

# Resilient Bold Belize: Improving Stewardship and Sustainable Livelihoods- Annexes

WWF GEF

Belize Fund for a Sustainable Future

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### Annex 3: Detailed Climate Analysis and Context

#### BELIZE COASTAL COMMUNITIES AND CLIMATE CHANGE: OBSERVED TRENDS AND IMPACTS

Belize is already experiencing negative impacts of climate change on both ecosystems and livelihoods (Figure 1).

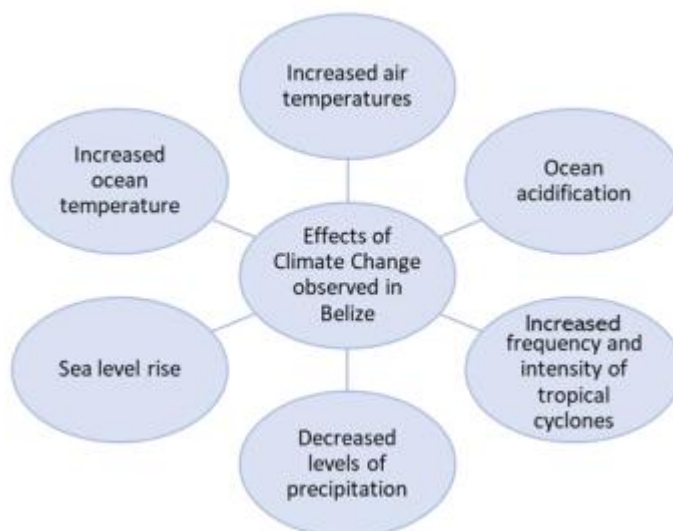


FIGURE 1: IMPACTS OF CLIMATE CHANGE OBSERVED IN BELIZE (NCCPSMP, 2021)<sup>1</sup>

The following Representative Concentration Pathways (RCPs) (IPCC) are used to describe the potential impacts of climate change:

- **Optimistic Scenario:** RCP4.5. This scenario assumes a future where global greenhouse gas emissions continue to rise but at a slower rate compared to the high-emission scenario. Climate change impacts of highest national concern are sea level rise, the increased frequency and intensity of tropical cyclones, disrupting economic activities, damaging infrastructure, and severely impacting coastal fishing communities. This is compounded by the impacts of increasing sea surface temperatures and ocean acidification on marine ecosystem health – particularly the coral reefs, of critical importance in supporting both the fishing and the tourism industries, and the national economy.

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<sup>1</sup> Belize's National Climate Change Policy, Strategy and Master Plan Belize. Ministry of Sustainable Development, Climate Change, and Disaster Risk Management, Belmopan, Belize, 2021

- **Pessimistic Scenario:** RCP6. This scenario assumes that global greenhouse gas emissions continue to rise significantly without any substantial efforts to mitigate them. There will be extreme climate change impacts in Belize, including more frequent and intense natural disasters, significant sea-level rise leading to the potential for displacement of coastal communities, and widespread ecological and societal disruptions.

The data for each concentrative pathway is supplemented by local community surveys conducted in the most vulnerable coastal communities, providing local data on climate change perceptions and impacts already being experienced by people<sup>2</sup>. To identify climate change impacts seen in communities and the level of understanding of climate change, consultations were held with community members across the coastal communities from 2021-2023. 66.7% of 201 coastal community residents interviewed identify climate change as an increasing issue<sup>3</sup>. The intense heat, combined with increasing droughts is resulting in crop failures and the loss of fruiting trees in the coastal communities, reducing the potential of income diversification opportunities in agriculture. There is also a high level of recognition in the coastal communities of the changes in growing and fruiting seasons (60.7% of respondents), with unpredictable shifts in growing seasons resulting in crop failure – particularly significant for subsistence farmers, or fishers withing to shift to agriculture to diversify their income<sup>4</sup>. For fishers reliant on cold weather-driven fish runs along the coastline, the timing of the run is less predictable, and is now considered to be a month later than normal. The heat is also impacting the effort for catching product (conch and lobster), with fishers identifying the need to return the catch to the boat more frequently, to avoid it spoiling in the warmer air temperatures.

Heat was also identified as an increasing risk to the health of residents in the communities, with increasing risk of dehydration, heatstroke and associated impacts on those with diabetes. The heat is also linked by the respondents to exhaustion, inability to concentrate (particularly in schools) and headaches. This has led to people adapting through increasing use of air conditioners and fans, particularly in urban centres. In 2024, power demand exceeded supply for several weeks during the driest, hottest days, resulting in rolling blackouts, particularly in the key tourism destinations such as San Pedro, with significant impacts on livelihoods.

## AIR SURFACE TEMPERATURE

In Belize, temperatures follow seasonal patterns, with cooler temperatures from November to February and warmer months from May to September. The mean **annual surface air temperature** has increased by 0.45°C since 1960, an average rate of 0.10°C per decade, with a gradual warming from 1901 to 2022 (Figure 2). The average number of ‘hot’ days per year in Belize (days exceeding 10% of current average

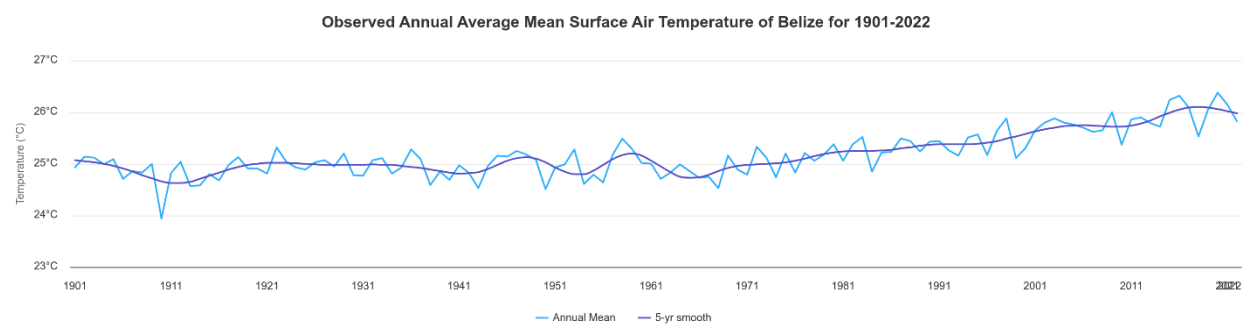
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<sup>2</sup> WWF Climatecrowd.org. 201 interviews in 2023

<sup>3</sup> WWF Climatecrowd.org. 201 interviews in 2023

<sup>4</sup> WWF Climatecrowd.org. 201 interviews in 2023

temperature) has increased by 18.3% between 1960 and 2003<sup>5</sup>, with 50 extreme heat days forecast for 2024<sup>6</sup>.



\_\_\_\_\_ annual mean temperature; \_\_\_\_\_ 5-year smoothed average

**FIGURE 2: ANNUAL AVERAGE MEAN SURFACE AIR TEMPERATURE OF BELIZE**

Source: World Bank Climate knowledge Portal, Country Belize.

The projection for Belize under the more optimistic 4.5 scenario is of a maximum increase of 1.14°C increase in the next 50 years (Table 1), but with more intense temperature extremes – heat waves and cold spells. Beyond the more pessimistic scenario would result in an increase of 8°C over the same time frame (Figures 3 and 4).

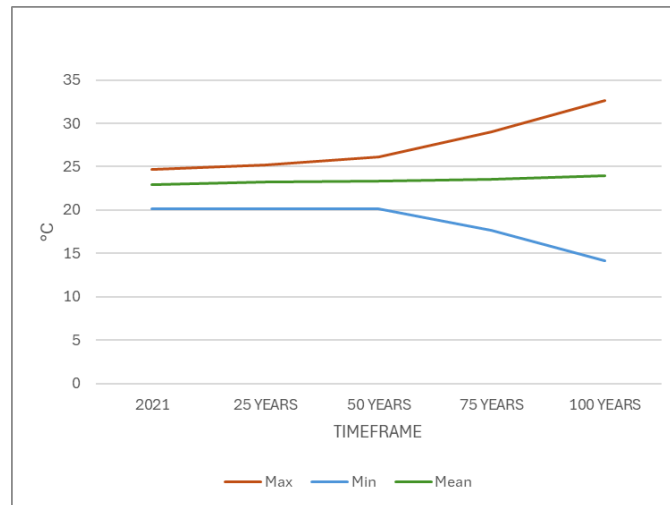
| MODEL  | PARAMETER | 2021    | 25 years | 50 years | 75 years | 100 years |
|--------|-----------|---------|----------|----------|----------|-----------|
| RCP4.5 | Max       | 24.68°C | 25.23°C  | 26.11°C  | 29.00°C  | 32.65°C   |
|        | Min       | 20.15°C | 20.15°C  | 20.15°C  | 17.71 °C | 14.11°C   |
|        | Mean      | 22.93°C | 23.23°C  | 23.32°C  | 23.60°C  | 23.92°C   |

**TABLE 1: SURFACE AIR TEMPERATURE PROJECTIONS FOR BELIZE (NCCPSMP, 2021)**

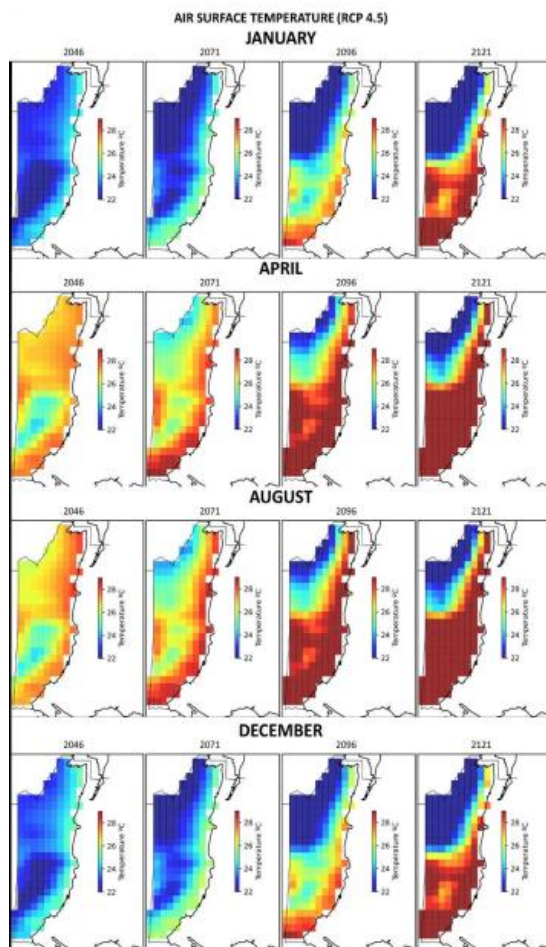
<sup>5</sup> World Bank, accessed 2025.

[https://climateknowledgeportal.worldbank.org/country/belize/climate-data-historical?utm\\_source=chatgpt.com](https://climateknowledgeportal.worldbank.org/country/belize/climate-data-historical?utm_source=chatgpt.com)

<sup>6</sup> Belize Meteorological Centre, 2024



**FIGURE 3: GEOGRAPHIC DISTRIBUTION OF AIR SURFACE TEMPERATURE WITHIN THE NEXT 100 YEARS UNDER THE 4.5 RCP MODEL (NCCSMP, 2021)**

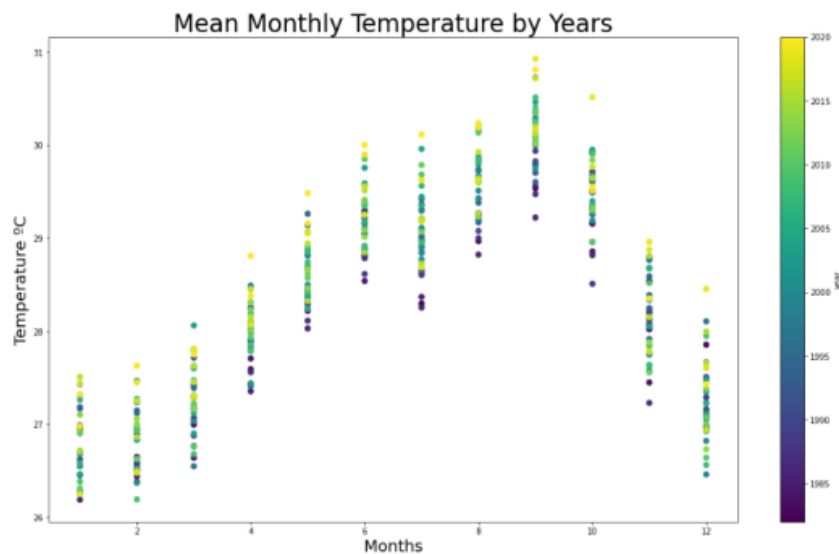


**FIGURE 4: AIR SURFACE TEMPERATURES IN BELIZE UNDER THE 4.5 RCP SCENARIO (NCCSMP, 2021)**

## SEA SURFACE TEMPERATURE

Sea surface temperatures have shown increases of 0.5 to 1.0°C since the mid-20th century leading to increasing coral bleaching and coral susceptibility to diseases (most recently, Stony Coral Tissue Loss Disease, causing high mortality in structural corals across Belize). Coastal communities across Belize recognize that **increasing water temperatures** are already impacting fishers, with fish, lobster and conch moving to deeper, cooler water further from the coast. 92% of fishers report that they now catch fewer fish than they did 20 years ago, and 95% report that they consider that climate change is contributing to it being harder to catch fish now compared to 20 years ago<sup>7</sup>. This is forcing fishers to go further out to sea and for longer periods of time for ultimately less product. Those who free dive for lobster and conch are having to dive an additional 20 feet deeper (to 90 feet), with increased risk to health and life, as lobster and conch seek cooler waters.<sup>8</sup>

Climate change scenarios show sea surface temperatures in Belize continuing to rise at a rate of approximately 0.5°C every 25 years, with an increase of 1°C expected within the next 50 years<sup>9</sup>(depending on greenhouse gas emission scenarios and global climate policies<sup>10</sup>). The impacts on the health of the reef, the marine life and the fisher and tourism livelihoods it supports are already being observed, with increasing coral bleaching and disease, and will increase in the future (Figures 5 and 6).



**FIGURE 5: SEA SURFACE TEMPERATURE VALUES PER MONTH AND YEAR (NCCSMP, 2021)**

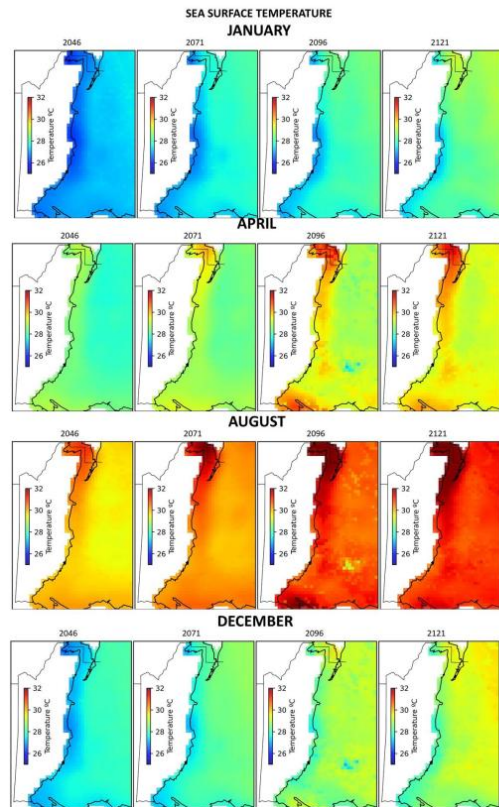
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<sup>7</sup> WWF Climatecrowd.org. 201 interviews in 2023

<sup>8</sup> Validation Workshop for Vulnerability and Livelihood Assessment for Chunox and Sarteneja Villages. September 2024. Ministry of Blue Economy and Disaster Risk Management

<sup>9</sup> Belize's National Climate Change Policy, Strategy and Master Plan Belize. Ministry of Sustainable Development, Climate Change, and Disaster Risk Management, Belmopan, Belize, 2021

<sup>10</sup> IPCC. (2019). Special Report on the Ocean and Cryosphere in a Changing Climate



**FIGURE 6: MONTHLY MEAN SEA TEMPERATURES (NCCSMP, 2021)**  
**INTENSITY OF STORMS**

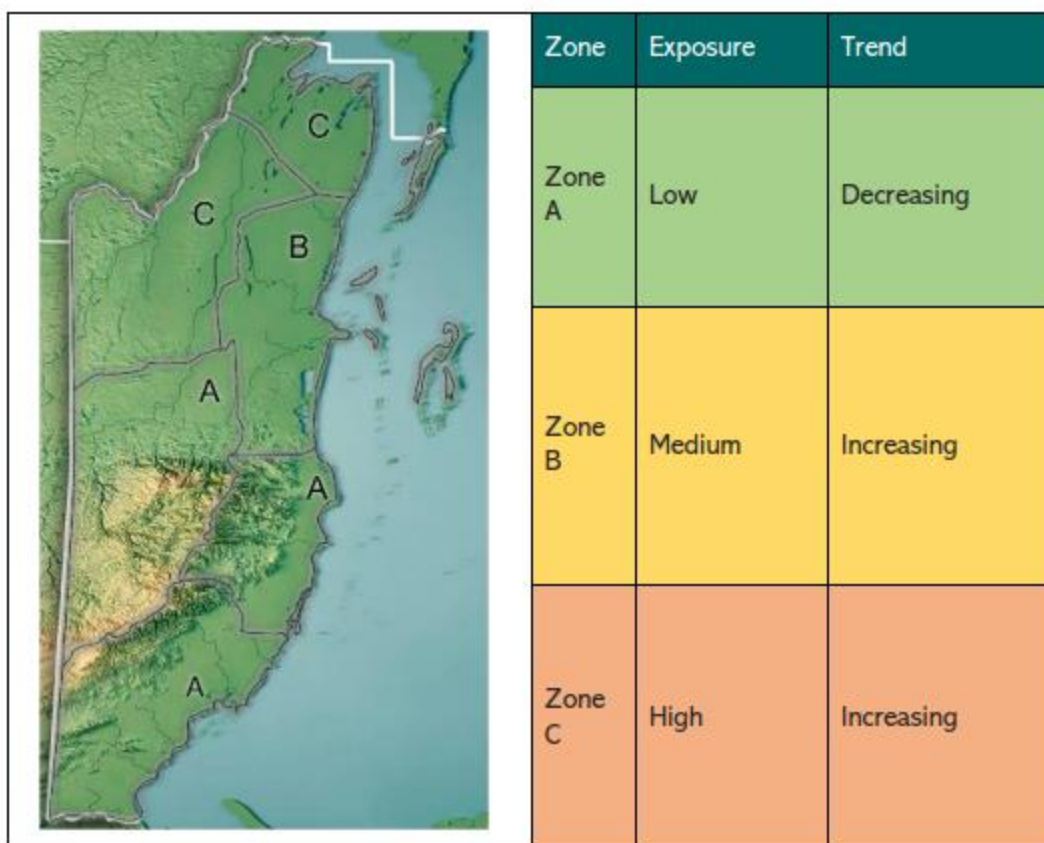
The warmer sea surface temperatures in the Caribbean Sea are also resulting in more **intense storms**, with stronger and potentially more devastating hurricanes, disrupting economic activities, damaging infrastructure, and severely impacting local communities, particularly in the northern districts, where three of the key vulnerable fishing communities are located (Figure 7)<sup>11</sup>.

Coastal community interviews with fishers have also identified an increase in ‘rough water’ days, with stronger winds and currents affecting the number of days fishers and can be active in the water, impacting their income.<sup>34</sup> Since 2011, the increasing water temperatures, shifts in winds and changing currents have also been bringing sargassum in increasing quantities to the pristine sandy beaches of the tourism destinations, resulting in inaccessible water for tourism access, strong odors as the

sargassum rots, added to by fish and turtle hatchling mortality in the shallow waters, and mangrove mortality in areas where the sargassum collects<sup>12</sup>.

<sup>11</sup> Belize’s National Climate Change Policy, Strategy and Master Plan Belize. Ministry of Sustainable Development, Climate Change, and Disaster Risk Management, Belmopan, Belize, 2021

<sup>12</sup> Elizabeth M. Johns, Rick Lumpkin, Nathan F. Putman, Ryan H. Smith, Frank E. Muller-Karger, Digna T. Rueda-Roa, Chuanmin Hu, Mengqiu Wang, Maureen T. Brooks, Lewis J. Gramer, Francisco E. Werner, The establishment of a pelagic Sargassum population in the tropical Atlantic: Biological consequences of a basin-scale long distance dispersal event, Progress in Oceanography, Volume 182, 2020,



**FIGURE 7: HURRICANE EXPOSURE IN BELIZE BY ZONE (NCCSMP, 2021)**

Over the next 50 years, the increasing storm damage to critical coastal and marine ecosystems (coral reef and mangroves) will reduce the nature-based coastal defenses and carbon sinks, and impact both local and commercial fisheries in the short term, impacting food security and commercial fishing incomes. Intense storms impact the reef by overturning coral heads, causing structural damage to species such as the critically endangered elkhorns, and depositing sand on the reefs, smothering coral polyps and reducing the reef rugosity that shelters fish. Because fishers are restricted to two fishing areas, if both are impacted by storms, it can be months before fishers are able to return to the sites to fish, and years before the areas are back to full production<sup>13</sup>. With limited options for transferring to other fishing areas, the long-term cumulative impact of increasingly destructive storms on their livelihoods can be significant.

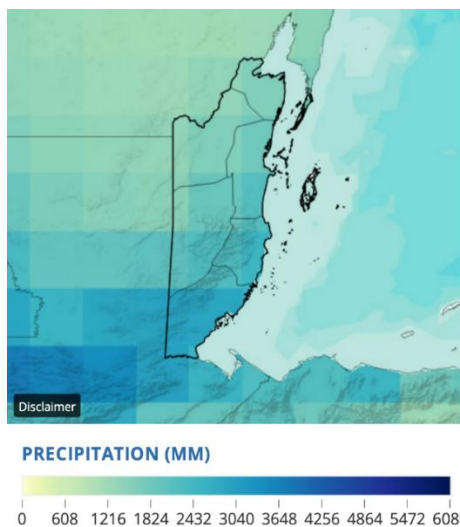
## RAINFALL

There is a significant spatial gradient of annual precipitation from north to south Belize with southern Belize having between three and four times the annual average rainfall in northern Belize (2,540 to 4,570 in southern Belize, 1,270 to 1,780 mm in northern Belize) (Figures 8 and 9). Mean annual rainfall over

<sup>13</sup> Northern fishing community interviews 2022 – 2024, Wildtracks

Belize has decreased at an average rate of 3.1 mm per month per decade since 1960, with shifts in the seasons and dependability of rainfall. This trend of decreasing average rainfall will increase into the next 25 years, with the 107.4 mm mean of 2021 declining to a predicted 89.9 mm in the next 25 years, and to a further 74.7 mm by the end of the next 50 years. Coastal areas will become drier, particularly where coastal development and urban expansion removes the natural vegetation. Belize is predicted to experience<sup>19</sup>.

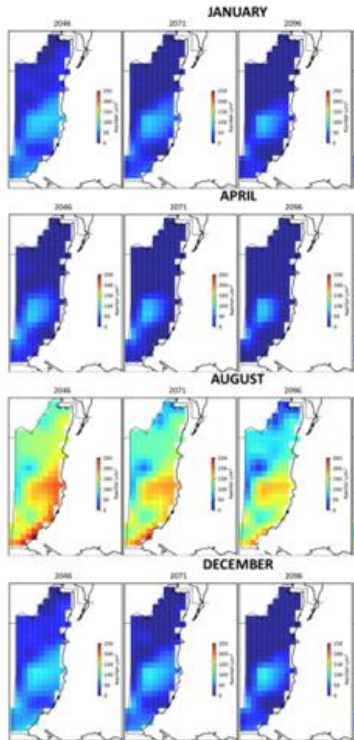
While the rainy season may be shorter, rainfall will continue to be less predictable and more intense. There are indications of a trend toward more frequent and severe droughts, with localized crop failures and increasing fire damage as a result of the drier weather. This led to a state of emergency in southern Belize in 2024, with the loss of both permanent and annual crops to fire damage in the more vulnerable rural communities. The same year also saw significant flooding in northern and central Belize, with damage to road infrastructure, displacement of families and damage to houses and agricultural lands.



**FIGURE 8: ANNUAL PRECIPITATION PATTERNS IN BELIZE (1991-2020) SOURCE: WORLD BANK CLIMATE KNOWLEDGE PORTAL, COUNTRY BELIZE.**

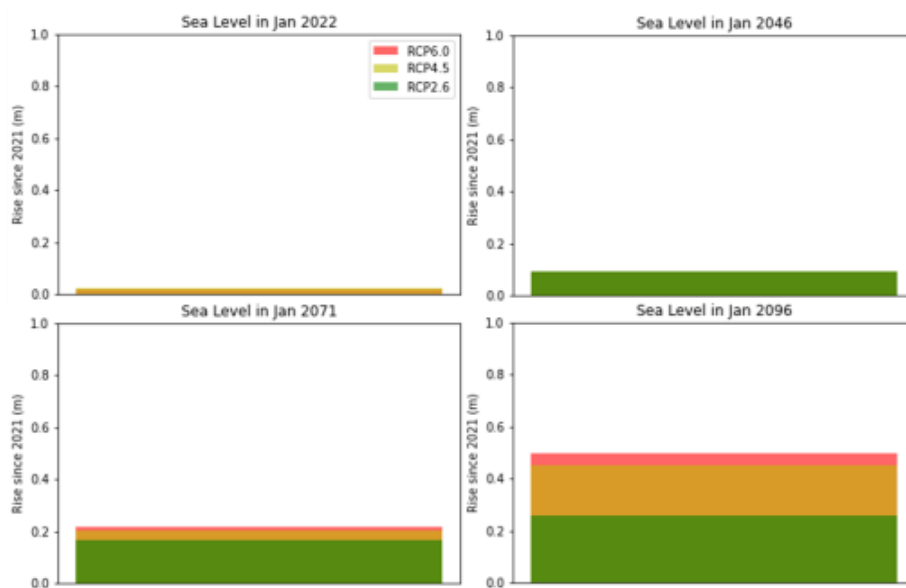
The increase in extreme droughts and rainfall events is validated by coastal community respondents, with 30.9% (primarily from the northern communities) identifying specific climate adaptation strategies to protect ecosystems and support communities.<sup>14</sup> It is important that this is taken into consideration rather than developing a 'one strategy fits all' approach, and with capacity building in communities for understanding climate risks and identification of climate smart businesses strategies needing to be tailored to the region.

<sup>14</sup> WWF Climatecrowd.org. 201 interviews in 2023



**FIGURE 9: PROJECTED MEAN MONTHLY RAINFALL EVOLUTION (NCCPSMP, 2021)**

**Rising sea level** is a significant concern for Belize, with its extensive low-lying coastal areas, with high risks of coastal erosion, damage to infrastructure, and impacts on fisheries with changes in mangrove nursery abundance and distribution. The average sea level rise observed is 3.7 mm/year, with predictions that this will exceed 9.13 cm within the next 25 years. Scenarios then demonstrate higher variability between optimistic, medium, and pessimistic scenarios, with an increase of 35 cm under optimistic conditions and up to 103.9 cm under pessimistic conditions by 2121, depending on emission scenarios and the extent of ice melt from Greenland and Antarctica (Figure 10).

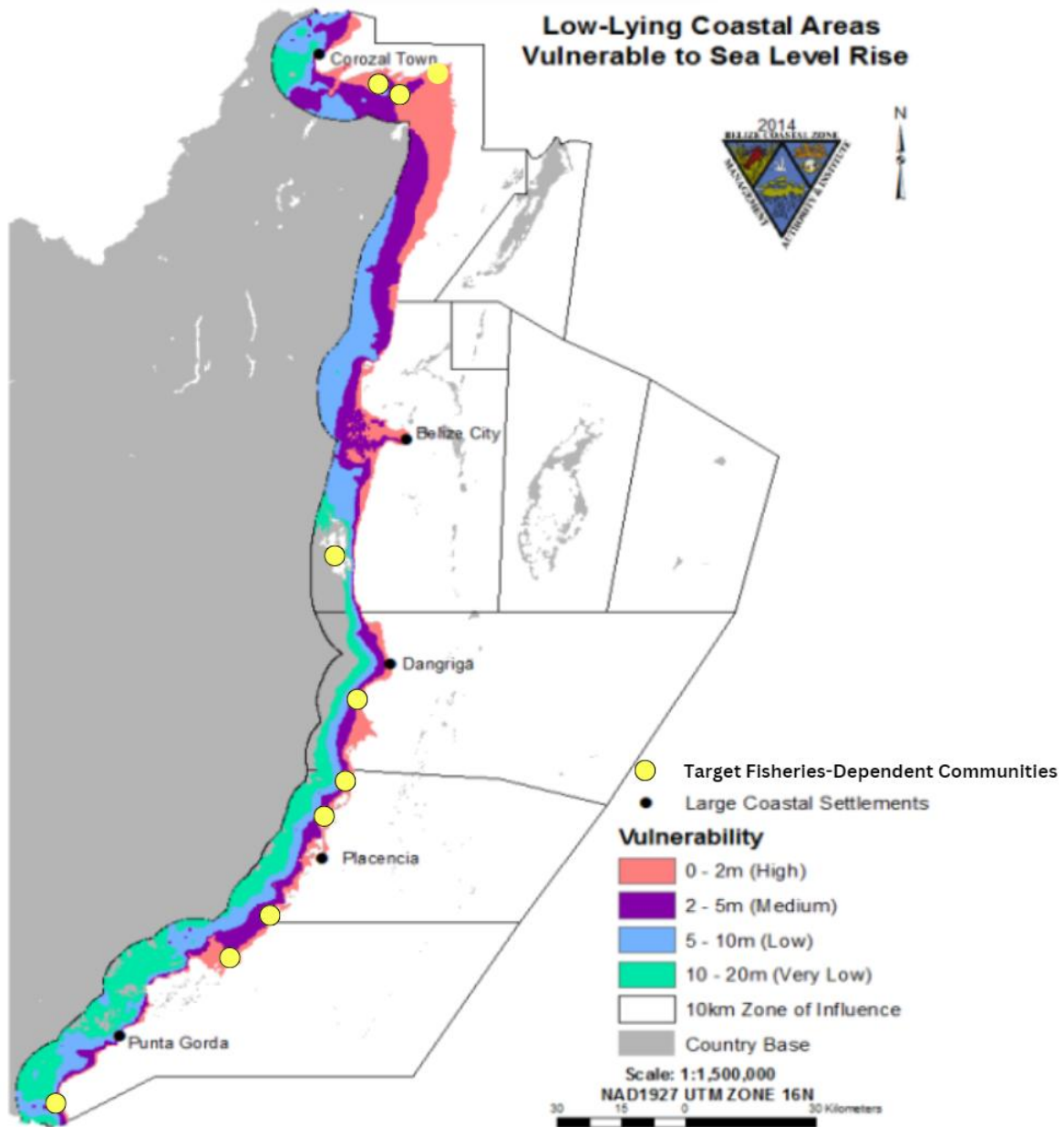


**FIGURE 10: SEA LEVEL RISE IN JANUARY COMPARED TO 2021, DEPENDING ON RCP MODEL (Belize's National Climate Change Policy, Strategy and Master Plan, 2021)**

38.8% of interviewees (90 people) across all coastal communities identified coastal erosion as a current impact, and in some communities has resulted in the loss of houses, and the migration of some people to higher ground or further inland<sup>15</sup>. In the long term, remote coastal communities will face potential isolation and displacement, as well as groundwater salinization. The latter is of particular concern as over 95% of Belize's potable water is extracted from underground aquifers.<sup>16</sup> Six of the ten target fishing communities lie on very low coastal lands, between 0 and 2 m above sea level, and are considered at high risk of inundation by sea level rise (Figure 11).

<sup>15</sup> WWF Climatecrowd.org. 201 interviews in 2023

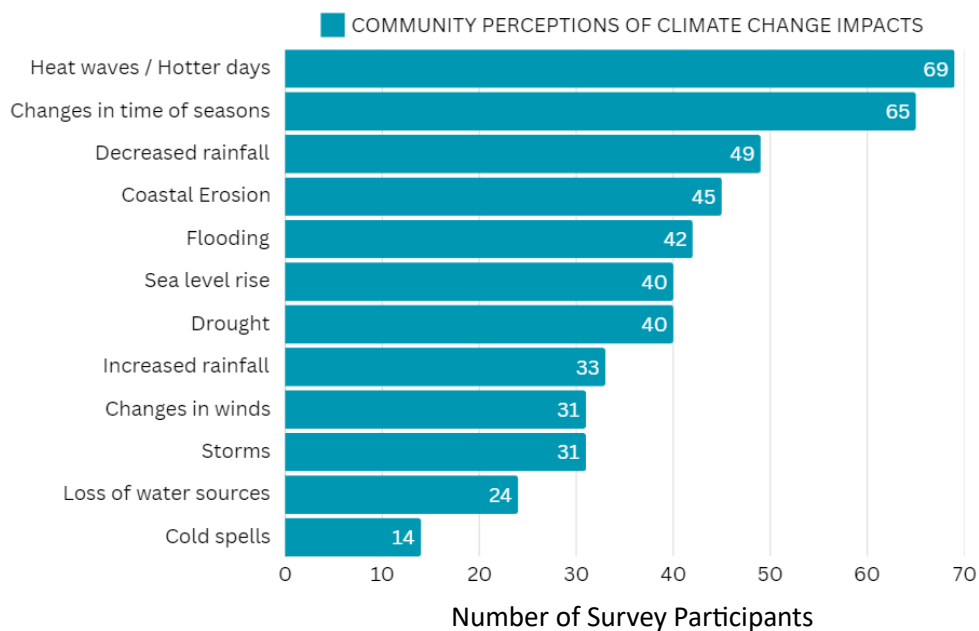
<sup>16</sup> Belize's National Climate Change Policy, Strategy and Master Plan Belize. Ministry of Sustainable Development, Climate Change, and Disaster Risk Management, Belmopan, Belize, 2021



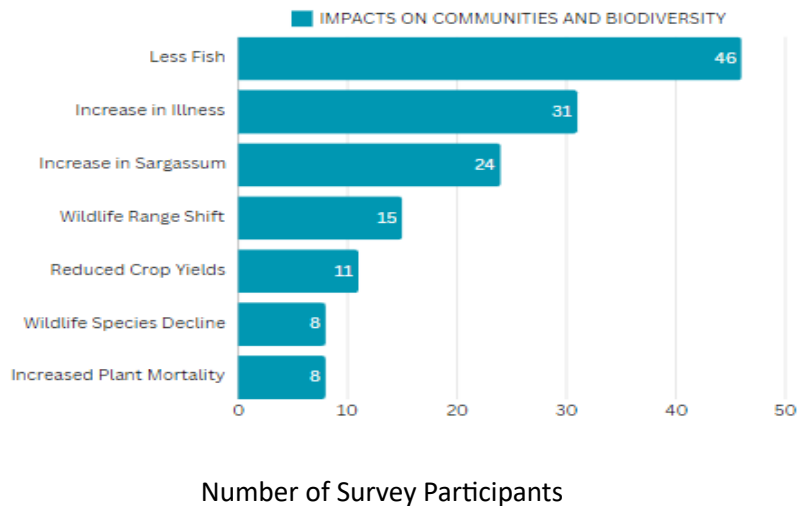
**FIGURE 11: TARGET COASTAL FISHING COMMUNITY VULNERABILITY TO SEA LEVEL RISE** (Adapted from: Analyzing Vulnerability of the Belize Coastal Tourism Sector, data origins: BTFS, CATHALAC, INEGI, IGN-Guatemala, LIC, UK Ordinance Survey, USGS, 2014)

85 interviews (38 female, 47 male) across Belize's coastal communities have also provided insight into the impacts being experienced (Figure 12) and the impacts they are seeing on both their communities and the biodiversity they rely on (Figure 13). The ten target coastal communities are particularly vulnerable, with fish stocks being depleted and reduced fish availability for subsistence fishing. Fishers are finding it harder to meet the minimum catch threshold required to support their families, with lobster and conch moving deeper into cooler waters, an increase in strong currents and storm events that prevent fishing. This is

further exacerbated by unsustainable fishing, with no cap on the number of fishers, illegal fishing activities (undersized / out of season product), fishing in conservation zones and transboundary fishing incursions



**FIGURE 12: REPORTED CHANGES IN WEATHER AND CLIMATE - WWF CLIMATE CROWD BELIZE DATA SUMMARY FOR COASTAL COMMUNITIES** (Based on 85 interviews (38 female, 47 male) across Belize's coastal communities. WWF, 2024).



**FIGURE 13: IMPACTS ON COASTAL COMMUNITIES AND BIODIVERSITY - WWF CLIMATE CROWD BELIZE DATA SUMMARY FOR COASTAL COMMUNITIES** (Based on 85 interviews (38 female, 47 male) across Belize's coastal communities. WWF, 2024).

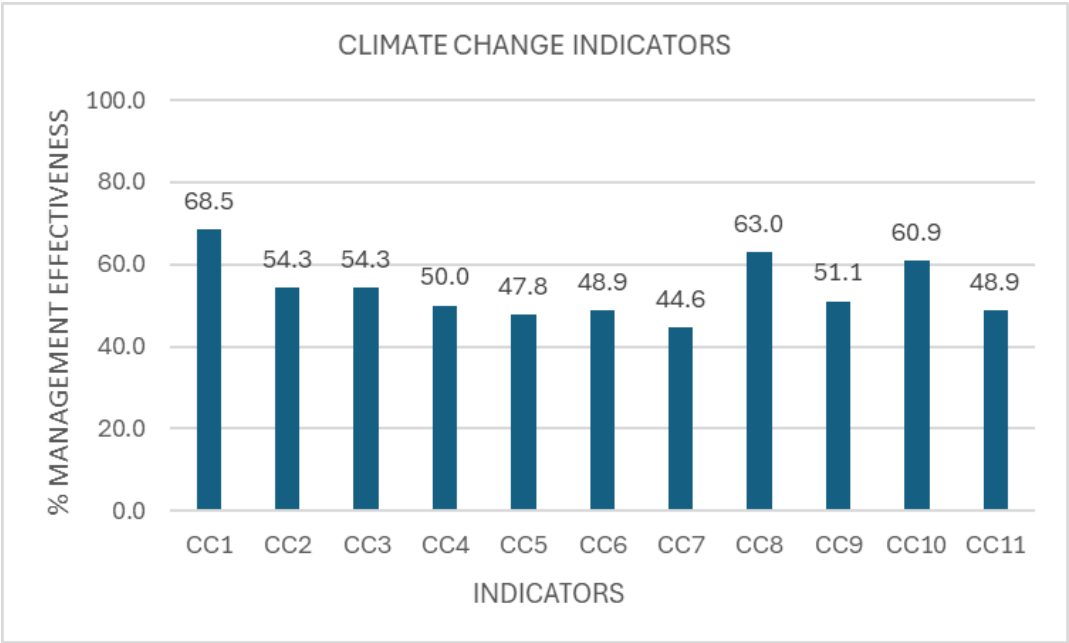
**Climate Change Summary:** Although a biodiversity hotspot, Belize’s marine and coastal ecosystems are seriously threatened by a combination of direct anthropogenic threats and climate change. Unsustainable

natural resource use and inadequate adaptive capacity are presenting serious threats to the coastal communities this project targets. The decline of fish populations and coral reef health and diversity over the last decade is alarming, as the health of the reef is critical to Belize’s fishing and tourism industries. The increasing removal of coastal ecosystems, particularly mangroves, as a result of expanding coastal development impacts the rich biodiversity that is dependent on healthy, connected, intact ecosystems. This also reduces nature-based protection of lives and livelihoods, with removal of protection from storms and fisheries nursery areas, as well reducing the national contribution to carbon-sequestration.

The impacts of climate change are exacerbated by increasing costs of living and inflation, pressuring fishers into unsustainable and illegal resource extraction to support their families. This is compounded by limited financing to build capacity for effective natural resource management at the national level and a fragmented protected areas management policy and framework.

**Climate Change and Marine Protected Area Management**

A 2023 / 2024 National Management Effectiveness Evaluation of 23 of Belize’s marine and coastal protected areas highlighted significant gaps in knowledge of climate change, its impacts on the marine resources and capacity of stakeholders in the coastal fishing communities to adapt. Specifically, the following indicators – CC7: Climate Change mitigation, CC10: Stakeholder Understanding of Climate Change and CC11: Stakeholder Adaptation to Climate Change all scored below 50%, identifying the underlying need for increased understanding of how climate change can be addressed (Figure 14).



Climate Change Knowledge Guiding Management Action

Monitoring of Climate Change

Identification of Vulnerable Site Values

Climate Change Strategies

Integration of Climate Change Strategies into Workplans

Implementation of Climate Change Strategies

Climate Change Mitigation

Institutional Knowledge of Climate Change

Dissemination of Climate Change Information to Stakeholders

Stakeholder Understanding of Climate Change

Stakeholder Adaptation to Climate Change

**FIGURE 14: CLIMATE CHANGE INDICATORS FOR 23 MARINE AND COASTAL PROTECTED AREAS, 2023 / 2024 (Wildtracks, DRAFT, 2025)**

Only one Indicator, **CC1: Climate Change Knowledge Guiding Management Actions**, exceeds the benchmark for sound management (67.7%), and none are rated as Very Good (>75.0%) , with significant strengthening required in this area. The remaining ten indicators range from 44.6% (Fair) for **CC7: Climate Change Mitigation** to 63.0% (Moderate) for **CC8: Institutional Knowledge of Climate Change**. Whilst the management authorities and NGO protected area co-management partners have some knowledge of climate change, there is weak integration into management actions, and dissemination of this information to stakeholders is in significant need of strengthening if stakeholders are to be able to understand and use this information to strengthen their future resilience, both in the fisheries and the coastal communities.

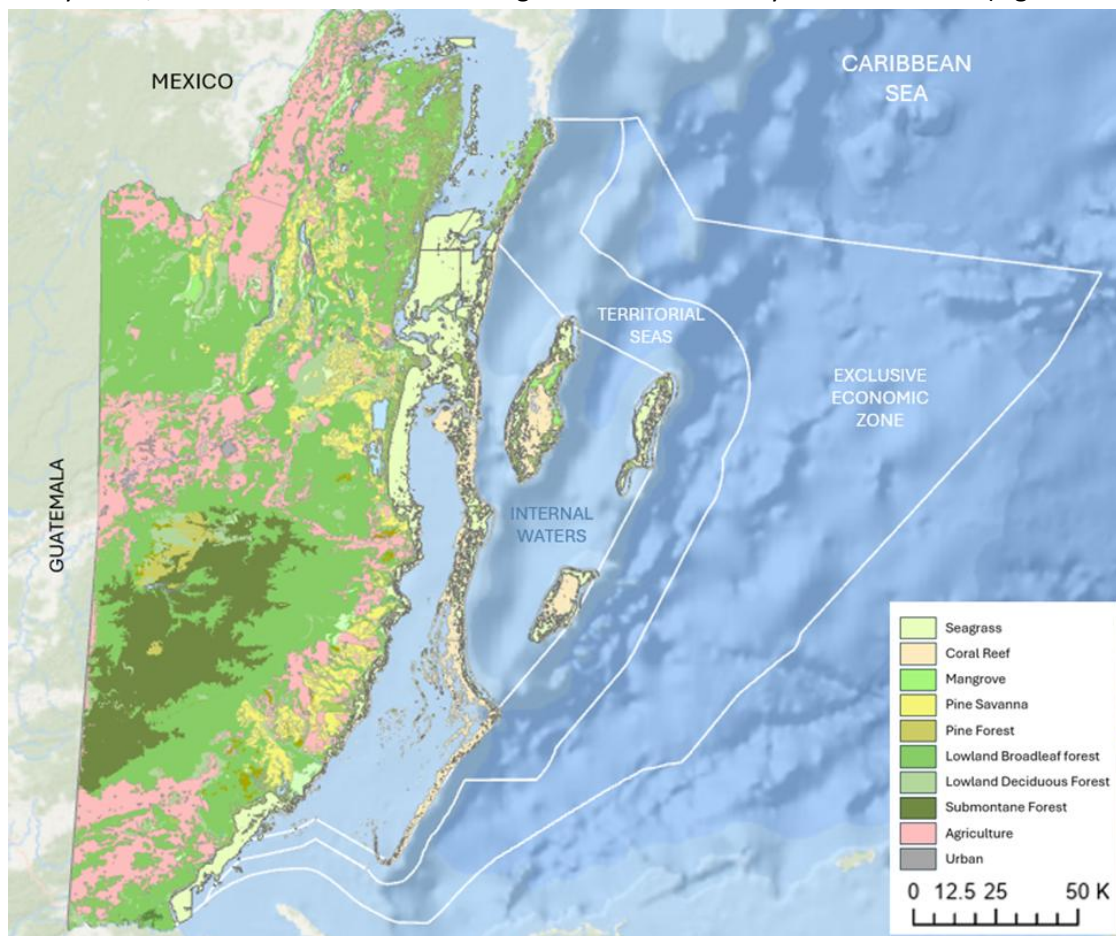
## Resilient Bold Belize: Improving Stewardship and Sustainable Livelihoods- WWF GEF

### **ANNEX 4: Geographical Context and Site Selection**

#### **GEOGRAPHY**

Belize spans an area of 22,970 km<sup>2</sup> and has an estimated population of 397,483. It is bordered by Mexico to the north, Guatemala to the west and south, and the Caribbean Sea to the east. The capital city is Belmopan, while Belize City serves as the primary commercial hub. The country's pristine coastal waters are home to the 185-mile-long Belize Barrier Reef, the longest reef in the Western Hemisphere, as well as three of the region's four unique atolls. The unique global qualities of the reef are captured in the Belize Barrier Reef Reserve System (BBRRS). Scattered across the coastal shelf and atolls are approximately 450 sand and mangrove cayes (islands). Some, like San Pedro and Caye Caulker, are vibrant tourism destinations featuring resorts and other attractions. Others remain undeveloped or host small fishing camps. The mangrove cayes play a vital ecological role, providing critical habitats for birds and marine life, many of which rely on the shelter of these mangroves during the early stages of their life cycles.

Belize encompasses numerous landscapes, ranging from offshore marine ecosystems, inland ecosystems, and mangrove ecosystems (Figure 1).



**FIGURE 1: LAND COVER MAP SHOWING THE ECOSYSTEMS AND LAND USE IN THE AREAS AROUND THE PROJECT**

- Marine Ecosystems:
  - **Coral Reefs:** The coral reefs of Belize form 30% of the Mesoamerican Reef, the longest barrier reef in the Western Hemisphere. Stretching over 600 miles parallel to the Caribbean coast from Mexico's Yucatan Peninsula, through Belize and down to the Bay Islands in Honduras, the Mesoamerican Reef provides protection to the shallow, clear waters of the coastal lagoon, with its scattered patch reefs, and the coastline. It is one of the most diverse ecosystems on earth and considered a hotspot for biodiversity, as well as being recognized as one of the 18 richest centers of endemism<sup>[1]</sup>. Outstanding on a global scale Belize's has examples of all key reef types - barrier, patch, fringing and rhomboid reefs as well as three of the four offshore atolls in the region<sup>[2]</sup>.
  - The **three atolls** lie beyond the barrier reef, rising out of waters ranging from 1,000 to 4,000 m deep on, formed on ridges that run parallel to the barrier reef. Each is a ring of coral surrounding a shallow, protected lagoon, providing an ideal environment for patch reefs and sandy cayes. The unique Blue Hole lies on Lighthouse Reef Atoll, the furthest from the shore. This geological feature is a collapsed cave system approximately 300 m

across and over 120 m deep, with impressive, submerged caves and stalactite formations. The atolls have been experiencing visible sea level rise, affecting tourism and the ability for fisherfolk to utilize the islands as they once did.

- The shallow clear waters and reefs support a rich diverse array of species, including over 100 marine species of global and national concern (Critically Endangered, Endangered or Vulnerable<sup>[3]</sup>). Of these, 25 are Critically Endangered, and include species such as the hawksbill turtle, great hammerhead shark, Nassau grouper and structurally critical reef building elkhorn and pillar corals. These waters are important for Belize's tourism industry, offering opportunities for activities such as snorkeling, diving, and fishing.
- **Seagrass:** Seagrass forms an important, highly productive ecosystem in shallow waters throughout the reef shelf and on the atolls and filters and stabilizes sediments and contaminants from the water, improving water clarity and preventing transport to the nearby reef<sup>[4]</sup>. It is important as a nursery and foraging area for species such as queen conch, nurse sharks and juvenile parrotfish, and provides connectivity between reefs and mangroves, enhancing the productivity of these marine ecosystems.
- Terrestrial Ecosystems relevant to the Project Scope:
  - **Sand Beaches** - Belize's sand beaches are part of the country's coastal and marine ecosystems, providing nesting grounds for sea turtles and feeding areas for shorebirds. These beaches are dynamic environments influenced by tides and currents, supporting a variety of plant and animal species adapted to sandy conditions<sup>[5]</sup>.
  - **Coastal Plain** - The coastal plain stretches inland with sandy soils and supports the pine savanna and tropical forest in areas with deeper, richer alluvial soils. Large banana and citrus plantations dominate this region, particularly along rivers<sup>[6]</sup>.
  - **Lagoons** - Belize's lagoons, such as Placencia, Shipstern and Gales Point lagoons, are significant for their mangrove ecosystems, providing nursery functionality for many commercial fish species. These lagoons also serve as critical habitat for various marine species, supporting traditional artisanal fisheries and marine-based tourism.
  - **Littoral Forest** - Littoral forests in Belize are coastal forests characterized by mangroves, providing essential ecosystem services like coastal protection for people exposed to tropical storms. These forests play a crucial role in maintaining the health of coastal and caye ecosystems<sup>[7]</sup>.
  - **Mangroves:** Mangroves along the coastline play a key role in the maintenance of ecosystem and human landscape integrity. They act as natural buffers between the land and water, filter land-based contaminants, prevent erosion, and dissipate storm surges during extreme rainfalls<sup>[8]</sup>. Four species of mangroves/ mangrove associates contribute to the mixed species mangrove ecosystems, including red mangrove (*Rhizophora mangle*), black mangrove (*Avicennia germinans*), white mangrove (*Laguncularia racemosa*), and buttonwood (*Conocarpus erectus*)<sup>[9]</sup>.

[1] Conservation International, 2004

[2] [Marine Protected Areas Atlas of Belize, Walker Z, 2017.](#)

[3] IUCN Red List, 2024

[4] <https://rris.biopama.org/sites/default/files/2021-03/Placencia%20REA%20Final.pdf>

[6] <https://rris.biopama.org/sites/default/files/2021-03/Placencia%20REA%20Final.pdf>

[7] [https://pdf.usaid.gov/pdf\\_docs/pnaaq597.pdf](https://pdf.usaid.gov/pdf_docs/pnaaq597.pdf)

[8] <https://rris.biopama.org/sites/default/files/2021-03/Placencia%20REA%20Final.pdf>

[9] <https://photography.mangroveactionproject.org/stories-post/mangroves-belize>

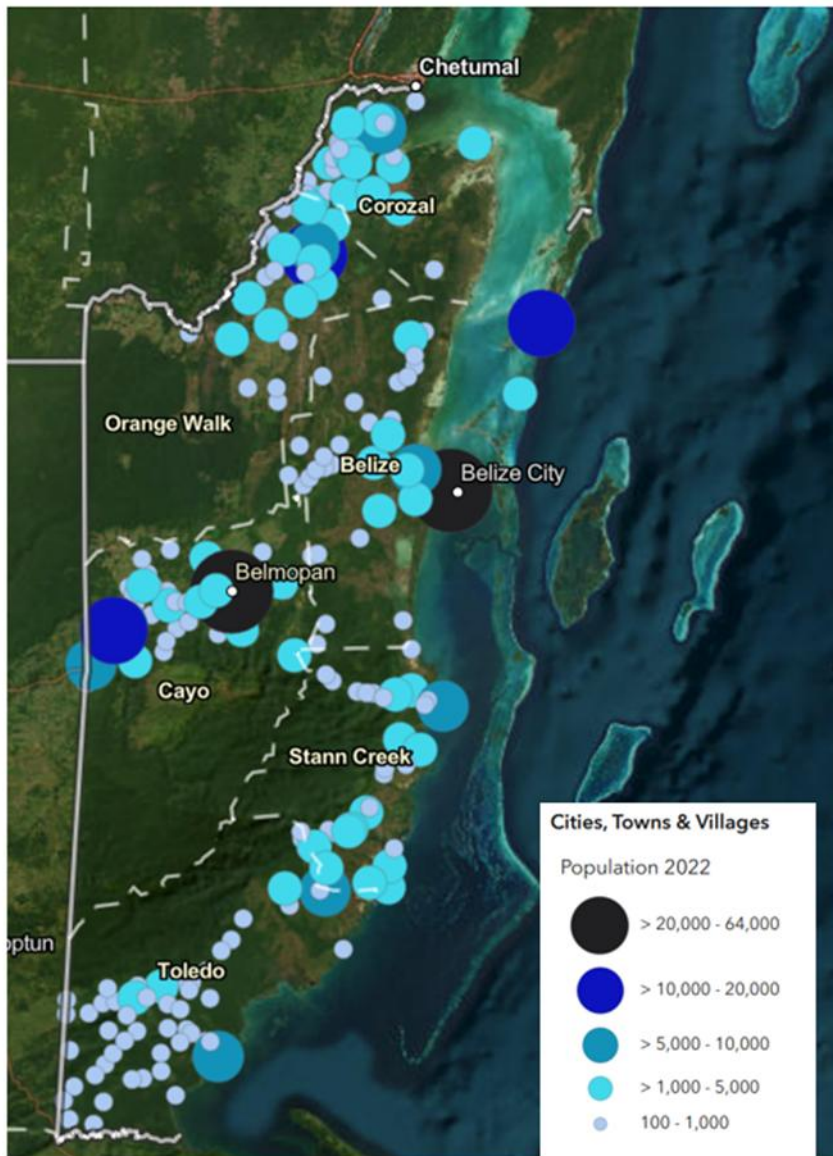
**Belize Socioeconomic Context**

Belize has a population currently estimated at just under 400,000 (Table .., Statistical Institute of Belize. 2022 Population and Housing Census), with one of the lowest population densities in Central America, at just over 19.2 persons per sq. km., concentrated primarily along the coast. Much of the remaining country is less suited to habitation, with swampy lowlands and steep terrain in the Maya Mountains.

| BELIZE DEMOGRAPHIC STATISTICS |                      |
|-------------------------------|----------------------|
| Population (2022 census)      | 397,483              |
| Population density (2022)     | 19.2/sq. km.         |
| % population < 14 (2024)      | 27.6%                |
| Median age of population      | 25 years             |
| Below Poverty Level (2023)    | 41%                  |
| Unemployment rate (2023)      | 3.4%                 |
| GDP (per capita, 2023)        | US\$3,172 per capita |

**TABLE: BELIZE DEMOGRAPHIC STATISTICS, (SIB, 2022)**

It is a country of many cultures, with Mestizo, Creole, Maya and Garifuna forming the major population groups. Over the last 30 years, there has been a shift in the cultural demographic of the country as a whole, with a significant influx of Central American refugees – primarily from Guatemala and Honduras, with an estimated 11.5% of the population were born outside of Belize (SIB, 2022). There is also an ongoing emigration of Belizeans to the United States – generally those from urban areas who have completed secondary school or have professional training, and an immigration of people, predominantly from the USA, Canada and Europe, either as seasonal residents or as retirees. Many immigrant communities are supported by work in the tourism industry, with people ‘working out’ for weeks at a time in coastal tourism centres such as San Pedro.



**POPULATION CENTERS ACROSS BELIZE (SIB, 2024: CENSUS DATA, 2022)**

Belize's tourism industry, one of the fastest growing sectors in Belize, is primarily natural- and cultural-resource based, with visitors focusing on the cayes, coastal communities and coral reef (particularly snorkelling, diving and sport fishing activities), and inland protected areas. It has rapidly become the major foreign exchange earner, with 218,991 overnight visitors and 210,206 cruise visitors arriving in 2021, generating Bz\$701.5 billion (BTB, 2022)<sup>[1]</sup>.

A socioeconomic and climate analysis was conducted at a workshop with government representatives from the fisheries and tourism sector, protected area managers and NGO representatives to determine which communities are most heavily dependent on fisheries livelihoods and therefore are most vulnerable to climate change. Out of 19 coastal communities that include fishing as a livelihood, 10 communities were identified as the target for the proposed project interventions based on five agreed criteria:

- Level of Direct Dependence on commercial fishing
- Opportunities for employment beyond fishing
- Accessibility
- Socio-economic vulnerability
- Climate change Vulnerability

Each was rated on a scale of 1 to 3, with numbers associated with the below criteria.

| CRITERIA                                                | 1                                                                                                                     | 2                                                                                                          | 3                                                                                                                    |
|---------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|
| <b>Level of Direct Dependence on Commercial Fishing</b> | <25% of households primary income from fishing                                                                        | 25 - 50% of households primary income from fishing                                                         | >50% of households primary income from fishing                                                                       |
| <b>Opportunities for employment beyond fishing</b>      | Multiple opportunities exist in other sectors                                                                         | Some employment opportunities exist in other sectors - e.g., tourism                                       | Very difficult to find an alternative employment in the community                                                    |
| <b>Accessibility</b>                                    | The community is easily accessible, with options for daily travel for employment                                      | The community is accessible but not for daily travel for employment                                        | Access is challenging to community development and daily travel for employment outside the community is not feasible |
| <b>Socio-economic vulnerability</b>                     | Only a small number of households are considered vulnerable (lack of education, cultural limitation, language, crime) | Some number of households are considered vulnerable                                                        | A significant number of households are considered vulnerable                                                         |
| <b>Climate change vulnerability</b>                     | The community is considered to be resilient to climate change impacts                                                 | The community is considered to be somewhat resilient to climate change impacts but with some vulnerability | The community is considered to be very vulnerable to climate change impacts                                          |

**TABLE : CRITERIA FOR IDENTIFICATION AND ELECTION OF TARGET FISHING COMMUNITIES**

| Community                                                                                         | Direct Level of <u>Dependence</u> on commercial fishing (A) | Opportunities for employment beyond fishing (B) | Accessibility (C) | Socio-economic vulnerability (D) | Climate change Vulnerability (E) | Average |
|---------------------------------------------------------------------------------------------------|-------------------------------------------------------------|-------------------------------------------------|-------------------|----------------------------------|----------------------------------|---------|
| <b>SELECTED</b>                                                                                   |                                                             |                                                 |                   |                                  |                                  |         |
|  <b>Chunox</b> | 3                                                           | 3                                               | 2                 | 2                                | 3                                | 2.5     |

|              |   |   |   |   |   |     |
|--------------|---|---|---|---|---|-----|
| Sarteneja    | 3 | 3 | 2 | 2 | 3 | 2.5 |
| Copper Bank  | 3 | 2 | 2 | 2 | 3 | 2.3 |
| Riversdale   | 3 | 3 | 3 | 2 | 3 | 3.0 |
| Punta Negra  | 1 | 3 | 3 | 3 | 3 | 3.0 |
| Barranco     | 1 | 3 | 3 | 3 | 3 | 3.0 |
| Gales Point  | 1 | 3 | 3 | 3 | 3 | 3.0 |
| Monkey River | 2 | 3 | 3 | 2 | 3 | 2.8 |
| Hopkins      | 2 | 3 | 2 | 2 | 3 | 2.5 |
| Seine Bight  | 1 | 3 | 1 | 3 | 3 | 2.5 |

#### NOT SELECTED

|              |   |   |   |   |   |     |
|--------------|---|---|---|---|---|-----|
| Punta Gorda  | 2 | 2 | 1 | 2 | 2 | 1.8 |
| Consejo      | 1 | 2 | 2 | 1 | 2 | 1.8 |
| San Pedro    | 2 | 1 | 1 | 2 | 3 | 1.8 |
| Maya Beach   | 1 | 2 | 1 | 1 | 3 | 1.8 |
| Dangriga     | 2 | 1 | 1 | 2 | 2 | 1.5 |
| Caye Caulker | 2 | 1 | 1 | 1 | 3 | 1.5 |
| Belize City  | 1 | 1 | 1 | 2 | 2 | 1.5 |
| Independence | 2 | 1 | 1 | 2 | 2 | 1.5 |
| Placencia    | 1 | 1 | 1 | 1 | 2 | 1.3 |
| Corozal      | 1 | 1 | 1 | 1 | 2 | 1.3 |

**TABLE....: SELECTION MATRIX FOR COASTAL COMMUNITIES (PFP, 2023)**

**Selection Step 1: Selection of all communities that score 3 for direct level of dependence on commercial fishing**

**Selection Step 2: Selection of all communities that are rated above 2 based on the average of columns B, C, D and E**

These ten targeted communities can be broadly split into three based on their location and the types of fishing they do:

- Northern Communities (Sarteneja, Chunox and Copper Bank)
- Central Communities (Gales Point, Hopkins, Seine Bight, Riversdale)
- Southern Communities (Monkey River, Punta Negra and Barranco)



**MAP: TARGETED FISHING-DEPENDENT COMMUNITIES**

The three northern fishing communities, Sarteneja, Chunox and Copper Bank, are located in Corozal District and are considered among the most vulnerable of the 10 target communities, at the highest risk from economic instability, climate change impact and with limited access to other employment opportunities. Fishing is the primary economic activity for households, with fishers generally free diving to harvest lobster, conch and using spearguns to catch fin fish. Fishing trips last for 8 to 10 days, supported by sailboats, with men away from the village for the majority of the fishing season, leaving their wives in charge of the households. Women often develop supplemental incomes to support their families during the fishing trips, with small shops, food services and other small household businesses. Whilst at the 2023 national level, the national poverty rate stood at 26.4%, Corozal District has a higher rate of poverty of 35.0%<sup>[6]</sup>. This is considered to be linked to the decline in the sugar and fishing industries, and to the impacts of natural disasters, with continued impacts since then from drought and flooding.

The central communities, Gales Point, Hopkins, Seine Bight, Riversdale, have a lower rate of poverty at 28.0%. With the exception of Gales Point, these communities are situated adjacent to growing tourism

destinations, with diverse employment opportunities, with some fishers switching to jobs in the tourism sector during the high seasons and supplementing this with fishing in the low season. There is also a strong market demand for marine product sold directly to the restaurants and resorts in the area. Gales Point has historically been a marginalized community dependent primarily on subsistence hunting and fishing, but the recently upgraded road access has opened up improved employment opportunities.

The southern communities (Monkey River, Punta Negra and Barranco) are in Toledo District, with the highest poverty rate, at 57.5%. All three targeted southern communities have poor access and historically a high dependence on fishing. There has also been an increasing migration from these communities to Punta Gorda, the Toledo District centre, for work and improved access to education.

[1] BTB, 2022

[2] Belize Fisheries Department, March 2024 data

[3] SIB, 2022

[4] Belize Fisheries Department, 2022

[5] SIB, 2021

[6] Statistical Institute of Belize. Labour Force Survey, September 2023

## **GEOGRAPHIC SCOPE AND TARGET PROJECT AREA FOR RESILIENT BOLD BELIZE PFP**

Resilient Bold Belize (RBB) is a national initiative that supports effective management of marine and coastal protected areas and natural resources that support coastal and Caye communities and stakeholders (Map 1). The RBB focuses on improving management of all thirty-four current marine and coastal protected areas of the NPAS (a total of 718,128 ha)<sup>17</sup> spread across the connected coastal and marine seascape from Corozal Bay Wildlife Sanctuary in the north to Sarstoon Temash National Park and Sapodilla Cayes Marine Reserve in the south. An additional 129,398 ha have been declared under the Blue Bond commitment and are being included in the scope of this initiative to secure the long-term effective management of these new areas. RBB also targets the associated ecosystems (mangroves, littoral forest and coral reef) both inside and outside the protected areas, and the spawning aggregation sites, important for maintaining commercial finfish populations.

The thirty-four marine and coastal protected areas targeted by the Conservation Plan span three different Ministry portfolios, and fall under eleven protected area categories, each designated for a specific reason, ranging from fisheries management to full protection of biodiversity, and unique geological formations. Uses are based on the designation type, ranging from Full Protection areas with no extraction (including no catch and release fishing) and High Protection zones that do not permit commercial fishing but do allow catch and release recreational fishing, to multiple use Medium Protection zones that support Belize's commercial, recreational and subsistence fisheries and forestry industries (Tables 1 and 2).

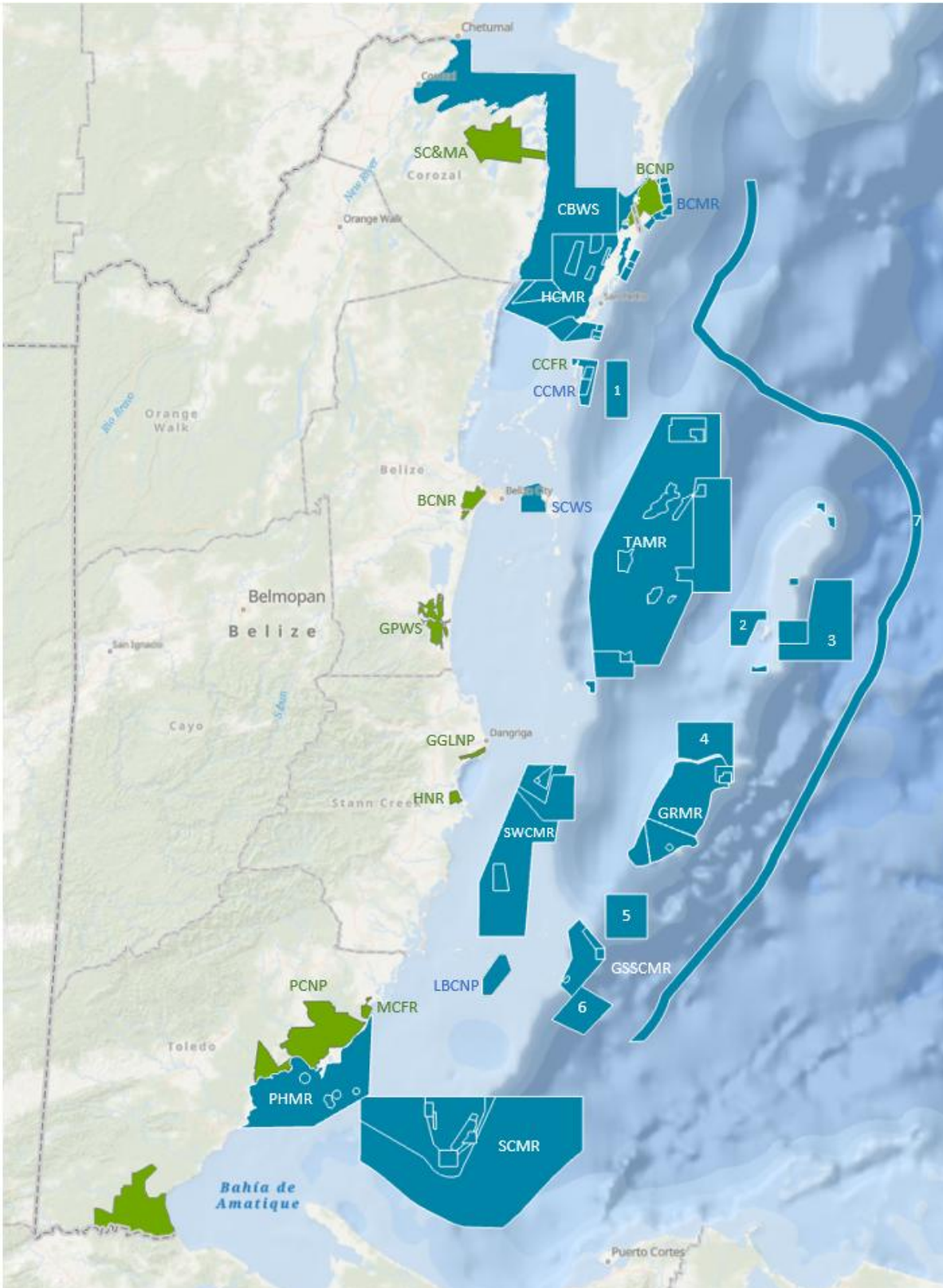
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<sup>17</sup> NPAS, 2023. An additional x amount is still to be declared as part of the Blue Bond commitment

- Nine well-established Marine Reserves are administered under MBEDRM and located in Belize's marine environment (a total of 438,460 ha<sup>18</sup>). These are zoned for fisheries and ecosystem management, with Full, High and Medium Protection Zones.
- A further seven High Protection Zones have recently been established in the abyssal and bathyal deep-sea areas (129,398 ha)
- Five non-extractive marine protected areas (85,614 ha), established for their ecosystem services, high biodiversity, and geological importance and administered under MSDCC, classified as High Protection.
- Eleven coastal protected areas are administered under MSDCC (a total of 56,415 ha).
  - Seven are non-extractive (High Protection) with administration delegated to the National Biodiversity Office (NBIO)
  - Two are designated for managed extraction (Medium Protection), though natural resource extraction is currently not taking place, and managed under the Forest Department.
  - Two are privately protected areas managed under trust agreements with the Government

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<sup>18</sup> These areas are based on the stated areas in the Statutory Instrument. There are discrepancies between the Statutory Instruments and the shapefiles that are currently being corrected, but until this has been finalized, different documents will present different area figures, depending on which set of figures they use.



**MAP 1: RESILIENT BOLD BELIZE CONSERVATION PLAN TARGET MARINE AND COASTAL PROTECTED AREAS**

| MARINE PAS                                 | YEAR OF DESIGNATION | MANAGEMENT AUTHORITY | PA AREA (km <sup>2</sup> ) (SI) | AREA (km <sup>2</sup> ) (GIS) | MEDIUM PROTECTION | HIGH PROTECTION | % IN HIGH PROTECTION |
|--------------------------------------------|---------------------|----------------------|---------------------------------|-------------------------------|-------------------|-----------------|----------------------|
| Bacalar Chico Marine Reserve               | 1996                | MBECA                | 63.04                           | 64.86                         | 46.05             | 16.99           | 27.0                 |
| Caye Caulker Marine Reserve                | 1998                | MBECA                | 39.13                           | 39.39                         | 25.09             | 14.05           | 35.9                 |
| Gladden Spit and Silk Cayes Marine Reserve | 2000                | MBECA                | 104.87                          | 104.49                        | 103.34            | 1.53            | 1.5                  |
| Glovers Reef Marine Reserve                | 1993                | MBECA                | 350.67                          | 328.59                        | 277.2             | 73.42           | 20.9                 |
| Hol Chan Marine Reserve                    | 1987                | MBECA                | 417.06                          | 416.37                        | 321.3             | 95.76           | 23.0                 |
| Port Honduras Marine Reserve               | 2000                | MBECA                | 403.85                          | 406.31                        | 388.41            | 15.45           | 3.8                  |
| Sapodilla Cayes Marine Reserve             | 1996 / 2020         | MBECA                | 1301.58                         | 1,287.10                      | 350.29            | 951.27          | 73.1                 |
| South Water Caye Marine Reserve            | 1996 / 2022         | MBECA                | 387.5                           | 479.78                        | 265.6             | 121.9           | 31.5                 |
| Turneffe Atoll Marine Reserve              | 2012 / 2022         | MBEDRM               | 1316.9                          | 1305.4                        | 1072.08           | 75.42           | 5.7                  |
| High Protection for Biodiversity MR 1      | 2022                | MBEDRM               | 75.42                           | 75.42                         |                   | 75.42           | 100%                 |
| High Protection for Biodiversity MR 2      | 2022                | MBEDRM               | 53.40                           | 53.40                         |                   | 53.40           | 100%                 |
| High Protection for Biodiversity MR 3      | 2022                | MBEDRM               | 230.11                          | 230.11                        |                   | 230.11          | 100%                 |
| High Protection for Biodiversity MR 4      | 2022                | MBEDRM               | 120.33                          | 120.33                        |                   | 120.33          | 100%                 |
| High Protection for Biodiversity MR 5      | 2022                | MBEDRM               | 106.39                          | 106.39                        |                   | 106.39          | 100%                 |
| High Protection for Biodiversity MR 6      | 2022                | MBEDRM               | 86.65                           | 86.65                         |                   | 86.65           | 100%                 |
| High Protection for Biodiversity MR 7      | 2022                | MBEDRM               | 621.68                          | 621.68                        |                   | 621.68          | 100%                 |
| Blue Hole Natural Monument                 | 1996                | MSDCC                | 4.14                            | 4.166                         |                   | 4.14            | 100%                 |
| Half Moon Caye Natural Monument            | 1982                | MSDCC                | 39.26                           | 39.79                         |                   | 39.26           | 100%                 |
| Corozal Bay Wildlife Sanctuary             | 1998                | MSDCC                | 735.49                          | 739.90                        |                   | 735.49          | 100%                 |
| Swallow Caye Wildlife Sanctuary            | 2002                | MSDCC                | 36.30                           | 36.56                         |                   | 36.30           | 100%                 |
| Laughing Bird Caye National Park           | 1991                | MSDCC                | 40.95                           | 41.20                         |                   | 40.95           | 100%                 |

**MBEDRM:** Ministry of Blue Economy and Disaster Risk Management

**MSDCC:** Ministry of Sustainable Development and Climate Change

**TABLE 1: MARINE PROTECTED AREAS OF THE NATIONAL PROTECTED AREAS SYSTEM**

| <b>COASTAL PAS</b>                       | <b>MANAGEMENT<br/>AUTHORITY</b> | <b>MANAGEMENT<br/>AUTHORITY</b> | <b>PA AREA<br/>(km<sup>2</sup>) (SI)</b> | <b>AREA<br/>(km<sup>2</sup>)<br/>(GIS)</b> | <b>MEDIUM<br/>PROTECTION</b> | <b>HIGH<br/>PROTECTION</b> | <b>% IN HIGH<br/>PROTECTION</b> |
|------------------------------------------|---------------------------------|---------------------------------|------------------------------------------|--------------------------------------------|------------------------------|----------------------------|---------------------------------|
| Gales Point Wildlife Sanctuary           | 1998                            | MSDCC                           | 36.81                                    | 37.02                                      |                              | 36.81                      | 100%                            |
| Payne's Creek National Park              | 1994                            | MSDCC                           | 152.49                                   | 161.59                                     |                              | 152.49                     | 100%                            |
| Bacalar Chico National Park              | 1996                            | MSDCC                           | 51.15                                    | 51.36                                      |                              | 51.15                      | 100%                            |
| Gra Gra Lagoon National Park             | 2002                            | MSDCC                           | 4.84                                     | 5.35                                       |                              | 4.84                       | 100%                            |
| Sarstoon Temash National Park            | 1994                            | MSDCC                           | 165.92                                   | 170.55                                     |                              | 165.92                     | 100%                            |
| Burdon Canal Nature Reserve              | 1992                            | MSDCC                           | 19.69                                    | 19.83                                      |                              | 19.69                      | 100%                            |
| Hopkins Nature Reserve                   | 2010                            | MSDCC                           | 6.34                                     | 6.37                                       |                              | 6.34                       | 100%                            |
| Shipstern Conservation & Management Area | 1989                            | MSDCC                           | 82.28                                    | 77.19                                      |                              | 82.28                      | 100%                            |
| TIDE Private Protected Lands – Block 127 | 2001                            | MSDCC                           | 37.35                                    | 37.56                                      |                              | 37.35                      | 100%                            |
| Caye Caulker Forest Reserve              | 1998                            | MSDCC                           | 0.40                                     | 0.38                                       | 0.40                         |                            | 0%                              |
| Monkey Caye Forest Reserve               | 1996                            | MSDCC                           | 6.73                                     | 6.77                                       | 6.73                         |                            | 0%                              |
| St. George's Caye Mangrove Reserve       | 2005                            | MNRPM                           | 0.06                                     | 0.07                                       |                              | 0.06                       | 100%                            |
| Cockroach Bay Crocodile Reserve          | 2005                            | MNRPM                           | 0.09                                     | 0.09                                       |                              | 0.09                       | 100%                            |

**TABLE 2: COASTAL PROTECTED AREAS OF THE NATIONAL PROTECTED AREAS SYSTEM**

In addition, eleven spawning aggregation sites and two Nassau Grouper protection sites (8,226 ha) protect important replenishment areas for commercial species, particularly snapper and grouper. Two small protected areas were designated under the mandate of the MNRPM to protect specific features – an important American crocodile nesting site and an area of mangroves important to the St. George’s Caye community (a total of 15 ha), though with no designation of authority for management.

## COASTAL COMMUNITIES

The **PFP Livelihoods and Wellbeing Pillar** focuses on two objectives. The first targets ten coastal communities considered the most vulnerable to the negative impacts of on the fishing industry<sup>19</sup>, at highest risk from climate change impacts and with limited access to alternative employment opportunities. This represents a total population of 9,146 (4,624 male, 4,522 female)<sup>20</sup> (Table 3; Map 2).

**Table 3**

**Coastal Communities SIB 2024 (provisional)**

**Fishing License data, Fisheries Department, March 2024**

| <b>Target Communities</b> | <b>Total</b> | <b>Male</b> | <b>Female</b> | <b># commercial fishers 2024</b> | <b>% of pop that is fishers</b> | <b>% of men who have fishing licenses</b> |
|---------------------------|--------------|-------------|---------------|----------------------------------|---------------------------------|-------------------------------------------|
| Chunox                    | 1,820        | 937         | 883           | 221                              | 12.14                           | 23.59                                     |
| Copper Bank               | 593          | 294         | 299           | 109                              | 18.38                           | 37.07                                     |
| Sarteneja                 | 1,873        | 961         | 912           | 277                              | 14.79                           | 28.82                                     |
| Gales Point               | 774          | 438         | 336           | 1                                | 0.13                            | 0.23                                      |
| Hopkins                   | 1,767        | 801         | 966           | 114                              | 6.45                            | 14.23                                     |
| Riversdale                | 79           | 38          | 41            | 7                                | 8.86                            | 18.42                                     |
| Seine Bight               | 1,895        | 991         | 904           | 10                               | 0.53                            | 1.01                                      |
| Punta Negra               | 13           | 7           | 6             | 4                                | 30.77                           | 57.14                                     |
| Barranco                  | 139          | 62          | 77            | 5                                | 3.60                            | 8.06                                      |
| Monkey River              | 193          | 95          | 98            | 41                               | 21.24                           | 43.16                                     |
|                           | <b>9146</b>  | <b>4624</b> | <b>4522</b>   | <b>789</b>                       |                                 |                                           |

Note 1: The SIB total number of men + women is incorrect by 1 person for 3 of the communities - in these cases, the total has been amended to reflect the total figures for men + women

Note 2: There was no breakdown for the population given for Punta Negra in the census, so it is assumed that there is a near 1:1 ratio

Note 3: The % fishers per community only takes into account commercial fishers, not subsistence, recreational or sport fishers

<sup>19</sup> Unsustainable fishing, climate change and coastal / caye development

<sup>20</sup> Census data from Belize 2022

Additional information was added on the population (2022 Census, the number of fishers licensed per community in 2024 (Fisheries Department, March 2024) and the % of the population that are fishers, per community. The first step identified those communities with a high level of dependence on fishing (the primary income of >50% of households in the community comes from fishing). These communities were automatically selected. The second step was to average the scores for the remaining criteria and rank the remaining communities based on the output. All communities with an average score above 2.0 were selected for project intervention.

The project will also indirectly benefit additional people (6,637 men and 2,586 women) in the fisheries and tourism sectors, as well as recreational and sport fishers from the coastal communities. These will be through i) improved management of the protected areas and sustainable resource use, reducing anthropogenic impacts on the health of the reef, improving reef resilience and ii) increased protection and restoration of coastal-marine ecosystems for improved environmental services.

**TABLE 3: PFP COASTAL COMMUNITY ASSESSMENT**

The ten communities (Map 2) can be broadly split into two based on their location and the types of fishing they do:

- Northern Communities (Sarteneja, Chunox and Copper Bank)
- Central and Southern Communities (Gales Point, Hopkins, Monkey River, Seine Bight, Riversdale, Punta Negra and Barranco)

## **ANNEX 5: World Wildlife Fund Climate Crowd Analysis Summary**

Including Community Consultation Data on;

- Environmental Impacts
- Observations of Climate Pattern Changes and Changing Weather
- Community Reaction and Mitigation Responses to Perceived Changes
- Impact s of Weather Pattern and Climate Changes on Communities and Biodiversity



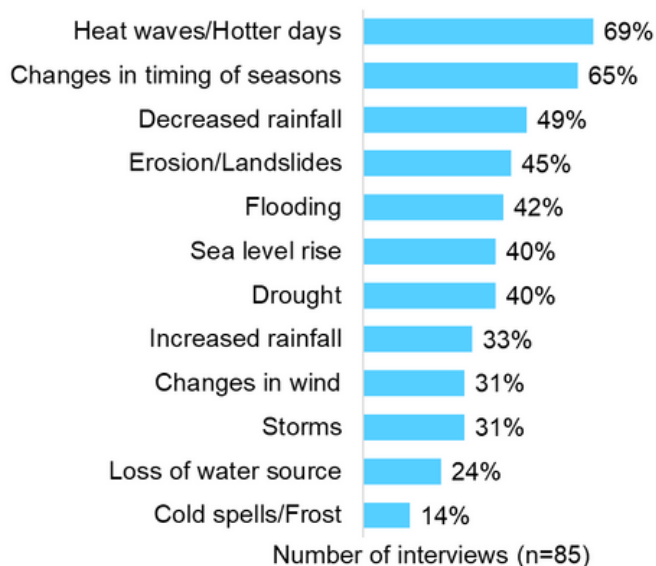
## BELIZE DATA SUMMARY

AUGUST  
2024

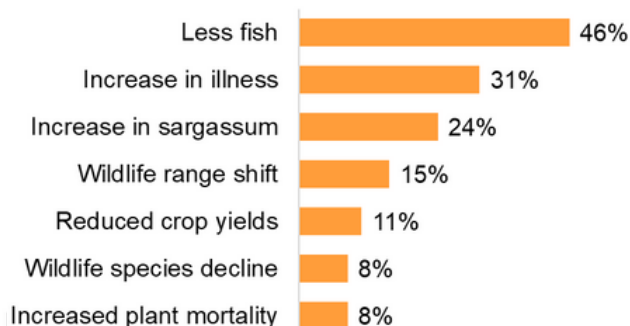
### ABOUT

**Climate Crowd** is a bottom-up community-driven approach. Working with communities and local NGOs in over 40 countries, we collect data on climate impacts to communities, analyze the data, present the data back to the communities, and work with them to develop, fund and implement on-the-ground solutions that help people and nature adapt to a changing climate. The Climate Crowd model provides a rapid way to gather data, pilot projects, and mobilize financial resources for the most vulnerable communities, through a participatory method.

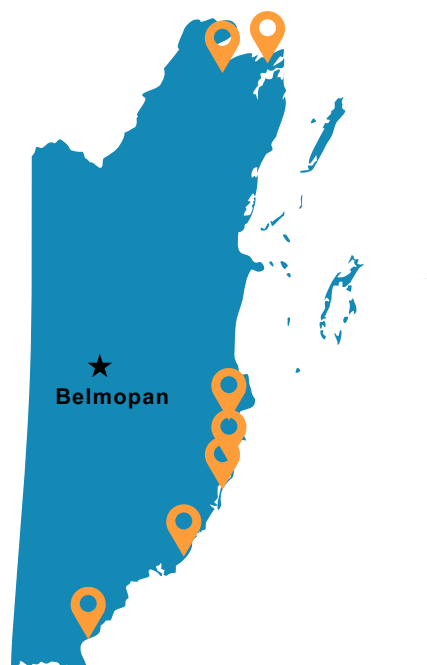
### REPORTED CHANGES IN WEATHER AND CLIMATE



### IMPACTS ON COMMUNITIES AND BIODIVERSITY



### BACKGROUND



This report summarizes what was learned from 85 interviews with key informants (38 female, 47male) in various communities along the coast of Belize.

### COMMUNITY RESPONSES TO CLIMATE CHANGE



## Resilient Bold Belize: Improving Stewardship and Sustainable Livelihoods- WWF GEF

### **ANNEX 6: LESSONS LEARNED TO INFORM PROJECT DEVELOPMENT AND PROJECT MANAGEMENT**

**Lessons learnt from discussions with fisher associations** and from past projects (COMPACT, MCCAP and other projects relevant to fisher associations) are that:

- Fisher association leaders are generally not skilled in administration or financial management, and often have poor literacy skills, making it difficult for associations to manage projects independently without intermediary NGOs.
- During the fishing season, fishers are often away for multiple days at a time, and if from the northern communities, fishing trips may last for two weeks or more, so the feasibility of holding association committee / board meetings is low as there will always be members away at sea - there will seldom be a quorum for decision making or even communication between committee members, resulting in delays in decision making and project implementation, resulting in weak project implementation and project failure.
- Communication between the association leaders and their members has always been a challenge, with fishers not kept informed of association activities and outputs of meetings.
- The associations have only been active when there are projects, but have had limited capacity to maintain consistent funding through more than one project cycle.
- Fishers are generally more interested in benefits from projects through the associations than in representation in decision making, but the fisher association leaders recognize the importance of being able to represent their members as fishing becomes harder and evolving fishing regulations impact them.
- One of the most frequent 'asks' from associations is for high school and sixth form scholarships for fisher families, to reduce the financial pressures in sending children to school beyond primary education, and thereby reducing the pressure on fishers to fish illegally to meet the educational needs of their households.

**Lessons of successful outcomes of adoption of long-term approaches for engagement and income diversification projects**

Youth engagement and alternative livelihood projects have generally been implemented by NGOs that have co-management agreements for marine protected areas and are reaching out to their fishing stakeholder communities through their outreach programs<sup>[1]</sup>. Across all regions (north, central and south), organizations stress the importance of adopting a long-term approach to generate meaningful community benefits. Organizations share common goals of:

- fostering awareness about marine protected areas,
- increasing awareness of the need for climate resilience and sustainable use of marine and coastal resources,
- engaging youth in environmental stewardship,
- developing future conservation leaders,
- building trust between communities and MPA managers.

...yet find it challenging to coordinate activities. This was recognized in 2019 (pre-Covid) in the northern fishing communities, with the following identified key limitations and barriers:

- Limited continuity of engagement of individual students throughout their schooling
- Limited coordination and / or collaboration between organizations active in the communities, leading to mixed messaging, duplication of effort and cost inefficiencies
- High costs and logistics involved in implementing activities for organizations not based in the communities.
- Limited engagement of lower primary / infant students
- Limited trust that other organizations can implement lessons in the same way and to the same standards, a challenge to collaborative action.

This resulted in collaborative development of integrated plans for both youth engagement and community investment by two of the MPA co-management NGOs (Belize Audubon Society (BAS) and Sarteneja Alliance for Conservation and Development (SACD)). However, with the advent of Covid, the plans were never funded or implemented. They do, however, provide a model for coordinated, collaborative implementation across Belize.

<sup>[1]</sup> Northern Communities: Sarteneja Alliance for Conservation and Development (SACD), Belize Audubon Society (BAS), Turneffe Atoll Sustainability Association (TASA), Southern Environmental Association (SEA)

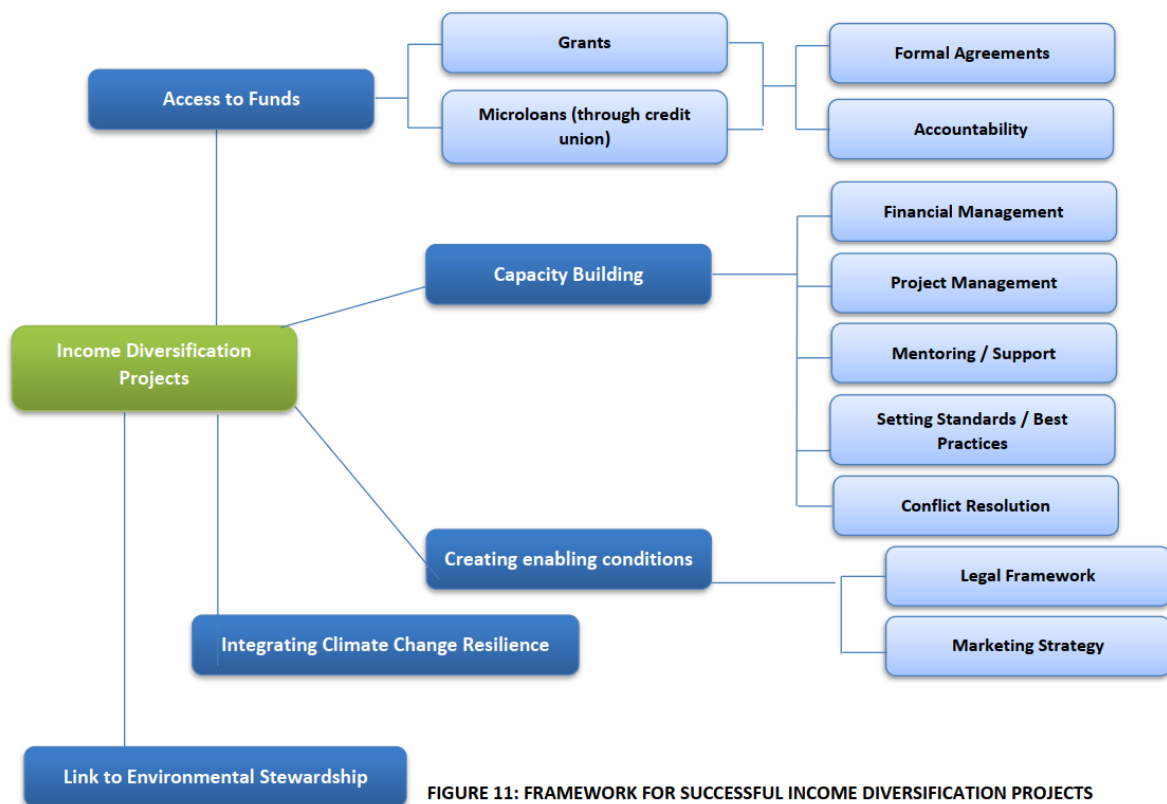
Central Communities: Southern Environmental Association (SEA), Toledo Institute for Development and Environment (TIDE)

Southern Communities: Southern Environmental Association (SEA), Toledo Institute for Development and Environment (TIDE)

**Key lessons learned from the implementation of income diversification strategies that will guide the implementation of Outcome 2.1: Increased access to future livelihood diversification opportunities in the target coastal fishing communities.**

- Three key preconditions were identified for facilitating success of income diversification investments in the three northern communities:
  - Consistent support of community groups: Good communication, continuity of presence, mentoring,
  - Community understanding of projects, funding cycles, project implementation and project reporting
  - An environment that enables project success – improved access, utilities
  - The recognition of the important role women can play in income diversification for fishing households and the communities as a whole.
- The identified need for a Community Resource Hub in the community or accessible to the community, with the role of improving consistent communication with community partners, co-ordinating meetings and capacity-building trainings, monitoring of projects and micro-loans, and providing consistent project support.
- The Community Resource Hub should offer services to community groups to overcome the identified challenges that they face, including proposal writing, website and social media content development and hosting, and product marketing. It will also have the potential and capacity to act as a hub for other conservation organizations - an intermediary for management of investments in the communities, reducing time commitments and logistical costs towards more cost-effective outputs with improved success
- the greatest impact will be achieved through a more holistic community focus – investing in diversifying the income base of the communities through projects that will improve employment opportunities across key sectors, rather than a focus on individual fishers and their families. These key sectors have been identified in the northern communities based on the current income generation opportunities in the communities:
  - Sarteneja: Investments that improve the environment for tourism and employment in tourism and associated industries
  - Chunox and Copper Bank: Investments that improve the environment for added-value agricultural products and employment in production and agro-processing
- Criteria identified to guide investments, including:
  - Identification of established, stable community-based organizations /associations with project ideas that align with the goal of the Community Engagement and Investment Strategy
  - Identification of committed, motivated entrepreneurs with viable project ideas and an ethic of environmental stewardship
  - Screening of potential projects for ability to contribute to improving the enabling environment for employment opportunities in the communities
  - Screening of potential projects for environmental sustainability and resilience to climate change
  - Identification of business opportunities that add value to existing farming / fishing products available in the communities, with potential for profit sharing
  - Taking a flexible, adaptive approach
- **WHAT HAS WORKED?**
  - A thorough stakeholder engagement and assessment, conducted prior to the design of projects, to ensure that expectations are aligned.

- Targeting applicants that have the entrepreneurial spirit and are committed to the project's implementation, with a long-term vision of expansion beyond business start-up
- Applicant ownership of project demonstrated by beyond minimum investment of cash equity in project
- Investing in existing groups / businesses that know and understand the business they are proposing
- Investments based on sound business plans
- Investing in businesses that have clear mechanisms demonstrating how profits are used – equitable split and reinvestment
- Continuity of support beyond the initial project - longer term investment of time and finance in start-up projects – 3 years
- Invest in family groups or individuals, rather than groups of independent fishermen
- Careful review of the financial sustainability of projects
- Ensure project frameworks include a post-project monitoring and evaluation budget for sustainability



**FIGURE 1: FRAMEWORK FOR SUCCESSFUL INCOME DIVERSIFICATION PROJECTS. FROM: COMMUNITY ENGAGEMENT AND INVESTMENT STRATEGY, NORTHERN COASTAL COMMUNITIES, BELIZE (BELIZE AUDUBON SOCIETY / SARTENEJA ALLIANCE FOR CONSERVATION AND DEVELOPMENT)**

## **SELECTION CRITERIA**

- A set of criteria has been developed based on past income diversification successes and failures to provide guidance in the business proposal screening process, based on four categories:
  - Assessment of Applicant
  - Project viability
  - Project Impact
  - Conservation Returns

### ***Annex: Full Project Selection Criteria***

#### **Key lessons learned and areas for scaling up youth engagement and skills building strategies**

- Multi-year outreach strengthens student engagement and understanding. Continuity is important, starting from the Infants and extending to High School, with the need to move beyond project-based, one-year programs to an integrated, well-structured, multi-year program.
- Field activities and outdoor experiences are critical in successful engagement of youths and inspiring of the next generation of conservation leaders.
- Outreach should focus on creating conservation leaders, noting participants graduating from High School need mechanisms for continued participation to keep them engaged such as the Community Researcher and Internship Programs.
- Graduates of the Reef Protectors, Mangrove Guardians and other such programs would benefit from the creation of a volunteer program that can channel youth enthusiasm for continuing participation in meaningful conservation activities, for further development of conservation leadership skills.
- There is a need for a mechanism for youth conservation leaders and program graduates to apply their training such as a volunteer program that can channel youth enthusiasm for continuing participation in meaningful conservation activities and engage other community members
- Outreach by multiple organizations will be more successful if it is coordinated, with unified messaging. It will also be more cost-effective for participating partners.
- Scholarship programs should have a strong evaluation process in place
- Communities would benefit from extending Reef Protectors to include Junior Reef Protectors (BAS) and Junior Mangrove Guardians (SACD).
- Program financial sustainability is critical for lasting community benefits
- There is a need to build specific skills for employment outside of the fishing industry
- The establishment of an Education Advisory Committee composed of teachers strengthens communication and partnership with the schools.
- Parents need to be involved and kept informed – and for younger students, engaged and participatory in nature-based lessons and activities.

- Activities are best designed for after school / at weekends, with endorsed by the schools but with permission for participation in activities coming directly from the parents– this reduces the complexities and liability issues of working through the schools.
- The after-school student engagement programs should be self-contained and not rely on the participation of teachers. Teachers are already overworked and very few have the time, enthusiasm and energy to commit to extracurricular activities.
- Teachers can be successfully engaged and integrated into through strengthening in-class activities that align with the class syllabus, and providing capacity building for improved implementation of classes that address the environment.

## **Lessons Learned specific to the Project Finance for Permanence**

Marine and coastal protected areas need to be adequately funded to meet their conservation, sustainable development, and management objectives if they are to guarantee long lasting local, national, and global benefits. Over the past 30 years, many tools and mechanisms have been designed and tested for securing the stable and adequate financial flows needed to ensure the effective and efficient management of protected areas over the long term, but this still remains a challenge. In Belize, protected areas operate with minimal national funding and rely mostly on short-or medium-term projects financed primarily by international public or private donors. This strong reliance on outside funding sources impacts sustainability of the achieved results and increases vulnerability to project funding cycles.

Belize's Project Finance for Permanence seeks to bring organizational and financial resources to support large-scale, long-term conservation programs that improve management of the coastal and marine protected areas. It will change the paradigm from a year-to-year struggle to locate finances to support under-funded programs, to providing ongoing funding for core costs to improve conservation outcomes. PFP builds a strong foundation for the permanence of ecologically important places through nurturing strong organizations and inter-organizational agreements, using tested financial processes and addresses key changes required in the national legislative and policy environment through a single agreed closing. PFP efforts are large endeavors, usually demanding many years of intensive work. Belize's PFP benefits from strong government support and political commitment, high-capacity stakeholders, and strong potential for additional internal and external funding, and may provide a template for future PFPs. Specifically, the PFP provides an opportunity to increase diversity of funding sources, a platform that brings together multiple sectors and agencies, both public and private, for clear decisions and agreements on future objectives and strategies, and clearer expectations for each key stakeholder.

A number of important lessons have been learned from existing PFP experiences, including the following, drawn from the PFP Guide: Securing Sustainable Financing for Conservation Areas: A Guide to Project Finance for Permanence. Amazon Sustainable Landscapes Programme (WWF. November 2021):

**Buy in from government, donors and the private sector is crucial to the success of a PFP.** PFP efforts are large scale endeavors, usually requiring many years of intensive work to come to fruition. The Belize PFP integrates lessons learnt from other PFP examples, with the initiative being led by the Belize Government.

This has provided the high-level political and strong sponsorship from the highest level throughout the program's development, with the PFP being based in the Blue Bond Finance for Permanence Unit, in the Prime Minister's Office. Based on lessons learnt from other PFPs, this level of support will be important in bringing the PFP to completion. This was generated by including the host government, World Wildlife Fund as a high-capacity conservation NGO that is providing technical input into the process, and an anchor funder for external private funding. It has also been recommended that at least 30% of funding commitments should be lined up before the beginning of the process.

**Fundraising should be supported by strong branding and communication:** The authority and other lead fundraising partners play a critical role in raising awareness about the PFP initiative, using side events of world platforms provided by global conventions such as Conferences of the Parties (CoP) held under the Conventions on Sustainable Development, Climate Change and Biological Diversity, and under the United Nations, providing the space to negotiate with various potential donors. Each PFP must also have a robust communications strategy tailored to fundraising efforts. This should include giving the PFP a name that captures the spirit and vision of the initiative, and that coalition members strongly identify with. There should also be professional communication, with engagement of an organization with strong marketing capabilities. The communication strategy should highlight the wealth of biodiversity of the country and the contribution of protected areas to maintaining ecosystem services and social benefits, underscore the initiative's contribution to fulfilling the country's international commitments to biodiversity protection, sustainable development and environmental stewardship, the paradigm shifts of the PFP and added value as well as highlight innovative features of the initiative such as the conservation goals or financial model.

Promotional materials should explicitly recognize roles so potential donors will quickly identify the initiative as a priority of those responsible for conservation area management. It is often useful to identify a person who can play the role of a fundraising champion. This person can help lead fundraisers to identify and solicit funds. This person can also play an influencer role with the lead authority and other donor participants and can have either a public role or one that is behind the scenes.

Likewise, the closing ceremony should be a public event accompanied by a strong media presence, and is an opportunity for coalition partners to show their leadership in the conservation agenda on an international stage. The closing can occur or be announced at a major international event to garner more attention, but the most important priority is ensuring participation of the highest-level political representative possible from the PFP country.

**Define charismatic and measurable program goals that include permanence in the conservation plan:**

At the beginning of PFP design, all partners should develop and agree on a compelling and unified vision that aligns partners' interests and reflects the country's high-level conservation priorities that the PFP will help achieve. In Belize, these priorities relate to the country's commitments to international conventions, and its national, people-centric conservation agenda. Aligning PFP goals with national conservation priorities, commitments to international agreements, and the PFP vision should help ensure continued support for the program, even with changes in administrations, policies, institutions, or staff. When approaching the government, a window of opportunity should be identified to pitch the idea to the government leader, ideally early in the leader's term of office, to optimize the amount of time that there is high level support for the PFP. Ideally, the leader embraces the PFP as a potential political victory or

legacy for the current government. That will increase the likelihood of having political support for the PFP from start to finish. Expectations about the amount of time and work needed to be done to close the deal should be communicated early on, to make sure that there is enough support to keep the initiative moving, particularly at the mid-government level. PFPs should also involve key technical personnel of the authorities that will likely remain in their positions despite political changes. This will help embed the PFP initiative within the responsible implementing institutions.

Likewise, PFP depends on partnerships with and among highly capable non-governmental actors. These partners should have a strong interest in seeing the PFP succeed, given that multistakeholder involvement is crucial to PFP. They should also have general technical and in-country expertise, as well as relationships with local and international partners, and large-scale fundraising ability. Donors require that the following conditions be in place before committing to the PFP:

- an accountable government that is open to innovative ideas
- some existing staffing for PAs (knowing that the staffing will likely need to be improved)
- a mechanism to measure success of the PFP

Another draw is having a diverse group of partners from the social and economic development sectors, not just the environmental sector, and partners whose values are similar to those of the donors. For some donors, having prominent bi-lateral and multi-lateral donors on board is attractive. PFP deals are seen as an exit strategy for donors who have supported other conservation work in the region. Filling the funding gap ensures those donors that their previous investments and achievements will be sustained. Donor interests must be balanced with the country's conservation priorities reflected in the goals of the PFP, where the latter should take priority over the impulse to broaden the initiative's scope with the sole objective to maximize donor commitments. Regardless, conversations with donors (public and private) should emphasize the need for PFP funds to be as flexible as possible.

Some private companies that have long-term investment plans for the region said that supporting PFP deals is a way to address their goals for protecting the region's environment, not just in the short-term but also long after they have finished their work in the region. It is also seen by some companies as a way to forge better working relationships with the government officials with whom they need to work.

**A strong PFP team with clearly defined roles should be put in place early in the process:** The core PFP team needs to have a deal broker, a project manager, a political champion and a lead fundraiser. The deal broker is the main contact with high level government officials and potential donors, and thus has some political clout, as well as project monitoring and management skills. A project manager is needed to coordinate the day-to-day aspects of the PFP. A political champion is a political leader that can give political clout to the PFP before and after the fund is created. The political champion should be willing and able to meet with potential donors, as well as capable of putting pressure on mid-level government staff to complete the PFP tasks. Also required is a lead fundraiser who can secure at least 30% of funds before the start of the initiative. A strong fund leader is critical to the long-term success of the PFP initiative, especially post-closing. The leader should have good relationships with decision makers so that he/she can maintain government support for the fund over time, and be willing and able to raise funds, if fundraising has not

been completed prior to closing or if funds are needed beyond what was raised to meet the initial PFP target.

**The PFP process needs to be flexible, adaptable, and forward thinking:** The design of a PFP and its components is an iterative, adaptive process that is responsive to changes in the development environment. The PFP will be reviewed and adjusted frequently until final approval by the relevant authority and coalition members. The PFP process should be adaptable to delays, changes of courses and roadblocks, some of which are for political reasons, by assessing which issues need to be addressed before or after the closing, as they are slowing down or altering the process.

**Explore new and diversified sources of domestic funding:** From the start of the process, time should be allocated to exploring new and diversified sources of domestic funding, to make the financial model underpinning the PFP deal more resilient. Given that international experience has shown that government funding is usually insufficient to meet all costs related to effective management, domestic sources of funding should be identified and secured, in order to make the financial model more resilient, mitigating for future risks. To enable the authority to keep their commitments to progressive increases in financing, PFP arrangements may include establishment of mechanisms to raise new recurring funding (e.g., from carbon taxes, compensation payments, or other mechanisms), and actions that will optimize use of available resources. In Belize, there is a stipulation that these diversified domestic funding sources should not put a financial burden on the Belize population, so the focus is more on potential opportunities through tourism fees etc. Identifying and securing diversified sources of domestic funding should be done before closing, since there is less incentive to make the policy changes needed after closing. Because the PFP focuses on achieving long-term goals, the project team should design the financial model based on outcomes, but ensure that it will adhere easily to government line-item budgeting.

**Fundraise for the full cost of the conservation program:** To close, the project team needs commitments to cover the financial plan's estimates for program costs in perpetuity. PFP is an "all or nothing" approach: no commitments are called unless the project has obtained commitments for the full cost. A transition fund is a pool of one-time funding (usually donations) held by a fund administrator that will be completely spent down over a defined long-term period (typically 10–25 years) as in-country sources of sustainable financing steadily increase to eventually cover all long-term recurring costs of a program. PFPs often employ transition funds to temporarily help developing countries cover costs of protected areas systems until those countries can fully cover those costs themselves, and are a specific type of sinking fund. A transition fund is appropriate if all resources in it are used over a pre-established period of time. However, a hybrid fund, which is a mix of transition and endowment, is considered to be the best option when it is not possible to raise enough funds to cover the full gap with an endowment. Belize has opted to just include a transition fund, as it has recognized endowment fund targets are becoming increasingly hard to meet. Transition funds also increase the likelihood that the government will remain engaged in funding PAs over the course of the implementation of the PFP.

**Ensure that the public-private partnership is secure by developing distinct closing conditions and disbursement milestones:** The former should frame a deal in which all parties both contribute to and receive something from the project, so that each is better off accepting the deal than rejecting it. Closing conditions are mutually agreed upon minimum requirements that the PFP must meet before

implementation can begin. Closing conditions are extremely important because they give collaborating members clear milestones to work towards when designing the PFP. Closing conditions and other relevant provisions that will guide the development of the single closing agreement should be summarized in a term sheet that will be signed during the design phase by coalition members. It is recommended that the parties agree upon the fundamental aspects of the single closing in plain language—for example, in a “term sheet”—before beginning the drafting of the legal agreement to focus the parties’ initial energy and attention on the issues rather than the art of legal drafting.

Disbursement conditions are milestones that must be met during PFP implementation for donor funding to be disbursed in one or multiple tranches. They are an important way in which the donors and other key stakeholders ensure that the initiative stays true to its design over time during implementation. They are defined in the design phase by the coalition members, including donors, and always require the achievement of specific conservation results. They may include funding requirements from partners as well as other conditions. In most projects, the government is the major source of financing for supported PAs (as well as authority for the program). In these cases, it is crucial that the PFP structure can use the financial partnership between the government and the independent entity to ensure performance by all parties of previously-agreed-upon actions.

In Belize, the protected areas are under the authority of the Government agencies, but many are managed through co-management partnerships with NGO partners, currently responsible for raising the finances required for day-to-day protected area management. These will be the PFP executing partners - it is essential that in cases such as this, these NGO partners are fully engaged, understand the PFP and are supportive of its implementation.

**The financial model should adequately factor in the localized threats to PAs:** Adequate funding should be generated through the PFP to cover expenses geared toward minimizing or eliminating localized threats, and expenses that the PFP will cover should be clearly communicated. If possible, costs should be estimated for each protected area’s specific needs, with the scope, activities and outputs associated with the PFP clearly defined. In order to minimize the risk of under or overestimating funding, cost estimates should be updated every two to three years. If possible, contingency funds should be put in place to respond to needs that may fall outside the agreed financial plan. An adequate monitoring system for the PAs should also be put in place, in order to ensure that PFP funds are distributed strategically. Because the PFP focuses on achieving long-term goals, the project team should design the financial model based on outcomes, but ensure that it will adhere easily to government line-item budgeting. It is important to ensure the financial model is flexible enough to be adapted to changing contexts, such as shifting conservation threat levels and locations, or adoption of new technologies during implementation.

**Transition fund management should be left to a credible organization with a clear mission statement and conservation goals:** If a transition fund is created, it needs to be managed by a suitable organization that is independent enough from the government to be able to leverage the government’s commitments, while also agile, efficient and credible enough to manage the funds. The organization must also have a clear mission statement and conservation goals, and the governance and operational procedures of the fund need to be clearly defined in a detailed operating manual prior to implementation. Where possible, the PFP team should recruit an existing organization rather than create a new one, to avoid the need to build organizational structure and credibility from scratch, reducing the project costs and time significantly. If a new organization needs to be created to disburse funds, specific expenses associated with the set up

should be incorporated into the PFP design costs. Creating a new organization to manage PFP donations has high transaction costs and significantly extends time and funds required for the design phase, as a result of the amount of work required to negotiate the conservation trust fund's design, create it, and build staff capacity. Specific expenses associated with setting up a new conservation trust fund need to be incorporated into the PFP design costs.

The assessment of existing fund administrators should not overlook the history and institutional arrangements related to financing conservation areas in the country. The assessment provides an opportunity to improve the institutional capacity of a CTF and, consequently, the capacity of the conservation area system to manage and absorb large amounts of resources.

## ANNEX ONE: RECOMMENDED GRANT RECIPIENT SELECTION CRITERIA

| PROJECT SELECTION CRITERIA                                                                                  |                                                                                                                    |                                                                                                                                                                         |                                                                                               |
|-------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| SELECTION CRITERIA                                                                                          | HIGH (3)                                                                                                           | MEDIUM (2)                                                                                                                                                              | LOW (1)                                                                                       |
| <b>PROJECT APPLICANT</b>                                                                                    |                                                                                                                    |                                                                                                                                                                         |                                                                                               |
| Reliability of, and respect for, applicant (person / group applying)                                        | 100% conservation and community partners provide strong recommendations                                            | 50-99% % conservation and community partners recommend this applicant                                                                                                   | Not recommended by conservation and community partners                                        |
| Level of current support of applicant for conservation / improved management of marine resources / BAS-SACD | Applicant acts as a conservation leader in his sector and implements sustainability best practices                 | Applicant supports fishing regulations                                                                                                                                  | Has recent (within 2 years) warnings or arrests for illegal fishing.                          |
| Importance of support of applicant for improved conservation outputs / BAS-SACD                             | Applicant is a direct user of LHR or CBWS, and is important to engage                                              | There are members in the same household / family who are direct users of LHR or CBWS                                                                                    | The applicant and family have no direct link with LHR / CBWS                                  |
| Applicant has the capacity to implement the project                                                         | Applicant has demonstrated success in starting a business / completing a project. Good financial management skills | Applicant has participated in successful projects but not managed a project on their own                                                                                | Applicant has no experience / limited capacity in managing projects                           |
| Level of financial capacity of person / group applying                                                      | Applicant has well established, strong financial management system in place, past experience in project area       | Applicant has some financial management skills and a basic financial management system in place                                                                         | Applicant has limited financial management skills and no financial management system in place |
| <b>PROJECT VIABILITY</b>                                                                                    |                                                                                                                    |                                                                                                                                                                         |                                                                                               |
| Level of understanding of project implementation, monitoring and evaluation                                 | Applicant has successfully implemented previous projects, with good written and financial and project reporting    | Applicant has participated in implementation of previous project, and has some understanding of project implementation, written and financial reporting, and evaluation | Applicant has no understanding of project management / implementation                         |
| Established business requesting further investment (if relevant)                                            | Applicant has a viable business and has a business plan for expansion                                              | Applicant has a business, but has no plan, and needs further investment for long term viability                                                                         | Applicant has a failed business                                                               |
| Viable business plan that identifies risks and opportunities                                                | Applicant has a viable business plan and recognizes and is addressing the risks and opportunities                  | Applicant business plan highlights risks and opportunities, but these are not well understood by applicant                                                              | Applicant business plan is not viable in the current context                                  |

| PROJECT SELECTION CRITERIA                                                                                          |                                                                                                         |                                                                                                                                 |                                                                                                                                           |
|---------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------|
| SELECTION CRITERIA                                                                                                  | HIGH (3)                                                                                                | MEDIUM (2)                                                                                                                      | LOW (1)                                                                                                                                   |
| <b>PROJECT VIABILITY<br/>(Continued)</b>                                                                            |                                                                                                         |                                                                                                                                 |                                                                                                                                           |
| Potential for self-sustainability after 3 years                                                                     | Business opportunity has excellent chances of being self-sustainable after three years                  | Business opportunity has some potential for being self-sustainable after three years                                            | Business opportunity will need longer than three years to become sustainable                                                              |
| Evidence of ability to provide any co-financing / loan repayments required                                          | Applicant has personal funds invested in the business, and has equipment that can be used as collateral | Applicant has no funds committed towards the project, but has co-financing equipment and a good record of loan repayment        | Applicant has no personal funds invested in the business – and a poor record of past loan repayment                                       |
| Level of commitment of person / group applying                                                                      | Applicant is committing personal funds and equipment to the business                                    | Applicant has no funds committed towards the project, but has co-financing equipment                                            | Applicant has no commitment of personal funds and equipment to the business                                                               |
| Presence of a market for the business                                                                               | The business is established and already has a market that can absorb increased product / service        | The market has been adequately identified in the business plan and can absorb the product / services                            | The market is not or poorly assessed, it cannot absorb the product / service                                                              |
| Level of innovation                                                                                                 | Business opportunity is highly innovative and addresses market needs not currently addressed            | Business is somewhat innovative, but may be in competition with other businesses in the area, or doesn't address a market need. | Similar established businesses already exist in the area – would be in competition                                                        |
| Access to necessary logistics and equipment for project implementation (if required for access to the project site) | Vehicle / boat available and suitable (roadworthy / seaworthy) for accessing project site               | Vehicle / boat available for accessing project site but reliability is questionable                                             | No reliable transport available for accessing project site – recipient would need to rely on a second party for transport to project site |
| Land tenure-ship sufficiently stable for investment (if relevant)                                                   | Investment is to be made on private land owned by the applicant                                         | Investment is to be made on private land under agreement with the landowner (who is not an applicant)                           | Investment is requested for Government leased land                                                                                        |
| Willingness of applicant to participate in training opportunities                                                   | Applicant is eager to participate in trainings and attends 100% of recommended relevant training days   | Applicant is willing to participate in trainings but only participates in between 50% and 75% of relevant training days         | Applicant is reluctant to participate in trainings and participates in less than 50% of recommended relevant training days                |

|                                                                                                                   |                                                                                                                                                                             | recommended relevant training days                                                                                                                                                             |                                                                                                                                         |
|-------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------|
| PROJECT SELECTION CRITERIA                                                                                        |                                                                                                                                                                             |                                                                                                                                                                                                |                                                                                                                                         |
| SELECTION CRITERIA                                                                                                | HIGH (3)                                                                                                                                                                    | MEDIUM (2)                                                                                                                                                                                     | LOW (1)                                                                                                                                 |
| PROJECT VIABILITY (Continued)                                                                                     |                                                                                                                                                                             |                                                                                                                                                                                                |                                                                                                                                         |
| Willingness of applicant to request assistance from the Community Resource Hub                                    | Applicant maintain close communication with the Community Resource Hub and utilizes the technical support and resources to improve project design and outputs               | Applicant occasionally communicates with the Community Resource Hub but communication is generally initiated by the Community Resource Hub for strengthening project design and implementation | Applicant is unwilling to request assistance or communicate with the Community Resource Hub                                             |
| PROJECT IMPACT                                                                                                    |                                                                                                                                                                             |                                                                                                                                                                                                |                                                                                                                                         |
| Ability of project to increase employment opportunities in the community                                          | Project will provide new, medium term employment opportunities, with room and plans for expansion                                                                           | Project will provide new, medium term employment opportunities, but may not expand beyond the project applicants                                                                               | Project is unlikely to increase employment opportunities in the community                                                               |
| Project improves fisher household income                                                                          | Project will provide additional income for two or more LHR / CBWS fisher families                                                                                           | Project will provide additional income for one LHR / CBWS fisher family                                                                                                                        | Project doesn't provide additional income for LHR / CBWS fisher families                                                                |
| Project benefits will be spread equitably among beneficiaries, taking into account relative input of participants | Project recognizes level of work input by all applicants in group, with mechanisms for measuring effort and clear, equitable agreements for profit sharing and reinvestment | Project recognizes level of work input by applicants in group, with somewhat equitable agreements for profit sharing but not reinvestment                                                      | Project doesn't recognize level of work input by applicants in group, with weak profit sharing agreements and no plans for reinvestment |
| Project support of community stability and development and potential to address identified key community issues   | Project will contribute towards community stability and development through impact of one of the key community challenges to development                                    | Project will have potential for small positive impact on challenges to community stability and development                                                                                     | Project will have no impacts on community stability and development                                                                     |
| Project improves opportunities for youths / women                                                                 | Project is led by and supports employment / training of women and youths                                                                                                    | Project supports employment / training of some women and youths                                                                                                                                | Project doesn't support employment or training of women and youths                                                                      |
| Project has potential and is designed for expansion beyond initial investment                                     | Project is designed for expansion beyond the project itself, with a                                                                                                         | Applicant is focused on the project time frame, but there is potential for expansion beyond that                                                                                               | There is no potential for expansion beyond the outputs of the project itself                                                            |

|                                                                          | credible medium / long term vision                                                                      |                                                                                                                 |                                                                                                                                |
|--------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|
| PROJECT SELECTION CRITERIA                                               |                                                                                                         |                                                                                                                 |                                                                                                                                |
| SELECTION CRITERIA                                                       | HIGH (3)                                                                                                | MEDIUM (2)                                                                                                      | LOW (1)                                                                                                                        |
| <b>CONSERVATION RETURN</b>                                               |                                                                                                         |                                                                                                                 |                                                                                                                                |
| Alignment with Theory of Change objectives                               | Project is closely aligned with and will contribute towards more than one ToC Outcomes                  | Project is somewhat aligned with and will contribute towards at least one ToC Outcomes                          | Project is not well aligned with the ToC objectives, with limited contribute towards ToC Outcomes                              |
| Alignment with BAS-SACD objectives / management plan strategies          | Project is closely aligned with and will contribute towards activities in the BAS / SACD strategies     | Project is somewhat aligned with and will contribute towards at least one activity in the BAS / SACD strategies | Project is not well aligned with BAS / SACD strategies                                                                         |
| Alignment with national conservation strategies (e.g. NBSAP)             | Project is closely aligned with and will contribute towards NBSAP strategies                            | Project is somewhat aligned with and will contribute towards at least one NBSAP strategy                        | Project is not well aligned with NBSAP strategies                                                                              |
| Predicted future direct impact of applicant on CBWS                      | The Applicant's attitude has potential for significant positive influence over activities in CBWS / LHR | The Applicant's attitude has potential for some positive influence over activities in CBWS / LHR                | The Applicant's attitude has potential for negative influence over activities in CBWS / LHR                                    |
| Clear link to (and understanding of) conservation return in the proposal | The Applicant fully understands the environmental and conservation returns of the project               | The Applicant has some understanding of the environmental and conservation returns of the project               | The Applicant is focused only on the project, and has only limited understanding of the environmental and conservation returns |

## **ANNEX 7: Terms of Reference (ToR) Fisher Association Managers**

### **1. Background**

Belize's small-scale fisheries sector plays a vital role in supporting national food security, cultural heritage, and the livelihoods of over 3,000 commercial fishers and their families. However, the impacts of climate change—including rising sea temperatures, extreme weather events, and ecosystem degradation—pose growing threats to the sustainability of marine resources and the resilience of coastal fishing communities. In response, the Government of Belize, with support from the Special Climate Change Fund (SCCF), is implementing a comprehensive project aimed at enhancing the climate resilience of the fisheries sector. The project focuses on three key areas: strengthening the adaptive capacity of fisher associations, improving access to diversified, **climate**-resilient livelihoods, and fostering improved coordination, communication, and knowledge sharing across the sector.

Central to achieving these outcomes is the empowerment and operational strengthening of local fisher associations, which serve as vital platforms for representation, advocacy, and the implementation of sustainable fisheries practices. The Fisher Association Manager will play a critical role in supporting fisher associations in governance, administration, financial management, and member engagement, while also fostering collaboration with the Belize Fisheries Department and other stakeholders. This position is essential to building the organizational capacity needed to promote inclusive, equitable, and climate-smart fisheries co-management in Belize.

The Fisher Association Manager will be responsible for overseeing the daily operations, governance, and strategic growth of the [insert name] Fisher Association, ensuring that the association operates effectively, supports its members, and engages in sustainable fisheries management and livelihood diversification initiatives to improve fisher family resilience to climate change. The manager will work closely with the association's executive committee, members, government agencies, NGOs, and other partners to strengthen the organization's capacity, improve communication, and promote responsible fisheries practices.

### **2. Objectives**

The primary objective of the Fisher Association Manager is to enhance the governance, administration and financial stability of the association, ensuring it delivers meaningful benefits to its members. The manager will facilitate training, coordinate projects, strengthen communication, foster partnerships, and advise the Association executive members on policy and discussions that promote the sustainability of the fisheries sector and the resilience of the association's members to climate change.

### **3. Key Responsibilities**

#### **3.1 Association Governance and Administration**

- Oversee the day-to-day operations of the [insert name] Fisher Association, ensuring smooth and efficient management.
- Support the Executive Committee in implementing governance best practices, including transparent decision-making and accountability.
- Ensure the Association remains legally compliant, including managing re-registration, reporting, and financial filings.
- Assist the Association in developing and implementing a 5-year Strategic Plan that guides the Associations activities.
- Maintain records, meeting minutes, and other documentation required for the Association's operations.

#### **3.2 Membership Engagement and Capacity Building**

- Strengthen communication with members, ensuring they are informed of Association activities, policies, and opportunities.
- Assist in the recruitment and retention of members by demonstrating the benefits of active participation in the association.
- Organize general meetings, workshops, and peer-learning sessions to improve the skills and knowledge of members.
- Coordinate training programs on climate-smart sustainable fishing practices, first aid, financial literacy, and alternative livelihoods.

#### **3.3 Sustainable Fisheries Management and Climate Resilience**

- Promote sustainable fishing practices among association members to ensure long-term resource viability and availability.
- Engage in local and national fisheries management discussions as an advisor to the Executive Committee representing the interests of the association, and to ensure capture and dissemination of that meeting outputs.
- Support members in understanding and complying with fisheries regulations, conservation and climate resilience initiatives.
- Facilitate access to training and resources for climate adaptation, such as improved fishing gear, alternative income activities, and marine conservation programs.
- Ensure relevant information on climate adaptation and resilience is covered in all Annual General Meetings.

### **3.4 Financial Management and Fundraising**

- Oversee the Association's finances, ensuring proper budgeting, financial reporting, and accountability.
- Prepare the accounts for annual audit.
- Identify and apply for funding opportunities to support Association projects and capacity-building initiatives.
- Manage grant-funded projects to ensure timely implementation, reporting, and compliance with donor requirements.
- Explore revenue-generating opportunities for the Association, such as membership fees or group purchasing of equipment.

### **3.5 Advocacy and Stakeholder Engagement**

- Serve as the primary point of contact between the Association and government agencies, NGOs, donors, and other stakeholders.
- Advocate for the interests of members in policy discussions, fisheries management, and resource allocation.
- Facilitate partnerships and collaborations that benefit the Association, such as joint ventures, technical assistance programs, and networking opportunities.
- Organize and participate in exchange programs, peer-to-peer learning, and knowledge-sharing events.

### **3.6 Monitoring, Evaluation, and Reporting**

- Track the progress of Association activities, ensuring alignment with the SCCF objectives and the association strategic goals.
- Develop reports on Association performance, project outcomes, and financial status.
- Document best practices and lessons learned to improve future initiatives.
- Report on a quarterly basis / as required to the Protect Management Unit

## **4. Qualifications and Experience**

- Bachelor's degree (or equivalent experience) in Fisheries Management, Natural Resource Management, Business Administration, Community Development, or a related field.
- Excellent communication, leadership, and stakeholder engagement skills.
- Experience working with fisher associations, cooperatives, or community-based organizations.
- Knowledge of fisheries management, marine conservation, and climate adaptation strategies.
- Experience in facilitating trainings, capacity building, and financial management.
- Ability to develop and implement projects, secure funding, and manage partnerships.
- Knowledge of Belize's fisheries policies and regulatory frameworks is an asset.

## 5. Duration and Reporting

- This is a **full-time position** with an initial contract period of **one year**, renewable based on performance and funding availability.
- The Fisher Association Manager will report directly to the PMU on implementation of project actions and financial reporting.
- The Fisher Association Manager will report to the association's **Executive Committee** for day-to-day implementation of the annual work plan and will work closely with members and relevant stakeholders.

## 6. Application Process

Interested candidates should submit the following:

1. A cover letter outlining their experience and suitability for the role.
2. A detailed CV.
3. Contact information for **two professional references**.

Applications should be submitted via **[Insert Email/Website]** by **[Deadline Date]**.

## Resilient Bold Belize: Improving Stewardship and Sustainable Livelihoods- WWF GEF

### **Annex 8: Terms of Reference (TOR) for**

#### **Fisheries Liaison Officer: Contract Position “Resilient Bold Belize”**

|                        |                                                                                                                                                                    |
|------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Locations              | Belize Fisheries Department, with visits to; Barranco, Copper Bank, Chunox, Gales Point, Hopkins, Monkey River, Punta Negra, Riversdale, Sarteneja and Seine Bight |
| Anticipated Start Date | Mid-2026                                                                                                                                                           |
| Consultancy Type       | Consultancy Type contract position located in the Fisheries Department                                                                                             |
| Duration of contract   | 36 months                                                                                                                                                          |
| Language Required      | English                                                                                                                                                            |

#### **1. Resilient Bold Belize Background on Fisher Associations**

The Government of Belize along with the World Wildlife Fund (WWF) have embarked on the design of a project finance for permanence (PFP) initiative known as Resilient, Bold Belize (RBB). RBB builds on the efforts of a diverse multi-sectoral group consisting of high level and technical government officials, protected areas managers (NGO and government), environmental NGO specialists, and special interest groups representing private sector, fisheries, tourism and community issues. RBB focuses on Belize’s coastal and marine protected areas and connected ecosystems. This geography includes Belize’s World Heritage Site, the Belize Barrier Reef Reserve System and coastal Ramsar site and highly connected ecosystems - coral reef, mangrove and seagrass habitats that provide protection for at least 60 IUCN-listed marine species.

This PFP, led by the Blue Bond Finance Permanent Unit of the Prime Minister Office will integrate the value of nature into tourism and fisheries sectors, strengthen policy coherence and institutional capacity for gender responsive and inclusive conservation planning, and will strengthen national capacities for financial planning and domestic resource mobilization. The PFP will scale up nature-based solutions (NBS), resulting in improved habitat integrity and ecosystem conditions and will improve associated livelihoods.

Fisher associations are registered entities that qualify for accessing both national and international grant funding and technical support. They act on behalf of their members, providing access to climate-smart fishing practices and safety techniques, access to grants and programs to support additional livelihood opportunities, and the ability to participate in fisheries management. Fisher associations will be supported by a Fisheries Extension Officer, based in the Fisheries Department, and responsible for ensuring consistent communication of fisheries information to the associations, and providing a point of contact for queries from the associations. Quarterly visits by the Extension Officer to each association will strengthen the trust between the fishers and Fisheries

Department, forming a strong foundation for improved compliance with fisheries regulations and strengthened fisheries management.

The project recognizes the importance of communication in creating strong organizations, and fostering trust between individuals and the government. Limited information flow from the Fisheries Department to fishers, and vice versa, has been identified during consultations with the fisher associations as a key challenge and barrier to implementation of sustainable fishing practices set forth by the Fisheries Department.

## **2. Objective of this consultancy**

The consultant(s) along with WWF and its implementing partners will be part of a multi-stakeholder partnership and help create a more cohesive fisheries department and fisher association relationship to accomplish more impact as part of the Resilient Bold Belize PFP.

The establishment of this consultancy position of a Fisheries Liaison Officer within the Fisheries Department is to increase communication with Fisher Associations, build a two-way data sharing channel and support the Fisheries Department in responding to fisher communication, requests for information and input into fisheries management. The incumbent will be dedicated to and responsible for keeping the fisher associations updated on the latest catch data, changes to regulations and legislation, upcoming meetings and trainings, and promoting resilient, sustainable fishing practices. The Liaison will be important for increasing fisher association's access to, and confidence in, data on catch and fisheries status.

To support this role, the project will provide funding for regional and national meetings that will bring the fisher association leadership together to promote knowledge exchange, providing a platform for the fisheries department to participate in ground-level discussions.

### ***1. Facilitate Communication and Coordination***

- Act as the primary point of contact between fisher associations and the Fisheries Department.
- Ensure timely dissemination of information, policies, and updates from the department to fisher groups and vice versa.
- Organize and lead meetings or workshops to foster dialogue and collaboration between stakeholders- including regional and national meetings

### ***2. Community Engagement***

- Build trust and relationships with local fishing communities and associations.
- Visit fishing communities regularly to gather feedback, address concerns, and provide updates on fisheries management initiatives.

### ***3. Provide Training and Capacity Building***

- Conduct or coordinate training sessions for fisher associations on sustainable fishing practices, compliance with regulations, and resource conservation.
- Empower associations by sharing best practices in fisheries management and promoting leadership within communities.

- Educate fisher associations about sustainable fishing methods and the importance of marine ecosystem health.
- Encourage participation in programs like marine protected areas (MPAs) or alternative livelihoods to reduce fishing pressure.

#### ***4. Monitor and Report on Issues***

- Identify challenges faced by fishers, such as illegal fishing, market access, or environmental concerns, and communicate them to the Fisheries Department.
- Provide timely reports on fisheries activities, conflicts, or emerging trends affecting local fishers.

#### ***5. Promote Policy Awareness***

- Explain and clarify fisheries policies, regulations, and conservation measures to fisher associations.
- Help fishers understand their rights and responsibilities under Belize's fisheries laws and marine resource management plans.

#### ***6. Conflict Resolution***

- Mediate disputes between fishers, associations, or other stakeholders, ensuring peaceful resolutions.
- Address conflicts related to resource use, territorial boundaries, or compliance issues.

#### ***7. Support Data Collection and Research***

- Assist in collecting data from fishers on catch rates, species distribution, and other relevant metrics for resource management.
- Support scientific research and monitoring efforts in collaboration with fisher communities.

#### ***8. Advocate for Fisher Associations***

- Represent fisher associations' interests and concerns during Fisheries Department planning or policy discussions.
- Advocate for the integration of local knowledge and practices into fisheries management strategies.

#### ***9. Ensure Compliance with Regulations***

- Provide guidance on how to comply with fisheries laws and regulations, including licensing and quota systems.

### **Management and Reporting Arrangements**

The Consultant shall report directly to the Project Management Unit, and will coordinate closely with PFP project implementation partners as well as BGI IP Child Project staff members who will also work on the proposed project.

Consultants will be given access to relevant information necessary for the execution of the scope of work under this assignment.

### **3. Qualifications**

The consultant can apply as a team or individual.

Education:

- At least an undergraduate degree in finance, fisheries management, ecosystem conservation, business administration, international development, social science, or another closely related field.
- Preferred master's degree in business administration, international development, social science, or another closely related field.

Professional experiences:

- At least five (5) years of relevant experience in delivering training and capacity building activities with small-scale fishers or small-scale producers.
- Working experience creating tailored training materials.
- Experience working in Belize or Central America.
- Fluency in English and preferred Spanish is required.
- Proven track record in facilitating participatory processes and engaging local communities.

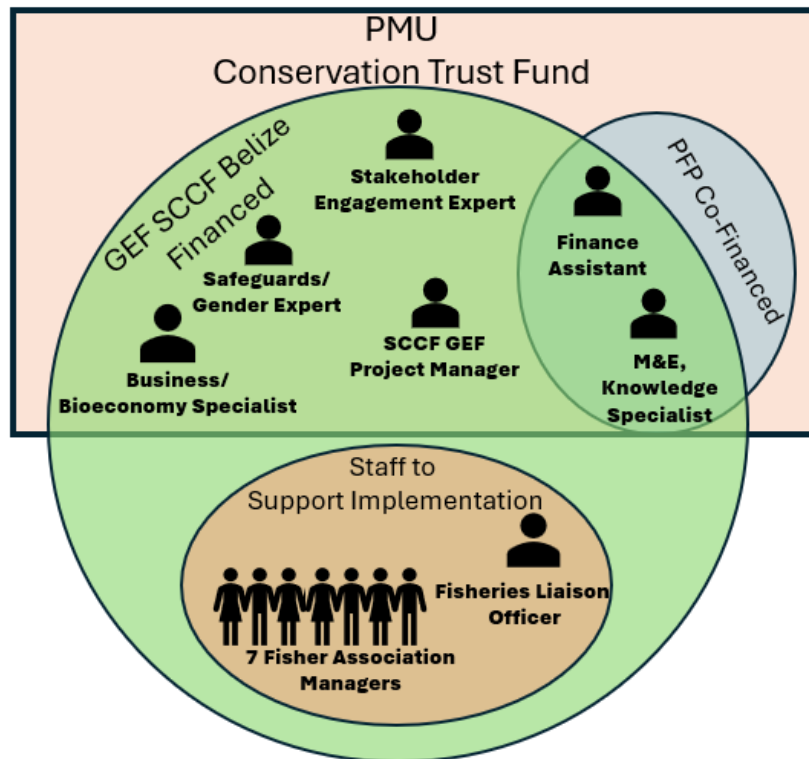
# Resilient Bold Belize: Improving Stewardship and Sustainable Livelihoods- WWF GEF

## ANNEX 10. Project Management Unit Position Terms of Reference (for positions funded/part funded by GEF project funds)

Improving Stewardship and Sustainable Livelihoods

Special Climate Change Fund

### Project Staffing & Source of Funding





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**TOR: Project Manager****Resilient Bold Belize; Improving Stewardship and Sustainable Livelihoods in Belize**

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|                        |                                                                                                                                                               |
|------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Locations              | Conservation Trust Fund with visits to; Barranco, Copper Bank, Chunox, Gales Point, Hopkins, Monkey River, Punta Negra, Riversdale, Sarteneja and Seine Bight |
| Anticipated Start Date | Mid-2026                                                                                                                                                      |
| Consultancy Type       | Full-time Staff person with Conservation Trust Fund                                                                                                           |
| Duration of contract   | 36 months                                                                                                                                                     |
| Language Required      | English                                                                                                                                                       |
| Project Allocation     | 100% Staff time to SCCF GEF Project                                                                                                                           |

**Background**

The Government of Belize along with the World Wildlife Fund (WWF) have embarked on the design of a project finance for permanence (PFP) initiative known as Resilient Bold Belize (RBB). This PFP, led by the Blue Bond Finance Permanent Unit of the Prime Minister Office will integrate the value of nature into tourism and fisheries sectors, strengthen policy coherence and institutional capacity for gender responsive and inclusive conservation planning, and will strengthen national capacities for financial planning and domestic resource mobilization. The PFP will scale up nature-based solutions (NBS), resulting in improved habitat integrity and ecosystem conditions and will improve associated livelihoods.

The GEF Special Climate Change Fund project, supporting the Resilient Bold Belize PFP, will support transformational adaptation benefits for approximately 10,646 people in climate-vulnerable coastal communities, including 3,434 artisanal fishers. The project adopts a gender-responsive approach, ensuring the equitable participation of women and youth in climate adaptation planning, livelihood development, and leadership training.

**Component 1** strengthens the adaptive capacity of fisher associations to support inclusive, climate-resilient fisheries, improving representation in fisheries governance, and promoting climate-smart and safe fishing practices and the participation of women as association members.

**Component 2** expands access to resilient, nature-based livelihood opportunities by building climate-smart business and financial skills, prioritizing the participation of women and young people. It includes educational and vocational scholarships to support inclusive economic diversification beyond fishing.

**Component 3** improves coordination, communication, and knowledge-sharing across associations and government stakeholders, integrating diverse voices into adaptive decision-making and supporting peer learning through regional exchanges.

The project will hire a Project Manager to sit within the Conservation Trust Fund and ensure delivery of the project components.

The Project Manager will supervise staff in a Project Management Unit (PMU), coordinate with project partners as RBB builds on the efforts of a diverse multi-sectoral group consisting of high level and technical government

officials, protected areas managers (NGO and government), environmental NGO specialists, and special interest groups representing private sector, fisheries, tourism and community issues. The PM will provide day-to-day management of the project. The Project Manager will report to the CTF manager and 100% of their time will be dedicated to managing the Project.

## **Responsibilities**

### *1. Project Management:*

- Day-to-day management, monitoring and evaluation of project activities and results as outlined in the ProDoc, Grant Agreement, and Annual Work Plan and Budget to achieve the project objective and targets in the Results Framework
- Hold monthly virtual meetings with the partners involved in each outcome
- Manage the workflow for the Project Steering Committee (PSC), which will be led by the Project Lead
- In collaboration with all project sub-grantees and partners, develop the Annual Work Plan and Budget (AWPB) for each project year, for approval by the PSC and no-objection from the WWF GEF Agency
- Provide high level oversight and monitoring of procurement and expenditure in line with the AWPB
- Review progress of work plan and monitoring plan
- Lead planning and organization for reflection workshop to identify lessons learned and propose potential changes for adaptive management to ensure project results and indicator targets are reached
- Responsible for organization of Kick-Off workshop and other project-level workshops/meetings
- Manage the design of a project website, and its ongoing maintenance and updates
- Represent the project and provide support for project supervisions and internal and external reviews/evaluations

### *2. Technical Responsibilities for Project Execution*

- Provide necessary trainings to fisher association managers on project reporting and project management to ensure compliance with CTF and WWF GEF policies and procedures
- Delivery of Component 1 with responsibilities including;
  - Draft and technically review **Terms of Reference (ToRs)** for consultants supporting fisher associations' registration, governance, or strategic planning.
  - Provide **technical guidance** on setting up digital or paper-based **data management systems** for membership records, finances, and meeting minutes.
  - Lead the technical design of the fisher safety framework, including: Trip "check-out log" templates (captain name, crew, routes, return date, vessel ID), Emergency response flowcharts and communication protocols.
  - Provide **technical guidance** on alert dissemination systems (e.g., message templates or digital tools for communicating hazard information).
- Technical inputs and assistance to the Business and Bioeconomy specialist to support the plan for delivery of output 2.1.1 *Training opportunities for existing/potential business owners in business planning and management* such as financial literacy and business trainings to communities in target project villages.
- Manage and lead the contracting of a communications consultancy to develop a project-specific communications plan and materials under Component 3, output 3.1.1 *Gender responsive Project communications strategy and plan*. The PM will be responsible for ensuring alignment with the BBFP Communications Plan developed for the BIG IP GEF Project in implementation that also supports the PFP.
- Promote the roll out and socialization of the project communications strategy and plan in coordination with the M&E and Knowledge management specialist.
- With support from the Stakeholder Engagement Expert, lead the delivery of Outcome 3.1.3 *Peer-to-peer exchanges between fisher associations at regional and national events*

### *3. Staff management:*

- Supervise the PMU staff including M&E Officer, Financial Manager, and any directly recruited staff or consultants
- Prepare TORs to recruit consultants, staff and sub-contracts in consultation with and for no-objection from WWF GEF Agency

### *4. Reporting:*

- Formulate semi-annual Project Progress Reports and ensure timely delivery to the WWF GEF Agency
- Oversee the preparation and disbursement of sub-grants
- Oversee development of quarterly financial reports and ensure timely delivery to the WWF GEF Agency
- Ensure co-finance reporting on a yearly basis

### *5. Quality Assurance:*

- Provide quality assurance for project activities, including in sub-grants
- Review reports and other products from consultants, staff, and sub-grantees, and ensure quality
- Ensure implementation in line with the GEF and WWF standards and policies

### *6. Partnerships:*

- Coordinate with co-financed projects and liaise with project partners to ensure co-financing commitments are realized
- Ensure smooth coordination and communication among all project partners, and with the Program partners
- Manage stakeholder engagement throughout the project duration
- Represent the project, as needed, at various meetings and workshops

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**TOR: Business and Bioeconomy Specialist****Resilient Bold Belize PFP**

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|                        |                                                                                                                                                                                       |
|------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Locations              | Conservation Trust Fund with visits to; Marien Protected Areas, Barranco, Copper Bank, Chunox, Gales Point, Hopkins, Monkey River, Punta Negra, Riversdale, Sarteneja and Seine Bight |
| Anticipated Start Date | Late-2026                                                                                                                                                                             |
| Consultancy Type       | Full-time Staff person with Conservation Trust Fund                                                                                                                                   |
| Duration of contract   | 36 months                                                                                                                                                                             |
| Language Required      | English                                                                                                                                                                               |
| Staff Allocation       | Position is equally responsible for the PFP M&E and SCCF GEF Project M&E and Knowledge Management                                                                                     |

**Background**

The Government of Belize along with the World Wildlife Fund (WWF) have embarked on the design of a project finance for permanence (PFP) initiative known as Resilient, Bold Belize (RBB). This PFP, led by the Blue Bond Finance Permanent Unit of the Prime Minister Office will integrate the value of nature into tourism and fisheries sectors, strengthen policy coherence and institutional capacity for gender responsive and inclusive conservation planning, and will strengthen national capacities for financial planning and domestic resource mobilization. The PFP will scale up nature-based solutions (NBS), resulting in improved habitat integrity and ecosystem conditions and will improve associated livelihoods.

The GEF Special Climate Change Fund project, supporting the Resilient Bold Belize PFP, will support transformational adaptation benefits for approximately 10,646 people in climate-vulnerable coastal communities, including 3,434 artisanal fishers. The project adopts a gender-responsive approach, ensuring the equitable participation of women and youth in climate adaptation planning, livelihood development, and leadership training.

**Component 1** strengthens the adaptive capacity of fisher associations to support inclusive, climate-resilient fisheries, improving representation in fisheries governance, and promoting climate-smart and safe fishing practices and the participation of women as association members.

**Component 2** expands access to resilient, nature-based livelihood opportunities by building climate-smart business and financial skills, prioritizing the participation of women and young people. It includes educational and vocational scholarships to support inclusive economic diversification beyond fishing.

**Component 3** improves coordination, communication, and knowledge-sharing across associations and government stakeholders, integrating diverse voices into adaptive decision-making and supporting peer learning through regional exchanges.

The project will hire a Business and Bioeconomy Specialist to sit within the Conservation Trust Fund and ensure delivery of the project components.

## **Key Responsibilities:**

### **1. Strategy & Design of Livelihood Diversification Pathways**

- Conduct community-level assessments to identify viable, climate-resilient non-fishing livelihood opportunities (e.g., agroecology, sustainable tourism, value-added forest or farm products).
- Map barriers and enablers for uptake, particularly for women, youth, and marginalized groups.
- Design localized strategies and investment pathways that promote equitable income diversification for youth, women, and fisher households.
- Co-develop viable business models and financial strategies tailored to target communities and ecosystems.
- Prioritize activities based on existing capacities, climate vulnerability, market potential, and environmental sustainability.

### **2. Targeted Livelihood Support Activities in Prioritized Communities**

- Lead the design and delivery of trainings on climate-smart business practices, entrepreneurship, and financial literacy tailored to small enterprises and community members.
- In coordination with local NGO partners, support existing youth engagement programs outside of the fishing sector that create entry points into employment, apprenticeships, or enterprise development.
- Oversee the implementation of an educational scholarship mechanism targeted at fisher association families, enabling access to vocational training and continued education for youth and young adults.

### **3. Development and Strengthening of Climate-Resilient Enterprises**

- Support incubation and growth of micro and small enterprises in target sectors of prioritized communities through technical assistance, capacity building, and investment readiness support.
- Facilitate business incubation, access to finance, and value chain development for nature-based enterprises.
- Embed climate risk screening and resilience metrics in supported business plans and supply chains.
- Provide technical assistance and coaching to community-based businesses to improve operations, market access, and resilience to climate shocks.
- Promote investment in low-carbon, circular bioeconomy ventures, aligned with conservation and climate goals.

### **4. Mainstreaming of Bioeconomy and Nature-Based Solutions**

- Identify and promote bioeconomy innovations rooted in local biodiversity, circular economy principles, and traditional ecological knowledge.
- Integrate value-addition opportunities (e.g., processing, branding, certification) to maximize community benefits while maintaining environmental integrity.
- Provide guidance on policy and regulatory environments that enable sustainable bioeconomy growth.
- Identify and promote local bioeconomy innovations (e.g., bioproducts, natural fiber crafts, medicinal plants, organic fertilizers) that link biodiversity conservation with economic development.
- Ensure all business models align with environmental safeguards and promote long-term ecosystem health.

### **5. Stakeholder Engagement and Partnership Building**

- Engage with cooperatives, local government, private sector, NGOs, and financial institutions to catalyze cross-sector partnerships.
- Build capacity of local actors to manage and sustain bioeconomy ventures.
- Facilitate knowledge exchange and peer learning across sites.
- Collaborate with local NGOs, cooperatives, vocational institutions, and private sector actors to strengthen the delivery and sustainability of livelihood interventions.
- Cultivate partnerships that bridge community knowledge, donor resources, and business ecosystems.
- Convene local dialogues to align interventions with community priorities and traditional knowledge systems.

## **6. Monitoring, Learning, and Adaptive Management**

- Develop tools and indicators to monitor resilience, income generation, and sustainability of diversified livelihoods.
- Document and disseminate case studies, lessons learned, and scaling strategies.
- Adapt approaches based on feedback and evolving climate, market, and community contexts.
- Develop simple, participatory indicators to track outcomes such as improved income, enterprise growth, and climate resilience.
- Capture and share success stories, case studies, and lessons learned to inform adaptive implementation and potential scaling.
- Contribute to knowledge products and reporting under the broader GEF SCCF project M&E framework.

## **7. Cross-cutting Integration**

- Ensure all activities promote gender equity, social inclusion, and environmental safeguards.
- Align livelihood strategies with national climate adaptation plans (NAPs), biodiversity strategies (NBSAPs), and sustainable development priorities.
- Integrate gender equity, youth empowerment, and social inclusion in all design and delivery efforts.
- Align all interventions with national climate change strategies (NAPs), biodiversity targets (NBSAPs), and local development goals.
- Ensure full respect for Indigenous and local knowledge, cultural practices, and participatory decision-making.

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**TOR: Financial Assistant****Resilient Bold Belize PFP**

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|                        |                                                                                                        |
|------------------------|--------------------------------------------------------------------------------------------------------|
| Locations              | Conservation Trust Fund                                                                                |
| Anticipated Start Date | Mid-2026                                                                                               |
| Consultancy Type       | Full-time Staff person with Conservation Trust Fund                                                    |
| Duration of contract   | 36 months                                                                                              |
| Language Required      | English                                                                                                |
| Staff Allocation       | Position is responsible for the PFP financial management and 40% SCCF GEF Project financial management |

**Background:**

The Government of Belize along with the World Wildlife Fund (WWF) have embarked on the design of a project finance for permanence (PFP) initiative known as Resilient, Bold Belize (RBB). This PFP, led by the Blue Bond Finance Permanent Unit of the Prime Minister Office will integrate the value of nature into tourism and fisheries sectors, strengthen policy coherence and institutional capacity for gender responsive and inclusive conservation planning, and will strengthen national capacities for financial planning and domestic resource mobilization. The PFP will scale up nature-based solutions (NBS), resulting in improved habitat integrity and ecosystem conditions and will improve associated livelihoods. **This position is partially funded by the PFP at large, and will allocate approximately 40% of its time to the GEF Special Climate Change Fund project; *Improving Stewardship and Sustainable Livelihoods in Belize*.**

The GEF SCCF project, a component of the Resilient Bold Belize PFP, will support transformational adaptation benefits for approximately 10,646 people in climate-vulnerable coastal communities, including 3,434 artisanal fishers. The project adopts a gender-responsive approach, ensuring the equitable participation of women and youth in climate adaptation planning, livelihood development, and leadership training.

Under the direction of the SCCF GEF Project Manager, and the Conservation Trust Fund lead staff, this position manages all financial and operational aspects of the Project including project budgeting, contracting, subrecipient monitoring and evaluations, financial tracking and reporting, and administrative functions. Provides financial and administrative assistance to, and oversight of, program staff and grantees to ensure that budgets and agreements are handled in accordance with WWF policies, procedures, systems, and donor requirements.

**Key Responsibilities**

- Keeps records of project funds and expenditures, and ensures all project-related financial documentation are well maintained and readily available when required by the Project Manager.
- Review project expenditures and ensure that project funds are used in compliance with the Project Document and CTF financial rules and procedures;
- Provides necessary financial information as and when required for project management decisions;
- Provide necessary financial information during project audit(s);
- Review annual budgets and project expenditure reports, and notify the Project Manager if there are any discrepancies or issues;
- Consolidates financial progress reports for implementation of project activities;

- Liaises and follows up with executing partners for implementation of project activities in matters related to project funds and financial progress reports;
- Assist the Project Manager in day-to-day management and oversight of project activities;
- Assist the M&E and Safeguards/Gender Officer in matters related to M&E and knowledge resources management;
- Assist in the preparation of progress reports;
- Reviews all documentation received from proposed subrecipients.
- Coordinates and prepares financial reports for submission to the WWF GEF Agency, ensuring GEF requirements are met including the budget structure contained in the ProDoc Budget, and that all expenses are associated with the incremental costs.
- Supports, prepares and monitors grant and consultant agreements ensuring compliance with agreement terms. Ensures agreements and payments are processed in a timely manner.
- Secures signatures, and distributes documents to appropriate parties.
- Reviews and analyzes sub-recipient's financial reports to ensure compliance by sub-recipients with WWF- GEF Agency reporting requirements including project partner co-financing. Notifies grantees of any problems or discrepancies and provides technical assistance to grantees in resolving problematic issues.
- Supports WWF GEF Agency Annual supervision missions by providing requested documentation and other assistance as needed.
- Assists independent final evaluations by providing all requested financial information. Provides feedback where relevant on evaluation reports.
- Maintains information and files pertaining to all financial and administrative aspects of the project including agreements. Regularly monitors on-going compliance with WWF reporting requirements and individual project deadlines. Ensures all project reports are acknowledged and routed to appropriate individuals for review.
- Provides support to the project management and coordination of day-to-day administrative operations and special projects.
- Performs other duties as assigned.

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**TOR: Monitoring, Evaluation and Knowledge Specialist****Resilient Bold Belize PFP**

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|                        |                                                                                                                                                                                       |
|------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Locations              | Conservation Trust Fund with visits to; Marien Protected Areas, Barranco, Copper Bank, Chunox, Gales Point, Hopkins, Monkey River, Punta Negra, Riversdale, Sarteneja and Seine Bight |
| Anticipated Start Date | Late-2026                                                                                                                                                                             |
| Consultancy Type       | Full-time Staff person with Conservation Trust Fund                                                                                                                                   |
| Duration of contract   | 36 months                                                                                                                                                                             |
| Language Required      | English                                                                                                                                                                               |
| Staff Allocation       | Position is equally responsible for the PFP M&E and SCCF GEF Project M&E and Knowledge Management                                                                                     |

**Background:**

The Government of Belize along with the World Wildlife Fund (WWF) have embarked on the design of a project finance for permanence (PFP) initiative known as Resilient, Bold Belize (RBB). This PFP, led by the Blue Bond Finance Permanent Unit of the Prime Minister Office will integrate the value of nature into tourism and fisheries sectors, strengthen policy coherence and institutional capacity for gender responsive and inclusive conservation planning, and will strengthen national capacities for financial planning and domestic resource mobilization. The PFP will scale up nature-based solutions (NBS), resulting in improved habitat integrity and ecosystem conditions and will improve associated livelihoods. **This position is partially funded by the Resilient Bold Belize PFP at large, and will allocate approximately 40% time to the GEF Special Climate Change Fund project; *Improving Stewardship and Sustainable Livelihoods in Belize.***

The GEF SCCF project; a component of the Resilient Bold Belize PFP, will support transformational adaptation benefits for approximately 10,646 people in climate-vulnerable coastal communities, including 3,434 artisanal fishers. The project adopts a gender-responsive approach, ensuring the equitable participation of women and youth in climate adaptation planning, livelihood development, and leadership training.

Under the direction of the GEF Project Manager, and the Conservation Trust Fund lead staff, the MEK Specialist will be responsible for project monitoring and evaluation activities including tracking and reporting project implementation against project work plans, which will be implemented by the CTF and a diverse group of partner organizations, and reporting progress towards outcome indicator targets.

The MEK Officer will be responsible for the collection and analysis of different data in relation to the PFP activities, outputs, and outcomes; maintaining the M&E results frameworks of the project; and assisting the Project Manager in preparing semi-annual, and annual reports on project progress. Through the collection and analysis of high quality and timely data inputs, the MEK Officer is responsible for ensuring that the project maintains its strategic vision and that the activities result in the achievement of their intended outputs and outcomes in a cost effective and timely manner, as well as contributing to project team discussions of potential opportunities for adaptive management.

The MEK Officer will work in close collaboration with the project teams and implementing partners and external data collecting and data sharing organizations, in particular the M&E and Communications position in the Blue Bond and Finance Permanence Unit delivering the BGI IP GEF 8 Child Project that also supports the Resilient Bold Belize PFP.

Specific responsibilities will include:

- Monitor project progress and participate in the production of progress reports ensuring that they meet the necessary reporting requirements and standards;
- Ensure project's M&E meets the requirements of the Government, the WWF, and the GEF
- Develop project-specific M&E tools as necessary;
- Oversee and ensure the implementation of the project's M&E plan, including periodic appraisal of the Project's Theory of Change and Results Framework with reference to actual and potential project progress and results;
- Monitoring of environmental and social risks in close collaboration with the SCCF GEF project Safeguards and Gender officer.
- Support the Project Manager in documenting and addressing environmental and social grievances;
- Oversee/develop/coordinate the implementation of the stakeholder engagement plan;
- Oversee and guide the design of surveys/ assessments commissioned for monitoring and evaluating project results;
- Facilitate terminal evaluation of the project, including management responses;
- Facilitate annual reviews of the project and produce analytical reports from these annual reviews, including learning and other knowledge management products;
- Support project site M&E and learning missions;
- Visit project sites as and when required to appraise project progress on the ground and validate written progress reports.
- Work with Project Manager to design methodology for the collection of relevant data in close collaboration with all technical specialists;
- Work with field teams and implementation partners to ensure they are building and using effective monitoring systems aligned with approved logic models and work plans;
- Based on the M&E frameworks described above, design a database that helps maintain data collected over the course of project implementation and is transparent to all partners;
- Manage said database to ensure data is accurate and updated, with guidance to ensure consistency of measurement methodologies over time;
- Monitor application of project M&E plans, gather and analyze data, and produce quarterly, semiannual, and annual reports on project progress and impact in partnership with the Manager;
- Provide a completed and up to date Results Framework and Work Plan Tracking for the WWF-GEF Project at the end of each project year;
- Assist the Manager to write the 6-month and 12-month Project Progress Reports for the WWF-GEF Project, including progress, reflections, adaptive management, M&E outcomes, and project ratings;
- Proactively investigate and reflect on emerging data collection for adaptive management proposals;
- Provide input into an annual reflection workshop to inform adaptive management of the project;
- Collect and analyze additional data relevant to project from external sources;
- Troubleshoot data collection challenges;
- Monitor for data inaccuracies or inconsistencies and seek clarifications when needed;
- Provide logistical and coordination support to facilitate project evaluations (by WWF-GEF Agency and external evaluators);
- Week-long, international travel may be expected on a quarterly basis.

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**TOR: Safeguards and Gender Expert****Resilient Bold Belize PFP**

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|------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Locations              | Conservation Trust Fund with visits to; Marien Protected Areas, Barranco, Copper Bank, Chunox, Gales Point, Hopkins, Monkey River, Punta Negra, Riversdale, Sarteneja and Seine Bight |
| Anticipated Start Date | Late-2026                                                                                                                                                                             |
| Consultancy Type       | Full-time Staff person with Conservation Trust Fund                                                                                                                                   |
| Duration of contract   | 36 months                                                                                                                                                                             |
| Language Required      | English                                                                                                                                                                               |
| Staff Allocation       | Position is equally responsible for the PFP stakeholder engagement and the SCCF GEF Project Safeguards and Gender                                                                     |

**Background**

The Government of Belize along with the World Wildlife Fund (WWF) have embarked on the design of a project finance for permanence (PFP) initiative known as Resilient, Bold Belize (RBB). This PFP, led by the Blue Bond Finance Permanent Unit of the Prime Minister Office, will integrate the value of nature into tourism and fisheries sectors, enhance policy coherence and institutional capacity for gender responsive and inclusive conservation planning, and strengthen national capacities for financial planning and domestic resource mobilization. The PFP will scale up nature-based solutions (NBS), resulting in improved habitat integrity and ecosystem conditions, and will improve associated livelihoods.

Supporting the Resilient Bold Belize PFP, the GEF Special Climate Change Fund project (SCCF) , will promote transformational adaptation benefits for approximately 10,646 people in climate-vulnerable coastal communities, including 3,434 artisanal fishers. The project adopts a gender-responsive approach, ensuring the equitable participation of women and youth in climate adaptation planning, livelihood development, and leadership training.

Since it is an adaptation project focused on increasing capacity of local communities to adapt to climate change, both a Safeguards and Gender Expert, and a Stakeholder Engagement Specialist will be hired to sit within the Conservation Trust Fund and ensure a gender-sensitive and equitable delivery of the project components.

Under the overall supervision and guidance of the GEF Project Manager, the Safeguards and Gender Officer will have the responsibility for the implementation of the Gender Action plan and, in collaboration with the Stakeholder Engagement officer, will contribute to the implementation of the Stakeholder Engagement Plan (SEP). Additionally, it will support the implementation of the Environmental and Social Management Framework (ESMF) developed for the RBB PFP in collaboration with the Safeguards Officer in the BBFP U who is responsible for delivery of the WWF GEF BGI IP Child Project safeguards.

In addition to ensuring that community engagement is done in a fair and equitable way and supervising community engagement throughout project implementation, the Officer will also work closely with the MEK on related aspects of project implementation, reporting, monitoring and ,evaluation.

In concrete terms, the Safeguards and Gender Officer will be responsible for the following:

## **Responsibilities**

Specific responsibilities will include:

### Gender

- Lead and track implementation of the Gender Action Plan (GAP), under the supervision of the Project Manager;
- Work with the MEK officer to ensure reporting, monitoring and evaluation fully address the gender issues of the project.
- Review annual work plans and budgets and provide recommendations to ensure that project activities support gender mainstreaming
- Provide overall oversight during the implementation of the project activities and advise the PMU in addressing any gender-related issues. This includes, but not limited to issues such as GBV and SEAH that maybe related to the project
- Work with the Project Manager to design methodologies and implementation plans for the execution of gender-sensitive activities in close collaboration with technical specialists;
- Work with the stakeholder engagement expert and the other technical specialists to promote social inclusion and equal participation of men and women, Persons with Disabilities, the youths and other marginalized or vulnerable groups in the project activities
- Provide inputs on the status of project activities to support Results Framework and Work Plan Tracking for the WWF-GEF Project at the end of each project year;
- Provide inputs to the development of project workplans and participate in project management meetings and annual reflection workshops to inform adaptive management of the project;
- Regularly, review the Grievance and Redress Mechanism (GRM) to ensure that it is responsive to the needs of women and other vulnerable groups

### Environmental and Social Safeguards

#### Resilient Bold Belize Project Finance for Permanence Responsibilities (Overall Conservation Trust Fund Safeguards);

- Lead implementation of steps and procedures as outlined in the ESMF, develop additional safeguards documents where relevant, and ensure the review, approval, and disclosure of safeguard documents;
- Ensure that all documents necessary for full compliance with ESMF/PF/IPPF, are prepared, implemented, regularly updated and are available to relevant stakeholders;
- Review annual work plans and budgets and provide recommendations to ensure that project activities are designed to include avoidance of potential social and environmental risks, as recommended in the ESMF; and that where such risks are not avoidable, mitigation plans or measures are in place to minimize or mitigate these risks;
- Monitor implementation of ESMF by any contractors to ensure that appropriate management process and procedures are in place, that Environmental and Social Safeguards related measures are adequately addressed and to ensure that in the event of a noncompliance agreed remedial actions are applied and documented;
- Review the government's requirements and process for environmental clearance, assist the executing and implementing agencies in securing environmental clearance certificates for each project component as required by the government, and prepare necessary information to comply with WWF and government guidelines as per the project processing schedule; and
- Develop simple ESR monitoring check list for project staffs (including data collection sheet and data management);

#### WWF GEF SCCF Project Specific Responsibilities

- Although not expected to occur, the Officer should provide overall environmental and social oversight during the implementation of the project activities and advise the PMU in addressing any environmental and social issues that may arise;

- Assess knowledge and capacity needs of project staff and partners on safeguards, stakeholder engagement, and gender.
- Conduct capacity building as needed over the life of the project to support implementation of the SEP and GAP;
- Participate at regular and technical visits by the PMU to ensure the Project's compliance with relevant environmental and social policies;
- Provide recommendations for integrated monitoring and evaluation plan incorporating indicators of Stakeholder engagement plan and GAP;
- Record information on field activities and provide inputs to quarterly, semi-annual, and annual reports on project progress and impact in partnership with the PM;

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**TOR: Stakeholder Engagement Expert**

**Resilient Bold Belize PFP**

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|------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Locations              | Conservation Trust Fund with visits to; Marien Protected Areas, Barranco, Copper Bank, Chunox, Gales Point, Hopkins, Monkey River, Punta Negra, Riversdale, Sarteneja and Seine Bight |
| Anticipated Start Date | Mid-2026                                                                                                                                                                              |

|                      |                                                                                                                    |
|----------------------|--------------------------------------------------------------------------------------------------------------------|
| Consultancy Type     | Full-time Staff person with Conservation Trust Fund                                                                |
| Duration of contract | 36 months                                                                                                          |
| Language Required    | English                                                                                                            |
| Staff Allocation     | Position is equally responsible for the PFP stakeholder engagement and the SCCF GEF Project Stakeholder Engagement |

### **Background**

The Government of Belize along with the World Wildlife Fund (WWF) have embarked on the design of a project finance for permanence (PFP) initiative known as Resilient, Bold Belize (RBB). This PFP, led by the Blue Bond Finance Permanent Unit of the Prime Minister Office, will integrate the value of nature into tourism and fisheries sectors, enhance policy coherence and institutional capacity for gender responsive and inclusive conservation planning, and strengthen national capacities for financial planning and domestic resource mobilization. The PFP will scale up nature-based solutions (NBS), resulting in improved habitat integrity and ecosystem conditions, and will improve associated livelihoods.

Supporting the Resilient Bold Belize PFP, the GEF Special Climate Change Fund project (SCCF) , will promote transformational adaptation benefits for approximately 10,646 people in climate-vulnerable coastal communities, including 3,434 artisanal fishers. The project adopts a gender-responsive approach, ensuring the equitable participation of women and youth in climate adaptation planning, livelihood development, and leadership training.

Since it is an adaptation project focused on increasing capacity of local communities to adapt to climate change, both a Safeguards and Gender Expert, and a Stakeholder Engagement Specialist will be hired to sit within the Conservation Trust Fund and ensure a gender-sensitive and equitable delivery of the project components as well as the Project Finance for Permanence at large. Under the overall supervision and guidance of the GEF Project Manager, the Stakeholder Engagement Expert will be responsible for leading and tracking the implementation of the project's Stakeholder Engagement Plan (SEP), and the stakeholder engagement for the PFP.

### **Key Responsibilities include:**

- Propose and implement the mechanisms, methodologies and tools necessary to ensure the recommendations of rightsholders, stakeholders and beneficiaries are integrated into the Project implementation;
- Identify and explain enabling factors and barriers that are affecting the stakeholder engagement process, and make recommendations for strengthening the enabling factors and removing the barriers; use an adaptive management approach to adjust the SEP as needed as new stakeholders are identified or changes occur in the way stakeholders need to be engaged;
- Assess knowledge and capacity needs of Project staff and partners on stakeholder engagement, and conduct capacity building/training as needed over the life of the Project to support implementation of the SEP;
- Review annual work plans and budgets and provide recommendations to ensure that the necessary stakeholder consultations are carried out;
- Provide clear and transparent project related information to project-affected people, such as Indigenous Peoples, their affiliated organizations, local communities, sub-grantee and other key stakeholders;
- Conduct the necessary socialization of the Grievance Redress Mechanisms available to the project, in collaboration with the Safeguards Specialist/s;
- Develop strategies for ensuring that best practices in stakeholder engagement are (a) identified and (b) become institutionalized.

- Periodic monitoring of compliance with the Project's SEP, in coordination with the Safeguards Specialist/s and Monitoring and Evaluation (M&E) Specialist;
- Provide recommendations for integrated monitoring and evaluation plan incorporating indicators of stakeholder engagement;
- Support the M&E Specialist and Safeguards Specialist/s during the elaboration of the Project's Semi-Annual Performance Report in relation to safeguards components, specifically against the SEP, IPPs and LRPs.

**Detailed tasks are as follows:**

COMPONENT 1: STRENGTHENED ADAPTATIVE CAPACITY OF FISHER ASSOCIATIONS TO PROMOTE MORE PRODUCTIVE, CLIMATE RESILIENT FISHERIES

- Regularly engage fisher association members and managers to understand needs for getting resources to conduct quarterly meetings.
- Quarterly meeting oversight for the fisher associations, providing guidance to the fisher association managers on best practices for meeting facilitation as well as training for increasing community engagement in the fisher associations
- Engage associations through technical assistance on how to maintain good standing.
- Engage and enable associations with the capacity to manage and strengthen themselves within the community.
- Coordinate with fisher association manager and/or consultant in four fisher associations to host workshops to establish their Memorandum of Understanding/Articles of Association, vision, and objectives.

COMPONENT 2: IMPROVED RESILIENT CLIMATE SMART LIVELIHOODS OUTSIDE OF THE FISHING SECTOR

- Support dissemination of the grievance redress mechanisms (GRMs) to handle complaints in an effective manner;
- Assist in planning trainings to communities through advanced planning, e.g. one-month advanced notice.
- Ensure trainings and events attended by community members who have time constraints are delivered with the most efficient use of time according to the context.
- Coordinate with Government staff for flexibility in schedules to ensure adaptability to meet with community stakeholder groups at times and locations mutually convenient to all parties.
- Multilingual and Visual Communication: Ensure that all materials (e.g., training manuals, meeting agendas, and governance documents) are available in multiple languages (English/Spanish) spoken in the community. Use visuals, diagrams, and infographics to make the materials more accessible to fishers with varying literacy levels.
- Hire/manage local interpreters or translators (if necessary), to ensure understanding in the different local languages.
- Organize workshops and community dialogues that focus on reducing harmful gender stereotypes, understanding GBV, and promoting respectful relationships. These should include a focus on understanding the value of women's contributions to the economy and community wellbeing.
- Promote participation in community trainings conducted through the project to ensure that the concept was understood.
- Adapt educational materials to fit the cultural context and specific needs of the community, using locally relevant examples and images to facilitate understanding.

COMPONENT 3: KNOWLEDGE MANAGEMENT, COORDINATION AND COMMUNICATION

- Engage new partners; Make contact with new partners that have not had prior engagement - PMU and partner institutions,
- Present the project concept and work plan and listen to and document concerns.

- Conflict Resolution Mechanisms: Promote the clear accessible process for addressing complaints or grievances, ensuring that all members, particularly marginalized groups, have an avenue to raise concerns without fear of retribution
- Monitor participation gaps for specific action after each meeting or workshop.
- Through trainings, promote prior cultural awareness of the PMU team, facilitators or other people who participate in the meetings.
- Embed coordination with relevant government and civil society organizations engaged in key health, legal and psychosocial support services.
- Other duties as necessary