Tagapagtaguyod ng Malinis at Masaganang Karagatan

Republic of the Philippines
Department of Agriculture
BUREAU OF FISHERIES AND AQUATIC RESOURCES
FISHERIES COASTAL RESILIENCY (FishCoRe) Project
SPECIAL BIDS AND AWARDS COMMITTEE (SBAC)
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02-8740-9880

REQUEST FOR EXPRESSIONS OF INTEREST
(CONSULTING SERVICES – FIRMS SELECTION)

Philippines
Philippine Fisheries and Coastal Resiliency Project
Loan No.: Loan No.9480- PH

Consulting Services for Technical Assistance to Support Fishery Management Plan (FMP) Development, Implementation, and Evaluation Including Strategic Environmental and Social Assessment (SESA)

Reference No.: PH-BFAR-CO – DA-416470- QBS

The Republic of the Philippines has received financing from the World Bank toward the cost of the Philippine Fisheries and Coastal Resiliency Project, and intends to apply part of the proceeds for consulting services.

The Bureau of Fisheries and Aquatic Resources (BFAR) - Fisheries Coastal Resiliency (FishCoRe) Project, now invites eligible consulting firms ("Consultants") to indicate their interest in providing the Services. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services. The shortlisting criteria are summarized below:

i. Must have at least ten (10) years of project experience working with government fisheries departments and line agencies in SouthEast Asia, including the Philippines, on fisheries management planning and fisheries management using Ecosystem Approach to Fisheries Management (EAFM).

ii. Must have demonstrated transdisciplinary skills and experience with fish stock assessment, fisheries/mariculture analysis, planning, and management, including developing harvest strategies and controls, and the use of management strategy evaluation tools (as determined by the Consultants' key expert CVs and the description of past firm contracts).

iii. Must have demonstrated track record and experience preparing Strategic Environmental and Social Assessments and with World Bank Environmental and Social Framework (as determined by the Consultants' key expert CVs and the description of past firm contracts).

Submission should include a list with completed relevant contracts by the Consultants at least for the last five years with supporting documents.

The detailed Terms of Reference (TOR) for the assignment is provided in Attachment 1.

Procurement of contracts financed by the World Bank will be conducted through the procedures as specified in the World Bank's Procurement Regulations for IPF Borrowers (Procurement Regulations), and is open to all eligible firms as defined in the Procurement Regulations.

The attention of interested Consultants is drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the Procurement Regulations, setting forth the World Bank's policy on conflict of interest.

Consultants may associate with other firms to enhance their qualifications, but should indicate clearly whether the association is in the form of a joint venture and/or a sub-consultancy. In the case of a joint venture, all the partners in the joint venture shall be jointly and severally liable for the entire contract, if selected.

A Consultant will be selected in accordance with the Quality Based Selection (QBS) method set out in the Procurement Regulations.

Further information can be obtained at the address below during office hours [*9:00 am to 4:30 hours, Mondays to Fridays except public holidays*].

Expressions of interest must be delivered in a written form to the address below in person, or by mail, or by e-mail no later than 03 January 2025.

BFAR Special Bids and Awards Committee
2nd floor, FishCoRe SBAC Office,
National Food Authority Building,
Visayas Avenue, Brgy. Vasra, Quezon City
Tel. Nos. 02-8740-9880
Official email address: bac.fishcore@bfar.da.gov.ph

Original Signed
ROY C. ORTEGA
Chairperson, Special Bids and Awards Committee
BFAR-FishCoRe Project

Attachment 1

PHILIPPINE FISHERIES AND COASTAL RESILIENCY PROJECT (FISHCORE)

Department of Agriculture - Bureau of Fisheries and Aquatic Resources (DA-BFAR)
Republic of the Philippines

Terms of Reference (TOR) for

TECHNICAL ASSISTANCE TO SUPPORT FISHERY MANAGEMENT PLAN (FMP) DEVELOPMENT, IMPLEMENTATION, AND EVALUATION INCLUDING STRATEGIC ENVIRONMENTAL AND SOCIAL ASSESSMENT (SESA)

1 BACKGROUND INFORMATION

1.1 Country Information

The Philippines has a population of 107 million and a land area of approximately 300,000 km^2 spread across more than 7,000 islands. These diverse tropical islands are grouped into three geographic areas: Luzon, the Visayas, and the southern island of Mindanao. The population has an annual growth rate of 1.4 percent, and 47 percent live in urban areas. The population is relatively young, with only 5 percent of the population aged 65 years and older. Adult literacy is high (98 percent in 2015), and the average life expectancy was estimated at 71 years in 2018. However, current trends reveal mixed human capital outcomes that undermine the well-being and productivity of current and future generations. The Philippines ranked 84th out of 157 countries in the WBG Human Capital Index (HCI), which measures the impact of human capital on future growth prospects. The national HCI for the Philippines (0.55) indicates that the future productivity of a child born today in the Philippines will be 45 percent below what could have been achieved with complete education and full health.

Despite the country's rapid economic growth since 2010, the average real wage has been stagnant since 2000, partly owing to a lack of market competition. Ethnic, geographic, and demographic diversity are reflected in inequitable income and access to social services across and within the islands. The geography of poverty reflects the strong nexus between poverty and vulnerability, both to conflict and the impacts of natural hazards and climate change.

Approximately 17 percent of the population resides in low-lying coastal zones that are often subject to a variety of mutually reinforcing hazards. Coastal ecosystems, which provide valuable services, including coastal defense, have been significantly degraded, with less than 3 percent of coral reefs being in pristine condition and over 50 percent of mangroves having been lost since 1918. Pollution is also a severe problem in many sheltered coastal waters. Climate change is expected to increase the frequency and intensity of typhoons and storm surges while at the same time jeopardizing remaining coastal ecosystems. Projections suggest a potential reduction of coastal GDP by up to 52.3 percent due to intensified storm surges by 2100 and that 45 percent of wetlands will be at risk. Small-scale municipal fishers, who play an important role in providing food security for coastal fishing communities and the country's growing population, bear the brunt of such compounded vulnerabilities as their livelihood is critically dependent on the health of natural resources that are under multiple threats.

1.2 Sector Information

The fisheries sector comprises (i) aquaculture (including marine, brackish, and freshwater farming); (ii) municipal capture fisheries (within 15km of the shoreline) where vessels are limited to 3 tons (gross); and (iii) commercial capture fisheries in the 24 fishing grounds of the Philippines outside municipal waters. As of 2019, the total annual production from capture fisheries and aquaculture stands at 2.05 million and 2.35 million metric tons, producing a total economic value of PHP 163 billion and PHP 117 billion, respectively. Although the share has been shrinking in recent years, the fisheries sector accounts for 1.3 percent of GDP and is ranked 8th globally in terms of volume of production, including the 3rd largest production of seaweed. With a total export value of $1.125 billion and an import value of $749 million, the Philippines is a net exporter of fish, with an annual trade surplus of over $337 million in 2018. The fisheries sector provides approximately 1.6 million jobs (4 percent of the labor force), including for low-income families engaged in subsistence fishing in municipal waters, and contributes to food security by providing over 50 percent of animal protein for human consumption. According to the National Fisheries Research and Development Institute (NFRDI) and the Department of Science and Technology (DOST), each Filipino consumes an average of 36.8 kilograms (kg) of fish and fish products per year, nearly twice the world average of 20.5 kg per capita. However, the fishery sector is among the poorest (poverty incidence was 26.2% in 2018). Approximately 6.2 percent of the poor in the Philippines rely on fisheries for their livelihood.

Marine fish stocks are in decline. Capture fisheries production from major taxonomic groups (pelagic, demersal, crustaceans, and cephalopods) has fallen by 20% over the last decade. Most stocks are categorized as overfished or are exposed to overfishing. Landings are dominated by juvenile fish. As well as by excessive fishing effort, the sustainability of fisheries is also threatened by habitat loss and degradation arising from climate and land-use change, destructive fishing practices, and pollution. Effective management is constrained by inadequate policy and relatively weak institutional capacity.

Post-harvest losses are significant. About 20-40 percent of wild-caught and farmed fish are lost annually, with further loss of quality and nutritional value due to poor post-harvest practices often associated with inadequate infrastructure for ice supply, safe handling, cold storage, and transport of seafood. Export rejection is common, arising from (i) food quality issues, including the presence of filth and substandard end products; (ii) food safety issues, such as the presence of microbial contaminants and chemical contaminants; and (iii) non-compliance with regulatory requirements, and sanitary and phytosanitary measures.

Institutionally, the Department of Agriculture, through its Bureau of Fisheries and Aquatic Resources (BFAR), is responsible for the development, improvement, management, and conservation of the Philippine fisheries and aquatic resources. With respect to municipal waters within 15 km of the shoreline, however, the actual management responsibility lies with local government units (LGUs), with BFAR playing a supporting role in providing technical assistance to the LGUs. While many LGUs are proactive in managing their shorelines and near coastal areas, approaches, priorities, and capacities of LGU administrations vary across time and space, while the irregular configuration of the Philippine's 33,900 km of coastline and indistinct boundaries between some municipalities has resulted in unclear administrative mandates in some waters. In addition, the Department of Environment and Natural Resources (DENR) has responsibility for establishing, administering, and managing 1800 Marine Protected Areas, 28 Marine Sanctuaries, and 94 Protected Seascapes. The lack of effective mechanisms for coordination has led to the largely unstructured and inefficient coastal zone and fishery resources management.

The Philippines' capture fisheries policy framework has progressively evolved from production maximization to conservation and sustainable use of resources. Most recently, the establishment of 12 Fisheries Management Areas (FMAs) in 2019 represented a fundamental transition from the open access nature of sectoral governance to an ecosystem approach fisheries management (EAFM), whose operationalization is a key short-term priority. Overall, aside from some fishing effort restriction measures recently introduced, such as fishing licenses and seasonal closures for commercial fisheries, the on-the-ground sectoral governance essentially remains open access with no output control (e.g., catch quota) in place. Meanwhile, the policy framework has recently seen improvements, including the 2015 amendments to the 1998 Philippines Fisheries Code tightening monitoring, control, and surveillance (MCS). Furthermore, in 2019, the Fisheries Administrative Order (FAO) 263 established 12 FMAs delineating Philippine waters based on an approximation of fish stocks and fisheries distribution and management. Underpinning the FMA concept is the recognition that sustainable fisheries (and aquaculture) management and development cannot be achieved at the level of the individual LGUs, and without regard to the health of the ecosystem – in particular marine habitats. Rather it advocates a coordinated ecosystem approach to management and development across the entire FMA as described by an FMA Framework Plan (FP) and three sub-ordinate cross-cutting plans: fisheries managements plans (FMPs); Aquaculture Development and Management Plans (ADMPs); and Coastal and Marine Habitat Protection, Rehabilitation, and Management Plan (CMHPRMP)

As of March 2022, the FMAs are in varying degrees of progress in terms of setting up their respective management boards (MBs) and scientific advisory groups (SAGs). Framework planning is in its early stages but early operationalization of the 12 FMAs remains a key short-term priority in the ongoing sectoral reform process.

1.3 Fisheries and Coastal Resiliency (FISHCORE) Project

Philippine Fisheries and Coastal Resiliency Project (FISHCORE) is a $176.02 million

World Bank-funded Project (2023-2029) with a goal of assisting the Philippines' fisheries sector to accelerate its sustainable sectoral transition to fulfil its full potential in supporting food security and poverty alleviation while enhancing its resilience to adverse climate impacts and other disturbances, including those related to COVID19. This will be achieved by establishing, in Fisheries Management Areas (FMAs) 6 and 9[1], science-based and ecologically-sound fish stock management systems, restoring and protecting critical marine habitat, supporting and guiding the expansion of sustainable aquaculture production, and enhancing value retention and addition across the sector.

FISHCORE is comprised of 3 Components and their respective Sub-components.

- Component 1: Fisheries and Coastal Resilient Resource Planning & Management (FishCRRM)
  - Sub-component 1.1: Ecosystem Approach to Fisheries Management Planning and Institutions
  - Sub-component 1.2: Aquaculture Development and Management
  - Sub-component 1.3: Strengthening Management of Coastal Resources in Municipal Waters
- Component 2: Modern and Resilient Livelihood Investments (MARLIN)
  - Sub-component 2.1: Fishers' Livelihood Diversification & Development
  - Sub-component 2.2: Aquaculture & Fisheries Enterprise Development
  - Sub-component 2.3: Aquaculture & Fisheries Infrastructure
- Component 3: Project Management, Coordination and Monitoring Evaluation

Component 1 will establish the necessary planning framework and institutional arrangements, strengthen capacity and implement management measures to realize an ecosystem approach to fisheries, and aquaculture management and development in FMA 6 and FMA 9. Specifically, it will support the review and updating development of overarching FMA Framework Plans (FPs) and the formulation and implementation of targeted fisheries management plans (FMPs), aquaculture development and management plans (ADMPs), and coastal and marine habitat protection, rehabilitation, and management plans (CMHPRMP) with a view to maximizing ecological and socio-economic benefits and building resilience in coastal communities.

Sub-component 1.1 will involve: (i) development of institutional mechanisms for FMA governance and related capacity building; (ii) review and updating of the draft Framework Plans (FPs); (iii) formulation of marine resources management plans for each FMA, i.e., fisheries management plans (FMPs) and coastal and marine habitat protection, rehabilitation, and management plans (CMHPRMP)[2]; (iv) Strengthening existing monitoring, control and surveillance (MCS) and environmental monitoring systems; (v) research and extension services to provide needed scientific information,

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[1] FMA 6 comprises major fishing grounds around the northwest coast of Luzon, including Pagudpud Bay, Lingayen Gulf, Subic Bay, Manila Bay and Lubang Island. FMA 9 encompasses fishing grounds in archipelagic waters between the Visayas and Mindanao, in particular the Bohol Sea, Panguil Bay, Iligan Bay, Gingoog Bay, Butuan Bay and Sogod Bay.

[2] Aquaculture Development and Management Plans (ADMPs) will be formulated and implemented under Sub-component 1.2.

data, analysis, and demonstrations for evidence-based fisheries management; and (vi) the formulation and implementation of a communication and education program.

2 OBJECTIVES, TASKS, IMPLEMENTATION AND OUTPUTS

2.1 Objectives

The objective of this consultancy is to provide technical assistance and capacity development for Management Boards (MBs) and Scientific Advisory Group (SAGs) of FMA 6 and 9 to: (i) review and update if necessary, each draft FMA FP[3]; (ii) prepare fisheries management plans for priority fisheries in each FMA; and (iii) to conduct a Strategic Environmental and Social Assessment (SESA) focusing on integration of Environmental and Social (E&S) considerations at strategic level into FMPs. The intent of SESA will be to inform the FMPs preparation.

To sustain the EAFM beyond the life of the project and apply it to other FMAs, the assignment will strengthen the capacity of relevant stakeholders in fisheries management, fish stock assessment, and management plan formulation and evaluation procedures. Existing guidelines and manuals will be reviewed, updated, and strengthened as necessary.

2.2 Scope of Tasks

1. Engage with the members of the MB, SAG, and Technical Working Group (TWG), in particular, BFAR, NFRDI, NSAP to assemble and review relevant project documents, review existing framework and management plans, stock assessments manuals, NSAP datasets, and other relevant information relating to the fisheries of FMA 6 and 9. Draft a situation analysis for each FMA describing their ecosystems and fisheries.

2. Prepare and present an Inception Report containing the findings of Task 1 and outlining the proposed methodology, approach, and workplan for the assignment for approval by the NPMO.

3. Work closely with relevant members of the MB and relevant FMA Bodies and the consultants responsible for formulating the FMA-level coastal and marine habitat protection, rehabilitation, and management plan (CMHPRMP) and aquaculture development and management plans (ADMPs), review, and where necessary, strengthen where possible the draft FPs already prepared for each FMA.

4. With the support of the International Fisheries Stock Assessment Expert (a separate consultancy), formulate the FMPs for each FMA by identifying vulnerable (high risk) species for protection and priority units (species-fleet-areas) for active fisheries management. Identify and recommend measures for the protection of high-risk species (e.g., marine protected areas, live returns, and by-catch reduction). For actively managed stocks (management units), recommend goals, objectives, management standards (i.e. indicators and reference points). Support the International Fisheries Stock Assessment Expert

[3] FP for FMA 6 has been adopted but can still be updated and improved.

and management stakeholders to define relevant Reference Points (RPs), HCRs and to identify candidate management strategies.

5. Conduct a strategic environmental and social assessment (SESA), parallel to the development of FPs/FMPs. SESA shall focus on establishing context of Environmental and Social (E&S) settings at regional scale/FMA level with a view to determine the possible short, medium, and long-term implications of FMA FPs[4] and integrating E&S considerations at strategic level into FMPs. The intent of SESA will be to inform the FMPs preparation and SESA shall broadly cover the following aspects, while the **Annex 1** tabulates the detailed mapping of scope of SESA vis-à-vis the scope of FMP:
    - Identify the E&S enhancement opportunities as well as inherent risks associated with the development of FMPs in the context of existing FPs, social and environmental risks as well as opportunities from the proposed FPs/FMPs;
    - Identify, assess and engage stakeholders in identifying key social and environmental issues with focus on affected and vulnerable stakeholders;
    - Assess and integrate strategic level E&S management options that would result in sustainable fisheries management practices and positive outcomes for local communities;
    - Perform a gap analysis of the MB's institutional and governance capacity to address adverse environmental and social impacts;
    - Propose recommendations to address key impacts and institutional/governance gaps.

6. Present potential (effective and legitimate) management strategies to the stakeholders (vessel-gear operators) participating in the fishery. Careful attention should be given to explain the impacts of the candidate strategies on different stakeholders. Facilitate discussions and negotiations to select the most widely acceptable strategy for adoption and implementation by LGUs in each FMA.

7. Work with the MB and relevant FMA Bodies, recommend and document methods and procedures that will be employed to monitor and evaluate the plan. Identify and document the stakeholder roles, responsibilities, and financing mechanisms to implement the plan.

8. Prepare and execute a costed Action Plan to implement the FMPs in each FMA referencing the SESA results and make recommendations for MCS activities at the municipality level for implementation by LGUs and other local stakeholders.

9. Work with priority LGUs to prepare and adopt action plans to implement the LGU-level management measures and MCS activities in their municipalities. Strengthen capacity of LGU and local stakeholders to implement these action plans with particular focus on engaging the affected fishing communities. Support LGUs to prepare and execute awareness raising and communication campaigns to affect these activities.

[4] The latest FMA Framework Plans for FMA 6 and 9 will be provided to the consultants.

10. Provide technical support to the development and implementation of FP and FMP.

11. Update the FPs ensuring that they are consistent with the content of the FMPs and SESA. Support BFAR to obtain formal approval for each FP from the MB and SAG.

12. Prepare and implement a capacity development strategy for the key stakeholders (BFAR, NFRDI, NSAP, MB, SAG, and TWG) in EAFM and the management processes to be adopted at the FMA level. Prepare new or update/strengthen accompanying manuals and guidelines as required.

13. With the support of the International Fisheries Stock Assessment Expert and with the participation of relevant members of the MB and relevant FMA Bodies, undertake and report annual evaluations of the performance of the FMPs, including in terms of impacts on stocks, on fisheremen/fishing communitiec and any related fishermen impact mitigation actions that might be adopted as a result of the FMPs. Recommend adjustments to the management measures according to the HCRs. Periodically (every 2-3 years), recommend changes to the management strategy if deemed necessary.

14. Work closely with the International Stock Assessment Expert, commission external peer reviews of the stock assessments and management strategy evaluations for quality control and to recommend improvements. Reviews should cover:
    - (i) Sufficiency of the data for the purpose of monitoring the management strategy performance.
    - (ii) Stock assessment methods being applied.
    - (iii) Management strategy evaluation methodology
    - (iv) Software, including testing for implementation errors and assuring quality of outputs.
    - (v) Selected fishery assessments and management strategy implementation with respect to achieving the fishery objectives.

15. Present the result of the consultancy to BFAR, NPMO, RPIUs. FCUs and other stakeholders.

16. Provide technical support for the preparation of policy briefs.

2.3 Implementation Arrangements

BFAR as the lead implementing agency will oversee the FISHCORE project. All assignment activities will be undertaken under the direction of the Project Manager and will, except for project management, administration and technical backstopping by the firm, be undertaken in-country unless otherwise agreed by the Project Manager. The assignment may require several extended periods of time in the field and at regional BFAR offices working with a range of key stakeholders from government officials to members of coastal communities. The assignment will require extensive travel within the project locations during the FISHCORE project implementation period

2.4 Expected Outputs

1. Inception Report containing any recommended changes to the TOR, a situation analysis for each FMA, and detailed descriptions of the proposed assignment methodology, approach, and workplan.
2. Formally adopted and strengthened FPs for each FMA, aligned and consistent with their sub-ordinate plans (FMP, ADMP, and CMHPRMP).
3. Protection measures identified for highly vulnerable species, and updated stock assessments completed for at least two (2) species groups per FMA.
4. At least one (1) fisheries management plan for priority fisheries (one each for demersal and small-pelagics management units) in each FMA prepared and documented in accordance with the EAFM and approved by the MB to include goals, objectives, indicators, reference points, harvest control rules, the agreed management strategy and mitigation plans for impacted members of the fishing community (based on anticipated financial impacts on the affected fishermen). The plan should also describe procedures to monitor and evaluate the plan, stakeholder roles, and responsibilities, and conflict resolution and financing mechanisms to implement the plan. **Annex 2** provides the guidelines for the development and implementation of the FMP.
5. SESA report consisting of the following key sections: (a) Context of the SESA; (b) Description and analysis of baseline conditions; (c) Scoping of environmental and social issues and priorities; (d) Assessment of alternatives; (e) Institutional capacity assessment, (f) Development of E&S management and monitoring plan, and (g) Full documentation of consultation-disclosure activities (h) identifying key issues raised by affected stakeholders and how these are incorporated in the FPs, and (i) stakeholder participation disaggregated by gender and ethnicity (j) recommendations for updating of the FPs and capacity building on E&S actions.
6. Costed FMP Action Plans are prepared and taken up for implementation in each FMA.
7. Capacity development strategy for EAFM with accompanying training materials and evaluation reports, and manuals and guidelines.
8. Mentoring of staff to strengthen the capacity of relevant stakeholders (BFAR, NFRDI, NSAP MB, SAG, and TWG) to manage fisheries and coastal resources effectively and sustainably at the FMA level in accordance with the EAFM.
9. Effective and sustainable MCS activities and operations in priority municipalities.
10. Peer review of the stock assessments and management strategy evaluations.
11. FMA FP and FMP Reports.
12. Contribute to the project mid-term and final evaluation reports.
13. Provide Policy Review Reports.
14. Technical and assignment reports detailing the activities and outcomes.

3 REQUIREMENTS

3.1 Consultancy Services

Consulting services are requested from a firm or institution to meet the objectives of these Terms of Reference. The firm/institution will be expected to field three (3) key experts (KEs) and will be responsible for the management and administration of the assignment, including the KEs, as well as for the delivery of the outputs described in these TOR.

Eligible firms will be expected to have a proven track record in working with government fisheries departments and line agencies in SE Asia, preferably in the Philippines to strengthen their capacity in EAFM following international best practice.

Key Experts

KE 1 – Team Leader / Fisheries Management Expert

- Main Duties: Team leader. Lead for all technical elements of the assignment relating to fisheries management planning and evaluation activities, design and conduct of capacity strengthening activities, training, preparation of technical manuals and reporting.
- M.Sc. or Ph.D. in Fisheries Management or related field.
- At least 15 years of professional experience in EAFM, and fisheries management planning and evaluation for tropical multi-species marine fisheries.
- Experience in the preparation of at least three (3) fisheries management plans for tropical multi-species marine fisheries in accordance with the EAFM.
- Experience in training needs assessment and delivery for multi-species fisheries management planning, and evaluation.
- Strong publication record.
- Preferably with professional experience in the Philippines.

KE 2 - Capacity Building and Communication Expert

- Main Duties: Support the team leader to assess training needs and to develop and implement a capacity development strategy for management stakeholders. Support the Co-management Expert to identify and address the capacity strengthening needs of LGU and other municipality-level stakeholders to prepare and adopt action plans to implement management measures and MCS activities.
- Preparation of training materials, technical manuals and reports.
- Master's degree or higher in social sciences, environmental studies, natural sciences, development studies, or a related field.
- At least 10 years' experience in capacity building in the context of natural resources management.
- Demonstrable experience of designing and conducting training needs assessments, training materials including technical manuals, and training programmes for a wide range of stakeholders.

- Experience in establishing partnership and or collaborative arrangements with a wide range of stakeholders.

KE 3 –Fisheries Co-management Expert

- Main Duties: Support and facilitate engagement with fisher communities and facilitate workshops in priority municipalities to prepare and adopt action plans to implement management measures and MCS activities. With the assistance of the Capacity Building and Communication Expert, support LGUs to prepare and execute awareness raising and communication campaigns to affect these activities.
- Master's degree or higher in Fisheries, Natural Resources Management, or a related field.
- At least 10 years' experience in marine fisheries co-management, preferably in local or SE Asia.
- Demonstrable experience of working with fisher communities to prepare and implement fisheries management plans and workshop facilitation.

KE 4 –Environmental Specialist

- Main Duties: Responsible for managing, performing, and preparing the SESA, together with the Social Assessment and Stakeholder Engagement Specialist.
- Master's degree or higher in environmental science/management, or a related field.
- At least 10 years of combined experience in conducting ESIAs and SEAs/SESAs, preferably in SE Asia.
- Demonstrable experience of working with national/subnational/regional agencies and performing assessments at strategic/regional scale.

KE 5 – Social Assessment and Stakeholder Engagement Specialist

- Main Duties (but not limited to): The specialist shall focus on the following activities:
    a. Ensure that the FISHCORE ESMF and its annexes are referenced, in particular, the Stakeholder Engagement Plan (SEP) upheld in the conduct of all activities;
    b. Collate FMA level social baseline information;
    c. Assess national/international laws, regulations, instruments, and governance framework impinging on the socio-economic and cultural milieu;
    d. Assess associated policies, plans, and programs relevant to the social facets of FMP/FP preparation and implementation, and
    e. Conduct FMA level stakeholder identification, assessment, and analysis.

- Master's degree or higher in the social sciences or related field.

- At least 10 years of experience working with communities, institutions (national and subnational, government, private and CSOs), indigenous peoples and other vulnerable sectors, preferably in SE Asia. Experience in the conduct of SESA, SEA, ESIA or similar assignment in the past is a plus.
- Familiarity with participatory rural appraisal and social issues associated with multi stakeholders, coastal/fisheries communities in particular, and with the World Bank Environmental and Social Framework (ESF).

4 LOGISTICS

4.1 Location

The consultant(s) will be based at the National Project Management Office (NPMO) in close coordination with NFRDI, RPIUs, and FCUs. The area of assignment shall cover both FMAs 6 and 9.

4.2 Reporting

The consultant(s) should report to the FishCRRM Component Lead, Project Manager, Deputy Project Manager and the Heads of RPIUs.

4.3 Documents

NPMO, NFRDI, RPIUs, FCUs are responsible to provide any relevant documents needed, including FISHCORE Project Appraisal Document (PAD), FMA Framework Plan (drafted or adopted), draft Fishery Management Plans (FMPs), stock assessment information, and so on.

4.4 Delivery Schedule

Deliverables		Timing, in quarter/year	Work months
1	Contract Signing	0	0
2	Inception Report	(Q4/2024)	1
3	Adoption and Implementation	(Q4/2024-Q2/ 2025)	7
4	Midterm Report (Implementation Report, Midterm Project Review, and Adjustments)	(Q4/2026-Q1/2027)	4
5	Submission and Presentation Final Report (Implementation Report and Final Project Review)	(Q1/2028-Q2/ 2029)	6

4.5 Duration of Contract

The assignment is expected to begin by October 1, 2024 and be completed by December 31, 2029 (the whole duration of the consultancy services). Subject to the performance, the consulting firm could be selected for further FMP development and evaluation.

The Contract for the entire duration of the consultancy to support Fishery Management Plan (FMP) Development, Implementation, and Evaluation (both Framework Plan and Fisheries Management Plan if needed) including SESA is a Lump-sum Contract.

5 CONTRACTUAL ARRANGEMENTS

5.1 Submission of Proposals

Technical Proposal

Interested firms will submit a technical proposal showing the following:

- Information on each previous project, which demonstrates relevance to the proposed project:
  - Length of time of relevant experience, and
  - Individual experiences of the nominated team members.

- Demonstration of understanding of the requirements of the TOR
  - Sound and comprehensive methodology in response to the TOR;
  - Organization and complementation among consulting team members;
  - Mechanics and details on baseline data collection and analysis methods;
  - Working arrangements/relationships within the Team; between the Team and DA/BFAR and World Bank and between the Team and other key stakeholders at the national, regional, provincial, and FMA levels; and
  - Practical schedule of activities.

Financial Proposal

Interested firms will include the following in their financial proposal:

- Remuneration for each team member indicating basic salary, overhead cost, social charges, management fee, and billing rate; and
- All reimbursable costs.

Annex 1. Scope of SESA in the Context of Preparation of Fisheries Management Plans[5]

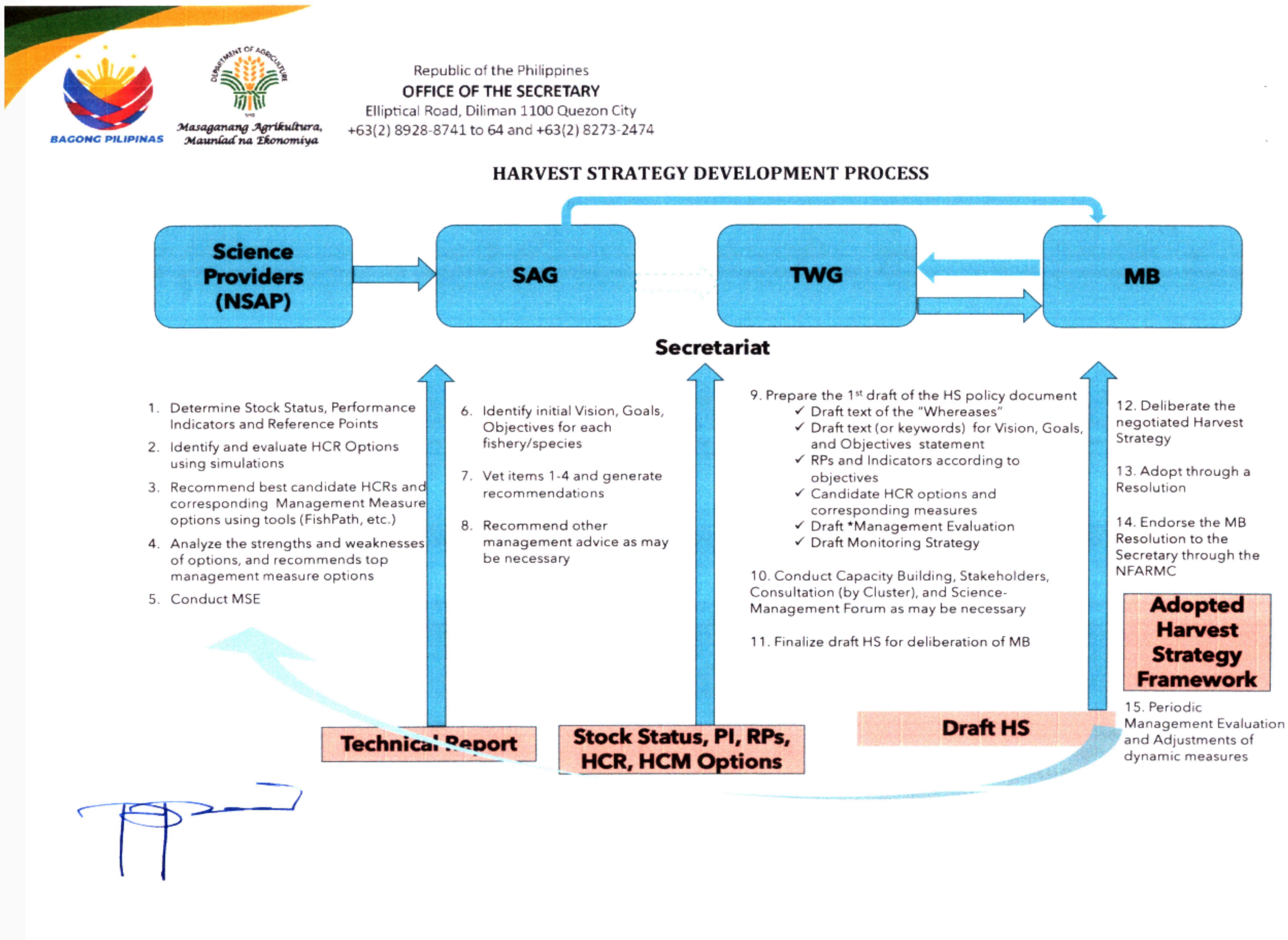
Reference Activities of FMP Preparation	Scope of SESA with indicative Environmental and Social Tasks to be accomplished	
	Environment	Social
Baseline Data Collection: Current status of fish stocks in FMA, including data on species composition, stock size, and catch trends.	Collect information on the physical and biological characteristics of the marine environment in the FMA, including coral reefs, seagrass beds, and mangrove ecosystems, etc. Shall consult all the relevant agencies and also collect data available from different bureaus of DENR including spatial information.	Collect community demographics including composition of households, and age structure of fishing communities within FMA. Socio-economic data related to fishing communities within the FMA, such as population, income, and livelihood activities (with a focus on fishing related activities).
Assessment / Evaluation / System Diagnosis: **Stock Stressors**: Conduct stock assessment and evaluate the extent of stressors including overfishing and the impact on fish stocks in the FMA. Analyze the causes of overfishing, including illegal fishing, overcapacity of fishing vessels, and inappropriate fishing methods. **Climate Change**: Analyze the potential impacts of climate change on fish stocks, habitat health, and	**Ecosystem Health and Habitat Assessment -** Assess the overall health of the marine ecosystem, and condition of critical habitats such as coral reefs, seagrass beds, and mangroves and their role in supporting fish stock. Document the presence of critical species and habitat condition. Ascertain habitat degradation due to anthropogenic stressors such as coastal development, pollution, dynamite fishing, and climate change. Such assessments shall be based on secondary information. Where	The specific information shall include: **Cultural/Traditional Practices -**such as fishing and marine resource use, community attitudes towards fisheries management, indigenous and cultural practices related to fishing, marine conservation, and traditional knowledge) **Social Organization, Governance, and Conflicts and Issues -** local fisherfolk organizations and their roles in fisheries governance, including community-based management efforts. Document any existing

[5] It is to be noted that the activities highlighted under FMP preparation are indicative to serve the purpose of mapping the SESA. Hence, these activities are not exhaustive and shall not be treated as the scope for preparing FMPs.

ocean conditions, including temperature and acidity. **Bycatch**: Assess bycatch levels and the impacts of different fishing gear on non-target species, including endangered or protected species.	necessary, provide scope of work for primary surveys and/or assessments. **Environmental/Marine Pollution** – Based on available data, identify pollution sources, such as industrial discharges and solid waste, and assess their impact on marine ecosystems and water quality. Document sources of marine pollution, including oil spills, waste disposal, and other contaminants, and their effects on the marine environment.	social conflicts or issues related to fisheries, such as disputes over resource access or governance conflicts. **Gender Dynamics** - gender roles and participation in fishing and related activities. Identify opportunities to enhance gender equity in the sector.
Stakeholder Engagement (which could be a common element for FMP and SESA preparation**):** Collaborative decision-making and consultation are essential for ensuring the plan's success. Engage with local communities, government agencies, fishing industry representatives, environmental NGOs, and other stakeholders to gather their insights on sustainable management measures and perspectives are considered in the SESA. Seek input on the potential establishment of marine protected areas or other conservation initiatives. The stakeholder engagement shall necessarily involve environmental regulatory agencies to ascertain the potential regulatory measures at strategic level. The stakeholder engagement shall necessarily highlight information about transitioning from single-species management to EBFM, which considers the entire marine ecosystem. EBFM considers the interactions between species, habitat preservation, and overall ecosystem health		
FMPs and Expected SESA outputs:		
Objectives and Goals: Clear and measurable objectives for the FMP – sustainable catch limits, habitat preservation, social well-being, etc.. **Regulatory Framework:** Legal and regulatory framework that defines the rules and regulations for fisheries management within the FMA.	**Analyze** the potential environmental and social impacts of each FMP strategy with commensurate E&S management measures. **Habitat Protection and Restoration:** Identify critical marine habitats within the FMAs with supporting FMPs and prepare measures to implement to protect and restore them. This requires specific	SESA shall provide measures and recommendations to minimize social impacts at strategic level and support specific forward-looking recommendations (with necessary backing material) such as (but not limited to): **Co-Management through** collaboration between government agencies, fishing

Compliance with Philippine fisheries laws and international agreements. **Stock Management:** Management measures such as catch limits, gear restrictions, and closed seasons based on scientific data and considerations for ecological sustainability. **Institutional Development and Awareness** **Community Engagement**	recommendations in consultation with DENR for establishing marine protected areas (MPAs) or conservation zones, as may be necessary. Such an effort shall also result in providing specific scope of work for detailing the recommendation for IRs and/or specific action plans. **Regulation**: Reconfirmation of Current state of delineation of sensitive and conservation areas, specific recommendations on geographical information, and guidance notes for enhancing effectiveness of enforcement of environmental protection regulations in marine space and sensitive marine ecological areas. Specific measures which promote **Public Awareness** **Crisis Management Plans**: provide specific recommendations for developing crisis management plans that can be activated in the event of unforeseen environmental events, such as oil spills or natural disasters, to protect both the environment and the livelihoods of fishing communities.	communities, and other stakeholders in decision-making processes. This ensures that local knowledge and perspectives are considered in fisheries management. Implementing **community-based** approaches with fishing communities having more control over the management of local fisheries. This can include setting rules, regulations, and sustainable harvesting practices. **Alternative Livelihood support** with opportunities and skills development to reduce dependence on fishing and provide economic resilience. **Capacity Building and Training**: Recommendation and scope of activities for Providing training and capacity-building programs to fishing communities to enhance their understanding of sustainable fishing practices and resource management. Recommendations for **Gender-Inclusion**

Annex 2. Guidelines on the development and implementation of fisheries management plans (FMP)



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BAGONG PILIPINAS

Tagapagtaguyod ng Malinis at Masaganang Karagatan

FISHERIES OFFICE ORDER
NO. 010
Series of 2024

SUBJECT : GUIDELINES ON THE DEVELOPMENT AND IMPLEMENTATION OF HARVEST STRATEGY

In the exigency of the service, the Department of Agriculture-Bureau of Fisheries and Aquatic Resources adopts the outline and process in the development and implementation of harvest strategy and/or harvest control rules for key species in the Fisheries Management Areas, pursuant to Section 8 of the Implementing Rules and Regulations of Republic Act No. 8550, as amended by the Republic Act No. 10654 and Section 12 of Fisheries Administrative Order No. 263 or the Establishment of Fisheries Management Areas for the Conservation and Management of Fisheries in Philippine Waters.

This document shall serve as a guide for the FMA Implementers of the Bureau of Fisheries and Aquatic Resources. Further, this may be adopted by the National Fisheries Research and Development Institute and FMA Bodies implementing the FAO 263.

This order shall take effect immediately and shall remain in force until revoked in writing. All orders, memoranda, and other issuances inconsistent herewith are deemed revoked.

Done this 12th day of JANUARY 2024.

ATTY. DEMOSTHENES R. ESCOTO
Director

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BAGONG PILIPINAS

Masaganang Agrikultura, Maunlad na Ekonomiya

HARVEST STRATEGY
Annotated Outline

SECTION	DESCRIPTION
PREAMBLE*	1) Lay down the legal basis, rationale, and context 2) Brief and concise
DEFINITION OF TERMS	1) Define all relevant terms used in the policy
VISION AND GOALS	1) Long-term vision, aspirational picture for the specific fisheries/stocks (20 years) 2) Mid-term Goal specific to the fisheries (specific species or multi-species) and the area. 3) Consider including ecological, economic, socio-cultural, governance aspects on which the objectives can be anchored. Use gender and climate lenses as well
MANAGEMENT OBJECTIVES	1) What do we want for our fisheries? 2) Linked with the "target" RPs and Indicators in consultation with the stakeholders 3) Aligned with the FMA Plan/ Multi-objectives according to EAFM 4) Specific, Measurable, Attainable, Relevant, and Timebound
SCOPE AND AREA OF APPLICATION	1) FMA to include geographic delineation including if only sub-FMA/portion 2) Specific stock/fishery, gears 3) Municipal fisheries (FMA-wide, sub-FMA) 4) Commercial fisheries (fleet) 5) Fish trade including buyers and consolidators 6) For legislated MPAs to be included including their current harvest regulations 7) Include post-harvest, marketing 8) Include capture of fry/young for grow-out. 9) Consider range of life cycle of species.
REFERENCE POINTS*	1) The Reference Points should be linked to the relevant indicators 2) The Target Reference Points (linked to the objectives) 3) Trigger Reference Points (HCR Design Tool Exercise) 4) Limit Reference Points (indicator value) 5) Target Reference Points are not the ideal/desired state but the short-term and negotiated targets

HARVEST CONTROL RULES*	1) Pre-agreed rules to manage the fisheries to achieve the management objectives 2) Decides the size of the "pie" 3) Some rules and measures are static (implemented through and through, still evaluated for socio-economic impacts), e.g., minimum size limit, fishing gear restriction/fine-mesh net restriction, MPAs 4) Some rules and measures are dynamic (in order to rebuild the fisheries towards our desired state, adjustable based on the performance of the stocks, evaluate for effect on fisheries, ex. effort control, limiting number of permits, length of closed season 5) Illustrate the cycle of how the assessment results feed into the process of adjusting 6) Include if-then format 7) Include graph easily understood by the stakeholders
INDICATORS	1) The indicators should be relevant to the issue being addressed and the management objective 2) The Indicators will determine the RPs
PERFORMANCE MONITORING STRATEGY*	1) Data collection methods and analysis 2) Use to monitor the HCRs 3) Talks about how data is collected to determine if HCRs are performing 4) Include feedbacking mechanism
MANAGEMENT EVALUATION*	1) Determining performance according to model-based tool and management indicators (how objectives are projected to be achieved) 2) Actual monitoring of performance (how objectives are being achieved based on actual data monitoring; not the same as Management Strategy Evaluation) 3) Analysis of actual data, contextualizing data, for adaptive management 4) The initial cycle could be shorter, ex. at 5 years, and then repeated cycles can be of longer duration, dependent on when changes can be observed
MANAGEMENT MEASURES	1) Relate to the HCRs; ideally a combination of static and dynamic measures 2) How we divide the pie 3) 1 HCR per stock (species or basket/group) with different management measures
IMPLEMENTING ARRANGEMENTS*	1) Include key policy documents to implement the HS (Ordinance, FAO, etc as maybe necessary

	2) Implementation roles and responsibilities of agencies, institutions, and sectors 3) Implementation platforms/mechanisms
*As maybe necessary, other information/documents can be attached as an Annexes.	