



# **Liberia Sustainable Management of Fisheries Project (LSMFP)** **National Fisheries & Aquaculture Authority**



P. O. Box 10-1384  
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1000 MONROVIA 10, LIBERIA

## **REQUEST FOR EXPRESSION INTEREST (INDIVIDUAL CONSULTANCY)**

**Preparation Advance No. IDA V3100**

**PROJECT ID: P172012**

**Subject: Request for Expression of Interest (REOI) for provision of Consulting Services to prepare Environmental and Social Management Plan (ESMP) for Klay Hatchery**

**Reference No.: LR-NAFAA-255814-CS-INDV**

**Assignment Title: Consulting services to prepare Environmental and Social Management Plan (ESMP) for Rehabilitation and Construction of Klay Hatchery**

The government of Liberia through the National Fisheries and Aquaculture authority (NaFAA) has received support from the World Bank Group toward the preparation and implementation of the, “Liberia Sustainable Management of Fisheries Project (LSMFP)”. The project development objective (PDO) is to improve the management and utilization of selected fisheries. The objective of this terms of reference is to recruit an individual consultant who will prepare Environmental and Social Management Plan (ESMP) for Klay Hatchery.

### **The objectives of the assignment**

The primary objective of the ESMP is to identify potential environmental and social risks and impacts associated with the Klay hatchery, and to identify any measures required to limit such risks and impacts to acceptable levels. The ESMP process shall detail the methodology for the field assessment and management of environmental and social issues related to physical, biological and socioeconomic baseline of the project environment. The ESMP shall be developed in two separates to address the potential impacts associated with the project implementation at the Klay Hatchery in Bomi County and measures to mitigate and manage the potential impacts.

The short-listed candidate is expected to have the following qualifications:

### **Qualifications and Experience:**

The Consultant is required to have the following minimum qualifications and experience:

The Consultant is required to have the following minimum qualifications and experience:

- a) The consultant must be certified by the Environmental Protection Agency (EPA) of Liberia;
- b) The consultant must have demonstrated experience in developing ESMP for Bank-financed project either locally or internationally. Having experience in developing ESMP for similar type of project will be an asset.
- c) Must have at least a Master's degree in environmental, social sciences, natural resources management or related discipline with a minimum of 5 years of experience, or a Bachelor of Science degree in environmental or social sciences with at least 8 years of extensive working experience in environmental or social safeguards, natural resource and environmental management, policy development.

### **Specific Knowledge**

- a) Knowledge on World Bank Safeguard policies, World Bank Environmental and Social Framework, procedures and practice is desirable;
- b) Knowledge of local Social Development and Environmental Legislations, Acts and procedures;
- c) Knowledge of MS Office (Word, Excel, PowerPoint).

The detailed Terms of Reference (TOR) for the assignment can be found at the following websites:

- a) [www.nafaa.gov.lr](http://www.nafaa.gov.lr)
- b) [www.emansion.gov.lr](http://www.emansion.gov.lr)

The attention of interested individual Consultants is drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the World Bank's "Procurement Regulations for IPF Borrowers" dated July 2016, revised November 2017, August 2018 and November 2020, setting forth the World Bank's policy on conflict of interest. Please refer to paragraph 3.17 of the Procurement Regulations on conflict of interest related to this assignment which is available on the Bank's website at <http://projectsbeta.worldbank.org/en/projects-operations/products-and-services/brief/procurement-newframework> .

An Individual Consultant will be selected in accordance with the **Individual Consultant Selection (ICS)** method set out in the Procurement Regulations.

Further information can be obtained at the address below during office hours, i.e. 0900 to 1600 hours GMT.

Expressions of interest must be delivered in a written form to the address below (in person, or by mail, or by fax, or by e-mail) by **Tuesday October 26, 2021 @ 4:00PM GMT**

### **Liberia Sustainable Management of Fisheries Project (LSMFP)**

**Attn: The Acting Project Coordinator  
Mesurado Pier, Freeport of Monrovia  
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# Terms of Reference

## 1.0 Introduction

The government of Liberia through the National Fisheries and Aquaculture Authority (NaFAA) has received support from the World Bank Group toward the preparation and implementation of the, “Liberia Sustainable Management of Fisheries Project (LSMFP)”, and desires to apply part of the proceeds towards eligible payment for consultancy services for the preparation of environmental and social management plan (ESMP) for the Klay Hatchery, located in Bomi County. The purpose of this terms of reference is to solicit the interest of qualified individuals for preparation of the ESMP. The primary objective of the ESMP is to identify and manage the potential adverse environmental and social impacts associated with the project implementation by establishing a guide consisting of a set of procedures, mitigation measures, and responsible personnel or human capacity required to limit impacts to acceptable levels proportionate to the nature and potential significance of the environmental and social risks and impacts related to the project.

## 2.0 Background

Liberia has a coastline of some 590km, a relatively narrow shelf with an average width of 31km, and total Economic Exclusion Zone (EEZ) of around 18,400km<sup>2</sup>. The coastline of Liberia is dotted with fish landing sites but, from North to South, four large clusters are located around the large towns of Robertsport, Monrovia, Buchanan and Harper.

The main oceanic pelagic resources are tuna and tuna-like species such as bonito and marlin. The shelf is slightly narrower in northern waters and rather broader in the south, where it virtually provides the starting point for the Gulf of Guinea. Unlike the coastal regions to the north such as Sierra Leone and Guinea, Liberia is not affected by the upwelling effects of the Canary Current, which therefore limits its productivity, although it does receive heavy seasonal discharges from the numerous rivers and their estuaries; these provide productive conditions for shrimp fisheries. The lack of upwelling does not favour the production of the small pelagic sardine-like species so plentiful further north but, nevertheless, they are sufficiently prolific as to provide a significant element in the fishery.

The artisanal fishery is estimated to provide a means of livelihood for about 33,120 full-time fisher folk and processors in both marine and inland waters, about 61% of whom are Liberians and 60% females. The Liberians are mainly Kru and the foreigners are mainly Fanti and Popoe fishers who migrated to Liberia from Benin, Ghana and Cote D'Ivoire, with recent additions of Gambian and Senegalese fishermen in Cape Mount County. Grand Kru County with 35 landing sites and Sinoe County with 30 have the largest number of landing sites and are dominated by indigenous fisher folk, but land substantially less fish annually than Grand Cape Mount County with 14 sites and Grand Bassa County with 18 sites; a reflection of the smaller boats used by indigenous fisher folk.

The government of Liberia with support from the World Bank through the West Africa Regional Fisheries Program (WARFP) has rebuilt the fish stocks to recovery status thus significantly increasing landings by artisan fishers. In order to further harness the benefit from the resources to increase revenues, improve income and food security, the Government of Liberia is seeking further assistance from the World Bank Group to support '**Sustainable Management of Fisheries in Liberia**', with the objective to improve fisheries management and enhance livelihood and income for government and targeted beneficiaries. The proposed project will be implemented through the following components:

1. Improving management and governance of fisheries;
2. Improving value-addition of fish and fish products;
3. Support to Aquaculture
4. Project management
5. Contingent Emergency Response Component (CERC)

In order to achieve sustainable management of the fisheries sector in Liberia, several objectives will be pursued, including: (a) improving governance and management reforms, developing human and institutional capacity, and improving policies, strategies, institutional and legal frameworks; (b) supporting activities that aim at increasing the national value addition provided by the fisheries sector, such as the establishment of an industrial and artisanal fish landing sites at the Mesurado Pier, Monrovia, toward improving conditions for industrial fish landing and for export of high-value fish species and fish products; and (c) supporting marine sustainable fisheries production. Project sites include the Mesurado Pier area (Montserrado county) and yet-to-be-identified specific sites in Margibi, Maryland, Grand Bassa, Sinoe and Grand Kru Counties.

The intervention will support construction and rehabilitation of infrastructure under project components 1, 2 and 3. The rehabilitation of the Klay Fish hatchery under component 3 requires

the preparation of an ESMP Which will assess the environmental and social impacts and provide adequate mitigation measures associated with the rehabilitation process.

Coordination and implementation of the project will be through the project implementation unit (PIU) of NaFAA. The PIU will coordinate the implementation of all subprojects, working with relevant stakeholders.



**Figure 1: Map of Liberia showing proposed project locations in coastal Liberia**

### 3.0 Objectives

The primary objective of the ESMP is to identify potential environmental and social risks and impacts associated with the Klay hatchery, and to identify any measures required to limit such risks and impacts to acceptable levels. The ESMP process shall detail the methodology for the field assessment and management of environmental and social issues related to physical, biological and socioeconomic baseline of the project environment. The ESMP shall be developed in two separates to address the potential impacts associated with the project implementation at the Klay Hatchery in Bomi County and measures to mitigate and manage the potential impacts.

In order to meet these goals, the ESMP shall address the below key objectives:

- Conduct public consultations to be termed as “scoping” to identify, inform and receive input from the affected people, interested stakeholders and beneficiaries; determine and

narrow the scope of the issues to be addressed in the management process in accordance with the appropriate ESSs and translated for material actions and commitments in the environmental and social commitment plan;

- Assess the physical, biological and socioeconomic baseline of the project environment to ensure the conservation of biodiversity and sustainable management of living natural resources prior to the implementation of the project activities in accordance with the appropriate ESS, existing national environmental and social regulations and, the Fisheries and Aquaculture Management and Development Law of 2019 which set the basis for sustainably managing the fisheries resources and empowering NaFAA to develop the relevant regulations and climate smart fisheries management plans (FMPs);
- Assess the environmental and social impacts associated with the development of a standard laboratory for conducting research on fish feed, fingerling production, testing water quality, fish disease, etc. at the Klay hatchery as a suitable fish hatchery model and well-equipped aquaculture research center;
- Assess the environmental and social impacts associated with the construction and operation of a cottage feed production, training facilities, processing unit, and rehabilitated fish grow-out facilities at Klay hatchery.
- Assess potential environmental and social risks of pond and hatchery effluents and solid wastes and identify appropriate remedial measures.
- Assess potential environmental and social risks of pond and hatchery effluents and solid wastes and identify appropriate remedial measures.
- Assess and identify potential risks to fauna (native species), vegetation, air quality and dust, noise and vibration, erosion and sediments control, water quality, heritage (Indigenous and non-indigenous), women, young girl child and disabled and provide appropriate mitigation measures and material actions needed to reduce/ manage any adverse impact to acceptable levels;
- Identify and define, at an early stage of the ESMP process, the significant environmental issues, problems and alternatives related to the different phases of the proposed project or

activity, including a “No Action Alternative” of an Alternative Climate Sensitive approach in accordance with the appropriate ESSs;

- Identify appropriate mitigation and improvement measures to prevent, minimize, mitigate or compensate for adverse impacts or enhance the environmental and social benefits of the project, including related accountability; develop a monitoring program/plan with indicators, allocate responsibilities/accountability and estimated costs in accordance with appropriate ESS;
- Identify and prepare a list of locally available or working service providers for GBV/SEA/SH survivors and the list should be attached as an annexure of the report;
- Prepare an environmental and social risk management plan, including an accident risk analysis, the identification of appropriate safety measures; and identify institutional accountability and needs for capacity building to implement the recommendations in accordance with appropriate ESS;
- Assess the procedures for grievance redress mechanism and feedback channels, and provides measures to strengthen the GRM and broader feedback collection;
- Assess the procedures for grievance redress mechanism related to escalate SEA/H/GBV cases and survivor centric risks management, and provides measures to strengthen the GRM, if required, related to escalating SEA/SH/GBV incidences and referral to service providers;
- Assess the Accountability and Responsibility (A&R) to respond to the SEA/SH/GBV incidences and protocol to address this, if requires, provide measures to strengthen or develop the A&R and or protocol;
- Develop an environmental and social management process to ensure successful mitigation of all adverse impacts and risks; develop a monitoring plan and indicate the institutional arrangements to execute this plan; and to provide clear instructions to works supervisors and contractors with regard to any measures that need to be implemented in order to limit any potential negative impacts to acceptable levels in accordance with applicable ESS; and

- Identify national policies, legal and administrative relevant to the proposed project and in accordance with the requirements of the World Bank Environmental and Social Framework.

#### **4.0 Scope of the Assignment**

The scope of this assignment will include review of relevant project documents, including Project Concept Note (PCN), Project Appraisal Document (PAD) and Project Environmental and Social Review Summary; review of relevant World Bank Environmental and Social Standards (ESSs), the Environmental and Social Management Framework and relevant national environmental laws and regulations. The assignment will also include interviews, field works, holding of stakeholder engagements and consultations with key project stakeholders (including NaFAA, EPA, other relevant government agencies, CSOs, NGOs, and project-affected communities), and preparation of final reports (ESMP) that satisfy the objectives of this assignment as provided in Section 2 and the requirements of ESS1-10.

The Consultant shall perform these general tasks in order to develop:

- a) A detailed description of the Project, its component (especially activities being funded under subprojects), and implementation and institutional arrangements, with a focus on preparation, approval and implementation.
- b) An understanding of the legislative, regulatory and administrative regime (e.g. pollution control, environmental management, land acquisition and use, protection of cultural heritage) that the Project will operate within, with a focus on requirements that will apply to the planning, approval and implementation of subprojects.
- c) An understanding of the institutional needs for implementing the ESMP. This should include a review of the authority and capability of institutions at different levels (e.g. local, district, provincial/regional, and national), and their capacity to manage and implement the ESMP.
- d) Requirements for consultation with local communities and stakeholders, both during subproject preparation and ESMP development, and during subproject implementation.

- e) Requirements for technical assistance to communities, service providers and public-sector institutions to support their ESMP implementation work.
- f) Materials for the Environmental specialists at the PIU to provide orientation and training to NaFAA and local communities, and materials to be used to provide environmental awareness information and dissemination to beneficiaries of the project (groups to be identified).
- g) A budget for implementing the ESMP.

## **5.0 Reporting**

### **5.1 ESMP**

The contents of the ESMP at a minimum should include the following:

- a) An executive summary;
- b) Description of the Project and the proposed Project activities;
- c) The rationale for the Project, including study approach or methodology;
- d) Brief summary of the Policy, Legal and Institutional framework, including information on the environmental and social standards (ESSs) relevant to the project;
- e) Qualitative (or possibly quantitative) information regarding the environmental and social baseline;
- f) The significance of the potential environmental and social risks and impacts of the Project;
- g) Methods of mitigation in line with the mitigation hierarchy;
- h) The way in which the impacts of the Project and the implementation of mitigation measures will be monitored as well as the institutional measures, which will inform the preparation of an Environment and Social Management Plan (ESMP) table, namely: mitigation, monitoring and institutional (institutional roles and responsibilities) measures, including costs for both the rehabilitation and operational phases;
- i) Public Consultation and information disclosure; and
- j) Grievance Redress Mechanism,
- k) Protocol, A&R structure, list of locally available service providers indicating their service for SEA/SH/GBV risks prevention measures.
- l) Conclusion and recommendations

## **6.0 Qualifications and Experience**

The Consultant is required to have the following minimum qualifications and experience:

- d) The consultant must be certified by the Environmental Protection Agency (EPA) of Liberia;
- e) The consultant must have demonstrated experience in developing ESMP for Bank-financed project either locally or internationally. Having experience in developing ESMP for similar type of project will be an asset.
- f) Must have at least a Master's degree in environmental, social sciences, natural resources management or related discipline with a minimum of 5 years of experience, or a Bachelor of Science degree in environmental or social sciences with at least 8 years of extensive working experience in environmental or social safeguards, natural resource and environmental management, policy development.

### **6.1 Specific Knowledge**

- d) Knowledge on World Bank Safeguard policies, World Bank Environmental and Social Framework, procedures and practice is desirable;
- e) Knowledge of local Social Development and Environmental Legislations, Acts and procedures;
- f) Knowledge of MS Office (Word, Excel, PowerPoint).

### **6.2 Required Skills and Specialized Techniques**

- a) Proactive skills and ability to respond effectively to deadlines and high-pressure situations;
- b) Track record of successfully working with government on environment and social safeguards, sustainable development agenda is preferable;
- c) Ability to design/prepare project safeguard plans and tools;
- d) Report writing skills;
- e) Fluency in English language with strong written and oral communication skills;
- f) Advance computer (PC) skills, including Microsoft Office or related software to be used for ESMP;
- g) Good Communication, interpersonal skills, and time management.

## **7.0 Deliverables and Reporting**

The Consultant will prepare and submit the ESMP to the project coordinator. A Draft ESMP for the Klay Hatchery, after various level of consultation, collection of the relevant data, data analysis and conclusion on relevant aspects. The Consultant will submit the final products in soft copy and five bonded hard copies of each ESMP report to the Project Coordinator and the required number of soft and hard copies to the EPA following completion and support to obtain relevant EPA

permits.

The expected deliverables of the assignment are as follows:

- (i) Submission of an inception report inclusive of a detailed work plan and schedule within one (1) week of signing the contract;
- (ii) Submission of a draft ESMP within 4 weeks following the signing of the contract to be reviewed by the client and stakeholders;
- (iii) Final ESMP reports after incorporating information and addressing comments and observations satisfactorily within 8 weeks after signing of the contract, to support the client to disclose it on the Government websites and WB info. Shop;
- (iv) Submission to the Environmental Protection Agency of Liberia for the acquisition of Environmental Permit.

## **8.0 Location**

The consultant will be based in Monrovia with occasional travel to project communities as may be necessary.

## **9.0 Duration of the Consultancy**

The consultancy will be carried out over a period of 8 weeks.

**10.0 Selection Method:** Individual Consultant (IC)