

**Terms of Reference
For
Developing a training module on how to form fishermen samities
through private sector; a guide for the DTs of DoF**

1. Background

1.1 *Bangladesh Shrimp and Fish Foundation (BSFF)*

Bangladesh Shrimp and Fish Foundation (BSFF) is a non-profit private research and advocacy organization registered in 2003 under Trust Act 1882. It is dedicated to providing services and support to the country's shrimp and fisheries sector. It works as an inter-face between the public and the private sectors. The BSFF mission is to work for growth of the shrimp and fish industry on the following principles:

- Hygienically safe,
- Economically viable,
- Socially responsible,
- Environmentally sustainable
- Respectful to labour rules.

As a major part of the BSFF objectives, BSFF wants to develop the access rights of fishermen towards public sectors water bodies through ensuring the leasing rights. Based on this BSFF have developed its relationships with Katalyst.

Katalyst is a project of the Ministry of Commerce, implemented by Swisscontact and GTZ International Services and supported by DFID, SDC, CIDA and The Netherlands Embassy. Katalyst is working to develop service markets particularly for small and medium sized businesses in Bangladesh with the aim of fostering economic development while taking into account the complexity of society and the global economy.

A contract has been signed between BSFF and Katalyst for facilitating the activities to improve the public leasing process of the public water bodies where BSFF acts as a co-facilitator of Katalyst.

1.2 *Background of the work to be done*

The National Fisheries Policy of 1998 states in article 7.4 that priority will be given to the government owned ponds, baors, and other suitable water-bodies for fish culture as a means of alternative earning source for the poor fishers and the government owned water bodies will be leased out on a long term basis to the poor and interested fishers/trained jobless youth.

Commensurate to the policy of providing the water body to the fishermen, it was felt that the implementation of the policy was not being done properly and the poor fishermen were deprived of their rights to the water bodies. Keeping in mind this particular scenario, Katalyst took up a pilot in Faridpur where it integrated the District Fisheries Association (DFA) to create grass root level association (samity) and to lobby for the water bodies that were held by the local elites. By improving the capacity of the District Fisheries Association (DFA), Katalyst helped them to lobby

properly for the existing water body with the government and help to lease out the water bodies to the poor fishermen who actually deserve it.

On November 3, 2007 the Secretary of the Ministry of Fisheries and Livestock (MoFL) visited Faridpur to look into the activities of Katalyst. He was impressed and hailed the interventions that helped the actual fishermen to get access to the public water bodies. Considering the importance of providing the poor fishermen with public water bodies for poverty reduction and optimum utilization of resources, MoFL entered into a MoU with Katalyst signed on January 03, 2008. The key objective of the MoU is to engage in a long-term effort to reduce poverty by making the water bodies better accessible to Fisherfolk for their earning. Under the MoU, MoFL has started to implement the Faridpur model in five districts on a pilot basis. The objective is to test the feasibility of the similar approach in other areas before scaling up all over the country. To implement this pilot project titled 'Pro-poor Fish Production in Public Water Bodies through Improved Leasing System', DoF has signed a MoU with Bangladesh Shrimp and Fish Foundation.

2. Objective and tasks

The objective of the task is to develop a training module in order to build the capacity of DoF's trainers in mobilizing the fisheries private sector. The consultant, in collaboration with DoF, will prepare a training module on "mobilizing the fisheries private sector through local DoF" and provide training to a core trainers' team on the module. The purpose of the training is to build the capacity of the core trainers so that they can use the module in order to mobilize the fisheries private sector through local DoF. Using the training module, the core trainers will then train the local DoF officials.

The module will have two parts namely,

- Training guideline: how to train the local DoF
- The contents: how to mobilize the fisheries private sector through DoF

Then, the consultant, with the help of DoF, will first assess the need of the core trainers in providing training to the local DoF officials. Based on that, s/he will prepare a training package to train the core trainers.

The specific task then becomes

- Identify the relevant DoF officials to facilitate the development of training module
- Conduct workshop (s) with the DoF officials to develop the module
- Develop the draft module
- Finalize the module in consultation with PMC
- Provide training to the selected Departmental Trainers of DoF for developing a core trainers team
- Evaluate the participants and make list of top 15 trainers from the participants

3. Qualifications:

- Long term expertise in developing TOT training module and conducting ToT to high level officials

- At least five year experience in public water body leasing policy and practices, aquaculture and fisheries policy and practices, familiarity with the fish industry value chain organizations and their socio-economics, and management of their associations
- Familiarity with the Government system
- Experience in organizing and conducting meetings, seminars, workshops

4. Deliverables

The consultant will deliver the followings with hard an electronic copy which will be approved by BSFF before implementation:

- Plan for the whole work
- Framework of the training module
- Draft training module
- Final version of the module
- Evaluation report of the ToT

5. Duration

Total duration of the work is 45 days and all deliverables need to be submitted by this time; but the contract will be valid for six months starting from the signing date of the contract.

6. Documents need to be submitted

- Detail Proposal with time frame
- Work experience
- Detail CV
- Detail Budget