



**Ministry of Fisheries and Livestock, Bangladesh
Department of Fisheries (DoF)
Matshya Bhaban, Ramna, Dhaka**

Sustainable Coastal and Marine Fisheries Project (SCMFP)

**Terms of Reference
for
Gender Development Expert
Individual Consultant
Package No.: SD42**

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Terms of Reference for Gender Development Expert (Individual Consultant), Package No.: SD 42

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 program, the Department of Fisheries (DOF) under the Ministry of Fisheries and Livestock (MOFL) has received IDA loan of US\$240 million and GoB contribution of US\$33 million for a period of 5 years (01 July 2018 to 30 June 2023) to implement the Sustainable Coastal and Marine Fisheries Project (SCMFP), hereinafter referred to as the Project.

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);

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



- 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;
- 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 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 fishermen 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, 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 beneficiary identification approach for inclusive targeting of fishermen and poor fisheries-dependent households and involve other key stakeholders to facilitate stock control 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

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including environmental and social safeguards policy, gender and community engagement requirements. With regard to gender analysis, identification of gender gaps and mainstreaming gender in the project design and implementation approach following the legal and policy framework of the project, Department of Fisheries (DoF) will develop and follow a Gender Action Plan (GAP) suggested with the project ESMF.

2. Gender Issues and Analysis

SCMFP would address gender issues through approaches that are participatory and responsive to the needs of the poor, particularly when it involves management of fisheries resources. The participation of beneficiaries and focus on poverty reduction are two other key outcomes that the SCMFP would ensure for its effectiveness and sustainability. To this end, SCMFP would address the constraints on women's participation in design, implementation and monitoring of the project activities. The project would also focus on the linkage between gender and poverty, by identifying, for example, households headed by females and those households with special needs. The project will carry out gender analysis as part of social assessment to identify and address gender issues in the project cycle. Gender analysis would be an integral part of the initial social assessment at the screening stage each activity including infrastructure construction. The findings and recommendations from the gender analysis during activity implementation must be discussed thoroughly to determine the need for further action.

To develop a participation strategy for men and women during project implementation and M&E, it is expected that the DoF and Social Development Foundation (SDF) might have to avoid overly high expectation of women's participation and develop a practical schedule in view of the existing constraints, such as cultural, familial and other customary social barriers. The strategy, according to the project ESMF, should incorporate the following principles and components to advance the project objectives and goals:

- Conduct women specific consultation to take their views and suggestions on the design of activities.
- Ensure work conditions that are conducive to women's participation (e.g., gender-equal wage rates, construction season, toilet and other related facilities).
- Develop a feedback mechanism in which both male and female have a voice. Identify organizations that could facilitate women's participation during implementation and M&E.
- Identify ways to link up with income-generation, literacy, and other activities to support an integrated approach to poverty reduction and women empowerment
- Consider seasonal labour demand in scheduling civil works.
- If appropriate, set a minimum percentage of female laborers and prohibit the use of child laborers in the civil works contract.
- Ensure adequate and flexible budgeting to allow a "learning" approach (e.g., training budget, consulting service budget for women's organizations).
- Support a decentralized structure to allow linkages between the fishing villages and local government.
- Develop M&E arrangements: (i) internal M&E by project staff or consultants, as necessary; and (ii) participatory monitoring by beneficiary men and women.
- Disaggregate all relevant indicators by gender such as number of women gaining access to credit, increase in women's income, and career prospects for project trained women.

Three major tools will be used to identify and deal with gender issues in the project cycle: initial gender assessment, gender action plan (draft has been proposed with the ESMF), and policy note. The initial gender assessment will be an integral part of the initial social assessment at the screening stage. The issues identified will be addressed either through project design or stand-alone gender action plan. The project design to the extent possible will gender responsive. The findings and recommendations from the

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gender analysis during project planning and feedback from beneficiaries during implementation must be discussed thoroughly to determine the need for further action.

3. Scope of Services, and Tasks

Gender Development Expert will be appointed with the Project Management Unit (PMU) at the headquarters of DoF and s/he will provide co-ordination, technical support and services to design appropriate Gender Action Plan (GAP) following the requirements of the ESMF, RPF and SECDF adopted for the project in compliance with the national legal framework and the relevant World Bank operational policy and guidelines. The expert will act as the gender focal point for the PMU as assigned and authorized by DoF and help update and implement the GAP with the project activities. He/she will also participate in design and conduct of ESIA's for inputs in the GAP updating and the activities for management of activities for gender analysis and mainstreaming in the project activities. The expert will also lead the monitoring of implementation and supervision of the GAP activities in site selection, design and implementation physical works and targeting beneficiaries under the project.

The Gender Development Expert will work under the Project Director to assist the Social, Environment and Communication Committee (SECC) of the PMU led by the Environmental and Social Safeguards Expert (ESSE) individual consultant. In order to effectively manage the ESIA process and ESMP implementation, DoF has already established a Social, Environment and Communication Committee (SECC) and made operational for the project. Gender Development Expert will not be a direct member of the SECC, but s/he will perform all tasks in coordination of the Chairman of the committee (DD-Planning, DoF) and other members. Other members of the SECC will be ESSE, Community Development and Mobilization Specialist, Communication Specialist and relevant DoF officials of HQ and regional offices.

The Gender Development Expert will be responsible to work with project beneficiaries and local communities to ensure appropriate analysis of gender issues and updating and implementation of the GAP. The Gender Development Expert will be responsible to help PMU in proper implementation of the project ESMF and the constituent social action plans for inclusion, participation, transparency and accountability covering , but not limited to, the following tasks:

- 1) Assist PMU to institutionally internalize the project ESMF, RPF and SECDF in view of the relevant national legal and policy framework and social development and safeguards requirements of the World Bank;
- 2) Identify scope and areas of application of the gender principles and checklist in view of the ESMF, the RPF and the SECDF in project process including responsibility of the PMU;
- 3) Review, update and coordinate project schedules for sub-project 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 social management plans;
- 4) Review, design and conduct sub-project level social screening, social impact assessment, gender analysis and gender aggregated and disaggregated vulnerability analysis, and preparation of updated Gender Action Plan for the project]
- 5) Coordinate and facilitate all activities so far detailed in the ESMF, RPF and SECDF and any other social management plans including gender action plan of the project;
- 6) Prepare updated Gender Action Plan and implement it with periodic changes as applicable for community needs during implementation;
- 7) Coordinate and facilitate surveys for social impacts assessment for gender analysis following the principles and checklist with the ESMF and mainstream gender in the preparation of Resettlement Action Plan (RAP) and Small Ethnic Community's Development Plan (SECDP) and in their implementation;



- 8) Assist in the process of supervision and monitoring of implementation of ESMF, RPF and SECDF and the subsequent social management plans in view of the GAP updated time to time;
- 9) Ensure that all information related to land taking, acquisition and resettlement are generated and collected from the field and secondary sources and are analysed, collated and instruct consultant to prepare the subproject based social management plans in accordance with the GAP;
- 10) Routinely monitor progress in GAP implementation activities and keep Project Director updated, and assist with the preparation of formal status reports for World Bank missions;
- 11) Collect data, consult the communities and targeted beneficiaries and prepare periodic progress reports and participate in monthly review meetings;
- 12) Participate in the development and conduct of training program for capacity building for gender analysis and gender mainstreaming;
- 13) Assist affected persons and communities especially for women in the grievance resolution process involving the project grievance redress mechanism (GRM);
- 14) Assist in piloting of new economic opportunities for female workers, who currently operate on the margins and in less remunerative segments of fisheries value chains;
- 15) Prepare a list of indicators to be used to monitor socio economic parameters extent to gender mainstreaming ensuring that focus is maintained on PRA/RRA activities while the project activities are carried out;
- 16) Technical assistance on the design, development and implementation of the project GAP;
- 17) Integration of inclusion good practices in the project activities;
- 18) Enhancement of Capacity of DoF officials and other stakeholders;
- 19) Provide input of appropriate performance and monitoring indicators into the Monitoring and Evaluation (M&E) Framework of the project;
- 20) Carryout other relevant tasks assigned by the Project Director/ Project Management as and when required.

4. Deliverables Required

- Inception report and work plan;
- Preparation of updated Gender Action Plan with assistance of ESIA consulting firm;
- Preparation of GAP implementation monitoring templates;
- Development of Training materials on gender issue to include in each training module;
- Preparation of Internal GAP implementation guidelines and disclosure documents;
- Preparation of annual GAP Monitoring Report;
- Quarterly and any other progress reports and audits of compliance; and
- Preparation of Field Mission Reports.

5. Profile of the Consultant

(i) Required Qualifications

- Master's Degree in Sociology/Anthropology/Fisheries/Aquatic Resources Development/Marine Sciences/Development Studies or any other related subject;
- Minimum 10 years progressive work experience in social and gender related activities in GoB/Donor funded development projects or activities;
- Knowledge of GoB policies, acts, rules and regulations relevant to gender, fisheries, environment, agriculture, and social aspects;
- Knowledge on World Bank's Operation Policy (OP) and Bank Procedures (BP) relevant to environmental and social screening, safeguard measures and gender mainstreaming;
- Strong analytical skills with ability to analyze social and environmental data, and policy implications on livelihoods of poor and vulnerable groups;

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- Proven experience in formulating, assessing, and reviewing environmental and social safeguards compliance documents;

(ii) Preferred Qualifications

- PhD in relevant field;
- Minimum 15 years progressive work experience in social and gender related activities in donor / GoB-assisted agricultural development project or activities;
- Minimum 5 years work experience with gender analysis, gender mainstreaming, social screening poverty reduction, social assessment, and social compliance under Gob/Donor funded project is essential.
- Very good inter-personal skills and demonstrated ability to engage and work with local communities;
- Previous experience in developing and/or implementing Gender Action Plan (GAP) and strategies for organizations or projects;
- Excellent working knowledge of English & Proficiency and 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. Duration of Assignment

The duration of the contract will be for 24 months, extendable for further period upon satisfactory completion of deliverables and/or extension of project duration. However, the duration of the assignment may be increased or reduced according to project needs and budget.

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

The Client will arrange all necessary information relevant to the consultant to fulfill this assignment. Office space and necessary logistics will be provided from the project.

8. Institutional Arrangement

The Consultant will be based at the SCMFP PMU in Dhaka and will report directly to the Project Director. The Consultant will work closely with other PMU members and departmental officials. The consultant is expected to undertake the activities (scope of services) mentioned in this TOR in order to achieve the stated objectives. Under this consultancy travels are being envisaged. However, travels necessary for the services to achieve the desired objectives, may be undertaken but with prior approval 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 reimbursed. The deliverables will be submitted on time by the consultant to the PD, BSCMFP Project, DOF, Dhaka Bangladesh.

9. 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.



