward 2&3) Sand abstraction (ward 2 &3) 4. Gold panning (Chikorokoza) 5. Public transport conductors (Mahwindi) (ward 2&3) 6. Selling firewood (Ward 2)	Good season: Cows-2-4 -1-Goats-4-7 1. Maize 2tones 2. Groundnuts-0,5tones 3. Beans-1.2-2.4 tones	boreholes Springs Max distance-2km	Time spent-4 hours Nutrition gardens Distance travelled 5km Load last 3 days	1. Fish farming. 2. Brick moulding. 3. Wengezi conveyance. 4. Development of irrigation canal from Wengezi conveyance. 5. Dam construction. 6. Livestock production with supplementary feeds. 7. Nutrition garden with drip irrigation.	Water provision of water for irrigation.
CHIMANIMANI											
WARD 2											
CHAKOHWA	7380	3432	3912	48		1. Apiculture (ward 3) 2. Crop production/ Gardening (ward 2&3) 3. Livestock production (cattle, goats, chickens). (Ward 2&3) 4. Retailing/ Vending (ward 2&3) 5. Sand abstraction (ward 2 &3) 6. Gold panning (Chikorokoza) (ward 3) 7. Public transport conductors (Mahwindi) (ward 2&3) 8. Sex workers (ward 3) 9. Selling firewood (ward 2)	Good season: Cows 1-5 -1-Goats -6 1. Maize-1-2tones 2. Groundnuts-0,5tones 3. Beans- 1.2 - 2.4 tones	Boreholes Taped water Dams Max distance 2km	time spent: 6-12hrs Load last 2 days Scotch cart last 2weeks	1. Borehole gardens. 2. Goat farming. 3. Fish farming. 4. Pig farming. 5. Chicken rearing. 6. Green house projects. 7. Water harvesting projects.	for. High rates of GBV due to high rates of 'Chikorokoza' in ward 3 High prevalence of STI's due to Chikorokoza 0. Child abuse 1. Drug abuse 2. Prostitution
WARD 3											

Gender and Social Inclusion Action Plan

Activities	Indicators and Targets	Timeline	Responsibility	Costs
<p>Impact Statement: Increased capacity of vulnerable communities including women, girls, youths and people with disabilities to adapt to climate change impacts through sustainable climate smart livelihoods, improved ecosystems, resilience, gender sensitive and conducive legal & institutional frameworks and knowledge management systems</p>				
<p>Outcome Statement: Outcome 1: Improved capacity to adapt to climate change for at least 50 % of 3000 female-headed households and 200 child and disabled headed households.</p>				
<p>Outcome 1 6000 households with 50% being female headed and 200 being child headed and/or disabled headed households have at least two livelihood sources Percentage of households participating in community development projects At least 50% of HH participating in community projects are female headed</p>				
<p>Output 1.1 Statement: Conservation agriculture practices such as mulching; intercropping and crop diversification implemented by women and youth small holder farmers. (2,500 Female headed H/H; 200 Child and disabled headed households; 2,300 conventional households) implementing conservation Agriculture practices</p>				
1.1.1 Implement conservation agriculture practices in all project areas	<p>Indicator: Number of households adopting conservation agriculture Target: At least 50% of the 5000 HH targeted to adopt conservation agriculture are female headed</p>	Year 3	Executing entities	
1.1.2 Promote organic agriculture in project areas	<p>Indicator: Number of demo sites with organic agriculture Target: At least 52 % of the people participating in the 15 demo sites are females. Half of the demo sites are female headed, 25% are youth headed</p>	Year 2	Executing entities	
1.1.3 Develop appropriate soil amendments to improve soil fertility and structure	<p>Indicator: Number of training sessions Target: 50 training sessions with 50 % of farmers participating and completing training being women. At least 50 % of the trained female participants are implementing the learnt soil amendments.</p>	Year 2	Executing Entities	
<p>Output 1.2. Agroforestry practices adopted (1550 Households, of which 800 are female headed, 200 children headed and/or disabled participate and adopt agroforestry practices)</p>				

1.2.1: Farmer training in Agroforestry practice. 1.2.2: Conduct participatory baseline study of tree, soil and crop yields and Identification of appropriate agroforestry interventions	Indicator: Number of farmers willing to participate in agroforestry meetings and training sessions: 1550 Target: 1550 farmers participate in meetings and trainings with 50% being women and 10% disabled on agroforestry.	Year 2	Executing Entities	
	At least 52% of the participatory baseline survey participants are women Number of households adopting agroforestry interventions Target: 1500 households adopt agroforestry interventions with at least 50% being women and 30% from female headed	Year 1	Executing Entities	
1.2.3: Establish nurseries to Support seedling production	Indicator: Number of nurseries established Target: 10 nurseries established with 50% of nursery members in each of the 10 nurseries are women, 10% disabled Number of seedlings by species (indigenous and exotic)	Year 2	Executing entities	
Output 1.3: Soil and Water conservation implemented (5000 households of which 3000 are female headed, 200 children headed/ disabled adopt soil and water conservation interventions)				
1.3.1 Promote soil conservation practices	Indicator: Number of households adopting soil conservation interventions Target: 1500 households adopt soil conservation practices with at least 52% of the households being female headed, 10% are disabled	Year 3	Executing Entities	
1.3.2 Implement moisture conservation technologies	Indicator: Number of households implementing interventions Target: 5000 households with 3000 being female headed households are implementing moisture conservation technologies;	Year 3	Executing entities	

1.3.3 Install solar powered boreholes for domestic and productive use	<p>Indicator: Number of boreholes drilled: 20</p> <p>Target: 20 boreholes drilled with at least 50% of female headed households and disabled headed households have access to installed boreholes for domestic use Percentage increase in female headed household production (gardens) from borehole use</p>	Year 2	Executing Entities	
1.3.4 Establish soil erosion monitoring plots	<p>Indicator: Number of soil erosion monitoring plots</p> <p>Target: 10 soil erosion monitoring plots with at least 50 % of participating farmers are women</p>	Year 3	Executing Entities	
Output 1.4: Adaptation measures for livestock including fodder banks, indigenous cattle breeds, and rangeland recovery system				
1.4.1 Establish fodder banks for livestock in selected project areas	<p>Indicator: Number of fodder banks established</p> <p>Target: 12 fodder banks established with at least 50% of participating farmers in each fodder bank are women Area put under designated fodder banks</p>	Year 3	Executing Entities	
1.4.2 Promote adaptive livestock breeds	<p>Indicator: Number of households engaged in production of resilient breeds of small livestock</p> <p>Target: Number of women and youths engaged in production of resilient breeds of small livestock supported by the project increase by at least 50% from baseline to 6000</p>	Year 3	Executing Entities	
1.4.3 Develop and implement rangeland management plans	<p>Indicator: Number of management plans developed and implemented</p> <p>Target: At least 50% of people participating in the process of developing the 3-rangeland management plan are women, of which at least 30% are women from female-headed</p>	Year 3	Executing Entities	
1.4.4 Train communities on sustainable herd management	<p>Indicator: Number of households trained</p> <p>Target: At least 50% of the 5000 households trained are women, with 30% being female headed</p>	Year 2	Executing Entities	
Output 1.5: Livelihoods diversified through value chain development and market support				
1.5.1 Promote Apiculture development for communities	<p>Indicator: Number of households trained</p> <p>Target: 1200 Households trained with at least 50% being female headed and/or child headed</p> <p>Number of beehives installed</p>	Year 1	Executing Entities	

	Target: 1000 beehives installed with at least 50% being allocated to youths and women.			
1.5.2 Promote NTFP value addition in project areas	Indicator: Number of value-added products (3) Target: At least 50% of participants in the 3 value chains are women and youths, with at least 30% being from female headed households	Year 2	Executing Entities	
1.5.3 Promote value addition of high-value pulses and other produce in selected project areas.	Indicator: Number and type of products promoted Target: An increase of 50% from baseline in the number of products promoted by the project with at least 50% of the participating farmers being women and youths, 30% being from female headed households Indicator 2: Number of processing plants areas established Percentage increase in product volumes from baseline with project support Target: Volume/Quantity of products produced by the 5 existing processing plants increase by at least 50%, with at least 30% coming from youths and women.	Year 2	Executing Entities	
Outcome 2 Improved ecosystem resilience (Natural Assets protected or rehabilitated: 15000ha)				
Output 2.1: Wetland ecosystem and degraded lands restores and sustainably managed				
2.1.1 Develop and implement wetland management plans	Indicator: Area of wetlands restored Target: 3 hectares of degraded wetland restored At least 50% of participating households in wetland restoration are women and youths, Wetland plan development process considers gender parity with at least 50% of participants being women Women and youths constitute 50% of the governance structures for targeted wetlands, with at least 20% being from female headed households	Year 3	Executing Entities	

2.1.2 Develop and implement sustainable land management plans	<p>Indicator 1: Number of plans produced Target: 10 sustainable land management plans developed and implemented Sustainable land management plan development process considers gender parity and youths with at least 50% of participants being women and youths Indicator 2: Area under sustainable land management. Target: 500 hectares are under sustainable land management At least 50% of the farmers taking up sustainable land management practices are women</p> <p>Indicator 3: Number of degraded lands with gullies reclaimed Target: 5 degraded lands with gullies are reclaimed. Gender parity considered in gully reclamation with at least 50% of farmers involved being women and youth</p>	Year 3	Executing Entities	
Output 2.2. Woodlands sustainably managed and protected from deforestation, and forest degradation.				
2.2.1 Develop and implement sustainable forestry management plans	<p>Indicator: Number of sustainable forestry management plans developed Target: 5 Sustainable forestry management plan development process and implementation considers gender parity and youths with at least 50% of participants being women and youths.</p>	Year 3	Executing Entities	
2.2.2 Identify and conserve threatened plant species	<p>Indicator: Number of plant species conserved. Target: Number of threatened plant species increased from baseline with project support, with at least 50% of participating farmers are women</p>	Year 4	Executing Entities	-
2.2.3 Promote Energy saving technology in selected project areas	<p>Indicator: Number of households using energy saving technologies. Target: 2000 households adopt energy saving technologies with 50% being women and 30% female headed households</p>	Year 4	Executing Entities	
2.2.4 Conduct fire management and awareness activities	<p>Indicator: Number of fire management activities Target: 60 fire management and awareness activities conducted. Women constitute 50% of participants in all the planned fire management activities. Of these at least 30% are women from female-headed households.</p>	Year 4	Executing Entities	
Outcome 3: A conducive legal and institutional framework created				

(District by-laws reviewed and developed)				
Output 3.1: Legal /policy framework to support adaptive actions reviewed and strengthened				
3.1.1 Review develop legal and policy frameworks at local level.	Indicator: Number of legal frameworks reviewed: Target: At least 2 legal and policy frameworks reviewed Legal and policy frameworks reviewed with participation of women and youth with at least 50% of women participation	Year 3	Executing Entities	
Output 3.2. Strengthened capacity of local ward-based institutions to integrate climate change adaptation in local planning				
3.2.1 Establish, train, and support existing environment sub committees, village health committees and disaster risk reduction committees	Indicator: Number of committees trained and supported: Target: 10 community committees trained and supported with at least 50% of committee members being women	Year 3	Executing Entities	
Output 3.3. Extension service providers trained in climate change adaptation				
3.3.1 Conduct train the trainer workshops for extension and other natural resource practitioners in project areas	Indicator: Number of extension workers participants: Target: 300 extension workers and other practitioners trained with at least 50% of the trained personnel being women.	Year 3	Executing Entities	
Outcome 4: Improved access to Climate change adaptation information (early warning systems adopted and implemented in the project area; Innovative adaptation practices, tools and technologies accelerated, scaled-up and/or replicated)				
Output 4.1: Smallholder farmers trained on climate change adaptation options including measures for the effective participation of women and men				
4.1.1 Train Smallholder farmers on climate change adaptation	Indicator: Number of farmers trained: Target: 5000 small holder farmers trained on climate change adaptation with 50% of trained farmers being women with at least 30% from female headed households	Year 3	Executing Entities	
4.1.2 Collect and package climate adaptation information for sharing with smallholder farmers.	Indicator: Number of information packages and awareness materials Target: 15 information packages and awareness materials compiled with gender considerations and shared with women and men	Year 3	Executing Entities, EMA	
Output 4.2 Use of community early warning and monitoring system for drought , floods, pest and disease outbreak promoted				

4.2.1 Identify and document local early warning systems	Number of traditional early warning systems identified and documented: Target: 5 (one in each district) traditional early warning systems identified and documented with 50% of those participating being women	Year 4	Executing Entities	
4.2.2. Strengthen and or introduce appropriate early warning systems	Number of early warning systems adopted Target: At least one early warning system adopted by 50% female farmers with at least 30% from female headed households	Year 3	Executing Entities	
Output 4.3. Project Knowledge and experiences shared				
4.3.1 Hold Project initiation meetings	Number of meetings: Target: 6 project initiation meetings held, with 50% of those participating being women	Year 4	MECTHI, EMA, Executing entities	
4.3.2 Hold Stakeholder meetings on project progress	Number of meetings: Target: 50 stakeholder meetings conducted on project practice with 50% of project stakeholders participating being women	Year 4	EMA. Executing Entities	
4.3.3 Develop tools for upscaling knowledge dissemination	Number of tools developed: Target: 5 tools for upscaling knowledge dissemination developed	Year 3	EMA	
Output 4.4. Communication Strategy Developed and implemented				
4.4.1. Develop and implement a communication strategy for project activities	Communications strategy document: Target: Communication strategy developed and implemented which is gender sensitive/responsive	Year 1	EMA	
Output 4.5. Project monitoring and reporting implemented				
4.5.1 Produce monthly, quarterly, and annual progress reports	Progress report Target: 60 progress reports produced showing gender sensitivity of project interventions	Year 4	Executing Entities; EMA	
4.5.2 Conduct project midterm review	Indicator: Midterm report document Target: Midterm review showing the gender sensitivity of project indicators	Year 3	EMA	

4.5.3 Conduct end of Project evaluation	Indicator: Project evaluation report Target: Project evaluation considering gender sensitivity of all aspects of the project	Year 5	EMA	
4.5.4 Conduct project closure	Indicator: Project closure report Target: Gender considerations incorporated in project closure	Year 5	EMA	

Annex V: Environmental and Social Management Plan (ESMP)

1.0 Introduction

The purpose of the ESMP is to ensure that social and environmental impacts and risks identified during proposal development, and those that may emerge during project implementation are effectively managed during the implementation and closure of the proposed project. The ESMP specifies the mitigation, adaptation, prevention, and management measures to which the Proponent is committed and shows how the Project will mobilize organizational capacity and resources to account for the factors evaluated to implement the compiled measures.

The key objectives of the ESMP are:

- To outline mitigation measures against the possible adverse environmental impacts in the project areas.
- To enhance positive aspects brought about by the project.
- To ensure that the project will comply with relevant environmental legislation of Zimbabwe and other requirements throughout its implementation and closure phases.
- To identify roles and responsibilities and the cost involved.
- To propose mechanisms for monitoring compliance.
- To provide adequate channels of input for the different stakeholders throughout the project activity; and
- To establish proven mechanisms to correct/adjust the findings resulting from the monitoring activity and to include the input received throughout the project activity.

The ESMP is a live document for project activities that will be updated as and when required. The ESMP acts as a quick guide for project implementers to enhance positive impacts and eliminate or minimize the occurrence of negative impacts through proposed mitigations measures.

The ESMP relies on the twenty principles of the AF ESP and Gender Policy.

2.0 Project Description

The project falls under Category B: Moderate Risk for AF projects and is likely to have limited adverse environmental and social impacts, which will be site-specific, and few if any will be irreversible. In most cases adverse impacts can be readily minimized by applying appropriate management and mitigation measures or incorporating internationally recognized design criteria and standards.

The main objective of the project is to enhance the adaptive capacity of vulnerable communities to effectively engage in sustainable livelihoods in a changing climate. The specific objectives of the project are to:

- Promote adaptive measures that support sustainable climate smart livelihoods.
- Implement measures that support ecosystem resilience.
- Create a conducive legal and institutional framework for adaptation.
- Implement a comprehensive knowledge management system for sharing experiences.

The project has four components, as follows:

Component 1: Promoting adaptive measures that support sustainable climate smart livelihoods.

Component 2: Implementing measures that support ecosystem resilience

Component 3: Strengthening institutional and governance frameworks to increase socio-ecological resilience to climate change.

Component 4: Implement a comprehensive knowledge management system for sharing experiences

The projected environmental and social risks and proposed mitigation measures for the various stages of the project are presented in Section 2.

2. Environmental and Social Risks, and Mitigation measures

Activity	Environment/Social Risk	Mitigation Measure	Lead Agency	Monitoring Agency	Key Performance Indicator	Budget
Component 1: To promote adaptive measures that support sustainable climate-smart livelihoods						
Budget: USD 15,000						
<i>Activity 1.1.1 Implement conservation agriculture practices in all project areas</i>	ESP 2: There is risk of inadequate inclusion of women, youth, and vulnerable groups.	Project beneficiaries have been clearly identified during proposal development. The project M&E system will track participation of beneficiaries.	Executing Entities (EEs)	EMA	number of beneficiaries trained disaggregated by gender	
	ESP 5: Because of the labour intensive nature of current CA practices, there is risk of increased workload for women	Promote gender sensitive mechanization of CA	EEs	EMA	Proportion of CA under mechanisation	
	ESP 2: Conflicts among conservation agriculture farmers and livestock farmers for mulch	Establishment of fodder banks for livestock farmers.	EEs	EMA	Number of fodder banks established.	
	ESP 12: Land and water pollution due to possible usage of agrochemicals	<ul style="list-style-type: none"> Promote the usage of natural remedies Promote Integrated Pest Management IPM Ensure that all agrochemicals have Material Safety Data Sheets (MSDS) when in use. 	EEs	EMA	Water quality tests	
	ESP 13: Potential increase in transmission of STIs/HIV/AIDS due to increased income amongst farmers and communities	Awareness and sensitization of communities on health issues	EEs	EMA	Number of sensitization and awareness sessions undertaken	
<i>Activity 1.1.2 Promote organic agriculture in project areas</i>	ESP 2: Organic products tend to more expensive thereby creating the risk of low demand	Train farmers to develop niche markets	EEs	EMA	Number of farmers trained on marketing organic agriculture products.	

<i>Activity 1.1.3 Develop appropriate soil amendments to improve soil fertility and structure</i>	ESP 16: Risk of Sexual Exploitation Abuse and Harassment (SEAH) in the distribution of inputs	Safe recruitment, training of project staff on safeguarding and sensitization and awareness on SEAH among project beneficiaries. Signing of code of conduct by all contractors who will work on the projects	EEs	EMA	Number of SEAH incidents raised in the Grievance Redress Mechanism
<i>Activity 1.2.1 Train farmers in agroforestry practices</i>	ESP 5: Because of male domination there is risk of women exclusion	Training on benefits of practicing agroforestry	EEs	EMA	Number of women farmers adopting sustainable agroforestry practices.
<i>Activity 1.2.2. Conduct participatory baseline study of tree, soil and crop yields and identification of appropriate agroforestry intervention</i>	ESP 5: Because of social norms, there is a risk of non-participation of woman, girls, and vulnerable groups in project meetings.	Project beneficiaries have been clearly identified during proposal development. The project M&E system will track participation of beneficiaries.	EEs	EMA	Number of farmers adopting sustainable agroforestry practices
<i>Activity 1.2.3 Establish nurseries to support seedling production</i>	ESP 12: There is risk of environmental pollution from plastic waste from polythene pots used in nursery establishment	Promote recycling of waste and encourage in-situ nurseries	EEs	EMA	Amount of waste recycled
<i>Activity 1.3.1 Promote soil and water conservation practices</i>	No risk identified				
<i>Activity 1.3.2 Install solar powered boreholes for domestic and productive uses</i>	ESP 12: Because of the ease of water abstraction associated with solar water pumping, there is risk of inefficient water use.	Education, awareness, and training on efficient water use	EEs	EMA	
<i>Activity 1.3.2 Establish soil erosion monitoring plots</i>	No risk identified				

<i>Activity 1.4.1 Establish fodder banks for livestock in selected project areas</i>	ESP 3: There is the risk of women and people living with disabilities not participating as the majority do not own livestock	Project beneficiaries have been clearly identified during proposal development. The project M&E system will track participation of beneficiaries.	EES	EMA	Number of local arrest cases reported.
<i>Activity 1.4.2: Promote adaptive livestock breeds</i>	ESP 3: There is the risk of women and people living with disabilities not participating as the majority do not own livestock	Project beneficiaries have been clearly identified during proposal development. The project M&E system will track participation of beneficiaries.	EES	EMA	Number of local arrest cases reported.
<i>Activity 1.4.3. Develop and implement rangeland management plans</i>	ESP 3: There is the risk of women and people living with disabilities not participating as the majority do not own livestock	Project beneficiaries have been clearly identified during proposal development. The project M&E system will track participation of beneficiaries.	EES	EMA	Number of local arrest cases reported.
<i>Activity 1.4.4 Train communities on sustainable herd management</i>	ESP 2: In the selection of trainees there is a risk of discriminating against women, youth and people living with disabilities.	Project beneficiaries have been clearly identified during proposal development. The project M&E system will track participation of beneficiaries.	EES	EMA	Number of farmers adopting sustainable herd management.
<i>Activity 1.5.1 Promote apiculture development for communities</i>	ESP 2: Because apiculture is traditionally male dominated, there is risk of fewer women benefiting	The gender action plan has been developed to ensure women are deliberately targeted in all interventions.	EES	EMA	Number of farmers trained
<i>Activity 1.5.2 Promote non-timber forest products (NTFP) value addition in project areas</i>	ESP 2 & 5: Men tend to dominate where is more returns from value added products raising the risk of women exclusion and gender-based violence	Continuous community engagements and dialogues on inclusion and non-discrimination.	EES	EMA	Number of farmers trained on conflict – resolution techniques
<i>Activity 1.5.3 Value addition for high-value pulses and other produce in selected project areas promoted.</i>	ESP 2 & 5: Men tend to dominate where is more returns from value added products raising the risk of women exclusion and gender-based violence	Continuous engagements of power holders within the community on benefits of improved access to resources by children and women	EES	EMA	Number of farmers trained.
Component 2: To implement measures that support ecosystem resilience					
Budget: USD 12,000					
<i>Activity 2.1.1 Develop and implement wetland management plans</i>	ESP 2: There is some risk of Involuntary Resettlement associated with temporary loss of access to production land or	Consultations, Project benefits sharing, information disclosure, grievance redress mechanism, and	EES	EMA	Knowledge of entitlements by the displaced persons

	disturbance of income generating activities.	monitoring and reporting will provide a framework for Involuntary Resettlement Safeguards. A plan for income restoration, particularly for the poor and vulnerable groups will be developed as necessary.			Implementation of special measures for affected people
<i>Activity 2.1.2 Develop and implement sustainable land management plans</i>	ESP2: Interference with farming activities during restoration work, ESP9: Interference with natural drainage	Training on benefits of sustainable land management. Undertake restoration activities during off season. Incorporate catchment management planning such as drainage planning- water harvesting	EEs	EMA	Number of farmers trained on sustainable land management benefits.
<i>Activity 2.2.1 Develop and implement sustainable Forest management plans</i>	ESP 5: Because of male domination there is the risk of women exclusion	Training on benefits of sustainable forest management for both men and women.	EEs	EMA	Number of male and female farmers adopting sustainable forest management.
<i>Activity 2.2.2 Identify and conserve threatened plant species</i>	ESP 3: Because of male domination in forest related activities such as carving, there is the risk of exclusion of women and youths	Training farmers on benefits of conserving indigenous threatened plant species	EEs	EMA	Number of male and female farmers adopting conservation of indigenous threatened plant species.
<i>Activity 2.2.3 Promote energy saving technologies in project areas</i>	ESP2: Initial investment costs; ESP12: limited availability of required biomass	Ensure transparency in the distribution of energy saving technologies; Initial investments for target community borne by project; Combined /communal sources of biomass	EEs	EMA	Number of households adopting energy saving stoves

<i>Activity 2.2.4 Conduct fire management and awareness activities</i>	ESP10: Runaway fire during fireguard demonstration	Ensure that fire suppression measures are in place during fire demonstration process.	EEs	EMA	Suppression measures in place
Component 3. To develop a conducive legal and institutional framework for adaptation					
Budget: USD5,000.00					
<i>Activity 3.1.1 Review and develop legal and policy frameworks at local level.</i>	ESP3: Administrative consultations do not provide for comprehensive local level input	Project design factors in participatory consultative processes for all stakeholders	EEs	EMA	Number of follow up meetings held.
<i>Activity 3.2.1 Establish, Train, and support existing environment subcommittees, village health committees and disaster risk reduction committees</i>	ESP3: Potential for conflicting interests leading to discrimination of some groups and their associated committees	Training committees on mainstreaming climate change management.	EEs	EMA	Number of committees trained.
Component 4: To implement a comprehensive knowledge management system for sharing experiences					
Budget: USD3,000.00					
<i>Activity 4.1.1 Train Smallholder farmers on climate change adaptation</i>	ESP 5: Because gender inequality, there is risk of discrimination of women and girls in the selection of trainees	Ensure gender considerations throughout the project cycle. The gender action plan has also provided for clear gender disaggregated targets.	EEs	EMA	Number of woman and girls participating in project activities.
<i>Activity 4.2.2 Strengthen and or introduce appropriate early warning systems</i>	ESP 5: Because of limited literacy and access to communication technologies, there is a risk of women not benefiting from the early warning system	Train women farmers on early warning systems and support dissemination in local languages	EEs	EMA	Number of farmers on early warning systems.
<i>Activity 4.3.1 Hold project initiation meetings.</i>	ESP 5: Because of social norms, there is a risk of non-participation of woman, girls, and vulnerable groups in project meetings.	Adhere to EMA Gender mainstreaming guidelines.	EEs	EMA	Percentage composition of woman and vulnerable groups.

<i>Activity 4.4.1 Develop and implement a communication strategy for project activities</i>	<i>ESP 5:</i> Because of social norms, there is a risk of non-participation of woman, girls, and vulnerable groups in project meetings.	Adhere to EMA Gender mainstreaming guidelines.	EEs	EMA	Percentage composition of woman and vulnerable groups.
Total Budget for execution of Environment and Social Risk Management Plan					USD 35,000
Grievance Redress Mechanism					
<i>Track and address grievances throughout project implementation</i>	There is a risk adverse environmental and social impacts if affected people are not aware of the project grievance and redress mechanism	Raise awareness among affected people and project teams about possible adverse environmental and social impacts from project activities and available grievance redress mechanisms	EE	EMA	<ul style="list-style-type: none"> - Knowledge of entitlements by the displaced persons. - Use of the grievance redress mechanism by the displaced persons. - Information on the resolution of the grievances.
<i>Track and address unanticipated risks</i>	There is a risk of unanticipated environmental and social impacts arising during project implementation which affect the target areas and people	The project M&E plan includes tracking of unanticipated risks	M&E	EMA	

3. Environmental and Social Sustainability Monitoring

The Table below presents the ESMP monitoring schedule which will be integrated with the project M&E plan.

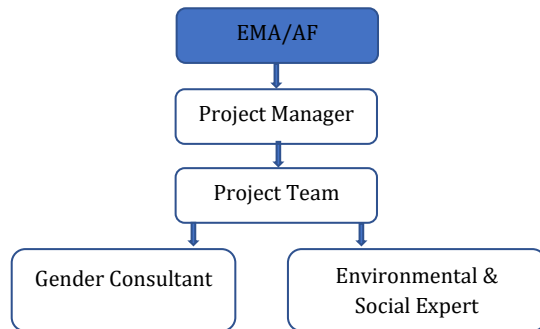
Aspects to be monitored	Project Phase (Inception, Implementation)	Location	Monitoring Indicators	Frequency of monitoring	Responsibility
Stakeholder awareness of ESMP	Implementation	Project Sites	Unanticipated /additional risks identified during project implementation	Six-monthly	PMU/EMA Environmental and Social Safeguards Expert
Stakeholder Awareness of GRM	Implementation	Project Sites	Consultations and grievances	Six-monthly	PMU/EMA Environmental and Social Safeguards Expert
Environmental conditions during project implementation	Implementation	Project Sites	Water and air pollution Soil and land degradation Conservation of biodiversity and landscape	Monthly/bi-annually/Annually	PMU/EMA Environmental and Social Safeguards Expert
Social conditions during project implementation	Implementation	Project Sites	Restoration of livelihoods Livelihood and income Benefit monitoring Attitudes towards the project	Monthly/bi-annually/Annually	PMU/EMA Environmental and Social Safeguards Expert

4. Implementation of the ESMP

This sub-section presents the management arrangements for the ESMP.

a. Management Structure for the ESMP

The Management of the ESMP will be the responsibility of the Environmental Management Agency (EMA) through the structure presented below:



b. ESMP Roles

- i. EMA
- ii. *EMA/AF National Project Manager*

The Project Manager has overall responsibility for the day to day execution of the project and compliance with AF/EMA policies and the ESMP. The Project Manager is supported by an administrative assistant and technical advisors. The Project Manager reports to EMA and AF.

- iii. *Project Team*

The project team is responsible for:

- Conducting inclusive consultations with communities likely to be affected by environmental and social impacts, and with local stakeholders, and for ensuring broad community support.
- Overseeing environmental and social assessment studies that need to be undertaken prior to implementation of activities. These studies will identify and assesses the potential opportunities for, risks to, and impacts on biological diversity and ecosystem services, including direct, indirect, cumulative and pre-mitigation impacts.
- Applying the mitigation hierarchy: to avoid potentially adverse impacts; if avoidance is not possible, to reduce and minimize potential adverse impacts; if reduction or minimization is not sufficient, to mitigate and/or restore; and as a last resort to compensate for and offset.
- Screening early for the possibility of involuntary resettlement, and the presence of indigenous people in the project area.

- iv. *Gender Consultant*

The Gender Consultant responsibilities include:

- Assist with integrating gender across activities, indicators and related monitoring and results tracking tools,
- Develop guidelines for mainstreaming gender issues into the project
- Facilitate the involvement of women in project activities
- Prepare surveys and reports addressing gender issues within the project
- Design and implement gender responsive communication for project implementation
- Contribute to creation of awareness raising materials that reflect gender issues.

v. *Environmental and Social Expert (Consultant)*

The Environmental and Social Consultant duties are:

- Undertake Environmental and Social screening
- Review and approve and Environmental procedures, and identify any areas for improvement
- Management of the environmental monitoring program,
- Management and monitoring of implementation of the project social standards in line with EMA/AF guidelines
- Ensure correct procedures are followed in the event of an environmental incident

c. Monitoring Plan

The overall objective of environmental and social monitoring is to ensure that mitigation measures are implemented and that they are effective. Environmental and social monitoring will also enable response to new and developing issues of concern including unanticipated negative consequences. The activities and indicators that have been recommended for monitoring are presented in the ESMP. Environmental monitoring will be carried out to ensure that all project activities comply and adhere to the ESP policy, so that all mitigation measures are implemented.

Monitoring should be undertaken at two levels.

i) Internal Monitoring: It is the responsibility of the Project Team to conduct regular internal monitoring of the project to audit direct implementation of environmental mitigation measures contained in the ESMP. Their Project team should include an impact assessment specialist as well as a sociologist experienced with gender issues.

The responsibility for mitigation monitoring during the implementation phase will be responsibility of the Environmental and Social Consultant.

ii) External Monitoring and Evaluation: A consultant may be hired to carry out Annual Environmental Audits in line with national and AF/EMA requirements. At the minimum, a mid-term review and final evaluation should take place to evaluate the project – including its compliance with the ESMP. Annual reporting can be carried out directly by the Project Team. The Project Team will provide EMA with reports on environmental compliance during

implementation as part of their annual progress reports and annual environmental auditing reports.

The project affected persons should be represented through public participation forums to be held during the project.

5. Cost

The total budget for implementing the ESMP is \$35,000 which will be drawn from the AF budget.

6. Communication

Environmental and Social Impact Assessments, ESMP, mitigation plans, screening reports, results of all stakeholder consultations, Grievance Redress Mechanisms and other documents will be made available in a timely manner through platforms accessible to key stakeholders. Translation into local languages and dissemination of materials, including brochures, leaflets will be carried out as necessary.

Annex VI: Project Grievance Redress Mechanism (GRM) of the Environmental Management Agency

Standard Operating Procedures (SOPs) of the Environmental Management Agency (EMA) and Executing Entities (EEs)Partners

1. Introduction

EMA considers Grievance Redress Mechanisms (GRM) to be a key element for effective programming and accountability. All development programs with direct contact with communities, must set up and manage a GRM that is in line with Good Practice and EMA's principles and minimum standards on GRM. GRMs will be effective if, at minimum, they meet the following principles which form a closed feedback loop:

- **Accessibility:** The GRM should be accessible to everyone and at any time taking into consideration potential barriers such as language, literacy, awareness, cost, or fear of reprisal.
- **Predictability:** GRM should be time-bound at each stage and have specified time frames for the responses.
- **Fairness:** All the procedures therein should be widely perceived as unbiased with due regard given to rights such as access to information and meaningful public participation.
- **Rights compatibility:** The outcomes of the mechanism should be consistent with the international and national standards. It should also not restrict access to other redress mechanisms.
- **Transparency and accountability:** The entire GRM process should be done out of public interest.
- **Capability:** The GRM system needs to be endowed with the necessary resources, that is, technical, financial, and human resources.
- **Feedback:** It should serve to channel citizen feedback to improve project outcomes for the people.

This document is aligned with the EMA Policy on GRM, EMA's Code of Conduct, ~~Safeguarding and Safeguarding policies -Protection from Sexual Exploitation, Abuse & Harassment, and Child Safeguarding, Responsible Program Data Policy, and Anti-Corruption Policy.~~ This document set key requirements for EMA and partners to ensure that partners have GRM guidelines that provide more detailed and context specific procedures.

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2. Scope of this document

Any communities EMA and its ~~partner's~~ Executing Entities (EEs) work with, and other relevant stakeholders, local or national, as a group or an individual, can give feedback or make a complaint using the GRM.

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These SOPs are applicable to two major types of complaints described below.

- **Program related complaints** (request for assistance, complaints related to beneficiary criteria/assessment/selection, complaints related to quality and quantity of assistance provided, inappropriate behavior of staff (not abuse) etc.

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- Safeguarding, fraud, and corruption related complaints.

3. SOPs for Handling Program Related Complaints

Standard Operating Procedures (SOPs) for handling program related complaints and feedback are outlined below.

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a. Establishing GRM Channels (Means such as phone call, email, complaints box, in writing or any other appropriate means allowing stakeholders to lodge complaints and record feedback)

- Partner EEs are responsible for establishing and running their own Grievance Redress Mechanisms to receive, acknowledge, register, investigate/resolve, respond and close complaints—/feedback. All partners must develop the flow diagram of their GRM mechanisms and share with EMA for reference purposes.
- Partner EEs must consult with community members (including community focal points) and stakeholders in the form of workshops, meetings and focus groups to understand contextual risk factors and needs for setting up, monitoring and review of safeguarding, complaint, and feedback mechanisms.
- Partner EEs must establish confidential feedback and complaints channels in a contextually and culturally appropriate manner which includes at least one written and one verbal channel of communication to ensure all levels of literacy are catered for. Women must have a suitable channel to reach a female staff member. Below are examples of some of the possible channels:
 - In person
 - Complaints boxes
 - Postal mail
 - Email
 - Telephone/Mobile/WhatsApp
 - Web based forms
 - Complaints Desk
- If partner EE decides to use hotline number as GRM channel, partner EE must include their hotline numbers as primary contact and EMA's hotline number as a secondary contact.
- EMA and EE partner do not encourage use of social media (Facebook, twitter, etc.) platforms for lodging a complaint as these are not considered appropriate channels due to compromising confidentiality. Use of such platforms also poses serious threats to organisational/organizational integrity.

However, one cannot restrict stakeholders from giving feedback and lodging a complaint. Upon receiving any complaint through social media (Facebook, twitter etc.) platforms, the communication focal point should ensure the following protocols:

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- Make immediate contact with the complainant and provide guidance on available channels to lodge a complaint.
- ~~In case of public post, immediately delete or hide the post.~~
- Keep track of the received complaints and forward it to the partner EE focal point through EMA focal point.

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- The partnerEE's focal point follows their procedures to receive and respond to the complaint.
- Upon resolving the complaint, partnerEE's focal point should share the required detail to EMA's focal point.
- EMA's focal point will also share the response with EMA Communication focal point so that s/he should be aware what to respond in case complainant again tries to make complaint through Facebook.

b. Information sSharing with communities (Making communities and stakeholders aware of the GRM channels and mechanisms. Stakeholders should be given sufficient information on lodging complaints and providing feedback).

- ✓ PartnerEEs must design IEC material (cards, brochure, posters, leaflets/flyers etc.) to share information with communities about:
 - PartnerEE and EMA,
 - Eligibility criteria of project stakeholders,
 - Entitlements of project stakeholders,
 - How to make complaint/feedback if they have any
- ✓ All IEC material must include the information on accessing EMA's speak up channels.
- ✓ PartnerEE must share designed (e-copy) of these IEC materials with EMA for the review of EMA.
- ✓ PartnerEE must disseminate printed IEC material and organize sensitization sessions with all relevant stakeholders particularly targeting the communities EMA and partnerEEs work with.

c. Handling a Complaint

- ✓ All complaints and feedback received must be acknowledged, registered, and categorized according to the **four categories** in a **feedback/complaint database (Positive Feedback, Requests for Assistance, Minor Dissatisfaction, Major and Major Dissatisfaction).**
- ✓ All complaints should be acknowledged as soon as possible but ideally at least within **2 working days** by the recipient.
- ✓ All complaints should fall under any of the four categories for feedback/complaints. These include Positive Feedback, Requests for Assistance, Minor Dissatisfaction, Major Dissatisfaction. Data in this register must be disaggregated by age, gender, and other relevant categories.
- ✓ All complaints should receive a response giving the outcome of their complaint as soon as possible but ideally **at least within 5 working days** of receipt. If more complex, then a further acknowledgement should be sent explaining what further investigation is required to resolve the complaint and the likely timeline.
- ✓ All complainants should be **treated respectfully**, whether it is felt the complaint is justified or not.

d. Reporting

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✓ PartnerEE should report a section related to GRM in their monthly program report to EMA. It should have:

- Number of complaints/feedbacks received,
- Percentage (%) of complaints/feedback closed,
- Percentage (%) of complaints as per received channels,
- Percentage (%) of category of complaints,
- Mitigative measures taken to improve the programming further based on the GRM data .

- ✓ On weekly basis each partnerEE will sharing the completed the GRM database with EMA designated focal point for analysis purpose.
- ✓ On weekly basis, partnerEEs will be undertaking trend analysis and will be sharing the same with EMA staff. Feedback must be disaggregated and analysed, considering intersectionality, to identify positive and negative trends, and provided to management to inform decision making.

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e. Monitoring

- PartnerEE and EMAOxfam will include questions related to GRM monitoring in its existing tools.
- Through phone calls, EMA focal point will validate the status of complaints using the GRM database to be shared by partnerEEs on a weekly basis.

4. SOPs for complaints related to safeguarding, fraud, and corruption

These complaints are allegations or suspicion of any of these: a) Physical and psychological abuse b) Sexual exploitation and abuse (including gender-based violence) c) Harassment d) Child abuse/ exploitation e) Fraud and corruption f) Unethical business practice(s) g) Criminal offence and h) Data falsification.

a. Establishing Channels (Means such as phone call, email, complaint box, in writing or through post allowing stakeholders to lodge complaints and record feedback).

- ✓ Contextualise and translate the Case Management SOP materials outlining reporting and responding procedures relevant to different groups (e.g., reporting channels for staff, partnerEEs, and communities are often different).
- ✓ Partners must use their own channels and mechanisms to receive, acknowledge, register, investigate, resolve/respond and close complaints/feedback. All partnerEEs must develop the flow diagram of their GRM mechanisms and share with EMA for reference purposes.
- ✓ EMA's speak up channels are to be used as second option. Communities/stakeholders use partnerEE's channels to raise their complaints if they are not getting fair response then they can use EMA's speak up channels.
- ✓ Being an partnerEE led response, partner-EE is required to use/develop its capacity to investigate received cases. EMA must provide any technical support if requested.

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- ✓ EMA and partnerEEs do not encourage use of social media platforms (facebook, twitter etc.) for lodging a complaint and is not considered appropriate channel due to compromising confidentiality. Use of such platforms also pose serious threats to organisational integrity. However, one cannot restrict stakeholders from giving feedback and lodging a complaint. Similar protocol as in 3 (a) should be followed in the event of receiving a complaint through social media channels.

b. Information Sharing with communities (Making communities and stakeholders aware of the GRM channels and mechanisms is important. Stakeholders should be given sufficient information on lodging complaints and providing feedback).

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- ✓ PartnerEEs must design IEC material (cards, brochure, posters, leaflets/flyers etc.) to share information with communities about
 - PartnerEE and EMA
 - Expected behavior of partner-EE staff (behavior related to abuse, exploitations, fraud, corruption are not acceptable)
 - How to make a complaint/feedback if they have any
- ✓ Information sharing material must have the details about partnerEE's channel as a first option as well as EMA safeguarding channels as a second option.
- ✓ PartnerEE should share the e-copy of the information sharing material with EMA and should disseminate the material after getting it reviewed from EMA.
- ✓ Learning events with staff and partnerEEs to improve understanding of survivor centred responses and application to different contexts.
- ✓ EMA does not encourage use of social media platforms for lodging a complaint and it is not considered an appropriate channel due to compromising conditionality.

c. Handling a Complaint

- ✓ All complaints must be acknowledged, registered, and forwarded to concerned committee in partnerEE's office.
- ✓ All partnerEEs will nominate their safeguarding committee and the committee to investigate the allegations of fraud and corruption.
- ✓ All complaints should be acknowledged as soon as possible but ideally at least within **2 working days** by the recipient.
- ✓ All complainants should be handled/ investigated by a designated and nominated committee.
- ✓ All complaints should receive a response giving the outcome of their complaint as soon as possible but ideally within **15 working days** of receipt. If more complex, then a further acknowledgement should be sent explaining what further investigation is required to resolve the complaint and the likely timeline.
- ✓ All complainants should be **treated respectfully**, whether it is felt the complaint is justified or not.
- ✓ To deal with such complaints it is pertinent to ensure confidentiality. Confidentiality relating to the complaint should be safeguarded. To investigate such kind of complaints, the matter will be referred to the partners committee (comprising of senior designated and nominated members including gender and protection focal persons). This committee will conduct an

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urgent meeting to discuss the serious complaint. After collecting actual information this committee will decide on the way forward to resolve the complaint.

d. Reporting

- ✓ Partner will share the initial incident report (one pager) with EMA within 72 hours of complaints received.
- ✓ Partner will complete the investigation and take disciplinary and mitigative measures based on the findings of investigation.
- ✓ Partner will share final investigation report with EMA's designated focal point for dealing with such kind of complaints.
- ✓ EMA can decide to initiate its own investigation if not satisfied with the ~~partners~~partner's investigation.

1. Introduction

The Environmental Management Agency is committed to improving accountability in its programing of climate change adaptation funding in line with the Adaptation Fund policies and guidelines. Therefore, the Agency recognises feedback and complaint handling mechanism as a critical component in the management and implementation of all our projects and programmes.

A feedback and complaint handling mechanism can be defined as simple procedures and mechanisms that give users access to safe means of voicing complaints and giving feedback on areas relevant and within the control of the Agency. Feedback and complaints will be dealt in a professional manner which in turn will ensure transparency and accountability as well enhance the Environmental Management Agency's quality of response to climate change impacts through adaptation efforts.

The GRM will assist the NIE to ensure that deliberate processes and procedures are put in place to capture, assess, and respond to concerns from project beneficiaries, project executors and the general public during the implementation of the Projects.

The stakeholders for NIE are categorized as follows:

- Funding Agencies: Adaptation Fund, Adaptation Fund Board Secretariat, Adaptation Fund Trustee World Bank and the UNFCCC Secretariat
- Implementers: NIE (EMA) and Designated Authority (Ministry of Environment, Climate, Tourism and Hospitality Industry)
- Executers: Entities who we will be giving the funds to carry out the projects
- Project beneficiaries: Recipient communities and their local institutions.

1.1 Objectives of the GRM

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The following are the objectives of establishing a GRM:

- i. To address complaints and grievances and enhance conflict resolution arising from, and during NIE programme implementation.
- ii. Ensure transparency and accountability throughout the implementation of projects and programmes amongst the relevant stakeholders including project beneficiaries.
- iii. Resolve any emerging environmental and social grievances in project areas.
- iv. To promote relations between the project implementers, executors, and beneficiaries.

1.2 Scope of the GRM

The NIE's GRM provides a channel for dispute resolution during the implementation of programmes. However, the GRM serves to complement but not replace the existing legal channels such as courts, tribunals, and other recourse mechanisms for addressing grievances.

The GRM is designed to improve project outcomes by creating public awareness about the project and its objectives, deterring fraud and corruption, mitigating socio-economic and environmental risks, and providing the NIE Secretariat with practical suggestions and feedback during programme implementation.

The targeted audience for this GRM will range from the funding bodies (AFB, AFB Secretariat, AF Trustee World Bank, and the UNFCCC Secretariat), the NIE, EEs, project beneficiaries and their related institutions. It is anticipated that this GRM will be robust enough to address conflicts and complaints across the above described scales.

1.3 Principles of the GRM

The effectiveness of this GRM will be guided by the following principles:

- i. **Accessibility:** The GRM should be accessible to everyone and at any time. It should take into consideration potential barriers such as language, literacy, awareness, cost, or fear of reprisal and seek to address them.
- ii. **Predictability:** GRM should be time bound at each stage and have specified time frames for the responses.
- iii. **Fairness:** All the procedures therein should be widely perceived as unbiased with due regard given to rights such as access to information and meaningful public participation.
- iv. **Rights compatibility:** The outcomes of the mechanism should be consistent with the international and national standards. It should also not restrict access to other redress mechanisms.
- v. **Transparency and accountability:** The entire GRM process should be done out of public interest.
- vi. **Capability:** For an effective GRM, the system needs to be endowed with the necessary resources, that is, technical, financial, and human resources.

vii. ~~Feedback: It should serve to channel citizen feedback to improve project outcomes for the people.~~

2-THE GRM STRUCTURE

A three-level Redress mechanism is planned to address all complaints during NIE programme implementation.

2.1 First Level of Redress: Community Level

The main targets at this level are the communities and project beneficiaries. At every community unit, three community leaders shall be appointed and trained to handle complaints. These three community leaders shall work under the supervision of the headman. All project beneficiaries shall be informed of the appointed recipients of complaints. These community level leaders shall dedicate days when they are available to receive and resolve complaints. Once they receive a complaint, they shall be mandated to register the complaint, investigate, and recommend an action. The received complaint shall be recorded on a standardized **GRM/A** form as shown in Appendix 1. If the complainant is not satisfied with the recommendation, they shall be advised to report to the second level of redress. These community leaders shall be obligated to submit a quarterly report using the standardized **GRM/B** format as in Appendix 2, of registered complaints to the District Environmental Officer for onward submission to the Provincial Environmental Manager and finally to the NIE secretariat.

2.1.1. Points of receipt of complaints at community level

The community members shall be advised to register their complaints at the following points:

- i. The 3 appointed community leaders
- ii. Traditional Leader of the areas (Headman/village head/chief)
- iii. Project Officer from the EE

2.1.2 Mode of receipt and recording of Complaints

The complaints can be made in writing, verbally, over the phone, by fax or emails. The officer receiving the complaints should try to obtain relevant basic information regarding the grievance. It is anticipated that at this level, most complaints will be made verbally. The three points of receiving complaints as illustrated above shall be in possession of a standardized complaint receiving form which must be filled in for every complaint. As soon as a complaint is received, an acknowledgement form, **GRM/BB** as shown in Appendix 3 shall be issued.

After registering the complaint the Grievance Handling Team under the guidance of the Headman shall set a date to investigate the matter, after which they shall provide a recommendation. If necessary, meetings have to be held between the complainants and the concerned officers to find a solution to the problem and make arrangements for grievance redress. The deliberations of the meetings and decisions taken are recorded in a standardized format as in **GRM/C** (see Appendix 4).

2.1.3 Timeline

The resolution at the first level will be done within 14 working days and notified to the concerned through a standardized disclosure form, **GRMD** as shown in Appendix 5. Should the Grievance not be solved within this period it would be referred to the next level of Grievance Redress. However, if the complainant requests for an immediate transfer of the issue to the next level or is dissatisfied with the recommendation, the issue will be taken to the next level.

2.2 Second Level of Redress: Provincial Level

The main targets at this level are the project implementers, executors, communities and project beneficiaries and their related institutions. At every provincial implementation level, a grievance handling committee shall be appointed and trained to handle complaints. It should include the DEO, Project Officer from the executing entity, Provincial Planning and Monitoring as well as Environmental Education and Publicity Officers. This committee shall work under the supervision of the Provincial Environment Manager (PEM). All stakeholders shall be informed of the existence of the grievance committee. This committee shall dedicate days when they are available to receive and resolve complaints. Once the committee receives a complaint it shall be mandated to register the complaint, investigate, and recommend an action. If the complainant is not satisfied with the recommendation, they shall be advised to report to the third level of redress. This committee shall be obligated to do a quarterly report following the **GRME** format (see appendix 6).

2.2.1 Points of receipt of complaints at Provincial level

Any aggrieved person/organization shall be advised to register their complaints at the following points:

i. The GRH Committee

ii. PEM

iii. Project Officer from the EE

2.2.2 Mode of receipt and recording of Complaints

The complaints can be made in writing, verbally, over the phone, by fax or emails. The officer receiving the complaints should try to obtain relevant basic information regarding the grievance. The points of receiving complaints as illustrated above shall be in possession of a **GRMA** form which must be filled in by every complaint. As soon as a complaint is received, an acknowledgement, **GRM/BB** is issued.

After registering the complaint, the Grievance Handling Committee under the guidance of the PEM shall set a date to investigate the matter, after which they shall provide a recommendation. If necessary, meetings must be held between the complainants and the concerned officers to find a solution to the problem and plan for grievance redress. The deliberations of the meetings and decisions taken are recorded on a **NIR-GRM/C** form.

2.2.3 Timeline

At the second level, the resolution period will also take a maximum of 14 working days and the concerned shall be notified through a **GRMD** form. Should the Grievance not be solved within this period, this would be referred to the next level of Grievance Redress. However, if the complainant requests for an immediate transfer of the issue to the next level or is dissatisfied with the recommendation, the issue will be taken to the next level.

2.3 Third Level of Redress: National Level

The main targets at this level are the funding agencies, project implementers, executing entities, communities, project beneficiaries and their related institutions. At the national implementation level, a grievance handling committee shall be appointed and trained to handle complaints. The committee shall comprise of representatives from the NIE secretariat, Planning and Monitoring Unit, Environmental Education and Publicity, Legal and Corporate services, Risk, and the EIA Unit, supervised by the EPM Manager. All stakeholders shall be informed of the existence of the grievance committee. This committee shall dedicate days when they are available to receive and resolve complaints. Once the committee receives a complaint it shall be mandated to register the complaint, investigate, and recommend an action. If the complainant is not satisfied with the recommendation, they shall be advised to seek other recourse measures, such as arbitration or the courts. The National GRM committee shall be obligated to do a quarterly report of registered complaints, using the **GRME** form and submit it to the NIE Secretariat. The funding agencies shall be advised of the existence of the Grievance Handling Committee and further advised to forward any complaints they have or received by them to this committee.

2.3.1 Points of receipt of complaints at national level

Any aggrieved person/organization shall be advised to register their complaints at the following points:

- i. The National Grievance Handling Committee
- ii. The NIE Programme Coordinator
- iii. The NIE Secretariat
- iv. The relevant funding agencies' secretariat
- v. Project officers from EEs
- vi. The PEMs
- vii. EMA offices.

2.3.2 Mode of receipt and recording of Complaints

The complaints can be made in writing, verbally, over the phone, by fax or emails. The officer receiving the complaints should try to obtain relevant basic information regarding the grievance. The points of receiving complaints as illustrated above shall be in

possession of a *NIE-GRM/A* form which will be used to record each complaint. As soon as a complaint is received, a *NIE-GRM/B* form will be issued to the complainant.

After registering the complaint, the Grievance Handling Committee shall set a date to investigate the matter, after which they shall provide a recommendation. If necessary, meetings must be held between the complainants and the concerned officers to find a solution to the problem and decide for grievance redress. The deliberations of the meetings and decisions taken are recorded using the *NIE-GRM/C* format.

2.3.3 – Timeline

At the national level, the resolution period will take a maximum of 21 working days and the concerned shall be notified through the *NIE-GRM/DDD* form. Should the grievance not be solved within this period, the complainant will be advised to seek recourse through the Courts.

2.3.4 Closing complaints

The complaints process is considered closed when:

- A complaint is upheld, it is communicated to the complainant, and the file signed as closed by EMA staff.
- A complaint is not upheld, it is communicated to the complainant along with the right to appeal. If the right to appeal is declined, the file may be signed as closed by EMA staff. If the right to appeal is accepted, the file will not be closed until the appeals process is finished and the records added to the file before being signed as closed by EMA staff.

2.3.5 – Confidentiality and Protection

The principle of confidentiality needs to be made clear to all EMA staff, and community members handling complaints and complainants. The protection of the complainant from intimidation or abuse of any form as far as is within the control of the people to whom the complaint is made should be ensured.

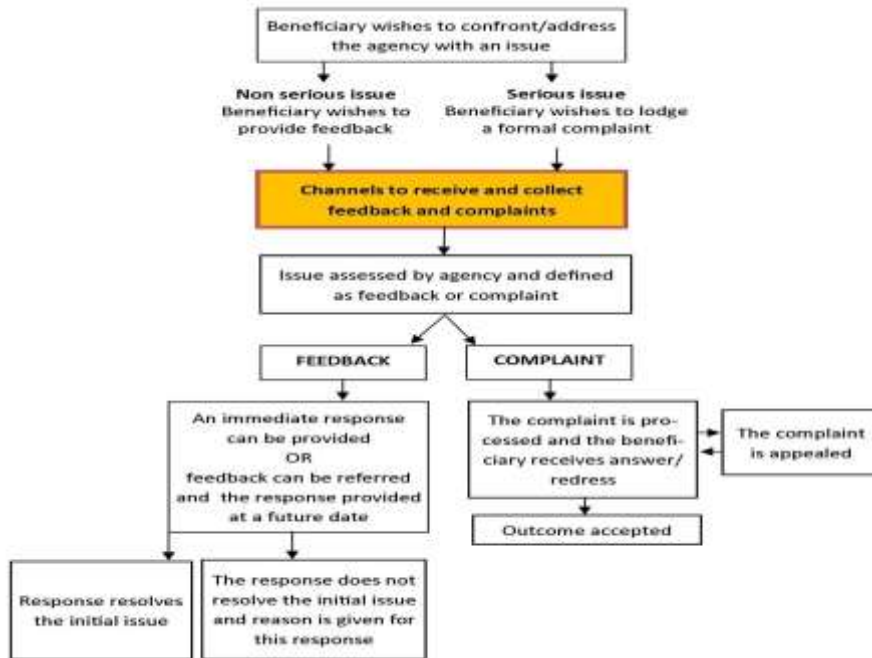
Feedback and complaints records should be treated as a security item to safeguard sensitive information.

2.3.6 – Monitoring

The Environmental Management Agency's Monitoring and Evaluation Unit is responsible for ensuring that all complaints received are handled according to the Feedback & complaint guidelines.

Figure 1 shows the simplified complaint and response flowchart for the Environmental Management Agency.

Figure 1. Simplified EMA complaint and response flowchart



2-LEGAL & JUDICIAL REDRESS MECHANISMS IN ZIMBABWE

If the complainants are dissatisfied with the outcome of grievance resolution, they shall be advised to seek recourse through the following institutions:

i. Zimbabwe Human Rights Commission;

ii. The Courts;

Appendix 1- GRM/A

Date	Complainant's details (name, village, designation, ID number, phone number)	Grievance	Preliminary Action	

Appendix 2- GRM/B

Quarterly Report

Appendix 3- GRM/BB

Acknowledgement form

Date	Grievance	Complainant (Name and signature)	Received by (Name and signature)

Appendix 4- GRM/C: Minutes of grievance redress meeting

Item	Description	Responsibility	Deadline

Appendix 5- GRM/D: Resolution Disclosure form

Date	Grievance	Complainant's details	Date reported	Resolution

Annex VII: Standard Operating Procedures for Involuntary Resettlement under the Project

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This Standard Operating Procedure is prepared in accordance with the standards of the Government of Zimbabwe Policy and Legal Framework on Resettlement. The SOP establishes the compensation principles and procedures for involuntary resettlement impact that may occur in relation to the EMA-AF project activities. Based on the nature of the activities envisaged under Component 2 of the Project, involuntary resettlement may take place in the form of temporary loss of livelihoods and/or access to livelihood assets as outlined in more detail in the Project Affected Persons Entitlement Matrix below.

The following principles will apply to all activities under the Project:

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- **Resettlement impacts will be avoided or minimized.** If any resettlement impact is identified during screening of Project activities EMA will, as a guiding principle, explore feasible alternative project designs and/or configurations.
- **Affected people will be defined inclusively.** This means that Project Affected Persons (PAPs) are defined as those whose livelihoods and standards of living are adversely affected by project activities - whether through the loss of assets or access to assets, through being deprived of resources, through loss of income sources or means of livelihood, through physical relocation, or through other losses that may be identified during the process of resettlement planning.
- **Meaningful consultation with PAPs and communities.** PAPs and impacted communities have the right to:
 - Receive information on Project developments on an on-going basis;
 - Be consulted on issues pertaining to them, such as possible measures to restore their livelihoods, allowing participation in the final selection and design of such measures;
 - Right in time information of Project proposals and implementation schedules, such as land acquisition dates, sufficiently in advance of execution;
 - Have access to relevant Project documents at a place accessible to them in a form, manner, and language that are understandable to them.
- **All adverse Project impacts will be identified prior to implementation and losses properly recorded.** The following information should be recorded to facilitate planning, implementation and monitoring of impact:
 - Develop an inventory of impacted landholdings and immovable/non-retrievable improvements (buildings and structures) to determine fair and reasonable levels of compensation or mitigation;
 - A census detailing PAP composition and demography, and other relevant socio-economic characteristics.
- **PAPs are entitled to full compensation and rehabilitation measures on an equitable basis.** Compensation must be sufficient to, at a minimum, to maintain pre-project living standards. As a principle, the Project should seek to leave PAPs with improved conditions through inclusion of PAPs in project benefits. All PAPs will be equally eligible to the entitlement, irrespective of social or economic standing, tenure status, or any other discriminating factor.
- **Vulnerable groups will receive special attention.** Particular attention will be paid to adverse impacts on groups/social categories such as the elderly, the physically disabled, women-headed households, child/orphan-headed households, and households below the poverty line who, because of their social position, may be vulnerable to changes brought

about by project activities or excluded from project benefits. Members of these groups are often not able to make their voices heard, and account will be taken of this in the consultation and planning process, and in the establishment of grievance procedures.

- **Cultural and religious practices will be respected.** Existing cultural and religious practices will be respected and, to the maximum extent practical, preserved. This extends to cultural heritage, tangible and intangible.
- **Project activities must be in accordance with policy and legislative framework.** All Project activities are to be carried out in compliance with all legal obligations, and in accordance with international best practices.

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Legal Framework

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This Resettlement SOP is to be in keeping with policies and legislative framework of Zimbabwe, and international best practice. The primary objective of the SOP is to ensure that PAPs are assisted to improve, or as a very minimum restore, their former living standards, income earning capacity, and production levels.

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There are three categories of land ownership in Zimbabwe: i) private land, ii) state land and iii) communal land. Private land ownership is formalized through deeds and state land is any other land not deeded. However, while communal land is owned by the state the management is seconded to the local rural authorities. While communal land does not provide individual deeds, there is individual responsibility within the household boundaries. Depending on the development drive of the state or local authority, communal land may be used and the people staying on these lands may be relocated without compensation for the lost land but compensation of the structures on the land only. Usually the relocated people will be provided with alternative land and accompanying facilities where possible. **Land Acquisition Act Chapter 20:10:** provides guidelines for government acquisition of land, including guidelines for compensation. **The Rural Land Act Chapter 20:18:** to be repealed by Land Commission Bill – guides management of rural land including acquisition and alienation. **The Agricultural Land Settlement Act Chapter 20:01:** to be repealed by Land Commission Bill – provides for leasing of state land by individuals and corporate bodies. **The Gazetted Lands (Consequential Provisions) Act Chapter 20:28:** states lawful authority to occupy and use state land through Offer Letter, Permit or Lease. This project is implemented on communal land.

Monitoring and Evaluation

The PMU, through the Monitoring and Evaluation Unit, which oversees safeguard implementation, will monitor, evaluate and report on the implementation of the SOP. Specifically, the PMU will ensure environmental and social compliance of all Project activities. The Executing Entities provide monthly reports to the PMU and the progress will be assessed and updates provided by EMA in ~~Donor~~AF Progress Reports. The progress report should include the status of the overall implementation of the SOP, including status of:

- Ongoing avoidance of resettlement impact;
- Complete household information for affected households;
- Consultations, public and with individual affected households;

- Agreements with affected households,
- Costing/procurement;
- Compensation/implementation of mitigating actions.

Upon completion of any remedial works program a final report shall be produced and submitted by the Project Manager to the designated Project Social Safeguards Specialist.

PAP Entitlement Matrix

<u>Type of Loss</u>	<u>Entitled Person</u>	<u>Description of Entitlement</u>	<u>Guideline</u>
<u>Loss of arable land</u>	<u>Landholder/owner or persons with use rights</u>	<u>Permanent loss:</u> Cash compensation at full replacement cost, or assistance with the identification and allocation of suitable replacement cultivationCultivation land if available. <u>Temporary loss:</u> a) Compensation for crop losses for the duration of temporary occupation. b) Compensation for other disturbance or and damages caused to property.	<u>- Notice to vacate will be served at least 120 days prior to acquisition date and timed to allow owner to harvest any s standing crops.</u> <u>- Compensation for all losses payable prior to impact.</u> <u>- Any transfer costs the responsibility of the project.</u>
<u>Loss of employment/livelihood</u>	<u>Individual affected</u>	<u>Project will develop livelihood restoration plans commensurateCommensurate with impact.</u>	<u>PMU to work with social agencies and Project EEs in the area to develop effective livelihood alternatives and training, as well as any additional compensation based commensurateCommensurate with impact.</u>
<u>Communal asset</u>	<u>Affected community through RDC</u>	<u>The loss of communal assets, such as medicinal plants, grazing lands, woodlands, or thatching grass will be mitigated through agreed programs to replace resource utilization.</u>	<u>Determined through close consultation with the concerned community and with participationparticipation of relevant authorities, including traditional authorities.</u>
<u>Gravesite</u>	<u>Family/household</u>	<u>Affected graves will be treated in accordance with the wishes of the relatives of the deceased. The cost of exhumation of graves will be borne by the Project.</u>	<u>Affected graves will be identified and confirmed with the affected communities and families.</u>
<u>Vulnerable</u>	<u>Individual/household</u>	<u>Based on impact</u>	<u>- Advice on alternative.</u>

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households	affected	identified as described in this table, should a household be identified as vulnerable additional assistance will be provided by the Project.	subsistence and livelihood strategies as offered by the project, including - Assistance to gain access to government poverty alleviation/social welfare programs.
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