## Project Profile

<table>
<thead>
<tr>
<th>Project Code</th>
<th>AFoCO/036/2022</th>
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</table>

### Project Title
Establishment of ASEAN-Korea Garden in Cambodia

### Project Duration
- Estimated start date: 1 January 2023
- Estimated end date: 31 December 2025

### Implementing Agency
Forestry Administration (FA), Ministry of Agriculture, Forestry and Fisheries (MAFF) and selected construction agency under the guidance of the Korea Arboretum and Gardens Institute (KoAGI) of the Republic of Korea

### Participating Country(ies)
Cambodia

### Project Site

<table>
<thead>
<tr>
<th>Province/District level</th>
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<tbody>
<tr>
<td>Khun Ream Commune, Bantey Srey District, Siem Reap Province, Cambodia</td>
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</tbody>
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### Project Objectives
1. To promote human well-being, rescue threatened tree and plant species and display through the establishment of ASEAN-Korea Garden.
2. To promote educational and awareness programs on restoration and biodiversity conservation and promote knowledge sharing in the region.
3. To develop a tourist-market linkage and prepare sustainable financial planning to sustain the ASEAN-Korea Garden in the long run.

### Primary Priority Area
Priority Area 4 of AFoCO’s Strategic Plan (2019-2023)
'Local livelihood improvement and community-based small enterprise development'

### Secondary Priority Areas

<table>
<thead>
<tr>
<th>Budget and Source of Finance</th>
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<tbody>
<tr>
<td>Total: 2,000,000 US$</td>
</tr>
<tr>
<td>AFoCO: KRW 2,035,836,250 (equivalent to USD 1,801,625)</td>
</tr>
<tr>
<td>National: KRW 224,163,750 (equivalent to USD 198,375) (In-kind)</td>
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</tbody>
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### Implementing Agency’s Contact Information

<table>
<thead>
<tr>
<th>Name/ Position</th>
<th>Please provide information</th>
<th>Signature Date</th>
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</thead>
<tbody>
<tr>
<td>Organization</td>
<td>The Forestry Administration of Cambodia</td>
<td></td>
</tr>
<tr>
<td>Address</td>
<td>N°40, Preah Norodom Blvd (41), Phnom Penh</td>
<td></td>
</tr>
<tr>
<td>Contact</td>
<td>Tel: +855 23 214 651</td>
<td>Fax:</td>
</tr>
</tbody>
</table>
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**SUMMARY**

The ASEAN-Korea Garden Project is a project, initiated by the Forestry Administration (FA), Cambodia. The project will cover 22 hectares of forest area, portion of the Siem Reap Forest Recreation Forest (1880 ha). The Project is located in Khun Ream Commune, Banteay Srey District, Siem Reap Province of Cambodia. The project aims to (1) to promote human wellbeing and rescue tree and plant species threatened/displayed through the establishment of ASEAN-Korea Garden, (2) to promote educational and awareness programs on restoration and biodiversity conservation and promote knowledge sharing in the region, and (3) to develop tourist market linkage and prepare sustainable financial planning for sustaining the ASEAN-Korea Garden manage in long-term.

The FA is the project implementing agency. This project cost 2,000,000.00 USD, of which 1,801,625 USD are financed by AFoCO and 198,375.00 USD are contributed by the FA in the form of in-kind contributions. The project will be implementing in 3 years (January 2023 to December 2025). This project will be supervised by the Project Steering Committee (PSC) while on-site project implementation will be executed by the Project Management Unit (PMU). Three main outputs are expected to be achieved in the course of the project implementation, including: (1) the ASEAN-Korea Gardens, including its supporting ICT facilities are constructed and strictly maintained – providing long-term benefits to the public, (2) the forest and biodiversity education programs and ICT materials developed and put in place for implementation and monitoring, and (3) sustainable market linkage and forest education are developed and enhanced, while sustainable forest finance for ASEAN-Korea garden is established. In order to achieve these outcomes, 27 key main activities are going to undertake, with a clear project M&E and technical support from the AFoCO Secretariat.
Section A. Project Context

1. Background

Since COVID-19 declared as the pandemic, many countries adopted restrictions like lockdown, social distancing, travel restriction – suffering many from psychological stress. To understand how the pandemic has influenced on our lives, AFoCO conducted a small survey, and it turned out that more people appreciated trees/gardens around home and green/natural spaces in nearby. Amount of time they spent visiting green spaces and tending indoor plants and gardens were also significantly increased during the pandemic. Also, it was observed that low implementation of forestry activities pressure on forest resources, causing loss of income and jobs. It is time to prepare for a post COVID-19 era using the forestry resources and gardens, where nature and human beings co-exist.

The Cambodia Law on Forestry (2002) provisions 10 and 11 indicate that Cambodia Permanent Forest Estates consisted of two types: (1) Permanent Forest Reserves (PFR), and (2) Private Forest (PF). The PER categorized into three types include Production Forest, Protection Forests, and Conversion Forest. The forest recreation and botanical garden were categorized as part of the Protection Forests. However, since the Forestry Law was approved, there are such technical legal instrument developed such as sub-decree and guideline to facilitate the development and creation recreation forest and botanical garden in Cambodia. Furthermore, the initiative in establishing forest recreation and botanical garden will contribute to the implementation of the National Forest Program’s Sub-Program 4 which promotes nature-based attraction and market, and sub-program 6 which focuses on sustainable forest financing (MAFF, 2017).

At the macro level, the initiative in establishing forest recreation and botanical garden will contribute to the targeted milestone of the Ministry of Tourism (MoT 2020) that aims to attract 7 million foreign tourists and 10 million domestic tourists by 2025. The success of botanical garden or recreation forest typically relies on its ability to offer some unique nature-based experience to visitors. In terms of the number of visitors that can be attracted to a site, there is an inverse relationship between the quality of the nature-based attraction and the distance from a major tourist center or airport, which focuses on natural and cultural tourist destination (Tourism Development Strategic Plan, 2021-2025). Demand for the forest recreation and botanical garden is growing, but due to budget shortages, Cambodia currently has only one botanical garden, owned by the state, Angkor Botanical Garden.

In 2018, the RGC issued a sub-decree, No. 100SS on “The Strengthening and Support the Establishment of Eco-Tourism in Cambodia”. This sub-decree aims to promote the development of eco-tourism in Cambodia, protecting remaining forest resources and increasing incomes of local communities. The RGC encourages line ministries and stakeholders to conduct assessment on the potential sites toward the establishment of eco-tourist sites. As of 2018, 56 community-based eco-tourist sites were established, covering an area of 86,500 hectares. With the support from the national committee on eco-tourist development, the RGC will expand and strengthen area under the management of eco-tourism.

To support the above government policy as well as to promote eco-tourism in Cambodia, the Korea Forest Service and Forestry Administration of Cambodia signed the MoU on the project for the establishment of the Cambodia-Korea Recreation Forest (CKRF) – covering an area of 1,888 ha. The project will be implemented for three years (2022-2024) in Khun Ream Commune, Bentery Srey District, Siem Reap Province. The project is being implemented by the Korea Mekong Forest Cooperation Center (KMFCC) in partnership with the Forestry Administration. The project is to support the development forest recreation facilities and community development activities as showed in the table below:
Table 1: Summary of the main component of the CKRF development

<table>
<thead>
<tr>
<th>No.</th>
<th>Component</th>
<th>Specific activities and facilities to be constructed</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Detail design of the forest recreational site and Construction and installation of facilities</td>
<td>1. <strong>Main Entrance</strong>&lt;br&gt;- Signboards and Gardening&lt;br&gt;- Guard house and traffic control facilities&lt;br&gt;- Main road to enter the site&lt;br&gt;2. <strong>Visitor Center complex</strong>&lt;br&gt;- Visitor Center Building&lt;br&gt;- Parking lot&lt;br&gt;- Children’s playground&lt;br&gt;- Gardening&lt;br&gt;- Public Toilet&lt;br&gt;3. <strong>Accommodation Buildings</strong>&lt;br&gt;- Multi-room building&lt;br&gt;- Individual houses&lt;br&gt;4. <strong>Camping sites</strong>&lt;br&gt;5. <strong>Meditation areas</strong>&lt;br&gt;6. <strong>Trails</strong>&lt;br&gt;- Forest walking trail (3 km)&lt;br&gt;- Night safari trail (5 km)&lt;br&gt;- Sport and biking trail (7 km)&lt;br&gt;7. <strong>Animals and birds watching towers</strong>&lt;br&gt;8. <strong>Others</strong></td>
</tr>
<tr>
<td>2</td>
<td>Revitalization of local communities</td>
<td>1. Vocational training and on job training&lt;br&gt;2. Provide community development seed grant support</td>
</tr>
<tr>
<td>3</td>
<td>Capacity building and knowledge dissemination</td>
<td>1. Study exchanges&lt;br&gt;2. Training and awareness raising</td>
</tr>
<tr>
<td>4</td>
<td>Promotion and marketing</td>
<td>1. Develop webpages, ICT, building tourist network</td>
</tr>
</tbody>
</table>

The proposal to establish an ASEAN-Korea Garden as a symbol of friendship and long-standing relationship between ASEAN and the ROK was welcomed during the 2019 ASEAN-Korea Commemorative Summit, held on 26 November 2019 in Busan, Republic of Korea. Thus, the establishment of the ASEAN-Korea Garden, which is nearby the core area of the Korea-Cambodia Recreation Forest Site will create a synergy between the two projects. The ASEAN-Korea Garden will partner with the CKRF by adding more values to the development of CKRF.

2. Conformity with AFoCO’s Objectives and Strategic Priorities

Establishing the ASEAN-Korea Garden will be an effective way to let people enjoy forest ecosystem services and improve livelihoods and incomes through forestry-related activities. The project mainly responds to Priority Area 4 of AFoCO’s Strategic Plan (2019-2023) -- local livelihood improvement and community-based small enterprise development. The conservation of biodiversity, involvement of local communities, their co-existence with well-protected forest ecosystems are increasingly important as the people become inseparable part of sustainable development.

3. Regionality

The project will address significant issues of plant diversity and human-well-being of people through forest ecosystems. According to IUCN, Cambodia maintains roughly 58 percent forest cover and is rich in biodiversity; it is the home to the third-largest lowland dry evergreen forest in Southeast Asia. One of the main roles of the ASEAN-Korea Garden is to conserve/preserve biodiversity. It will become the venue for collecting and preserving flora and fauna of the region, including endangered and threatened species, listed on IUCN Red-list.
The project will also be a model for revitalizing the national and local economy in the post-COVID-19 era. For the last two years, a large number of people was impacted by restrictions to contain the spread of the COVID-19 pandemic. It is observed that people increased their green spaces usage and there was a clear preference for natural spaces with less crowded places. Therefore, providing/creating a space for people to heal through spending time in the garden and at the same time saving the national/local economy can be one of the best practices to overcome COVID-19 impacts. Particularly, tourism plays an important part in ASEAN's GDP. For example, in Cambodia, the tourism industry is the second-largest driver of economic growth and accounts for nearly 20% of the country's GDP. It is expected to be an opportunity to attract domestic and foreign tourists again through the establishment of the ASEAN-Korea Garden.

The documentation of the processes and experiences in the project implementation can be used and replicated in other countries. It is imperative in the region to develop such efforts to value the various ecosystem services that the gardens can offer for the development and protection especially in urban areas and/or where many people can enjoy the benefits.

The project will share its lessons learned and success stories to the ASEAN member countries during meetings such as AFoCO Ministerial Meetings, ASOF (ASEAN Senior Officers on Forestry) annual meeting, publications, and AFoCO website.

4. Information on Project Site

4.1 Geographic Information

The project location of the ASEAN-Korea Garden is located in Khna Rongveas village, Khun Ream Commune, Banteay Srey District in Siem Reap Province. Prey Chamka Kranhoung is adjacent to the Angkor Centre for Conservation of Biodiversity and Kbal Spean waterfall, which is an important Angkorian site. The project site is accessible by all forms of vehicle which takes about 20 minutes by car from Banteay Srei Temple, a popular Angkorian temple and about 1.5 hours (80 km) away from the Siem Reap International Airport. Every year, millions of visitors visit Siem Reap to tour Angkor Wat where people can relax and enjoy themselves and appreciate both the nature and man-made beauty of their surroundings from the hectic daily life.

This area is categorized as a forest reserved area by the Forestry Administration of Ministry of Agriculture, Forestry and Fisheries. Dalbergia Cochinchinensis is an endangered species, and this area is dominated by this species, with huge number of high-quality trees. Therefore, this area is playing a critical role as a seed source site for Dalbergia Cochinchinensis species, distributing and reintroducing these seeds across the country.

The site, currently, is under the jurisdiction of the Forestry Administration, supervised by the Ministry of Agriculture, Forestry and Fisheries. The Siem Reap Provincial Department of Agriculture, Forestry and Fisheries and the Forestry Administration Cantonment direct the management of this site with support from the Bantey Srey Forestry Administration Division. With support from the local governments, providing armed force officers, the local FA officers could protect forest resources more effectively in this site.
(Please note that the proposed legend and themes and uniqueness will be revised following the development of a master plan and a basic design, in consultation with PMU.)

Legend:

<table>
<thead>
<tr>
<th></th>
<th>Description</th>
<th>Area Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>Forest Plantation Zone (Tree Planting Area, Tree Nursery, tree plantation memorial, and a warehouse)</td>
<td>7 hectares of opened area</td>
</tr>
<tr>
<td>B</td>
<td>ASEAN-Korea Traditional villages (Ten traditional house, house gardens, and waking trails)</td>
<td>6 hectares of opened area and grassland</td>
</tr>
<tr>
<td>C</td>
<td>ASEAN-Korea Forest and Biodiversity Hall (the main hall, ICF materials, toilet, meeting room, open space for forest education activities including car park)</td>
<td>4 hectares of opened area</td>
</tr>
<tr>
<td>D</td>
<td>Natural pond, memorial, surrounding pond walking trail</td>
<td>2.5 hectares of pond and its surrounding grass land.</td>
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<tr>
<td>E</td>
<td>ASEAN-Korea gardens:</td>
<td>At least 1 to 2.5 hectare per garden</td>
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<tr>
<td></td>
<td>- Orchid Garden,</td>
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<td></td>
<td>- Rose Wood Garden,</td>
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<td></td>
<td>- Native Flower Garden,</td>
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<tr>
<td></td>
<td>- Native Bamboo Garden,</td>
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<tr>
<td></td>
<td>- Evergreen and Deciduous Forest Garden, and</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Native Grass Garden</td>
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Themes and Uniqueness of the six gardens and its supporting ICTs

<table>
<thead>
<tr>
<th>Visiting Point</th>
<th>Gardens and ICTs</th>
<th>Themes</th>
<th>Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st visit (C)</td>
<td>ASEAN-Korea Forest and Biodiversity Hall (the main hall, ICF materials, toilet, meeting room, open space for forest)</td>
<td>Visit the hall to see unique specimen of native forest biodiversity of Cambodia, Korea,</td>
<td>All information about site and visiting itinerary will be provided and explained at the</td>
</tr>
<tr>
<td>Visit</td>
<td>Description</td>
<td></td>
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<td>---------</td>
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<td></td>
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</tbody>
</table>
| 2nd visit (A) | - Forest Rehabilitation Zone (Tree Planting Area, Tree Nursery, tree plantation memorial, and a warehouse)  
Visitors are able to visit the forest and biodiversity specimens and participate forest conservation education program  
Visitors are invited to participate all phases from seed collection to seedling plantations, demonstration activities will be shown by the forest trainer to all visitors.  
Visitors are able and encouraged to plant tree at the memorial site, their name and nationality will be shown on a label close to the tree seedling they planted. |
| 3rd visit (B) | - ASEAN-Korea traditional villages (Eleven traditional houses, house gardens, and walking trails)  
At least eleven traditional houses available surrounded by house garden that allow visitors to visit and enjoy the traditional culture of ASEAN member countries and South Korea, the story of each house will be told and several sign boards, billboards, sign, pictures, sculptures and walking trial from house to other house will be built and available for visitors.  
- Visit all the ASEAN-Korea traditional houses, in the ASEAN-Korea village and enjoy the story of each culture, and enjoy resting at the village |
| 4th visit (E) | - ASEAN-Korea Gardens:  
1) Orchid Garden,  
2) Rose Wood Garden,  
3) Native Flower Garden,  
4) Native Bamboo Garden,  
5) Evergreen and Deciduous Forest Garden, and  
6) Native Grass Garden  
- Through the forest walking trail that pass by a garden to another garden. Visitors have chance and enjoy visiting at least six difference kinds of gardens that present unique collections of plants, flowers, shrubs, and seedlings to be formed as a natural garden. A side from the visiting and enjoyment,  
- Visiting the six-different types of gardens, and taking rest in each of the garden,  
- Forest and biodiversity education programs will be provided at each of garden that include, program for the kids, demonstrating about insects discover at the site,  
- In addition to education program, Forest-Human |
visitors are able to learn biological science of each garden and understand how these plants are important for human life and environment. 

Wellness program will be provided at the gardens such as forest healing and Yoga.

| 5th visit (E) | Natural pond, memorial, surrounding pond walking trail | - Visit natural pond, watch wild birds and wild mammals, | - Visitors are able to see wild birds and wild mammals (silver monkey, others small mammal.) that come to drink the water, or during the animal feeding time |

ICTs will be applied in some of the visiting points

4.2 Environment and Socio-economic Information

The project site is currently well protected, and there has not been any deforestation such as illegal logging and forest land conversion since 2010. According to the forest and land cover assessment in 2018, this area covers an area of lowland dry dipterocarp, semi-evergreen and evergreen forests. According to the wildlife survey conducted in Prey Chamka Kranhoung, there were 170 bird species and 68 mammal species.

Based on the social economic survey conducted in 2018 targeting four villages, there were 1,019 families lived in Toul Krus village (253 families), Trapeang Tmor village (196 families), Kantout village (243 families), and Knar Krau village (327 families). In average, one family can earn the income around 3,788$/year/family or 253$/month/person. In general, the villagers are working in the agriculture industry such as farming, raising the animals and collecting non-wood products from the forest. Applying labor force (planting cassava, wood transportation, workers…) and trading (small business) are also the popular careers for these people. Moreover, most of the families considered these careers as their main job. However, these jobs cannot consider as the careers that earn the most incomes for them. In fact, the most incomes are from tour guide, repairer, welder, driver and seller. The incomes are needed for the daily/monthly/yearly expenses. The expenses of each family are up to 65% of the total income. However, most of the families spent around 80-90% of total income and some families even spend all of their incomes back or more than their incomes. Most of their expenses come from food, celebration and the purchasing of agriculture materials (fertilization, seed, tools…). Aside from these expenses, one family generally still has 1-500$. However, some don't have any incomes left, while some families are even in debt with micro-finance institutions, banks or neighbors (lenders).
Section B. Rationale and Objectives
1. Rationale
   1.1. Stakeholder analysis

Table 1: Project stakeholder analysis

<table>
<thead>
<tr>
<th>No</th>
<th>Type of project stakeholder</th>
<th>Involvement in the project</th>
<th>Benefits they will get from the project</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Primary Stakeholders (participate directly with the project)</td>
<td></td>
<td></td>
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</tbody>
</table>
| 1  | The Forestry Administration *(National and Local Officer)* | - The host ASEAN member country will be one of the primary stakeholders and will be responsible for implementation of the project.  
- leading implementation of the project, receiving technical supports, financial support, and gaining knowledge/experience in formulating project | - receiving better understanding, best practices, and experience toward developing policy instruments to promote future recreational forest/forest garden management  
- FA staffs receive capacity building to enhance human resources capacity in the field of recreational forest/forest garden management |
| 2  | AFoCO | - Providing technical support both financial and technical support to PMU to implement the project smoothly.  
- Conducting regular monitoring and evaluation on the project by working closely with the PMU.  
- Conducting project spot-check if necessary.  
- Providing routing communication between FA and KFS  
- Providing capacity building on project management, financial management, and procurement to the PMU and FA | - Gaining experience on project management and replicating this model to other countries in the region or globally.  
- Fueling and enhancing AFoCO secretariat operation |
|    | Other stakeholders | | |
| 1  | The local community/forest guards (selected local community members, especially residential in/around project area) | - The local communities are engaged as forest guards, ASEAN-Korea Garden facilities maintainers, and be part of tourist/visitor visiting program, | - receiving direct financial, and technical supports through participation in the project. On job training, vocational training, awareness raising, and capacity building will be provided to local community/forest guards. |
| 2  | Local Authority: *(Khun Ream commune, Bentey Srey District)* | - Local authorities at the proposed site are also identified as one of the stakeholders and will be | - Receiving community development and forest conservation activities through participating and |
involved in providing support in involvement of local communities as well as procedural support for the project.  

- supporting ASEAN-Korea Garden project.
  - Promoting reputation of the village, commune and district development program in the country, and
  - Residents in their villages, communes, and district receive more income through participating the project both direct and indirect.

<table>
<thead>
<tr>
<th>3</th>
<th>Relevant Government Institution:</th>
<th>Providing policy and coordination of support to the project, providing additional guidance on promoting the project through registration, providing market linkage, and engaging the project with other stakeholders.</th>
<th>Promoting policy on forest recreation/forest garden in the country, and possibility of replicating to the other provinces.</th>
</tr>
</thead>
</table>

| 4 | University/Research and Education Institute | in respective countries will provide required technical backstopping especially in the research activities and establishment of the garden. | receiving financial support from the project to conduct research and developing ICT material for ASEAN-Korea Garden.
  - gaining knowledge and experience on the development of recreational forest/forest garden in the field of research and education. |

| 5 | The Private Sectors | - can also play an important part in the management of the infrastructure through adoption of certain areas which will help strengthen conservation efforts and ensure sustainability of the initiative. | - Gaining incomes, promoting their environmental responsible business, and business growth |

### 1.2. Problem Analysis

Land-use change is one of the greatest threats to biodiversity, especially in the tropics where secondary and plantation forests are expanding while primary forest is declining. The conversion of forest areas into other landforms for economic activities and infrastructure development is identified as one of the primary drivers of deforestation and forest degradation. The presence of green spaces and tree cover in the urban areas plays a very important role in the improvement of health and well-being of the urban dwellers. With the increase in urban infrastructures, the green spaces in these growing urban centers are reducing drastically. Urban green spaces include parks, fields, gardens, urban forests and wetlands providing ecosystem services, including climate regulation and opportunities for recreation.
With urbanization, the social and cultural life has become limited in the urban areas. The awareness amongst the people, especially the children about the importance of green spaces and tree cover is limited, impacted by the urban environment in which they live in. In addition, Southeast Asia has the highest urban ambient air pollution levels worldwide with an annual mean level often exceeding five to ten times the World Health Organization’s (WHO) limits. In general, the health of the environment and the people living in the cities are declining which makes it necessary to increase the green spaces in the urban areas.

Therefore, these issues which are common in most of the cities and developing urban areas need to be addressed through innovative ideas having multiple impacts (such as positive impacts on people due to the aesthetic of the garden) on well-being and happiness.

In Cambodia, forest genetic resources are seriously threatened by rapid economic development in the past three decades. Forest cover has been shrinking from 73% in the 1970s to about 49% in 2014. The government has been working hard to conserve the remaining forests by placing around 80% of natural forest under some forms of conservation by 2018. However, such an effort does not effectively halt forest degradation and deforestation. One element that has been inadequately implemented in the previous efforts to combating deforestation is to make the general public love the forests. The socio-economic development requires balancing with conservation of natural resources. When the majority of people pay more attention to economic development, it will be flourish at the expense of natural resources. Cambodia has no proper places for educating the general public about in-situ and ex-situ conservation. It is noted in Siem Reap province only the Angkor botanical garden was established as demonstration site.

Siem Reap is known as a gateway to Angkor Wat and other attractions. However, international and domestic tourists have declined significantly, especially in Siem Reap. According to the report published by the Asia Foundation, the number of international tourist arrivals dropped by 80%, compared to 2019. And the local tourists, a drop of 26.1%, compared to 2019. The pandemic significantly affected the national economy because the tourism industry is the second-largest economic growth driver. In 2019, tourism generated about US $4.9 billion, nearly 20% of the country’s GDP, while international tourism revenue plummeted nearly to US$1.023 billion in 2020. Many micro and medium-sized tourism enterprises (MSMEs), known as the backbones of Asian economies, represent between 97% and 99% of firms and between 60% and 80% of total employment. The survey of MSMEs in Cambodia shows that many business owners considered the pandemic as a very high risk for their survival, especially formally registered businesses were more concerned about the threat. Most small business would prefer to closing down rather than sustaining their business by getting a loan. There are two main reasons as follows: they cannot repay the loan and are not eligible for a loan. Like this, more than 90% of tourism MSMEs experienced reduced revenue because of Covid 19. and in turn affected 23% of MSMEs employees in total.

Garden, generally defined as a more inclusive space than botanical garden or park, is usually a public recreation area or park ornamented with plants and trees. To cope with during and after COVID-19 pandemic, garden with healing and ecological/economical functions will benefit mental health, biodiversity, and local economy.

A. Gender Analysis and Mainstreaming
The project will involve men and women to have equal rights, opportunities and benefits, and are consulted at every stage of the planning and implementation process of the project. The Forestry Administration has Forestry Gender Working Group (FA-GWG), working closely with partners and all projects under the coordination and implementation of FA. The working group is also working to ensure all projects are contributing to address gender inequality in forestry sectors. The ASEAN-Korea Garden project will work in close collaboration with the FA-GWG and to ensure that the project contributes to address gender issue. Below is ASEAN-Korea gender mainstreaming plan of action:
<table>
<thead>
<tr>
<th>No.</th>
<th>ASEAN-Korea Garden Project Outcomes and Principal Action Plan</th>
<th>Gender emerging issue</th>
<th>Gender mainstreaming plans</th>
<th>Responsible person/entities</th>
<th>Gender mainstreaming verification Indicators and evaluation</th>
</tr>
</thead>
</table>
| 1   | **Output1**: The ASEAN- ROK Gardens, including its supporting ICT facilities are constructed and strictly maintained that provides long-term benefit to the public | - Women might be excluded from ASEAN-Korea facilities construction activities.  
- Women might be excluded from the development of ICT materials | - Opportunities to participate in construction activities of the ASEAN-Korea garden will be announced publicly and the project will encourage women to participate through various means, local women/poor women families are strongly encouraging to participate. | PMU, FA-GWG and AFoCO | - 01 ASEAN-Korea gender baseline assessment, gender mainstreaming planning, and monitoring.  
- Section on ASEAN-Korea gender mainstreaming will be highlighted in the project quarterly report |
| 2   | **Output 2**: The forest and biodiversity education program and ICT materials developed and put in place for implementation and monitoring | - The ICT materials will be developed without taking into account on gender issue  
- Women might be excluded from awareness raising, vocation training, and capacity building activities | - Knowledgeable women experts, local women, and gender experts are invited to participate in the process of preparation ICT materials, including testing, refines, and put in place for implementation. The project will take serious consideration that gender issue will be address through the development of ICT for ASEAN-Korea garden project.  
- Number of women and opportunities for women will be encouraged and offered to participate in awareness raising, vocation training, and capacity building activities of the project. | PMU, FA-GWG and AFoCO | - Section on ASEAN-Korea gender mainstreaming will be highlighted in the project quarterly report |
### B. Problem Tree

The main effect of the core problem is the loss of natural wild fauna and flora species (in the cause of deforestation and forest degradation) and economic benefit of the local communities; and the main causes and sub-causes are identified using the Problem Tree below.

**Figure 1: Problem Tree**

- **Threat to biodiversity**
- **Air pollution**
- **Decline of health**

- **Threat to forest genetic resources**
- **Deforestation and forest degradation**

- **Land use change**
- **Limited social and cultural life**
- **Conversion of forest areas**

- **Reduced Green Space**
- **Expansion of Urbanization**
- **Rapid economic development without considering environmental safeguarding**
- **Limited awareness**

---

<table>
<thead>
<tr>
<th>3</th>
<th><strong>Output 3:</strong> Promoting sustainable market linkage, enhancing forest education, and create sustainable forest finance for ASEAN-Korea Garden</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>- Women has less chance to participate in the activities promoting marketing of ASEAN-Korea Garden</td>
</tr>
<tr>
<td></td>
<td>- Women might be excluding from paid jobs/activities under the support from ASEAN-Korea Garden project</td>
</tr>
<tr>
<td></td>
<td>- Number of women and opportunities for women will be encouraged and offered to participate in the activities promoting marketing of ASEAN-Korea garden as well as specific capacity building,</td>
</tr>
<tr>
<td></td>
<td>- Section on ASEAN-Korea gender mainstreaming will be highlighted in the project quarterly report</td>
</tr>
<tr>
<td></td>
<td>- Final term gender assessment report</td>
</tr>
</tbody>
</table>
1.1. Logical Framework Matrix (Please note that the Logical Framework will be revised based on the development of master plan/basic design and construction plan developed by the selected construction company)

<table>
<thead>
<tr>
<th>Table 3: Logical framework matrix</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Output/ Activities</strong></td>
</tr>
<tr>
<td><strong>Goal</strong>: to promote the forest and biodiversity conservation toward healthy human wellbeing</td>
</tr>
</tbody>
</table>

**Outcomes:**
- forest and biodiversity especially endanger species are strictly conserved and protected
- values of forest and biodiversity conservation are enhanced thought awareness raising and educations
- lesson and best practices on sustainable finance generation through forest and biodiversity protection are generated and widely shared among stakeholders

**Objective**: To promote human wellbeing and rescue tree and plant species threatened/displayed through the establishment of ASEAN-Korea Garden.

**Output 1**: The ASEAN-ROK Gardens, including its supporting ICT facilities are constructed and strictly maintained that provides long-term benefit to the public

| **Activity 1**: Conduct stakeholder workshop on ASEAN-Korea Garden (Siem Reap Province) | the national workshop will be conducted to be participated by forestry experts, local authorities, tourist agency, related government stakeholders. Feedbacks, and inputs on the development of ASEAN-Korea Garden will be collected to improve of current ASEAN-Korea Garden planning, and prepare strategy to address out emerging risks. | (1) By late of 2025, - 06 gardens - 01 ASEAN-Korea traditional villages - 01 forest and biodiversity hall - 01 native forest zoning (tree nursery, facility, and memorial) - 03 km forest walking trails - 01 renovated natural pond and memorial, Successfully constructed and well equip with ICT materials and programing. | National workshop proceeding, and summary report include results of the workshops | There is no objection from the national government and local authority on the ASEAN-Korea Garden development. |

<p>| <strong>Activity 2</strong>: Conduct actual project site assessment and preparation for detail planning | The actual field assessment will be conducted by the forestry experts/forest recreation experts. The field assessment will mainly focus on the (1) site for ASEAN-Korea facilities construction, (2) assessment on social and environmental risks to the facilities, (3) prepare detail planning for project implementation. | (2) By late of 2025, an official inauguration of | A technical report on ASEAN-Korea gardens, and a set of detail planning for the project. | Local stakeholders, especially local FA and forest guards provide support to the field assessment team. |
| Activity 3: Detail design ASEAN ROK-Gardens, ASEAN-Korea traditional villages, and native forest plantation zone, the forest and biodiversity exhibition hall, and forest trails (3km) | The sub-contractor will undertake assignment to create detail design planning for: 06 gardens 01 ASEAN-Korea traditional villages 01 forest and biodiversity hall 01 native forest zoning (tree nursery, facility, and memorial) 03 km forest walking trails. The cost assessment will be conducted for each item mentioned above. | ASEAN-Korea Garden launched. | Both parties, the FA and KFS, agree on the design planning and able to address budget justification, which are major different from the original budget |
| Activity 4: Actual construction of forest and biodiversity exhibition hall and conduct regular monitoring | Based on the approval design planning (Act3), the project will sub-contract to the expert company to conduct an actual construction of the forest and biodiversity exhibition hall. The PMU will undertake regular monitoring and regular reporting to AFoCO. | A forest and biodiversity hall, and monitoring report. | The project selects the right expertise contractor in the field of exhibition hall construction. |
| Activity 5: Equip ICT and supporting materials to the forest and biodiversity hall | A set of ICT equipment will be equipped at the forest and biodiversity hall. The type and cost of the ICT will be conducted at the same time of conducting Activity2. | Report and inventory list of the ICT at the forest and biodiversity hall, and ICT status monitoring report to be attached with photos. | The activity 2 conducted successfully and conducted as planned |
| Activity 6: Actual construction of ASEAN-Korea traditional villages (houses) and conduct regular monitoring | Based on the approval design planning (Act3), the project will sub-contract to the expert company to conduct an actual construction of the ASEAN-Korea traditional villages (houses). The PMU will undertake regular monitoring and regular reporting to AFoCO. | An ASEAN-Korea traditional villages (house), and monitoring report. | The project selects the right expertise contractor in the field of traditional village (housing) construction. |
| Activity 7: Actual construction of ASEAN-Korea forest walking trails that connect to all gardens, villages, tree plantation zone and conduct regular monitoring (3km) | Based on the approval design planning (Act3), the project will sub-contract to the expert company to conduct an actual construction of forest walking trail with 3 km long. The PMU will undertake regular monitoring and regular reporting to AFoCO. | A walking trail with 3km long, and monitoring report. | The project selects the right expertise contractor in the field of constructing forest walking trail. |
| Activity 8: Actual construction of ASEAN-Korea Garden (6 gardens themes to be constructed) | Based on the approval design planning (Act3), the project will sub-contract to the expert company to conduct an actual construction of 06 ASEAN-Korea Garden. The PMU will undertake regular monitoring and regular reporting to AFoCO. | 06 thematic gardens, and monitoring report. | The project selects the right expertise contractor in the field of botanical garden construction. |
| Activity 9: Actual construction of native forest plantation zone including tree nursery, tree planting area and supporting facilities | Based on the approval design planning (Act3), the project will sub-contract to the expert company to conduct an actual construction of the forest and biodiversity exhibition hall. The PMU will undertake regular monitoring and regular reporting to AFoCO. | 01 forest plantation zone constructed (that include native forest plantation area, tree nursery, memorial | The project selects the right expertise contractor in the field of tree planting preparation. |
| Activity 10: Renovate natural ponds with supporting facilities, (bridge and pond memorial) | Based on the approval design planning (Act3), the project will sub-contract to the expert company to conduct an actual renovation of the natural forest pond. The PMU will undertake regular monitoring and regular reporting to AFoCO. | A natural pond is well renovated and to be equipped with supporting facility such as memorial, bridge and bird watch/animal watch tower | The project selects the right expertise contractor in the field of renovating natural forest pond. |
| Activity 11: Conduct quality assurance and quality control for all facilities | The PMU with support from AFoCO will conduct QA/QC for all facilities constructed or being constructing. | A QA/QC monitoring report and final assessment | The PMU has strong construction database keep recording all construction information |</p>
<table>
<thead>
<tr>
<th>Activity12: Conduct official inauguration ASEAN-Korea Garden</th>
<th>An official ceremony will be conducted, to be participated by high senior officers, and relevant stakeholders.</th>
<th>technical report. when all constructions start.</th>
<th>A report on the official inauguration of the ASEAN-Korea Garden</th>
<th>The Act1 to Act11 are done as planned.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Activity13: Provide maintaining materials to the hall and ASEAN-ROK gardens for 2 years</td>
<td>While implementation of the ASEAN-Korea Garden management planning and in order to make sure the Garden is able to self-sustain. The project needs to provide two years extra support for the Garden facilities and gardens maintaining.</td>
<td>By 2025, 02 facilities and gardens maintaining, monitoring, and evaluation technical report (for Y1 and Y2) of extra year support</td>
<td>Successful implementation of the outcome1 and outcome2 as planned.</td>
<td></td>
</tr>
<tr>
<td>Objective2: to increase public awareness raising on forest and biodiversity conservation, and to share experience and best practices on the development of ASEAN-Korea Garden globally.</td>
<td>Output 2: The forest and biodiversity education program and ICT materials developed and put in place for implementation and monitoring</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Activity1: Conduct technical meetings with experts on forest and biodiversity to develop awareness raising programs on forest and biodiversity</td>
<td>technical meeting will be conducted at Siem Reap province, to be participated by forestry experts, educational NGOs, local community and school teachers. The meeting aims to identify type of awareness raising program that appropriate for ASEAN-Korea Garden and be adoptable by the targeted visitors.</td>
<td>By 2025: - 01 technical meeting - 01 forest and biodiversity book - 02 vocational trainings - 01 international study exchange Conducted and developed, and</td>
<td>A set of forest and biodiversity awareness raising program (or themes). The ASEAN-Korea Garden is well developed as planned</td>
<td></td>
</tr>
<tr>
<td>Activit2: Develop Forest and biodiversity education handbook for forest trainer/forest guard/gardeners</td>
<td>with successful conducted Activity1/Outcome 2. The PMU will develop a forestry handbook that looked simple and adoptable for forest trainer/forest guards/gardeners that easy for them to use effectively to educate and gain awareness on forest</td>
<td>By 2025, - 4 minutes video clip - 01 dissemination workshop - 01 national workshop - 01 ASEAN-Korea</td>
<td>A forest and biodiversity handbook for forest trainer/forest guards/gardeners The ASEAN-Korea Garden is well developed as planned</td>
<td></td>
</tr>
<tr>
<td>Activity 3: Provide vocational training to forest trainer/forest guards/gardeners on tourist accommodation protocol</td>
<td>Three vocational trainings will be conducted for forest trainers/forest guards/gardeners on tourist accommodation protocol including first-aid training.</td>
<td>Three vocational training reports and field protocol testing reports.</td>
<td>Strongly participating from participants, and strongly support from FA and AFoCO.</td>
<td></td>
</tr>
<tr>
<td>Activity 4: Conduct international exchange to ROK on forest recreation/botanical garden for forest trainer/forest guards/local FA officers</td>
<td>Outstanding forest trainers/forest guard, and local FA officers will be selected to participate in international exchange to ROK to learn on the forest recreation management/arboretum, ASEAN-garden, to be support by AFoCO and KFS.</td>
<td>01 international exchange report</td>
<td>Strongly participation from participants, and strongly support from FA and AFoCO and KFS.</td>
<td></td>
</tr>
<tr>
<td>Activity 5: Develop a video clip on ASEAN-Korea Garden</td>
<td>The project will sub-contract to company/NGO to provide a four-minute video clip on ASEAN-Korea Garden that will highlight key features of the garden and its facilities, aiming to attract visitors.</td>
<td>A four-minutes video clip with best quality.</td>
<td>Successfully implementation of the outcome 1.</td>
<td></td>
</tr>
<tr>
<td>Activity 6: Conduct dissemination workshop on ASEAN-Korea Garden to public and private schools in Phnom Penh and Siem Reap Province</td>
<td>Two dissemination workshops on ASEAN-Korea Garden will be conducted in Phnom Penh and Siem Reap that gather all school representatives to join these events</td>
<td>Two dissemination workshops on ASEAN-Korea Garden and planning for engaging school program.</td>
<td>Successfully implementation of the outcome 1.</td>
<td></td>
</tr>
<tr>
<td>Activity 7: Conduct national workshop on ASEAN-Korea Garden management planning (10 years)</td>
<td>The national workshop on ASEAN-Korea Management Planning will be conducted in Phnom Penh. The workshop aims to collect feedbacks, inputs and recommendations from stakeholder toward development long-term ASEAN-Korea management planning.</td>
<td>01 workshop proceeding, and 01 summary finding report (max 5 pages)</td>
<td>Successfully implementation of the outcome 1.</td>
<td></td>
</tr>
</tbody>
</table>
### Activity 8: Prepare ASEAN-Korea management planning and operation

10 years- ASEAN-Korea Garden management planning will be developed with inputs from Activity2/Outcome 2. It will be adjusted every three years in accordance with national policy and social economic development. The FA and PMU are responsible for implementation and monitoring.

| A 10 years- ASEAN-Korea Garden management planning. | Successfully implementation of the outcome 1 and strongly support from FA, AFoCO and KFS. |

### Objective 3: to develop tourist market linkage and prepare sustainable financial planning to sustain the ASEAN-Korea Garden management in the long run

**Output 3: Promote sustainable market linkage, enhance forest education, and establish sustainable forest finance for ASEAN-KOREA garden**

| Activity 1: Conduct national tourist network workshop on ASEAN-Korea Garden | A Cambodia tourist network meeting will conduct with support from the ASEAN-Korea Garden project in partnership with other NGOs/or tourist agencies. The ASEAN-Korea Garden project will be disseminated among the networks. By 2025:
- 01 network meeting
- 10 partnership agreements
- Registered at 04 well known tourist booking pages
- 01 official webpage
- 01 technical assessment report Conducted and launched, |
| The operation planning of ASEAN-Korea garden is implemented smoothly |

| Activity 2: Identify and partnership with national and international tourist agency | Wide range of meetings will be conducted with tourist agencies both national and internationally. A part of the outcome is the development of long-term partnership with those tourist agencies. The qualified and well-known tourist agency/ NGOs will be selected as partners with the project. 10 partnership agreement signed between FA and tourist agencies/NGOs |
| The operation planning of ASEAN-Korea Garden is implemented smoothly |

| Activity 3: Register ASEAN-Korea Garden at Kingdom of Wonder (Ministry of Tourism), Trip Adviser, Agoda and Booking, bird watching tour (Sam Vesna Center), Cambodia Forest Camping Network. | The ASEAN-Korea Garden will be registered at the most well-known tourist booking webpage. The PMU will provide information and other requirements to be asked by those booking webpages. Registration of ASEAN-Korea Garden at four well-known tourist web-based portal. |
| The operation planning of ASEAN-Korea Garden is implemented smoothly |

| Activity 4: Develop and launching ASEAN-Korea webpage and social media | The ASEAN-Korea Garden will develop its own webpage to be equipped with tour program for individual or group of visitors. The webpage can be used for booking trip and pre-arrangement. A SEAN-Korea Garden webpage |
| The operation planning of ASEAN-Korea Garden is implemented smoothly |
**Activity 5:** Conduct an assessment on sustainable financing for ASEAN-Korea Garden

This activity will provide supplement to the Activity 2/Outcome 2, the long-term financing will be assessed to ensure the ASEAN-KOREA garden will be able to operate and self-sustained. The financing assessment will provide result on cost-benefit analysis and will create financial scenarios, risk assessment results, and will be equipped with financial planning for FA to ensure the sustainability ASEAN-Korea Garden management.

<table>
<thead>
<tr>
<th>01 Technical Report on sustainable financing for the ASEAN-Korea Garden management.</th>
</tr>
</thead>
</table>

**Activity 6:** Provide financial and technical support to forest guard/forest trainers for two years after official launching the ASEAN-Korea Garden

While implementation of the ASEAN-Korea Garden management planning and in order to make sure the Garden is able to self-sustain. The project needs to provide two years extra support for labor and human resources.

<table>
<thead>
<tr>
<th>02 staff performance and evaluation reports (for Y1 and Y2) of extra year support</th>
</tr>
</thead>
</table>

The information on financial planning for FA and donors are provided and elaborated in the assessment. The FA and donors are able to clarify their clear future financial planning for ASEAN-Korea Garden project to be ended (2025).

Successful implementation of the outcome 1 and outcome 2 as planned.

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1. The narrative is the description of the project activities and are expressed by using an action verb.
2. The OVI shows the important characteristics of the objectives and the performance standard expected to be reached in terms of quantity, quality, time frame and location.
3. The means of verification tell us where we should obtain the data necessary to prove the objectives defined by the indicator has been reached.
4. Important assumptions are events or circumstances that are expected to occur during the project life-cycle. This may include identification of policy and institutional support that leads to project sustainability including potential roles associated with certain project activities.
5. The overall goal tells us the higher-level objective(s) to which the project is expected to contribute to (national/regional interest).
6. Outcomes are the events, occurrences, or changes in conditions, behavior, or attitudes that indicate progress toward a project’s goals. Outcomes are specific, measurable, and meaningful.
7. Objective describes the desired results of a project, which often includes a tangible item. An objective is specific and measurable, and must meet time, budget, and quality constraints.
8. Outputs are specific results to be produced by the project.
9. Activities are the actions necessary to achieve the outputs.
1.2. Justification

a. Impacts at the Outcome level

The ASEAN-Korea Garden will be a venue that connects people and nature – providing cultural (friendship and peace among nations), ecological (biodiversity conservation and SFM), social (healing/resting place for people), and economic (income sources to the country and local people) benefits in a long-run. It is expected that other AFoCO member countries will gain knowledge, skills, and experiences as observers/visitors of the garden in order to provide their countries with ideas for the introduction of the gardens.

b. Impacts at the Output level

The ASEAN-Korea Garden will be created taking into consideration the rich biological diversity of the country with a thematic focus on the national developmental model of Korea, Cambodia and other ASEAN countries. K-Garden concept (a term specified in the Garden Promotion Initiative by the Korea Forest Service as ‘a Korean garden that reinterprets traditional Korean garden and represents Korea internationally’) and introducing ICT technology into the garden of Korea can be some of the ways to gain popularity not only in Korea but also around the world. Cambodia will be able to collect and display native/domestic tree/plant species in the garden and will be preserved/conserved their genetic properties. This will strengthen and enhance research capacities in the country and region as well.

c. Impacts at the Activity level

The ASEAN-Korea Garden would contribute to job creation for experts, researchers, government officials, and local people from ASEAN countries, Furthermore, visitors can have more time to understand the history and environment of ASEAN through educational/experiential activities.

2. Objectives

2.1. Main objective (development objective)

- To promote human well-being and conserve threatened/endangered tree and plant species through the establishment of ASEAN-Korea Garden.
- To promote educational and awareness programs on restoration and biodiversity conservation and promote knowledge sharing in the region.
- To develop tourist market linkage and prepare sustainable financial planning to sustain the ASEAN-Korea Garden management in the long run.

2.2. Specific objective(s) and success criteria & indicators

Please note that the Logical Framework will be revised based on the development of master plan and basic design.
Section C. Description of Project Interventions
The activities, with three objectives and seven outputs, of the project will be implemented in three (03) years. There are Indirect Activity Schedules, mostly at the last few Quarters of the final year, shown at the last few rows of the table matrix.

1. Work Plan and Schedule
(Please find attached file)
Work Plan and Schedule based on the development of the master plan and basic design.

2. Budget (USD) (KRW amount was calculated based on the exchange rate (KRW1,130 per 1 USD)
(Please find attached file)
Output 1 will be enhanced/revised based on the final design and master plan, and construction plan for the ASEAN-Korea Garden

In-kind Contribution
The Forestry Administration as the Implementing Agency will contribute both in-kind and direct financial support to the ASEAN-Korea Garden project as highlighting in the table below:

<table>
<thead>
<tr>
<th>No</th>
<th>Type of contributions</th>
<th>Description</th>
<th>UC1</th>
<th>Unit 1</th>
<th>Quant 1</th>
<th>UC 2</th>
<th>Unit 2</th>
<th>Quant 2</th>
<th>Estimate cost (USD)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Fee for Office space in Phnom Penh</td>
<td>400 USD x 36 months</td>
<td>400</td>
<td>Month</td>
<td>36</td>
<td></td>
<td></td>
<td></td>
<td>14,400</td>
</tr>
<tr>
<td>2</td>
<td>Fee for Office space in Siem Reap</td>
<td>300 USD x 36 months</td>
<td>300</td>
<td>Month</td>
<td>36</td>
<td></td>
<td></td>
<td></td>
<td>10,800</td>
</tr>
<tr>
<td>3</td>
<td>Fee for Office facility (electricity, water, internet) in Phnom Penh</td>
<td>150 USD x 36 months</td>
<td>150</td>
<td>Month</td>
<td>36</td>
<td></td>
<td></td>
<td></td>
<td>5,400</td>
</tr>
<tr>
<td>4</td>
<td>Fee for Office facilities (electricity, water, internet) in Siem Reap</td>
<td>100 USD x 36 months</td>
<td>100</td>
<td>Month</td>
<td>36</td>
<td></td>
<td></td>
<td></td>
<td>3,600</td>
</tr>
<tr>
<td>5</td>
<td>Two assigned staffs (based in Siem Reap and Phnom Penh)</td>
<td>500 USD x 2 staffs x 36 months</td>
<td>500</td>
<td>Month</td>
<td>36</td>
<td>Staff</td>
<td>2</td>
<td></td>
<td>36,000</td>
</tr>
<tr>
<td>6</td>
<td>Six forest guards (based in Project Site)</td>
<td>250 USD x 4-person x 36 months</td>
<td>250</td>
<td>Month</td>
<td>36</td>
<td>Person</td>
<td>4</td>
<td></td>
<td>36,000</td>
</tr>
<tr>
<td>7</td>
<td>Construction parking lots (1 ha)</td>
<td>Est. 35,000 USD</td>
<td>35,000</td>
<td>Sub-Contract</td>
<td>1</td>
<td></td>
<td></td>
<td>35,000</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Set up and design traffic signs and security post</td>
<td>35 signs x 80 USD</td>
<td>80</td>
<td>Sign</td>
<td>35</td>
<td></td>
<td></td>
<td></td>
<td>2,800</td>
</tr>
<tr>
<td></td>
<td>Description</td>
<td>Calculation</td>
<td>Quantity</td>
<td>Unit</td>
<td>Price</td>
<td>Total</td>
<td></td>
<td></td>
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<td>-----------------------------------------------------------------------------</td>
<td>------------------------------------------------------------------------------</td>
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<td></td>
</tr>
<tr>
<td></td>
<td>Construct electricity poles and line from main gate to administrative building campus (0.5 km=500m)</td>
<td>$60 \times 100 \text{ poles} + \text{electricity line } = 1000 \text{ m} \times 12 \text{ USD}$</td>
<td>60</td>
<td>Pole</td>
<td>100</td>
<td>$18,000$</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>Renovate main road from main gate to administrative building campus</td>
<td>$1 \text{ m} \times 25 \text{ USD} \times 1000 \text{ m}$</td>
<td>25</td>
<td>Meter</td>
<td>1000</td>
<td>$25,000$</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>Other-</td>
<td>Contingency</td>
<td>1</td>
<td></td>
<td></td>
<td>$11,375$</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>$198,375$</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Section D. Implementation Arrangement

1. Organizational Structure
The ASEAN-Korea garden project composes of three management and implementation levels: (1) ASEAN-Korea Project Steering Committee (PSC), (2) Project Management Unit (PMU), and (3) Field Implementation Unit (FIU).

**ASEAN-KOREA Project Steering Committee (PSC)**
The PSC is the highest entity of the project. The PSC has mandates to oversee, review and approve on policies, guidelines, and procedures, including work plan and financial plan of the project that proposed by the PMU. The PSC has 07 members, consisted of:
- 03 representatives from the Forestry Administration
- 01 representative from the Royal University of Agriculture, Cambodia
- 01 representative from Siem Reap Forestry Administration Cantonment
- 02 representatives from the AFoCO

**Project Management Unit (PMU):**
(1) Project Manager
(2) Forest and Biodiversity Officer
(3) Botanical Garden Management Officer
(4) Financial and Procurement Officer
(5) Administration and Accountant

**Project Field Officer**
(2)

**Project Cooperating Partners:**
(1) Angkor Center for Biodiversity Conservation
(2) Royal University of Phnom Penh
(3) Sam Vsna Center (SVC)

**Project Sub-contractors:**
(1) private companies
(2) NGOs

**AFoCO Secretariat**

2. Staff Resource Plan

**Project Management Unit (PMU)**
Under the supervision of the PSC is the PMU. The PMU plays a crucial role in implementing the project. The PMU consists of 5 members, working under consultant-based contract with the project, except for Administration, Financial and Procurement Officer and Accountant, who are full time project staffs. Below are the PMU members:
<table>
<thead>
<tr>
<th>No</th>
<th>Description</th>
<th>Duties and responsibilities</th>
<th>No</th>
<th>Duty station</th>
<th>Work (full/part time)</th>
</tr>
</thead>
</table>
| 1  | Project Manager                      | - Leading coordination and management of all aspects of the project  
- Coordination with all stakeholders to ensure the project implementation,  
- Preparing work plan, financial plan and other project manager guideline, procedure, and standard operation to be required by the PSC,  
- Responsible for providing regular report to PSC especially for PSC meeting session(s)  
- Managing all communication with all stakeholders to promote the project and enhance market linkage.  
- Managing financial, and procurement including addition, project M&E,  
- Responsible for other assignment to be require by the PSC | 10 | PP           | Part-time |
| 2  | Forest and Biodiversity Officer      | Under supervision of the Project Manager, the Forest and Biodiversity Officer will undertake the activities:  
- Working with project partners, sub-contractors to develop ICT materials,  
- Working with partners to promote sustainable market linkage, enhancing forest education, and creating sustainable forest finance for ASEAN-Korea Garden  
- Performing on others assignments to be assigned by the Project Manager | 15 | PP           | Part-time |
| 3  | Botanical Garden Management Officer  | Under supervision of the Project Manager, the Botanical Garden Management Officer will undertake the activities:  
- Working with project partners, sub-contractors to develop ICT materials,  
- Working with partners to promote sustainable market linkage, enhancing forest education, and creating sustainable forest finance for ASEAN-Korea Garden  
- Performing on others assignments to be assigned by the Project Manager | 15 | PP           | Part-time |
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<th>No.</th>
<th>Position</th>
<th>Under supervision of the Project Manager, the Financial and Procurement Officer will undertake the activities</th>
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| 4   | Financial and Procurement Officer | - Responsible for managing all project financial aspects including develop financial system to track financial flow and reporting,  
- With support from AFoCO secretariat, to manage procurements process  
- Performing on others assignments to be assigned by the Project Manager | PP        | Full time staff |
| 6   | Administrative and Accountant    | Under supervision of the Admin, Financial and Procurement Officer, the Accountant will under the activities:  
- Recording all financial flow, the project, ensure proper filing system, and managing all project administration administrative,  
- Performing on others assignments to be assigned by the Admin, Financial and Procurement Officer | PP        | Full time staff |
| 7   | Project Field Officer           | Under supervision of the Botanical Garden Management Officer, the Project Field Officer will perform activities below:                                                                 | SR        | Full-Time |
Based in the project site and providing direct support to all project field activities
Joining with monitoring all project activities, and performing on others task to be assigned by the supervisor.

Field Implement Unit (FIU)
The PMU will facilitate to establish the FIU. The FIU comprises of (1) Project Field Implementation Officers, (2) Project Field Partners, and (3) Project Sub-contractor(s).
- Project Field Implementation Officer: the project will hire two officers who will be based in the project site and mandated to monitor all activities implementation on the ground.
- Project Field Partner: three key potential partners will be partnered with the project such as ACCB, University of Phnom Penh, and Sam Vsna Center (SVC).
- Project sub-contractor (s): the sub-contractor (s) will be selected based on the project procurement processes and decision to be made by the PSC.

3. Reporting, Monitoring, and Evaluation Arrangements
The ASEAN-Korea garden project will receive technical support to manage the project effectively. The project reporting, monitoring and evaluation will follow the AFoCO project manual and related guidelines on M&E. Apart from the project’s M&E, the PMU has its own M&E as below:

Reporting:
- Semester report will be submitted by the PMU to AFoCO secretariat and PSC
- Annual report will be submitted by the PMU to AFoCO secretariat and PSC
- Mid-term and final project monitoring and evaluation reports will be submitted to the PSC.
The report’s format will be provided by the AFoCO secretariat to the PMU.

Monitoring and Evaluation:
- PMU will develop monitoring system that include project monitoring information database, field monitoring protocol -- engaging with other primary stakeholders with the process of project monitoring.
- The project mid-term and final M&E reports will be conducted by the third party. The PMU will provide coordination and support to this independent party.

4. Risk Management and Sustainability
4.1. Assumption and Risks
Environmental and Social Risk: The main objectives of this project are to protect forest and biodiversity while promoting incomes generation and build capacity of participated community members. Thus, risks associated with environmental destruction and negative impacts to social are low and manageable. The project proponent is mandated and tasked to keep alert to project steering committee on unexpected emerges risks might happen during the project implementation. In Cambodia, protection of forest and biodiversity is one of the main targeted under Cambodia’s law/policies/guidelines. The government-imposed policies instruments for implementation to achieve this commitment are:
- Forestry Law (2002)
- Protected Area Law
Cambodia Sustainable Development Goal
- National Biodiversity Management Strategy and Action Plan
- National REDD+ Strategy and Action Plan
- National REDD+ Safeguards and Safeguard Information System (SIS)
- National Adaptation and Mitigation Action Plan
- Cambodia Climate Change Strategic Plan
- Sub-decree on Social and Environmental Impact Assessment and SEIA guidelines

4.2. Sustainability Mechanism

The site currently under the jurisdiction of the Forestry Administration. The Siem Reap Forestry Administration directly manages the project site, with support from the Bantey Srey Forestry Administration Division. With supports from the local governments, provided armed force officers, the local FA officer could protect forest resource in the site. The cost to pay for salary and other expenditures bared in the project site will be supported by the national government (using national budget) and there will be contribution from the budget of the Siem Reap Forestry Administration Cantonment.

Since the project site is next to each other with the Korea Forest Service’s project entitled: “The Establishment of Korea-Cambodia Natural Recreation Forest Model Phase II (2021-2024), (Prey Chamka Kranhoung), Siem Reap Province, Cambodia”, the two projects will provide complement to each other ensuring sustainability of the projects.

Development of a financial plan outlining various options available for expanding income sources to maintain the ASEAN-Korea Garden (e.g., entrance fees, sales of products) and building capacity of the technicians and officials will ensure its sustainability in the long run.

The garden will have adequate space for carrying out short and long-term research activities, where universities and research institutions can adopt and manage those sites sustainably as learning laboratory for their students and researchers. The continuing research activities will help understand the environmental and climate factors better, helping the management in initiating necessary measures for adaptation as well as mitigating the climate change impacts in both forest and urban setting. With active involvement of the Forestry Administration of the host country in the overall implementation of the project, the project’s sustainability is assured through adequate arrangements included in the tenure. The host country will also take more interest in its management as it will also act as a cultural and education center, ultimately helping brand the uniqueness of the country and its friendship with the Republic of Korea.

References
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