



**Ministry of Fisheries and Livestock, Bangladesh
Department of Fisheries (DoF)**

**Sustainable Coastal and Marine Fisheries Project
(SCMFP)**

**Terms of Reference
for
Community Development and Mobilization Expert
Individual Consultant**

1. Background

Bangladesh's physical and cultural characteristics and the livelihoods of nearly 165 million people are defined by the Ganges-Brahmaputra-Meghna delta—the world's largest, most densely populated delta, and one of the richest in aquatic resources. Bangladesh has progressed in reducing extreme poverty and boosting shared prosperity, with poverty incidence (based on international US\$ 1.90 per capita/day poverty line and measured using the Purchasing Power Parity exchange rate) declining from 44.2 percent in 1991 to 13.8 percent in 2016. GDP has grown above the average for developing countries, averaging 6.5 percent per year since 2010, and reaching 7.24 percent in 2017,¹ driven mainly by the manufacturing and service sectors.

Recognizing the country's land resource limits and in the face of increasing soil salinity and other climate-related threats, the Government of Bangladesh (GOB) regards coastal and marine fisheries as a new source of growth. Fisheries are vital for Bangladesh's food supply and food security and are central to the livelihoods of millions of fishers and stakeholders along the production chain. The sector comprises three subsectors: aquaculture (56 percent of total production), inland capture fisheries (28 percent), and marine and coastal capture fisheries (16 percent), with total sector value estimated at US\$ 3.68 billion. As in most other developing countries, Bangladesh's coastal and marine fisheries economic model continues to be driven by targeting ever-increasing volumes, despite the current lack of stock data to back up the expansion.

With these background and challenges, and also taken into consideration of the positive results from DoF efforts to improve management of the iconic Hilsa fishery, the Ministry of Fisheries and Livestock proposes Sustainable Coastal and Marine Fisheries Project (SCMFP) to implement through ten-twelve year fisheries program with the support of the World Bank in two phases. These programs offer a significant opportunity to contribute to targets of Vision:2021, 7th Five Plan (2016-2020), Country Partnership Framework's (CPFs) Focus Areas: growth and competitiveness, social inclusion and climate and environment management. The SCMFP has provisions for building fishing community institutions, facilitate business development and promote market linkages for alternative livelihoods to support livelihood transformation of 54,000 fishers' households including 25% of women in 450 coastal villages spread over in 45 Upazilas of 13 districts.

For the First Phase of the project, the Government of Bangladesh has received an IDA Credit of US\$240 million equivalent for a period of 5 years. The Department of Fisheries (DoF) under the Ministry of Fisheries and Livestock (MoFL) is the lead program implementation agency with direct implementing responsibilities for project activities estimated at US\$188 million.

Project Objectives and Components

The overall objective of the project is to explore *greater economic opportunity from coastal and marine fisheries resources, while promoting sustainable management of fisheries stocks and environment to reduce poverty and improve livelihoods of the coastal community.*

Specific objectives

- a) To strengthen stock surveys and assessment program for shrimp, demersal and pelagic stocks in the Exclusive Economic Zone (EEZ);
- b) To build and enhance capacity of DoF and relevant public research agencies to conduct science-based stock conservation and management to promote Blue Economy;

¹ World Bank. (2017). DataBank. At <http://data.worldbank.org/country/bangladesh?view=chart>

- c) To develop mechanisms for effective implementation of Monitoring Control and Surveillance (MCS) for the artisanal and industrial fisheries;
- d) To develop infrastructure and create production facilities for coastal belt fisheries (capture and culture);
- e) To up-scale cluster farming for shrimp to disseminate best lessons learned from cluster farming approaches;
- f) To strengthen community led fisheries management and transform livelihoods in poor fishing communities by access to recovering fish stocks and reducing dependence on fishing;
- g) To develop National Marine Fisheries Management Plans for sustainable harvest of fisheries resources;

Projects Components

The BSCMFP Phase I project components will support GOB in designing, establishing, and effectively operating fisheries management systems for sustainable utilization of coastal and marine fishery resources. Phase I project has four components as outlined below.

Proposed Project Components	Proposed Sub-components
COMPONENT 1: Enabling Sustainable Fisheries Sector Investments and Growth	<ul style="list-style-type: none"> ▪ Subcomponent 1.1: Stock assessment and development of national fishery management plans ▪ Subcomponent 1.2: Enabling investments in sustainable fisheries ▪ Subcomponent 1.3: MCS development for IUU reduction
COMPONENT 2: Improving Infrastructure and Production Practices	<ul style="list-style-type: none"> ▪ Subcomponent 2.1: Infrastructure improvements for capture and culture fisheries ▪ Subcomponent 2.2: Value chain and food safety ▪ Subcomponent 2.3: Boosting coastal aquaculture productivity
COMPONENT 3: Community Empowerment and Livelihoods	<ul style="list-style-type: none"> ▪ Subcomponent 3.1 Fishing community institutions and alternative livelihoods development ▪ Subcomponent 3.2 Business development and market linkages for alternative livelihoods
COMPONENT 4: Project Management	

The primary target group of direct project beneficiaries are the fishers' and poor fisheries-dependent households and smallholder aquaculture producers in 16 coastal districts. The project will support the establishment and empowerment of community co-management associations that can make decisions on fisheries management and enable the fisheries-dependent poor to adopt supplementary and alternative livelihoods. The project will also directly benefit GoB agencies that will use the MCS systems financed by it (DoF, Coast Guard, Chittagong Port Authority, Bangladesh Police, and Bangladesh Customs). Dedicated attention is given to supporting women and youth empowerment as a precondition for the interventions' success and sustainability. Increased institutional capacity and sector investments are designed to enable gender sensitive and socially inclusive growth.

The project will adopt Participatory Rapid Appraisal (PRA) approach for beneficiary identification for inclusive targeting of fishers' and poor fisheries-dependent households and involve other key

stakeholders to facilitate stock recovery and livelihood transformation for the target groups. The project involves design and construction of small infrastructure for marine and coastal fisheries value chain development in compliance with the legal and policy provisions on environmental and social sustainability agreed with the World Bank including environmental and social safeguards policy, gender and community engagement requirements. With regard to community mobilization in the identification, design and implementation of activities following the legal and policy framework of the project, Social Development Foundation (SDF), an autonomous organization affiliated with Financial Institutions Division, Ministry of Finance will develop a Community Operation Manual (COM) in consultation with Department of Fisheries (DoF) for implementation of Component 3 activities of SCMDFP.

2. Community Development and Mobilization

Community co-management and livelihood transformation have been the core component in achieving the objectives of the project. The project aims for sustainable coastal and marine fisheries sector development through fisheries stock recovery, creation of investment climate, small infrastructure development, fisheries value chain and food safety development, productivity improvement, community co-management and livelihood transformation. The project approach will be to engage targeted communities inclusive of their location, age, gender, disability, ethnic identity, poverty and any other form of exclusion excuses. The Social Management Plan (SMP) provides guidance to the DoF, SDF and any Contractor on the social development requirements during implementation of the Project and applies to all Project activities and construction sites.

The SMP provides for obligations of the executing agencies and project staff on social development and safeguards requirements of the World Bank in supplement with national legislative requirements and guides DoF and SDF in identification, planning, auditing, monitoring, reviewing, evaluation and reporting of social performance of project implementation. The SMP includes action plans for consultation and participation framework, gender framework, livelihood transformation program, grievance management and labor influx management. The SMP also refers to RPF and SECDF guiding management of involuntary resettlement and small ethnic communities at the implementation level.

The SMP includes a Consultation and Participation Plan to inform, consult, engage, collaborate and empower the communities and other local stakeholders at all levels of project cycle. Consultation and community participation will be undertaken to achieve the following specific objectives at identification, planning, design, implementation and evaluation stages:

- **Identification** - to sensitize the community about the project objectives, its components and their role and identify inclusive ground needs;
- **Planning** - to ensure transparency of the planning process, reflect community expectations in project design, acceptable work schedule and procedures; ensure identification of adverse impacts and measures to mitigate them;
- **Implementation** - to ensure that benefit accrues to the targeted beneficiaries inclusive of all groups including the very poor and vulnerable groups and activities designed and implemented at a standard satisfactory to the communities.
- **Review and evaluation** - to evaluate the beneficiary satisfaction and outcomes of the project activities for intended benefits to targeted group beneficiaries.

Involvement of communities is not limited to interactions with them but also disclosing relevant information pertaining to the project tasks and targets. Consultation and participation involves

communities and other stakeholders and will take place through interpersonal communications, focused group discussions and small and large community meetings. DoF has adopted a communication and consultation strategy for informed consultation with the communities and affected persons including the fishers' and fisheries-dependent households for all activity-related information, including that on potential adverse impacts in a language familiar to and understandable by the target communities.

The project targets the poor, vulnerable coastal fishing communities. Fishers' Households and individual members, especially the most disadvantaged of those communities like the female-headed households, widows, old aged, differently abled, destitute, and the poorest will be focused under the project. Direct beneficiaries are the fishers' and the poor and extremely poor fisheries-dependent households in 16 coastal districts. The project approach will be to identify and select beneficiaries in an inclusive fashion also ensuring their access to a decentralized grievance redress system established for the project. Special attention will be given to women and vulnerable groups and a participatory method will be applied for balancing poverty, vulnerability and resilience. It is envisaged that during conducting Social Assessment and preparing and implementing Social Management Plans, interests of these vulnerable groups would be adequately addressed and protected.

The project finance will be used for design and implementation of the following activities with active participation of the target group communities also engaging with other stakeholders in the value chain. Several actions will be pursued under two major subcomponents namely (i) Community Fisheries Management and Alternative Livelihood and (ii) Business Development and Market Linkages for Alternative Livelihoods.

3. Scope of Services, and Tasks

Community Development and Mobilization (CDM) Expert will be deployed with the Project Management Unit (PMU) at the head quarter of DoF and s/he will provide co-ordination, technical support and services maintaining liaison with SDF for successful implement in achieving the objectives of Component 3. The expert will guide the monitoring of implementation and supervision of the activities under Component-3 of the project from selection of fishing villages and, Fishers' Households, and overall activities as laid down in the DPP and PAD through due diligence with consultation among PMU and SDF. The CDM Expert will function in close cooperation and consultation with Gender Development Expert, Grievance Redress Expert and Communication Expert led by Environmental and Social Safeguard Specialist under the direct guidance and supervision of PD, PMU.

The Community Development and Mobilization Expert will be responsible to work with PMU, SDF and project beneficiaries and targeted fishers' communities to support and guide by streaming, making synergy, and focused on with fishers' welfare, empowering in decision making, improvement of livelihoods, appropriate skill development through Community Driven Development (CDD) approach with an overarching aim to reduce fishing pressure and promote sustainable coastal fisheries management and initiate establishing co-management. The CDM Expert will be responsible to assist PMU in proper implementation of the envisaged project activities with transparency and accountability covering, but not limited to, the following tasks:

- 1) Review and help PMU to institutionally internalize the project ESMF, RPF and SECDF in view of the relevant national legal framework and social development and safeguards policy requirements of the World Bank;
- 2) Identify scope and areas of application of the community development in view of the ESMF, the RPF and the SECDF in project process including responsibility of the PMU;

- 3) Engage in continuous coordination and collaboration with SDF staff and field teams implementing the community work under SCMFP Component 3 , in line with the DOF-SDF MOU and to achieve under that project component objectives;
- 4) Ensure that Climate Change and Disaster Risk (CDR) is duly taken under consideration and addressed in all community work supported by the project, including by integrating community-level CDR awareness building and training;
- 5) Provide guidelines to support the identification of community skills, assets, issues and needs for mobilization during the project;
- 6) Ensure that the project is accountable, and that local people have their say in project decision making and consultations;
- 7) Develop new resources to support the project to build dialogue with the community and evaluate existing programs to ensure effectiveness;
- 8) Build links with other groups and agencies to raise public awareness on issues relevant to the community;
- 9) Prepare reports and suggest strategic policies for the project needs to improve community relationships and communications;
- 10) Facilitate in conducting Participatory Rapid Appraisal (PRA) for identification of appropriate fishers' households following community operation manual;
- 11) Provide necessary guidance to Extension Agents for community fishery co-management;
- 12) Facilitate in participatory vulnerability analysis (PVA) for livelihood, infrastructure as well as development of village action plan.
- 13) Conduct capacity building training needs assessments and oversee the co-management activities.
- 14) Arrange and facilitate training for building capacity of fish farmers' cluster on strengthening cluster farming;
- 15) Facilitate, follow up and monitor community institution development activities under co-implementing organization;
- 16) Prepare report- monthly, quarterly and annually and submit to the PD in time.
- 17) Any other task assigned by the Project Director/ project management as and when required.

4. Contribution in Deliverables

- Inception report and work plan
- Technical assistance on the design, development and implementation of the project activities following the Community Operations Manual;
- Social management plan implementation monitoring templates;
- Integration of inclusion good practices in the project activities;
- Community Operations Manual and disclosure documents;
- An annual SMP Monitoring Report;
- Capacity of DoF officials and other stakeholders enhanced;
- Input of appropriate performance and monitoring indicators into the Monitoring and Evaluation (M&E) Framework of the project;
- Quarterly and any other progress reports and audits of compliance;
- Field Mission Reports.

5. Profile of the Consultant

(i) Required qualifications:

- Master's Degree or PhD in Sociology/ Fisheries/ Anthropology/or any other social sciences and issues;
- Minimum 15 years progressive work experience in social and community related activities in

- externally financed development projects or activities;
- Knowledge of GoB policies, acts, rules and regulations relevant to gender, fisheries, environment, agriculture, community participation and social aspects;
- Knowledge on World Bank's Operation Policy (OP) and Bank Procedures (BP) relevant to environmental and social screening, safeguard measures and citizen engagement and GRM;
- Strong analytical skills with ability to analyze social and environmental data, and policy implications on livelihoods of poor and vulnerable groups;
- Proven experience in formulating, assessing, and reviewing environmental and social safeguards compliance documents;

(ii) Preferred qualifications

- Previous experience in developing and/or implementing community operations manual, vulnerability analysis, participatory planning and strategies for organizations or projects;
- Minimum 5 years work experience with community and stakeholders analysis, social screening poverty reduction, social assessment, and social compliance under externally funded project is essential.
- Very good inter-personal skills and demonstrated ability to engage and work with local communities;
- Excellent working knowledge of English & Proficiency in computer application and information technology;
- Experience in carrying out stakeholder consultations and organizing environmental and social safeguards training workshops/seminars.
- Experience in relevant field with IDA funded project will be an advantage;
- In-depth knowledge of and experience with development of community fisheries co-management and community enforcement
- Prefer demonstrates experience preparing community grants management manuals

6. Selection Method

A consultant will be selected following the Selection of Individual Consultants method as set forth in the World Bank Procurement Regulations for IPF Borrowers, July 2016 revised November 2017.

7. Duration of Assignment

The initial duration of this assignment is 50 months, subject to a 12-month probation period. The duration of the assignment may be further extended or reduced subject to program needs and consultant performance.

8. Data, Personnel, Facilities and Local Services to be Provided by the Client

The PD, PMU, DoF will arrange all necessary information relevant to the consultant to fulfill this assignment. Personal office space and necessary logistical supports will be facilitated from the project.

9. Institutional Arrangement

The CDM Expert will be based at the SCMFP PMU in Dhaka and will report directly to the Project Director. The Individual Consultant will work closely with other consultants working at the PMU and departmental officials. The consultant is expected to undertake the activities (scope of services) mentioned in the ToR in order to achieve the stated objectives. Under this consultancy travels are being envisaged. However, travels necessary for the exigencies of services to achieve the desired objectives, may be undertaken but with prior permission of the PD, PMU and in such cases daily subsistence allowance (DSA) as per contract signed and only the actual costs for travel will be reimbursement. The deliverables will be submitted on time by the consultant to the PD, SCMFP Project, DoF, Dhaka Bangladesh.