



## **Terms of Reference: Training of master trainers for FSS**

14 March 2017

### **1. INTRODUCTION**

Contract type: Extensive field based

Duration of assignment: 3 months

This consultancy is part of the “Indus Ecoregion Community Livelihood Project” project (IECLP) financially supported by the World Bank and Japanese Social Development Funds (JSDF).

### **2. BACKGROUND**

**Scope:** IECLP would pilot alternative livelihood opportunities and improve capacity of 5,500 households of fisher communities in four priority sites of the Indus Eco region namely – Keenjhar Lake; Manchar Lake; Chotiari; and Nara Canal. Additionally the project would (a) organize targeted freshwater fisher folk into fisher groups; (b) introduce better and sustainable fishing practices; (c) enhance alternative income generation opportunities, for youth, women, and disadvantaged groups, through establishing community based cottage industries; and (d) develop effective and sustainable linkages to markets and local Government. The IECLP will also incorporate a component for climate change adaptation since the introduced interventions are climate resilient. For instance, the use of new practices to influence spawning periods, enhance fish growth, reduce post-harvest losses and the Better Management Practices (BMP) are all aimed at improving climate resilience.

**Area:** The project will focus on four priority sites of the Indus Ecoregion, where WWF-Pakistan is already present and has an understanding of the local communities’ needs and socio-economic potential. The project will cover an area of 2,168 km<sup>2</sup> with at least 187 villages, in the Sindh Province of Pakistan. The priority areas are: (i) Keenjhar Lake in Thatta District; (ii) Chotiari Reservoir in Sanghar District; (iii) Nara Canal and surrounding communities in Khairpur District; and (iv) Manchar Lake and surrounding communities in Jamshoro District.

**Beneficiaries:** The IECLP would directly target the approximately 38,000 individuals (5,500 households). Of these an estimated 30% will benefit through improved livelihoods, such as establishment of bakeries, natural indigo plantations and recycling groups, while 70% will benefit through Better Management Practices (BMPs) for fisheries. The majority of project beneficiaries will be members of fisher communities in the project location, whose socioeconomic conditions are worse than those capable of generating incomes from crops. However, majority of the project beneficiaries own livestock and trainings will help these beneficiaries in generating income through this resource. Beneficiaries will also include members of 17 of the 42 existing Community Based Organizations (CBOs) across the target districts.



### **3. OBJECTIVE OF THE CONSULTANCY**

To train 15 master trainers on best management practices (BMPs)

### **4. KEY OUTPUTS**

1. Conduct training need assessment of beneficiaries (within fishing communities) at 4 project sites
2. Finalize the list of beneficiaries (master trainers) attending the trainings who can then train and support other community members via establishment of fisher sustainability schools (FSS) in their respective communities
3. Develop comprehensive modules/manual for training of master trainers on BMP— such as, managing different fish species, types of fishing, stock management, how to record fish catch data and how to calculate basic fish stock assessments, water requirements for aquaculture, and integrated resource management. The present manual is intended to be used by fishers so it should be translated in local language.
4. Deliver training of trainers (ToT) on Best Management Practices (BMPs) such as impacts and methodology for pen culture, cage culture, stock management, habitat management, improved landing, fish handling, and processing through practical demonstrations and theory classes
5. Help master trainers to establish Fisher Sustainability Schools (FSS) in their villages
6. Identify and create linkages between master trainers and fishers
7. Ensure the selection and purchase of quality fish seed (post fry) from hatcheries and stocked in nurseries for fingerling stage
8. Supervise the transfer of fingerlings into cage and pen for farming and ensure management starts from 1<sup>st</sup> day of stocking till harvesting/ marketing size.
9. Make sure the implementation of following activities:
  - Feed preparation and arrangement
  - Feeding and management
  - Monitoring Water quality parameters on daily and weekly basis
  - Monitoring growth parameters (weight and length) monthly basis
10. Identify and create linkages between the community and fish market
11. Identify, establish and support alternative livelihoods in areas around fish water bodies that are environmentally sustainable, and suitable to community and the individuals
12. Provide short training and supporting the community members on how to draft a guideline for sustainable production and marketing of fish products

### **6. REQUIREMENTS FOR EXPERIENCE AND QUALIFICATIONS**

#### **MINIMUM REQUIREMENTS**

The successful consultant/contractor/consultant agency will meet the following minimum requirements:

- Education: Master's in fisheries (best management practices and aquaculture)



- Past experience of training and engaging at community (fisher) level
- Good understanding of livelihoods and livelihood based interventions
- Excellent writing skills and fluency in local language

## **COMPETENCIES**

- Demonstrates openness to change and ability to manage complexities;
- Demonstrates ability of analytical work and excellent report writing;
- Proactive and able to work with minimal supervision and high degree of initiative, reliability, flexibility, motivation, and resourcefulness;
- Professionalism: flexibility to make ad-hoc changes as and when the need arises; ability to perform under stress; willingness to keep flexible working hours.

## **7. DOCUMENTS TO BE INCLUDED WHEN SUBMITTING THE PROPOSAL**

Interested individual consultants/consultancy must submit the following documents/information to demonstrate their qualifications:

- Proposal: (i) Explaining why they are the most suitable for the work; (ii) Provide a brief methodology on how they will approach and conduct the work
- Financial proposal (including fee, travel cost (if any), and other relevant expenses)
- Curriculum Vitae