

## **ANNEX I**

### **TERMS OF REFERENCE (FFM/PPG/33)**

#### **1 BACKGROUND**

1. The [WTO Fish Fund](#) is a dedicated financing mechanism that supports developing and least-developed Members with implementation of the disciplines of the WTO Agreement on Fisheries Subsidies (AFS). The Fish Fund provides grants for 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 Gambia, through the EIF-National Implementing Unit (EIF-NIU) under the Ministry of Trade, Industry, Regional Integration & Employment, has received a Category 1 grant to assess its fisheries subsidy landscape and build capacity for AFS implementation. This initiative aims to assess the Gambia's readiness to implement its commitment in the WTO AFS.

#### **2 CONTEXT**

3. The Gambia's maritime territory comprises of a continental shelf of about 4,000 km<sup>2</sup> and an Exclusive Economic Zone (EEZ) covering approximately 10,500 km<sup>2</sup>. The country is endowed with rich and diverse fisheries resources with more than 500 species of marine fish. As of 2021, the fisheries sector contributed 10.1% to the Gambia's Gross Domestic Product (GBOS,2021) and has the potential for employment generation and poverty alleviation, particularly for women.
4. In 2013, the Gambia Government commissioned the Banjul Fisheries Jetty to facilitate the landing of fish for processing and export. The FAO PROREFISH Gambia (Climate Resilient Fishery Initiative for Livelihood Improvement Project) has developed site-specific Environmental and Social Management Plans (ESMPs) to guide the upgrade of the Banjul Fisheries Jetty and other fish-landing infrastructure. The government of the Gambia through the Ministry of Fisheries, Water Resources and National Assembly Matters has also given fishing boats and gear to several fishing communities in both coastal and inland areas and constructed fishponds and oyster culturing units in some communities to increase Gambians participation into the fisheries sector.
5. Despite these commitments and efforts, the sector continues to face significant challenges. These include illegal, unreported, and unregulated (IUU) fishing, overexploitation of key fish stocks, weak surveillance in high seas fisheries, unsustainable issuance of commercial fishing licenses, declining landed catches, high energy costs for fish processing, and regulatory gaps in subsidy management which threaten the long-term sustainability of the sector.
6. The adoption of the WTO AFS creates new obligations and opportunities for WTO Members to ensure that subsidy programs are consistent with international commitments. For the Gambia, a critical first step is to undertake a diagnostic need assessment of the country's policy, legal and Regulatory frameworks as well as institutional readiness to comply with AFS provisions. This Category I project will provide quick, targeted support to conduct this need assessment and subsequently, develop a larger Category II project proposal for implementation.

### 3 OBJECTIVES AND EXPECTED OUTPUTS

7. The main objective of this project is to assess the Gambia's readiness to implement its commitment in the WTO AFS. The specific objectives are as follows:
  - a) Through a desk review and Stakeholders consultation, identify the existing fisheries subsidies policy, legal, and institutional gaps.
  - b) Conduct a detailed WTO AFS implementation needs assessment for the Gambia.
  - c) Develop a Category II Project Proposal for comprehensive AFS implementation support.

### 4 ROLE OF THE INTERNATIONAL CONSULTANT

8. Under the overall supervision and guidance of the EIF-NIU, the consultant will carry out the following activities to implement this PPG, working in collaboration with national experts (as described in Section 6):

#### 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 the Gambia in close cooperation with the EIF-NIU 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 field missions to engage in detailed consultations with stakeholders identified during the preliminary analysis. During the field missions, the 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 roadmap/project stemming from this PPG.
  - Conduct **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 the Gambia 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 the Gambia's implementation gaps related to the WTO AFS.

15. Prepare a project for AFS implementation in the Gambia 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 project document 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 EIF-NIU. These letters should demonstrate clear national commitment to take the actions needed to ensure the success and sustainability of the project.
18. Prepare a brief implementation and financial report in cooperation with EIF-NIU describing the work carried out under the PPG, including the documents and persons consulted, the main activities undertaken, etc.

### 5 QUALIFICATIONS AND WORK EXPERIENCE OF THE CONSULTANT

- An advanced degree (Master's or Doctorate) in law, business administration, agriculture/veterinary/food 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.

### 6 IMPLEMENTATION ARRANGEMENTS

19. In consultation with the EIF-NIU, the WTO will contract the consultant. The consultant should have the expertise and skills indicated in Section 5.

20. The with the EIF-NIU will serve as the lead agency for project implementation and monitoring progress, ensuring alignment with the Gambia's AFS disciplines and reporting requirements under the WTO Fish Fund.

21. The EIF-NIU 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 objectives of the AFS.

## 7 TIMEFRAME

22. 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

23. The budget available from the Fish Fund for implementation of the PPG is **US\$ 50,000**.

Activity	Details	Unit	Quantity	Unit cost	Estimated budget (USD)	Notes
<b>Expert fees</b>						
International expert fees (International Consultant)	Fish Fund contribution	Day	60	400	24,000	Fees that will be paid to the international consultant for his/her consultancy service.
National expert fees (National Consultant)	Fish Fund contribution	Day	40	150	6,000	Fees that will be paid to the national consultant for his/her consultancy service.
<b>Travel and Mission expenses for the international expert</b>						
International flights	Fish Fund contribution	Flight	2	2,000	4,000	2 return tickets for the international consultant to attend the national stakeholder consultative workshop and the validation workshop of the assessment report and the Category II project proposal.
DSA	Fish Fund contribution	Day	10	170	1,700	DSA during two trips to the country (5 days each).
Other transport fees	Fish Fund contribution	Journey	4	50	200	Local transportation.
<b>National stakeholder workshop</b>						
Room rental for the national workshop	Fish Fund contribution	Day	1	2,000	2,000	Hotel venue in Greater Banjul Area (including hall, breakfast, and lunch).
Transport refund for participants	Fish Fund contribution	Number of participants	35	30	1,050	Transport to be paid to participants from different stakeholder institution.
<b>Workshop for the validation of the project proposal</b>						

Room rental for the national workshop	Fish Fund contribution	Day	1	2,000	2,000	Hotel venue in Greater Banjul Area (including hall, breakfast, and lunch).
Transport refund for participants	Fish Fund contribution	Number of participants	35	30	1,050	Transport to be paid to participants from different stakeholder institution.
Procurement Services	Fish Fund contribution	Lump sum	1	1,500	1,500	Purchasing of conferencing materials (notebooks, pens, folders, flip Chart, banners etc).
Technical Support Services to Ministry of trade, Industry, Regional Integration & Employment	Fish Fund contribution	Lump sum	1	4,500	4,500	Development of communication materials (Invitation letters for the workshops, printing of the proposals etc.)
Other unforeseen expenses	Fish Fund contribution	Lump sum	1	2,000	2,000	Miscellaneous expenses.
<b>TOTAL</b>					<b>50,000</b>	

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