



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

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

**Terms of Reference  
for  
Environment and Social Safeguards 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,<sup>1</sup> 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. SCMFP has provision 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 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;

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<sup>1</sup> 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 SCMFP Phase I project components will support GoB in designing, establishing, and effectively operating fisheries management systems for sustainable utilization of coastal and marine fisheries resources. Phase I project has four components as outlined below.

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

### Project Beneficiaries

The primary target group of direct project beneficiaries are the fishers' and poor fisheries-dependent households and smallholder aquaculture producers in 13 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, Chattogram 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.

### Environmental and Social Safeguards Issues

The project will be implemented in compliance with the legal and policy provisions on environmental and social sustainability agreed with the World Bank on requirements of its operational policy and bank procedures on environmental and social safeguards as well as other corporate requirements on citizen engagement and gender inclusion. Department of Fisheries (DoF) will hire the services of a senior Environment and Social Safeguards Expert with the Project Management Unit (PMU) to support DoF in preparation and implementation of environmental and social screening, impact assessment and management plans as required for the project activities.

## **2. Objectives of the Assignment**

Because of the project size and diverse nature of activities, the Project Management Unit (PMU) will have to perform large number of tasks through directly hired consultants, and outsourced consulting firms through various cost centres along the coastal regions of the country. The objective of this assignment is to manage, facilitate and coordinate all activities related to Environment and Social Safeguards Expert will work collectively as a team within the PMU under the overall supervision of Project Director in developing required outputs and the services required will include, but will not necessarily be limited to, the services described in this ToR.

## **3. Scope of Services, and Tasks**

Environment and Social Safeguards Expert will be appointed at the head quarter and s/he will provide coordination, technical support and services to implement, manage and update the ESMP. The specialist will lead the process of environmental and social screening and prepare ToRs and hire consultants for preparing ESIA's. He/she will also review of ESIA's and forward to the World Bank for review and approval. The specialist will also lead the monitoring of implementation and supervision of the environmental and social mitigation measures in site selection, design and implementation physical works under the project.

The Environment and Social Safeguards Expert will lead the functions of the Social, Environment and Communication in order to effectively manage the ESIA process and ESMP implementation with close consultation of Gender Development Expert, Grievance Redress Expert, Community Development and Mobilization Specialist, and Communication Specialist under direct guidance and supervision of PD, PMU.

The Environment and Social Safeguards Expert will be responsible to work with project beneficiaries and local communities and to ensure safeguard's provisions of the project are properly integrated in the activities -during implementation and where possible, enhance the environmental and social developments and support effective operation of infrastructure projects.

The Environment and Social Safeguards Expert will be responsible to help PMU in proper implementation of the project ESMF covering, but not limited to, the following tasks:

- 1) Review and help PMU to institutionally internalize the project ESMF, RPF, SECDF and PMP 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 ESMF, RPF, SECDF and PMP in project process including responsibility of the PMU;
- 3) Review, update and coordinate with project schedules for selection, design and implementation of civil works and other tasks, vis-a-vis the process tasks required for land taking, and preparation and implementation of environmental and social management plans;
- 4) Contribute in translation of the ESMF, RPF, SECDF and PMP and disclosure of the same across the project area using appropriate communication method;

- 5) Review the process for site selection, design and civil works construction and the activities for community consultation, environmental and social screening and impact assessment, and related reports and plans;
- 6) Design and develop environmental and social safeguards compliance supervision and monitoring system and ensure regular data collection on the monitoring indicators as the project progresses;
- 7) Monitor the fulfilment of the site-specific environmental and social safeguard policy requirements with respect to all project activities;
- 8) Develop specific guidance and analysis to ensure adherence to environmental safeguard policies that will include issues related to environmental and social impact assessments, natural habitats, pest management, forests, etc.;
- 9) Obtain all relevant government clearances on Environment and Social Safeguards from Department of Environment (DoE);
- 10) Contribute to socially sound project design by assessing possible social impacts of the project activities and approaches;
- 11) Ensure the project reporting on safeguards related components are in conformity with the requirements of the ESMF and any other relevant agreements;
- 12) Provide support to project staffs for planning, implementing and ensuring environmental and social safeguard compliances as per Environmental and Social Management Framework (ESMF) adopted for the project;
- 13) Review, approve all safeguard documents which will be prepared during project implementation and forward to World bank for their review, guidance and clearance;
- 14) Design and develop public consultation and engagement plan and participate in public consultations, disclosure workshops and stakeholder engagement process;
- 15) Oversee labour management planning and labour audits and reflect findings and recommendations in the monitoring reports.
- 16) Organize and supervise the preparation of Environmental and Social Impact Assessments, Environmental Management Plan (EMP), measures for mitigating and management of social risks, and monitoring of social safeguards' action planning;
- 17) Contribute in design and conduct of training for the project staff, conduct environmental and social due diligence and compliance reviews; and
- 18) Identify resettlement issues and provide guidance on resettlement and indigenous peoples' development planning;
- 19) Assist in PMU in establishing GRM and its operation helping the communities and any affected persons;
- 20) Facilitate with the help of the Project Director and his SDS Focal Person, the land acquisition activities by liaising, as and when necessary, with the Deputy Commissioners and Ministry of Land.
- 21) 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 compliance of environmental and social safeguards in all project activities;
- Safeguards Compliance Monitoring templates;
- Integration of safeguard good practices in the project activities;

- An internal environmental and social guidelines document
- An annual Safeguards Review and Compliance 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 progress reports and audits of compliance;
- Field Mission Reports

## 5. Profile of the Consultant

### (i) Required qualifications:

- Master's Degree in Environmental Science/Aquatic Resource Development/Marine Science/Sociology/Anthropology/Fisheries science/Agricultural Science/Disaster Management/ and any other relevant subject;
- Minimum 10 years progressive work experience in environmental and social screening and safeguard related activities in donor assisted development projects or activities;
- Knowledge of GoB policies, acts, rules and regulations relevant to fisheries, environment, agriculture, land acquisition and social aspects;
- Knowledge on World Bank's Operation Policy (OP) and Bank Procedures (BP) relevant to environmental and social screening and safeguard measures;
- Strong analytical skills with ability to analyze social and environmental data;
- Proven experience in formulating, assessing, and reviewing environmental and social safeguards compliance documents;

### (ii) Preferred qualifications

- Previous experience in developing and/or implementing environmental and social safeguard strategies for organizations or projects;
- Very good inter-personal skills and demonstrated ability to engage and work with local communities;
- Proven ability in communication and networking, negotiations and mediation
- Work experience with environment, livelihood, Alternative Income Generating Activities (AIGA), and compliance to relevant safeguard measures in GoB/ donor funded project;
- 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;

## 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 30 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. Transfer of Services (training) where appropriate

The incumbent will work with DoF officials and the participating other parties about the need for ensuring environmental and social safeguards are followed. As a part of this exercise, how to monitor and report on the compliances will also be transferred to the parties involved in the implementation of the SCMFP.

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

The PD will arrange all necessary information relevant to the consultant to fulfil this assignment. Personal office space and necessary logistical supports will be provided from the project.

**10. Institutional Arrangement**

The consultant 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 under taken but with prior permission of the PD, PMU and in such cases daily subsistence allowance (DSA) as per contract signed and the actual costs for travel will be reimbursed.

The deliverables will be submitted on time by the consultant to the PD, SCMFP Project, DoF, Matshya Bhaban, Dhaka-1000, Bangladesh.