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|  | <p><i>Govt. of Bihar</i><br/> <i>Animal &amp; Fisheries Resources Department</i><br/> <i>Directorate of Animal Husbandry, Patna, Bihar</i></p>                                  |
|   | <p>Expression of Interest (EOI) of an agency for hiring technical support agency for formation facilitation and management of Fisheries Value Chain in Kosi region of Bihar</p> |

Country: India Name of Project: Bihar Kosi Basin Development Project

Loan No. : IDA56960

Assignment Title: **Hiring technical support agency for formation facilitation and management of Fisheries Value Chain in Kosi region of Bihar**

Reference No. : AFRD/CONSULTANCY-06

Bihar Kosi Basin Development Project for India is to enhance resilience to floods and increase agricultural production and productivity in the targeted districts in the Kosi river basin, and to enhance Bihar's capacity to respond promptly and effectively to an eligible crisis or emergency. The component which is to be covered under this EOI is enhancing agricultural productivity and competitiveness will work with organized farmers to increase agricultural production (which includes crops, horticulture, livestock, and fisheries) and productivity by expanding their access to and adoption of innovative and climate-resilient farm technologies and practices (including irrigation) and extending their linkages to market infrastructure. It consists of following three sub-components: (i) intensification and diversification of agricultural production systems; (ii) strengthening of agricultural value chains; and (iii) institutional development for market-led extension.

A holistic development plan is being taken up by the Govt. of Bihar with the help of World Bank, covering all the sectors like-Animal Husbandry, Agriculture, Horticulture, Soil Conservation, Building Construction, Water Resources, Health, Power etc.

The broad scope of work for the Animal Husbandry sector of the project is as follows:

| S.No. | Services Required & Scope of Work   |
|-------|---|
| 1     | <p><b>TSA for formation, facilitation and management of Fisheries Value Chain in Kosi Region of Bihar</b></p> <ul style="list-style-type: none"> <li>• Formation, development and capacity building support for Fisheries Producer groups</li> <li>• Formation, development and capacity building support of Producer Organizations</li> <li>• Undertaking training and capacity building of farmers</li> <li>• Developing market linkages and value chain for farmers</li> </ul> |

The assignment will be for a period of 36 months, which is subject to extension and is open for both individual firm as well as association of agencies. Interested agencies/association of agencies\* must provide the information's substantiating that they are qualified to perform the services including - organizational profile/brochures, structure of the firm/organization, Name, address (Local & Nodal), facsimile number and email/website link of the Agency.

The Consultants can download the Draft ToR for furnishing the above information from [www.ahd.bih.nic.in](http://www.ahd.bih.nic.in) and can obtain further information at the address given below between 10:00 to 17:00 hrs. on working days.

The attention of interested Consultants is drawn to paragraph 1.9 of The World Bank's Guidelines: Selection and Employment of Consultants by World Bank Borrowers (January 2011 – Revised July 2014) ("Consultant Guidelines") setting forth the World Bank's policy on conflict of interest. A consultant will be selected in accordance with the Quality & Cost Based Selection Method (QCBS) set out in Consultants Guidelines.

**The short-listing criteria are as follows.**

1. The agency should have an independent legal existence, registered under the applicable act since at least 3 yrs. [Submit proof of Registration Certificate, Articles and Memorandum of Association].
2. The agency must have an office preferably in Bihar (Proof to be submitted)
3. The agency should have minimum 5 (five) years of experience in the relevant field of training and capacity building. (Proof to be submitted)
4. The agency should have a minimum average annual turnover of Rs. Two Crores or more during last three financial years and preferably have a positive net worth. (Proof to be submitted)
5. The agency should have prior experience and have successfully handled at least one similar assignment, in the last five years, in agriculture/ horticulture/ animal husbandry etc. Experience in Government sector especially related to livelihoods sector projects is preferred. (Proof to be submitted)
6. The agency should have a well-qualified and sufficiently experienced team, in house, or should be in a position to commit about their own network/association.
7. The agency should have been empanelled or providing support to different agencies/ Govt. agencies on providing training/establishing value chain enterprises. (Proof to be submitted)
8. A Technical Service Agency will be selected in accordance with the QCBS method.
9. Joint Venture will be allowed to submit the proposal for technical support agency.

Expressions of interest for providing technical services should be delivered in sealed envelope clearly marked **Expressions of Interest for “Hiring technical support agency for various value chain analysis and training” and name of services required shall be clearly mentioned** along with a soft copy (MS word format only) in a CD/DVD/Pen Drive along with all necessary supporting documents to the address below in person within 21 days from the date of advertisement in newspaper on or before 16:00 Hrs. on the below mentioned address

**Animal & Fisheries Resources Department**

SPIU, BKBDP, AFRD, 1<sup>st</sup> Floor, RJ Heritage,  
Jagdev Path Phulwari Road, Patna – 800 014  
Tel: 91-612-2535900;  
Fax: 91-612-2535899

Website: [www.ahd.bih.nic.in](http://www.ahd.bih.nic.in)

**Contact Person:**

Mr. Ajay Kumar, Project Co-Ordinator  
Ph. No. - +91-94310-81724

*\*Interested agencies/ association of agencies can apply for all services or for isolated services separately.*

## **Section 7. Terms of Reference**

### **1. Technical Support Agency for livelihood promotion of fish farmers by forming Farmers Producers Groups and Producers Companies with fish farmers In Kosi Region of Bihar**

#### **2. BACKGROUND**

The flood of Kosi in the year 2008 was one of the most disastrous natural calamities in the recent history of Bihar. A breach in the Kosi embankment near the Indo-Nepal border (at Kusaha VDC, [Sunsari](#) district, [Nepal](#)) occurred suddenly on the 18<sup>th</sup> August 2008. The river changed its course and inundated new areas which hadn't experienced floods during past decades. This flood affected more than 3.3 million people in the northern part of Bihar. About 500 people lost their lives and about 3 million left their houses to save their souls. More than 300,000 houses were gutted in roaring flood streams and at least 340,000 hectares (840,000 acres) of standing crops were swept away. With no food to eat and no water to drink, entire humanity was crying in thirst, hunger and diseases. The worst hit was the Supaul district, where surging flood waters swamped 1,000 square kilometers (2, 47,000 acres) of farmlands, leaving no crop.

A holistic development plan is being taken up by the Govt. of Bihar with the help of World Bank, covering all the sectors like-Animal Husbandry, Fisheries, Agriculture, Horticulture, Soil Conservation, Building Construction, Water Resources, Health, Power etc.

The activities in Animal husbandry& Fisheries part have been divided into three subcomponents. The following activities are proposed under Animal Husbandry& Fisheries Sector in the Bihar Kosi Basin Development Project Phase-II

#### **1. Activities related to Fisheries are:**

##### **Subcomponent -1 Intensification and diversification of Agricultural Production Systems**

###### ***A. Production oriented Activities:***

- i. Establishment of Fish Feed Mill
- ii. Integrated Fish Farming
- iii. Establishment of Fish Hatchery

###### ***B. Strengthening of Marketing Infrastructure:***

- i. Construction of Fish Selling platform in local fish market.
- ii. Arrangement of Refrigerated Fish Van.

###### ***C. Training and Capacity Building Programs:***

- i. Innovative Demonstration

- ii. Training at demonstration sites ( Integrated Agriculture)
- iii. Development of Resource Persons (LRP)
- iv. Development of training infrastructure (Training centers at district level).
- v. Staff Training on various topics of Fisheries
- vi. Farmer's training on various topics of Fisheries
- vii. Distribution of training material to farmers.

### **Subcomponent 2: Strengthening of Agricultural Value Chains**

Development of Fish Producers Groups and Producers organizations and establish backward and marketing linkages. Innovative solutions on backward and forward linkages and direct marketing with provision of direct marketing to customers through App based solutions may be explored etc.

### **Subcomponent 3: Institutional development for market led extension**

The above objectives are aimed to be achieved by strategic selection of clusters, Value Chains and organizing rural producers into Producer Groups (PGs) and Producer Organizations (POs), layering of selected livelihood subsectors/prototypes, development and Rigorous Application of Package of Practices (Technology, Capacities and Convergence and linking the producers with market, provide support for Skilling, Agri financing and Enterprise Promotion). These Producers Groups will be guided and strengthened to form Producers' Organizations in the relevant sector and become self-sustainable institutions by the project-end. The project will be implemented in the five districts of Saharsa, Madhepura, Supaul, Araria and Purnea with 57 CD blocks and 973 Panchayats which will become the catchment for formation of Producer Groups (PGs). PG of 20-50 fish farmers from a village will be supported with backward linkages and technical support services. These Producer Groups would be federated to form Producer Organizations for better market access and interface.

### **3. ROLE OF PRODUCER INSTITUTIONS**

The objective of forming the Producer Institutions is to create strong institutional structures and model to engage and facilitate the community in businesses related to agriculture and minor forest produce along with allied activities.

The institutions will also facilitate the productivity enhancement activities for the fisheries sub-sectors through the support of the community professionals. This component will also address the capacity gaps of the Producer Institutions in terms of dealing with the markets. These capacity building would be in the field of financial literacy, business education, business management, market assessment, negotiation skills and so on. These institutions

will also provide a platform for upgrading the skills of the producers in the field of input management, productivity enhancement, and climate resilience strategy through technology dissemination. Under this component there will be institutions like Producer Groups (PG) promoted at the village level and Producer Organizations promoted at the District or higher level. A state level team will provide support in the areas of Institution Development, Business Development Services, Value Chain Development, Institutional Financial along with Market Access and Intelligence.

These institutions will also leverage the existing schemes of the government to strengthen these new set of institutions. In the process of developing these institutions, there will be a focus and investment in developing human resources at various levels right from the members of Producer Groups, Community Professionals (CPs) to the professional staffs engaged in the Institution Development. The capacities of the Human Resources built in the component will be in the field of business management, marketing management, financial management, inventory management etc. These Institutions also would focus on developing better Knowledge, Attitude and Skills (KAS) of the producers to play in the mainstream markets for profit making and self-sustenance.

#### **4. NEED OF TECHNICAL SUPPORT AGENCY**

The project require Technical Support Agency (TSA) to support the project in the development of Producer Institutions both at village and higher level in the selected Blocks and Districts. The Agency will have to depute professionals who will build the capacities of Bihar Kosi Basin Development Project (BKBDP) Teams to create a pool of resource persons and master resource person at the Block and District level. These pools will form, develop and nurture the Producer Institutions (PGs and POs) with the handholding support from the TSA. The technical support agency will bring in expertise both in promoting sustainable PG and Producers organisations of farmers involved into fisheries as well as support in bringing in innovative market based extension solutions, new technology, and will build capacity of the field cadre through the designated BKBDP team. To achieve the aforementioned objectives, the project will hire the services of reputed technical agencies/civil society organizations/consortium.

#### **5. OBJECTIVES OF THE ASSIGNMENT**

The key objectives of the assignment would be as follows:

- a. To assist and handhold in formation, development and capacity building support of the Producer Groups at the village level.

- b. To strengthen Producers Groups as an institutional mechanism for sustaining and up-scaling fisheries based livelihood interventions.
- c. To handhold the formation and registration of Producer Organization (POs) and hence make it function effectively.
- d. To strengthen the Producers Organizations to effectively work in the market system as a strong market player.
- e. To position the Producer Organizations as an important player in the mainstream market with a significant share of the local business.
- f. To create a pool of CRP with business skills and general fisheries knowledge servicing the community in a revenue model
- g. To provide extension and technical support to fish farmers in the project area
- h. To help develop back ward and forward linkages in fisheries
- i. Undertake innovative techniques in fisheries production & marketing system for better price gain
- j. To capacitate the project staffs to undertake the above tasks effectively by providing training and handholding support .

## 6. SCOPE OF WORK & DURATION

The proposed assignment will cover approximately 5,000 farmers in 57 selected blocks of 5 Districts for the year 2017-20. The initial contract period will initially be for a period of three year (36 months) from the date of signing of the contract. The contract can be extended each year for further scale-up and support on the basis of successful completion of the ToR with the desired quality. The following would be the scope of work for the selected TSA:

### 6.1 Formation, development and capacity building support of the Fish Producer Groups

- Create resources for the formation, development and capacity support to the Fish Producer Groups in consultation with BKBDP team.
- Create and develop a pool of Fisheries resource persons and master resource person at the Block and District level through intensive capacity building and exposures for the formation and nurturing of the Producer Groups.
- Assisting 5000 producers of the 57 Blocks spread in 5 district of Kosi, Bihar to bring in the Producer Group fold ( approx. 50 farmers in each PG )with the prescribed principles through handholding support to the Resource Pool developed in the project.
- Assist the BKBDP team in developing Grading Mechanism for Producer Groups which may help them in accessing finance or other benefits from relevant agencies.
- Handhold the BKBDP team in establishment of all the systems and functions in the Producer Groups to make it functional which compliments the objective of BKBDP project.

- Help the BKBDP team to devise pathways for financing the Producer Groups, identifying potential partners for lending, develop modalities of financing etc.

## **6.2 Formation, development and capacity building support of the Producer Organization**

- Create resources for the formation, development and capacity building support to the Fisheries Producer Organizations in consultation with BKBDP team.
- Provide guidance and handholding in registering the Fisheries Producer Organizations get registered under appropriate act and geography of operations.
- Provide guidance in the system establishment related to management and governance functions of the POs including its staff recruitment.
- Develop a Community Operational Manual (COM) /Resource Manual covering the forming, norming, and performing stages for the Producer Organizations in consultation with the BKBDP team.
- Guiding and handholding the Block & District teams of BKBDP to bring all the PGs formed get federated and linked with the Producer Organization through process of effective share-holder drive.
- Handhold the BKBDP and the PO staffs through intensive capacity building and exposures on the operational, management and governance functions of the Producer Organizations.
- Provide ongoing handholding support & guidance for the effective functioning of the POs including its timely compliances of its legal formalities and obtaining the necessary licence and permits for business.
- Promote at least 5 Farmer producer companies of farmers engaged into PGs
- Develop business plan, processes and systems for effective market access for the FPOs.
- Support in identification of location, catchment, business planning, system development for the enterprises to be promoted along the selected value chains linked with the FPOs.
- Develop effective fisheries production system, backward and forward linkages to be taken up under BKBDP and hence develop the capacities of the FPO staffs to sustain the linkages created.
- Provide guidance to the BKBDP Team to develop relevant MIS for tracking the progress of the Producer Groups and Organization on financial, governance and business aspects.
- Help the BKBDP team to devise pathways for financing the Producer Organizations, identifying potential partners for lending, develop modalities of financing etc.
- Help the BKBDP team in organizing Roundtables, Conferences, Policy Workshops, Learning Notes, Knowledge Resources on the subject matters related to Producer Organizations.
- Provide extension and training support to fish farmers enrolled in PGs
- Provide backward and forward linkage support in fisheries value chain
- Train farmers to adopt innovative fish production system and in marketing for better price realisation.
- Establish sustainability of the project through community institution.

## 7. KEY OUCTCOMES & OUTPUTS

The outcome of the proposed assignment would be to that all the project households under the project in fisheries are organized in Producer Groups and hence the Producer Groups and federated in Producer Organization. These producer institutions should be found to work effectively both in management and governance functions as an important outcome for the project. The following outputs needs to be delivered for the achievement of above outcome:

- i. Dedicated professional teams are placed at district (one per district) and state level (two at the state level) for managing the activities of this assignment.
- ii. All the project beneficiaries are brought under the PG fold and are able implement annual plan (including work, business, governance, convergence and linkages).
- iii. Producer Organization formed at the district level or in a higher geography in the project locations with the majority of the producers being the shareholders of the Producer Organization.
- iv. Community Operational Manual developed for the Producer Organizations covering the aspects right from the mobilization of producers for formation of Producer Organizations till making it ready to undertake business after establishment of governance, management and financial discipline.
- v. All the Producer Organizations have their required staffs with required capacities and skills. Intensive Capacity building done for the key staffs of the Producer Organizations especially the CEO and the Governing Board.
- vi. All the Producer Organizations have conducted timely meetings of Governing & General Body with adherence to all systems in the contract period.
- vii. All the Producer Organizations acquired the required license and permits for undertaking business.
- viii. All the Producer Organizations have timely legal compliance and audits done and submitted.
- ix. All the Producer Organizations have developed their business plan, process and systems to undertake different business activities.
- x. All the Producer Organizations have established the enterprises for processing, sorting, grading, custom hiring etc and made functional as per their Business Plans developed.
- xi. All the Producer Organizations have at least two linkages per produce to be sold in profitable markets.
- xii. Effective Training Modules and good quality training materials (IEC and Audio Visual) are developed for training Project staff, community professionals and the participating producers.
- xiii. Develop a grading mechanism for the PGs- POs to diagnose their institutional health to ease the access for finance and other benefits.
- xiv. Training of all the district and block level Project staff is done on the concerned subject matter.



- xv. Atleast 25% of the fish farmers have received necessary training and handholding support in fisheries
- xvi. Atleast 2 innovative practice in fish production system included and adopted by the farmers in production system and in Marketing system.
- xvii. Atleast 2 companies /financial institution linked for backward linakge and one for marketing support

**8. EXPECTED TEAM COMPOSITION, HR REQUIREMENTS AND SKILL REQUIREMENTS OF TSA**

The nature of assignments demands very specialized inputs in order to achieve the objectives of the assignment. Hence, the following would be the desired HR composition and requirements for the assignment:

| Levels      | Composition  | Skills Set   |
|-------------|--|--|
| State Level | Team Leader- Professional from reputed institution and diverse experience in handing large projects related to value chain development in Agriculture/Fisheries and experience working on Farmers organizations and experience handing fisheries projects( part time ) | At least 20years' experience, with atleast 5 years in promoting & supporting Producer Organizations, Developing systems for governance and management, networking with government , developing market readiness in Producer Organizations, experience of developing trainings modules for Producer Organizations, providing capacity building support to Producer Organizations, accessing institutional finances for Producer Organizations, developing tracking methods for the progress of the Producer Organizations, organizing Workshops & Conferences, Develop Knowledge Resources. Experience in handling diverse projects , dealing with similar geographic and work situations, leading a large team of professionals , involved with top management and strategic decision making , liasioning and networking |

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|                |  | skills and technical skill related to fisheries /Agriculture will be an added advantage .   |
|                | DyTeam Leader<br>Professional with PG degree from Fisheries/ Agriculture/ /Business management from institute of repute(full time) | Professional from Fisheries/ Business/ Marketing<br>At least 6 years' experience in designing, developing various training modules and in capacity building in the field of Agriculture/Fisheries. Has experience in developing business plans with projections like IRR, ROI and tracking the same, developing effective training modules and materials on business functions, financial planning, conducting value chain studies, identifying the gaps in the chain and hence developing strategies to address the gaps, experience on technology intermediation for FPO support. Technical knowledge and experience in Fisheries and related field will be an added advantage. |
| District Level | 5 Professional with business& institution development background   | At least 3 years of experience in formation of Producer Organizations, preparing them with all the licensing requirements, developing systems for mobilizing produce, handling governance and management functions of Producer Organizations, developing capacities of the Producer Organizations.  |
|                | 2 Professional with fisheries background   | At least 3 years' experience in fisheries sector /marketing of agriculture and allied produce   |

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|  |   | preferably with some Producer Organization. Sound knowledge on commodity market, price fixation, pulse of price trends and fluctuations, existing market systems and regulations, price negotiation and sales realization, relationship management, some knowledge of logistics related to marketing, knowledge of market risks etc. Experience of developing marketing strategies for commodities, market development work. |
|  | 20 Motivators with experience in FPO formation /sales and marketing | Experienced and mature personnel with community mobilization, PG formation, FPO formation, sales and marketing – atleast with 2 years relevant experience  |

The agency applying for TSA should qualify for the following requisites:

- i. The agency/s must be registered under Society Registration ,Companies Act/ Trust Act
- ii. The agency/s must have Income Tax Registration (PAN) and service Tax Registration.
- iii. The agency/s should have local registration/working experience and sufficient professionals' strength to be deputed in the locations within one month of contract award.
- iv. The agency/s must have experience of working in formation of Producers Groups and Producers companies in similar areas of Bihar/WB
- v. The agency/s should have experience of working in Inland Fisheries in Bihar or in similar conditions in other states.
- vi. The agency/s must have experience in training, capacity building and module development of FPOs and in Inland Fisheries sub sector /similar areas.
- vii. The agency/s should have promoted/supported at least 20 Producer Organizations (preferably Farmer Producer Company) in the past with membership not less than 500 in each.

- viii. The agency/s should have undertaken at least 4 assignments of supporting Producer Organizations for any Government, International or Bilateral funded project.
- ix. The agency/s should have experience of working in Bihar or in a state with similar conditions.
- x. The agency/s should have adequate knowledge resources on Producer Organization Promotion for e.g. SOP, Training Manuals and Materials, IEC Materials etc.
- xi. The agency/s may be preferably empanelled with SFAC, New Delhi for formation of Farmers Producers Companies.
- xii. The agency/s must have experience in undertaking assignments on capacity building, modules development in formation of Farmers producers' organization.
- xiii. The agency/s must have experience of working in development of Inland fisheries production system, hatchery and marketing in Bihar or similar situations.
- xiv. The agency/s must have undertaken assignment / supported enterprise on fisheries in the last 2 years.
- xv. The average annual turnover of the bidder/agencies for the last three financial years ending on March 31<sup>st</sup> 2018 should be equal to or greater than Rs. 300 lakhs.
- xvi. The above eligibility criteria can be available with one firm or consortium. Joint Venture & Association Arrangements with other firms are permitted for this assignment.

## **9. DATA SERVICES AND FACILITIES TO BE PROVIDED BY BKBDP**

- The list of blocks and villages will be provided to the organization who will be selected in the procurement process. The member of the Village Organizations will jointly select the Community Professionals and the process will be facilitated by BKBDP Team.
- The village level Producer Group including sub group formation will be initiated by BKBDP through the resource pool developed by the TSA. Also, the guidance on formation, strengthening of the producer group and regular management and governance of the organization, annual activity plan, annual crop calendar, annual business plan etc will be facilitated by the TSA.
- The training cost of the farmers will be transferred to Producer Groups Bank Account. The training will be conducted by Community Professionals with the technical assistance of the TSA; BKBDP team will facilitate the process (however the training of Community Professionals will be the responsibility of the TSA and fund will be provided to TSA).

- The output based honorarium of Community Professionals will be transferred to the PG's account, however BKBDP team will facilitate the process. It will be the responsibility of BKBDP Team to facilitate that the Community Professionals should work in accordance with the plan of action & the supervision of Producer Organization and the TSA. The hand holding support to the CRP and master CRP will be provided by TSA. The monitoring of Community Professionals work progress will be done by BKBDP team.
- All campaigning material will be provided by BKBDP to the field unit for the PG & FPO promotion work. The training material will be developed and prepared by the TSA in consultation with the BKBDP team, however the printing of the material will be the responsibility of BKBDP.
- BKBDP will provide space in its existing office for the TSA professionals. However, the TSAs would provide laptops to its staff.
- BKBDP will facilitate the TSA the inter-domain coordination within BKBDP for cross cutting objectives and the effective completion of the assignment. The FPO Support Cell at the state will facilitate the coordination between the TSA and relevant domains as it would be imperative to understand the planning of the respective domains. The institutional strength of the Producer Organizations would be very critical to help them face the market challenges in a better manner.
- Proper linkages will be developed with other schemes and training programs of the State and district Fisheries department , GoB

## 10. REPORTING REQUIREMENTS

- i. Inception Report (within 1 month of MOU done): One hard copy & one soft copy (MS Word, data in MS Excel & PDF file).
- ii. Quarterly Report (within one week of quarter end) : Three hard copies & One soft copy (MS Word, data in MS Excel & PDF file in CD)
- iii. Final Report (within 15 days of contract end): Five hard copies & one soft copy (MS Word, data in MS Excel & PDF file in CD), Soft Copy of the Training Module and Materials developed).

All the reports above should cover physical progress as per the ToR and milestones should also include the process adopted to achieve the progress, resources used, knowledge resources including the case studies, training materials etc. The report should also include the reports for the training, exposure and events conducted in the period. It should also highlight the key learning, challenges, measures taken to overcome, anticipated risk and mitigation measures for the forthcoming seasons, support required from Dept. of AHD & Fisheries , GoB.

## 11. MONITORING AND REVIEW ARRANGEMENTS:

The proposed assignment of Providing Capacity Building Support for Development and Strengthening of Producer Groups and Producer Organization would be measured through collective actions done by the Producer Institutions as a result of their effective governance and management. The assignment will be monitored by a review committee constituted by BKBDP comprising the CEO, Project Director along with representatives of the Business Development Cell, Monitoring & Evaluation Cell, MIS Cell on Quarterly Basis. This review committee will be constituted to interact with the consultant or agency, review and monitor the progress of the assignment on a regular basis.

## 12. PAYMENT TERMS:

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| 10% | ON SIGNING OF CONTRACT   |
| 25% | ON PLACEMENT OF PROFESSIONAL AND FIELD STAFFS, DEVELOPING ALL KNOWLEDGE MATERIALS AND TRAINING STAFFS OF BKBDP AND MOTIVATORS AT FIELD LEVEL |
| 25% | ON FORMATION OF MUTUALLY TARGETED PGs AND REGISTRATION OF 5 FPOs   |
| 20% | DEVELOPING BUSINESS PLAN AND ON BACKWARD AND FORWARD LINKAGE WITH EACH FPO WITH AT LEAST TWO AGENCIES EACH                                   |
| 20% | ON MAKING FPOs OPERATIONALLY VIABLE AND SUBMISSION OF FINAL REPORT   |