Terms of Reference
Conduct Training Need Assessment (TNA) for Mangroves Management Committees
(Newly established CBOs)

Sustainable Management of the Mangroves Ecosystem and Enhance Resilience of Communities in Indus Delta

Duration of the Assignment: 1st August – 15th September, 2019

Project Background and Introduction:
The project area e.i. Keti Bunder and Kharo Chan lies in the western part of the lower Indus delta in southeast Pakistan, in the district of Thatta, approx. 200 km southeast of Karachi. The Indus rises in the Himalayas and flows into the Arabian Sea and the West Indian Ocean. The Indus delta has an extension of approx. 600,000 ha. The lower part of the delta is characterized by an extensive system of creeks, marshes, mudflats and mangroves. With 96,000 ha, the lower Indus delta is the seventh largest mangrove area in the world. The mangrove vegetation is often bushy, loose and degraded by continuous overexploitation.

The project comprises six mangrove areas (clusters) and 17 villages in the tehsils of Keti Bunder and Kharo Chan. In total, the clusters comprise approx. 14,000 ha of mangroves. Of these, approx. 7,000 ha are intact mangroves and are to be used sustainably, the 4,000 ha degraded mangroves are to be upgraded and 3,000 ha are to be reforested. The areas are to be managed by the village communities with the support of the competent authorities. The villages were selected because of their particularly strong dependence on the use of mangroves. The mangrove areas are regularly used by the population of the surrounding villages to catch fish and crustaceans and as a source of firewood, construction timber, livestock feed and pasture. Mangrove losses lead to loss of revenue in fishing activities. Wood may only be used for personal consumption. The use as cattle feed and pasture is largely unregulated. They are among the main causes of continuing mangrove loss and degradation.

To reduce dependency on the existing mangroves cover and enhance community engagement in the conservation of mangroves and its associated natural resources, Mangroves Management units or committees (MMUs, CBOs) has been established and registered through Social Welfare Act for the sustainability, smoothly and effective implementation of the project interventions.

Purpose of the Study:
The purpose of this need assessment studies is to identify weak fields of such groups to be further developed through series of capacity building workshops including mangroves and associated natural resource management, conflict resolution, mangroves plantation and nursery raising, CBO record keeping, Communication and networking, kitchen gardening, bee keeping, fisheries improvement and value chain addition etc. The final product of this consultancy will be submission of details study and adoption plan for the enhancement capacity of theses CBOs.
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- Collect and analyze available secondary data;
- Assess current professional and technical capacities of the MMUs (CBOs) in terms of managing a registered CBO;
- Identify key existing challenges faced by CBOs and recommend its mitigation measures;
- Study the behavior of CBOs and willingness and participation as volunteer for the adoption of the project activities;
- Assess level of coordination among different tribes of the project areas within 6 clusters;
- Assess willingness of the 6 cluster based CBOs for inter CBOs coordination and identify common interests;
- Suggest way forward to develop “Area Coordination Committee” involved all 6 clusters to improve coordination among the all project clusters and to identify common goal for all clusters;
- Identify weak areas of the existing MMUs (CBOs) that could be developed and could not be developed;
- Recommend steps for the improvement of the CBOs weaknesses and provide a comprehensive adaptation plan;
- Developed comprehensive assessment report that could suggest appropriate trainings for the CBOs and recommend suitable consultants those can effectively conduct the suggested capacity building trainings.
- Communicate regularly with the Project Implementation Unit (PIU) for any issues/challenges in a timely manner.
- Deliver documents and other deliverables on a timely manner.
- Maintain a neutral and professional approach during the overall course of the assessment.
- Ensure that lessons learned, problems and good practices are documented throughout the assessment and development of the action plan.
- Ensure timely submission of the assessment reports along with all the original field data.

Deliverables:

- Based on the comprehensive assessment findings, the consultant will provide comprehensive report with clear recommendations and detailed lines of the actions to address the needed strengthening of the CBOs.
- Submit all the raw data collected from the field.

Required Skills and Qualification:

- At least having master degree in the relevant field from any HEC recognized institute
- At least 5-8 year experience in the relevant field
- Excellent analytical, oral and written communication skills in Sindhi and English
- Displays cultural, gender, religion, race and age sensitivity and adaptability
- Demonstrated experience in report writing

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