

## **TERMS OF REFERENCE (FFM/PPG/41)**

### **1 BACKGROUND**

1. The WTO [Fish Fund](#) is a dedicated financing mechanism that supports developing and least-developed country Members with implementation of the disciplines of the [WTO Agreement on Fisheries Subsidies \(AFS\)](#). The Fish Fund provides targeted and practical assistance that enables Members to strengthen fisheries management, improve transparency, and build the institutional capacity that is necessary to meet their obligations under the Agreement.
2. The **Ministry of Agriculture, Fisheries and Water Resources (MAFWR)** of Oman was awarded a project preparation grant (PPG) to undertake a needs assessment to evaluate its readiness to implement the AFS, identify gaps in fisheries management, data collection, and subsidy reporting, and develop a roadmap for a full project proposal for Category 2 funding. The grant is expected to help Oman to align its regulations and procedures with the AFS through a comprehensive assessment of its current regulations and management system.

### **2 CONTEXT**

3. Oman officially accepted the AFS on 8 October 2025 when it deposited its instrument of acceptance with the WTO, reflecting its commitment to the environmental sustainability of fisheries.
4. Oman's fisheries sector is vital for food security, employment, and export revenues. The Ministry has made numerous efforts to achieve the sustainability of fisheries resources through sustainable management practices, including licensing systems, stock monitoring, and restrictions on destructive practices.
5. Fish stock monitoring is an important management measure taken annually by the Ministry to manage fisheries resources in a sustainable manner. Based on the annual report produced by the Marine Science and Fisheries Centre, the stock status of the main fish resources was identified, and recommendations were given on that basis.

### **3 OBJECTIVES AND EXPECTED OUTPUTS**

6. The main purpose of the PPG is to assess Oman's readiness to implement the disciplines contained in the AFS, identify gaps in fisheries management, data collection, and subsidy reporting, and develop a clear roadmap for a complete proposal for a project grant (Category 2) under the Fish Fund.
7. In order to fulfill the objectives of the PPG, the consultant (or consultants) is expected to deliver the following specific outputs:
  - a) **A national needs assessment report** that details Oman's implementation gaps related to the AFS. The report must include specific gaps identified (e.g. legislative, technical skills, data collection).
  - b) **A clear roadmap** for formulating a project grant (Category 2) aligned with the Fish Fund theory of change and based on evidence collected and demonstrating how the proposed activities will address identified gaps.

- c) **A brief implementation and financial report at the end of the PPG** that describes the work carried out, the documents reviewed, stakeholders consulted, and main activities undertaken.

#### 4 ROLE OF THE INTERNATIONAL CONSULTANT

8. Under the overall supervision and guidance of the MAFWR, the international consultant will carry out the following activities to implement this PPG, working in collaboration with a national expert (as described in Section 5):

##### 4.1 Desk Review and Preparation

9. Review the existing PPG request document and collect, analyze and review all relevant literature and documentation related to the implementation of this PPG.
10. Contact key government authorities and stakeholders in Oman in close cooperation with the MAFWR to collect relevant information for project development and to receive guidance on organizing field missions and workshops.

##### 4.2 Missions and Stakeholder Engagement

11. Conduct up to 2 field missions (~15 days in total) to engage in detailed consultations with stakeholders identified during the preliminary analysis. During the field missions, the international consultant will:
- Meet key stakeholders to gather information that will inform the needs assessment and identification of priorities.
  - Consult with key national stakeholders on the actions to be taken within the project framework and collect their feedback and commitment regarding the Category 2 project stemming from this PPG.
  - Lead **3 stakeholder workshops** to confirm the needs assessment and implementation gaps and to validate the findings of the PPG.
12. Consult stakeholders (private sector, donors) with an interest in implementation of the AFS in Oman to identify possible support (financial or otherwise) for the resulting project.
13. Depending on possible interest and opportunities to obtain financing or co-financing from donors, the project proposal may be written in the format or template of one of these donors.

##### 4.3 Preparation of analytical and project documents

14. Prepare a national needs assessment report that details Oman's implementation gaps related to the AFS.
15. Prepare a project proposal for AFS implementation in Oman aligned with the Fish Fund theory of change and based on the information gathered during the desk analysis, fieldwork consultations and needs assessment.
16. Discuss the draft project proposal with relevant national stakeholders and review and finalize the proposal based on feedback received.

#### 4.4 Finalization and reporting

17. Obtain letters of support for the resulting project proposal from key public sector stakeholders, in close cooperation with the MAFWR. These letters should demonstrate clear national commitment to taking the actions needed to ensure the success and sustainability of the project.
18. Prepare a brief implementation and financial report in cooperation with the MAFWR describing the work carried out under the PPG, including the documents and persons consulted, the main activities undertaken, etc.

#### **QUALIFICATIONS AND WORK EXPERIENCE**

- An advanced degree (Master's or Doctorate) in law, business administration, agriculture/veterinary science or other relevant field, with experience in fisheries, fisheries management, fisheries policy or law, and environmental or ocean-based projects.
- Excellent understanding of the disciplines of the WTO AFS and the challenges facing developing and LDC Members in implementation.
- Experience in project preparation, monitoring, and evaluation, including data collection (through questionnaires, surveys, consultations, and interviews involving multiple organizations and participants). Knowledge and experience in results-based project management and the theory of change.
- Experience conducting institutional capacity assessments and identifying gaps in legal, policy, or administrative frameworks related to fisheries management or subsidy governance.
- Experience working with regional fisheries management organizations or arrangements is highly desirable.
- Ability to draft high quality analytical reports, policy recommendations, and project proposals for international development partners or trust fund mechanisms.
- Excellent oral and written communication skills in English. Knowledge of Arabic would be an asset.

#### **5 ROLE OF THE NATIONAL CONSULTANT**

19. A national expert or focal point designated by the MAFWR will provide support to the international consultant during the implementation of the PPG. The national consultant will:
  - Liaise with relevant national stakeholders including government authorities, private sector, academia, donors, and development partners. This will include identifying relevant persons who should be consulted in the implementation of activities under the PPG.
  - Support for the organization of stakeholder workshops and other meetings, including the preparation of agendas, distribution of invitations and logistical arrangements, preparation and distribution of a document outlining the project concept.

- Provide necessary support, including assistance with interpretation and translation as required to enable the international consultant to successfully deliver on his or her activities.
- Accompany the international consultant to meetings and visits, as needed.
- Provide technical review and feedback of the draft needs assessment and project proposal.

## 6 IMPLEMENTATION ARRANGEMENTS

20. In consultation with the MAFWR, the WTO will contract the international consultant. The international consultant should have the expertise and skills indicated in Section 4.
21. The MAFWR will serve as the lead agency for project implementation and monitoring progress, ensuring alignment with Oman's AFS disciplines and reporting requirements under the WTO Fish Fund.
22. The MAFWR will fund the organization of 1 workshop during the implementation of the PPG.
23. The MAFWR will publicly acknowledge the support of the WTO Fish Fund in all official project communications, including press releases, media interviews, and stakeholder workshops. It will also share regular project updates through its official website and social media platforms, highlighting key milestones and achievements in line with the disciplines of the AFS.

## 7 TIMEFRAME

24. The activities of this PPG will take place over a period of three to four months and shall not exceed six months, including the submission and validation of all specified deliverables.

## 8 BUDGET

25. The budget available from the Fish Fund for implementation of the PPG is **US\$ 46,905**.

Activity	Details	Unit	Rate in US\$
<b>International expert fees (needs assessment + project development)</b>			
Desk review	Fish Fund contribution	8	400
Stakeholder engagement	Fish Fund contribution	4	800
Draft needs assessment	Fish Fund contribution	6	400
Consultations to follow-up to discuss findings	Fish Fund contribution	4	800
Finalize needs assessment	Fish Fund contribution	3	800
Draft project proposal based on needs assessment	Fish Fund contribution	4	400
Workshop to present and discuss project proposal	Fish Fund contribution	4	800
Revise and finalize proposal	Fish Fund contribution	3	400
<b>Implementation report</b>			
Prepare a brief implementation report for the Fish Fund Secretariat, covering activities carried out, deliverables,	Fish Fund contribution	4	400

documents reviewed, people consulted, workshop participant lists, and estimated versus actual expenses.			
<b>Expert's travel and per diem (if any) *</b>			
Airfare (up to 2 flights in economy class)	Fish Fund contribution		2,000
Per diem (Muscat)	Fish Fund contribution	15	327
Other expenses	Fish Fund contribution		4,500
<b>Costs for 2 workshops (e.g. premises, refreshments, participant per diem) *</b>			
Workshop costs (e.g. premises, refreshments, participant per diem)	Fish Fund contribution	2	3,500
Other (e.g. printing, leaflets, reports)	Fish Fund contribution		6,500
<b>TOTAL</b>			

*\*To be reimbursed based on actual expenses. Please keep copies of invoices, purchase orders, and send them to the Fish Fund Secretariat.*

\_\_\_\_\_