

Terms of References

Introduction

Contract type: Desk and field based

This consultancy is part of the Marine Program and it aims to provide technical advice and expertise to conduct baitfish management workshop and lobby with stakeholders at national level to adopt best management practices for use of bait fish.

Background:

Pakistan has a coastline of 1,050 Km, and an EEZ of approximately 290,000 sq. Km with the territorial waters covering an area of 24,000 sq. km. It borders the productive North Arabian Sea and is famous for its upwelling phenomenon. The continental shelf of Balochistan only measures 15-40 Km, which makes it dynamic in the fisheries sense and provides livelihood opportunities for fishers residing along the coast of Pakistan. The coast of Balochistan is comprised of sandy beaches, whereas the Sindh coast is comprised of creeks and continental shelf is shallow unlike Balochistan which is steep. Both the coastlines support a wide variety of marine species. The Balochistan and Karachi coast are famous for nesting sites of green turtles, where around 140 species of elasmobranchs (Sharks, rays, skates and guitarfishes) and 19 species of cetaceans have been recorded from Pakistan's waters. This showcases the rich marine resources of Pakistan and its potential of supporting livelihoods of around 1 million.

Fisheries are the major economic resource and comprise of around 1% of GDP of Pakistan. It is being exploited unsustainably and has severe pressure, with increasing vessel numbers operating in the Northern Arabian sea and resource practices it is important to put a cap on the exploitation of these resources. Although Pakistan's fishing fleets are mostly small scale in nature, there is no regulation and the practices of artisanal fishers are at risk. In order to better understand the nature of artisanal fishers and their use of bait in fisheries it is important to encompass knowledge and management efforts to secure the vested interests of artisanal fishers.

The Task

The scope of this consultancy is to develop an understanding on bait fish and bait in fisheries for improved handling and management in the area. The area comprises of major towns along the Pakistan coastline including, *Karachi, Keti Bunder, Kharo Chan, Miani Hor, Jiwani, Gwadar and Pasni*. Accordingly the consultant will prepare reports, scientific publication from these tasks which have been proposed (this can be amended in discussions with the consultant):

- Literature review on bait utilization, bait usage and bait type in fisheries of Pakistan
- Develop a working paper on bait fish and bait utilization while aiming to list down the number of uses in relation to bait type in the Northern Arabian Sea
- Develop materials and conduct a workshop to highlight bait knowledge, bait issues, its importance and required management for bait at district and national level

- Develop best management practices guidelines for use of bait in fisheries of Pakistan
- Develop materials and content for tool kit that would inject into the Northern Arabian Sea fisheries tool kit, as a chapter on bait fish and bait type with uses.
- Lobby with stakeholders in the Northern Arabian Sea for listing and providing a status of bait fish usage and addressing key and/core issues for improved management
- Provide technical advice and lobby with representatives of other countries in the Northern Arabian sea for adoption of best management practices of bait fish.
- Conduct training on best management practices for fishers

Fisheries sector in Pakistan lacks proper coordination and there is no strategy that exists to date that aids in bringing together different stakeholders. One of the key reasons for this is the inability to compare past, existing and future scenarios e.g. fishing methods and its changes and perceived/anticipated changes that would arise due to depletion of resources. Similarly the usage of bait is mostly traditional and related to artisanal fishers, who are the most deprived groups of fishers. They have the technical knowledge and their practices are sustainable as they do not use mechanized gears. There is a need to strengthen capacity and knowledge on these core issues to demonstrate and adopt practices in small scale fisheries .

Specific Deliverables

The consultant is expected to provide the following services deliverables, which must include but are not limited to the following:

Activities	Outputs
Workshop on bait fish and bait utilization in fisheries sector	Workshop report with guidance and next steps
Publications	<p>One chapter (content) for tool kit, including bait type and its uses with images.</p> <p>One scientific publication on bait fish and bait utilization in Pakistan</p> <p>Develop awareness materials, such as banners, brochures, fact sheets</p> <p>Develop best management practices/guidelines on bait and its utilization</p>
Training on bait fish and its utilization	<p>Training report</p> <p>Exposure of fishers on best practices for bait utilization</p>
Maps	Map (1) out areas which bait usage

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
- Financial proposal (including fee, travel cost, (if any) and other relevant expenses)
- Curriculum vitae