

Terms of References

Introduction

Contract type: Desk and field based

This consultancy is part of the Marine Program and it aims to outsource human resource for on-ground support in Maldives for organization and facilitating workshop on baitfish stakeholder consultation workshop.

Background:

The purpose of the stakeholder consultation workshop will be to address the challenge of creating a rights based regime for the bait fish caught under pole and line fishing operations in Maldives. The workshop will focus and revolve around co-management and participatory approach to acknowledge and value the opinions of fishers in improved decision-making and to provide a platform to set management rules for bait fisheries.

The Government of Maldives has developed a bait management plan in consultation with the fishermen. The plan highlights key interventions needed to improve the bait resources in the country. An action plan needs to be developed in consultation with the fishermen for the implementation of the plan. The MSC client action plan seeks to implement a bait management plan to reduce the risk of Maldives wide and local depletion.

The consultation will also provide opportunities to Maldives government to learn from experiences of other countries and fisher communities would also engage in learning and discussions on best practices from other parts of the world. In theory this will feed into implementation of a bait fish management strategy.

Sustainability involving fishers in governance is a key outcome and through guiding principles, such as fairness and transparency, accountability and based on a human rights i.e human development approach would help adoption of the rules for long-term sustainability.

The Task

Live bait fishery is one of the most important fisheries in the Maldives. Live bait is used in the tuna pole and line, and hand line fisheries as well as reef fishery. There are several live bait species exploited within the atolls of Maldives. To ensure sustainable exploitation of the live bait resources several activities have been undertaken by MRC. Creating awareness among the fishers on reducing post-harvest mortality of live bait has been a priority for the Fisheries Ministry.

The objective of this training workshop is to accelerate the conservation and management of bait fish in pole and line skipjack tuna certification process and to meet the conservation targets. This training will briefly also touch upon the following aspects of fisheries:

- Supporting the implementation of sustainable and efficient fisheries management and fishing practices

- Exploring technologies to reducing illegal, unreported and unregulated fishing through strengthened and harmonized monitoring, control and surveillance
- Reducing ecosystem impacts from tuna fishing, including by-catch and associated species.

Expected Outcome:

- Share information on reducing post-harvest mortality in the live bait fishery: better handling of live bait and modification of live bait tank.
- Provide fishers with up to date information on research activities related to live bait fishery.
- Identify issues related to live bait fishery.

Specific Deliverables

- The consultant is expected to provide the following services deliverables, which must include but are not limited to the following:
- Undertake planning and preparation of the workshop in Maldives.
- Ensure fisher participation from pole and line skipjack tuna fishery
- Conduct sessions to address the live bait fishery management challenges
- Conduct the sessions during the workshop and facilitate in translation where needed
- Organize logistic and venue arrangements
- Compile workshop report, proceedings, summary of the sessions, press release of the workshop in Dhivehi and English.

Requirements for experience and qualifications

Minimum Requirements

- Education: Degree in fisheries, marine biology, environmental related studies and some experience on trainings and capacity building
- Experience of and knowledge of fisheries sector
- Good understanding of fisheries related issues
- Excellent writing skills and fluency in English

Competencies

- Demonstrates openness to change and ability to manage complexities
- Demonstrate abilities of analytical work and excellent report writing
- Proactive and able to work with minimal supervision and high degree of initiative, reliability, flexibility, motivation and resourcefulness
- Professionalism, flexibility to make ad-hoc changes as and when the need arises, ability to perform under stress, willingness to keep flexible working hours

Documents to be included when submitting the proposal

Interested individual consultants must submit the following documents/information to demonstrate their qualifications:

- Proposal (i) explaining why they are the most suitable for the work, (ii) provide brief methodology on how they will approach and conduct the work