

**TERMS OF REFERENCE**  
**A SOCIAL ASSESSMENT OF CLIMATE CHANGE IMPACTS ON GENDER, YOUTH AND LABOUR**  
**DYNAMICS IN THE FISHERIES SECTOR**  
**PROMOTING COMMUNITY BASED CLIMATE RESILIENCE IN THE FISHERIES SECTOR PROJECT**  
**INVESTMENT PROJECT 4**  
**STRATEGIC PROGRAMME FOR CLIMATE RESILIENCE**

**1. BACKGROUND**

Jamaica is an Archipelagic State located in the Caribbean Sea. Sixty percent of the current population (estimated 2.7 million) resides within 2 kilometers of the coast of the mainland and a majority of the country's GDP is generated in coastal areas. A substantial portion of the population lives in rural areas and relies directly or indirectly on agriculture to sustain their livelihood. The agricultural sector employs a significant part of the work force.

Considering these physical and socio-economic attributes, Jamaica—both the hinterlands and aquatic areas (freshwater and marine)—are extremely vulnerable to climate change and climate variability. The threats include: increases in extreme rainfall events and drought; sea level rise; storm surges; more intense hurricanes; and increased temperatures and ocean acidification.

It is anticipated that this will lead to large-scale changes to the marine ecosystems with far-reaching consequences for associated livelihood activities as well as for the coastal protection provided by healthy coral reefs. The entire Caribbean region observed extremely warm sea temperatures in 2005 which caused the largest bleaching of coral reefs—an important fish nursery and habitat—in the region to date. This event wiped out as much as 70 percent of the reefs in some countries, causing the substantial decline of reef fisheries which led to appreciable losses to national economies. It is predicted that the Caribbean waters may experience declines in fish catch potential in the range of 5–50% due to warming of 2°C by 2050 and more frequent bleaching events (*Turn Down the Heat III* report, World Bank, 2014). This warming may cause a shift in the species composition of resident wild fish populations and fish species that are cultured.

Therefore, establishing effective measures to protect marine and coastal ecosystems and build resilience to climate change in the fisheries sector would be an important input in sustaining the country's economic growth and rural livelihoods.

This reality has been highlighted in Jamaica’s National Development Plan, Vision 2030—the country’s long-term sustainable development program. Vision 2030 recognizes the need for a healthy natural environment and has climate change adaptation as a key outcome. Jamaica has developed a Strategic Program for Climate Resilience (SPCR) as part of the Pilot Program for Climate Resilience (PPCR) that will assist in climate-proofing the country’s development. The SPCR is aligned to Vision 2030, and also builds on gaps and challenges identified in Jamaica’s development strategy.

In November 2012, the PPCR Sub-Committee agreed to allocate USD 5 million in grants to Jamaica in order to further advance the objectives and implementation of Jamaica’s Strategic Program for Climate Resilience (SPCR). This allocation was intended to support the Project “Promoting Community-based Climate Resilience in the Fisheries Sector”, which aims at enhancing community-based climate resilience among targeted fishing and fish farming communities of Jamaica. The key outcomes expected from the Project include:

1. Strengthened and climate-smart fisheries and aquaculture policy and regulatory framework;
2. Reduced vulnerability of the targeted fishing and fish farming communities to climate shocks;
3. Diversified and strengthened livelihoods of targeted artisanal fishers and fish farmers.

The above-mentioned outcomes will be accomplished through:

Component 1: Strengthening the Fisheries and Aquaculture Policy and Regulatory Framework.

Component 2: Diversification, Alternative Livelihoods and Aquaculture for Sustainable Fisheries and Aquaculture including: i) Community-based Aquaculture, ii) Coastal Mariculture/Poly-culture, and iii) Artisanal Longline fishery for Pelagic species. And,

Component 3: Capacity Building and Awareness Raising including: i) Training, ii) Support to fishers’ and fish farmers’ organizations, and iii) Awareness building and behavior change.

The Promoting Community-Based Climate Resilience in the Fisheries Sector Project is to be executed over a 5-year period by the Ministry of Industry, Commerce, Agriculture and Fisheries (MICAFA).

## **2. OBJECTIVE OF THE ASSIGNMENT**

The consultancy will conduct a social assessment of the climate change impacts on the dynamics of gender, youth and labour in the fisheries sector in the targeted fishing and fish farming communities. This will inform and contribute to the design of specific actions to be incorporated in other relevant Project activities.

## **3. SCOPE OF WORK**

In carrying out the assignment, the Consultancy is expected to conduct a social assessment of the impact of climate change on the roles of women and youth in the sector and the ways in which climate change may impact men, women, persons with disabilities and youth differently. The Consultancy is also expected to conduct an assessment of the labour dynamics/labour standards in the fisheries sector, including the impacts to vulnerable and disadvantaged groups. The information generated from this activity will help to strengthen the knowledge base on climate change impacts on the fisheries sector in general and provide empirical data to support transitions to alternative livelihood activities at the community level and design specific actions to be incorporated into the Project activities such as livelihoods sub-projects under Component 2.

- i. Specific tasks under this assignment will include: A literature review of available information/data on gender gaps related to climate change and labour standards/dynamics in the fisheries sub-sector. Specific consideration should be given to the accessibility to institutions (financing, credit, management, etc.) of the target groups identified,
- ii. Outline survey design, including details of methodology; sampling plan;
- iii. Design, pre-test and finalize survey instruments.
- iv. Collect data using the survey instruments designed.
- v. Analyze data and produce report with tables, charts and graphs and detailing issues related to gender, youth and labour standards
- vi. Validate survey findings in consultation with key stakeholders.
- vii. Prepare a report of findings with recommendations for mainstreaming gender and youth in the relevant Project activities to address the building of resilience to climate change in fishing and fish farming communities
- viii. Conduct any other task in keeping with international best practices
- ix. Finalize and submit report.

Data, under specific tasks of this assignment, will be collected to determine:

- the roles and responsibilities of youth and gender in the fishery value chain and fishing and aquaculture communities;
- identification of disparities and other inequalities related to gender and youth in targeted fishing and fish farming communities and the fisheries/aquaculture value chains;
- their accessibility to institutions (financing, credit, management, etc.), level of involvement and organization at the community level;
- investigation of ongoing changes in livelihoods (at the community, household and individual levels) and the related gender and youth issues.
- Specific actions to address youth and gender inequalities in other Project activities.
- Identification of impacts of climate change on youth and gender along the fisheries value chain.
- Assessment the level of gender sensitivity of the institutions responsible for social assistance, the co-ordination of disaster relief, credit, financing, etc. practice and the ability of vulnerable and disadvantaged groups, women, men and youth to access these institutions or means of assistance.
- Labour relations/standards/dynamics along the fisheries value chain and the identification of the role of and the impact of such relations/standards/dynamics on vulnerable/disadvantaged groups Determination if such standards are in conformity with international standards (e.g. International Labour Organization)

The Consultancy will be expected to consult with relevant stakeholders and stakeholder entities e.g. Social Development Commission, and other stakeholders who are actively involved in community development and gender, youth and labour issues. It may also be possible to build synergies based on the experience of other projects under the PPCR. This analysis will be used to determine interventions to support alternative livelihoods and diversification strategies for the fishing/aquaculture community with a view of supporting gender and youth equality outcomes of such interventions as well as make recommendations to improve labour standards in the fisheries sector and provide recommendations for gender-sensitive approaches to climate change adaptation, resilience building and post-disaster recovery/relief activities.

#### **4. EXPECTED DELIVERABLES**

- An inception report which includes a detailed work plan, methodology, budget, a sampling plan, implementation schedule within ten days after the commencement of the assignment.
- A literature review within fifteen days of commencement of the assignment.
- Survey design including survey/assessment tool within twenty days of commencement of the assignment

- Draft Report documenting analysis of survey data, desk review, related findings and recommendations within sixty days of commencement of the assignment.
- Final Report in hard copies (3) and electronic format, after receipt and adjustments based on comments of the reviewers within ninety days of commencement of the assignment.
- Electronic file (Excel; Access) with raw data, processed data.

<b>Deliverables</b>	<b>Timing</b>
An inception report which includes a detailed workplan, methodology, budget, sampling plan and implementation schedule	Within 10 days of commencement of the assignment
Literature review	Within fifteen days of commencement of the assignment
Survey design including survey instruments	Within 1 month of commencement of the assignment
A draft report documenting analysis of survey data, the findings and recommendations	Within 2 months of commencement of the assignment
Final survey report in hard copies (3) and electronic format, after receipt and adjustments based on comments of the reviewers	Within 4 months of commencement of the assignment
Raw and Processed data in excel and access	Within 4 months of commencement of the assignment

## **5. PAYMENT PLAN**

Payment will be made as follows:

Payment will be made upon satisfactory completion of the deliverables and approval by the Project Manager. Payment will be made only upon the receipt of an invoice.

- First payment to be made upon contract signature 10%
- Second payment upon receipt of the inception report which includes a detailed workplan, methodology, budget, sampling plan and implementation schedule and impact assessment design strategy document, survey and data collection plans 15% (Activity 1 & 2)

- Third payment on receipt of Literature Review, Survey Design including survey instruments 15% (Activity 3)
- Fourth payment on receipt of First Draft of Report – 10%
- Final payment on receipt of final draft report and receipt of raw and processed data in excel and Access - 50%

## **6. QUALIFICATION & EXPERIENCE**

The work is expected to be carried out by a Consulting Firm, with a team comprised of lead consultant/researcher and technical consultants/researchers. The lead consultant in the team is required to possess:

- Advanced degrees in gender and/or women studies, sociology or related area.
- Knowledge and an experience working with programmes that promote youth, gender and social interactions
- Experience in conducting social surveys of this nature
- Knowledge and understanding of fisheries and climate change issues
- Excellent analytical and reporting skills
- Fluency in English
- Experience in tropical countries is considered to be an advantage.

## **7. SPECIFICATIONS OF THE ASSIGNMENT**

**Duration:** The total duration of the assignment is 90 working days elapsed over 4 months.

## **8. REPORTING**

The Consultancy will report to the Project Manager located in MICAF.

## 9. REFERENCES

- 1) Brody, A, Demetriades, J and Esplen, E., (2008) Gender and climate change: mapping the linkages -A scoping study on knowledge and gaps Prepared for the UK Department for International Development by, BRIDGE, Institute of Development Studies (IDS), UK.
- 2) CIF Gender Action Plan
- 3) Garmer, L W (Ed). (2010).). Gender climate change and community based adaptation guidebook New York: UNDP
- 4) **McLymont, Lafayette, Wedderburn, J and Williams-Raynoir, P. (2014). Climate Change Gender and Persons with Disabilities in Small Island Developing States, Kingston: Panos Caribbean and Friedrich Ebert Stiftung.** (Jamaica and the Eastern Caribbean). <http://library.fes.de/pdf-files/bueros/fescaribe/11389.pdf>
- 5) PAHO: Gender Perspectives: Integrating Disaster Risk Reduction into Climate Change Adaptation
- 6) UN/ISDR (2009) Gender Perspectives: Integrating Disaster Risk Reduction and Climate Change Adaptation: Good Practices and Lessons Learnt. <https://www.unisdr.org/we/inform/publications/3391>
- 7) <http://www.gendercc.net/fileadmin/inhalte/Dokumente/Tools/toolkit-gender-cc-web.pdf>
- 8) <http://www.undp.org/cu/crmi/docs/undp-gendercomcc-td-2010-en.pdf>
- 9) [https://ppcria.org.jm/wp-content/uploads/2018/03/WEB\\_The-State-of-the-Jamaican-Climate-2015-Summary-for-Policymakers-.pdf](https://ppcria.org.jm/wp-content/uploads/2018/03/WEB_The-State-of-the-Jamaican-Climate-2015-Summary-for-Policymakers-.pdf)