

TERMS OF REFERENCE (FFM/PPG/98)

Pakistan Fisheries Subsidies Agreement Implementation Readiness and Value Chain Needs Assessment

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 grants for targeted and practical assistance that enable countries to strengthen fisheries management, improve transparency, and build the institutional capacity that is necessary to meet their obligations under the Agreement.
2. On 2-3 July 2026, the **Marine Fisheries Department** of the Ministry of Maritime Affairs of Pakistan was awarded a project preparation grant to identify the legal, institutional, operational, data and coordination gaps affecting Pakistan's implementation of the AFS. The grant will also support the preparation of a Category 2 project proposal for more substantial assistance in priority areas identified through the needs assessment.

2 CONTEXT

3. Pakistan's fisheries sector is important for livelihoods, food security, export earnings and the wider blue economy. At the same time, the sector faces practical management challenges, including fragmented data, weak post-harvest systems, limited value addition, overfishing risks, uneven enforcement capacity and the need for stronger coordination across federal and provincial levels.
4. The project supports the policy direction of the National Fisheries and Aquaculture Policy 2025-2035 process, led by the Ministry of Maritime Affairs with technical support from FAO. The proposal is also linked to Pakistan's formal acceptance of the AFS and the need to identify implementation gaps. The final approved national policy text does not yet include a detailed AFS implementation chapter. This grant will provide the technical basis for incorporating subsidy transparency, fisheries data systems, IUU controls, stock-management priorities and institutional coordination into the policy implementation framework.

3 OBJECTIVES AND EXPECTED OUTPUTS

5. The main purpose of the PPG is to assess Pakistan's needs in relation to the implementation of the disciplines contained in the AFS and to prepare a Category 2 project proposal based on the needs assessment.
6. In order to fulfill the objectives of the PPG, the consultant and the Marine Fisheries Department are expected to deliver the following specific outputs:
 - a) **A comprehensive needs assessment report** that identifies Pakistan's implementation gaps related to the AFS, including legal, institutional, operational, data, MCS/IUU, stock-information, subsidy transparency, value-chain and livelihood dimensions.

- b) **A Category 2 project proposal** aligned with the Fish Fund theory of change, based on consultations and evidence collected, and demonstrating how the proposal will address identified gaps for AFS implementation in Pakistan.
- c) **A brief implementation and financial report at the end of the PPG** that describes the work carried out, the documents reviewed, and stakeholders consulted, and main activities undertaken.

4 ROLE OF THE INTERNATIONAL CONSULTANT

- 7. Under the overall supervision and guidance of the Marine Fisheries Department, the international consultant will carry out the following activities to implement this PPG, working in collaboration with a national expert (as described in Section 6):

4.1 Desk Review and Preparation

- 8. Review the existing PPG request document and collect, analyse, and review all relevant literature and documentation related to the implementation of this PPG.
- 9. Contact key government authorities and stakeholders in Pakistan in close cooperation with the Marine Fisheries Department to collect relevant information for project development and to receive guidance on organizing field missions and workshops.

4.2 Missions and Stakeholder Engagement

- 10. Conduct **one field mission** (approximately 14 days in total) to engage in detailed consultations with stakeholders identified during the preliminary analysis. During the field mission, 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 **two stakeholder workshops** to confirm the needs assessment and implementation gaps and to validate the findings and proposal coming out of the PPG. The first workshop will be held during the field mission. The second workshop will be held in hybrid format.
- 11. Consult stakeholders (private sector, donors) with an interest in implementation of the AFS in Pakistan to identify possible support (financial or otherwise) for the resulting project.
- 12. 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

- 13. Prepare a national needs assessment report that details Pakistan's implementation gaps related to the AFS.
- 14. Prepare a project proposal for AFS implementation in Pakistan based on the information gathered during the desk analysis, field consultations and needs assessment.

15. 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

16. Obtain letters of support for the resulting project proposal from key public sector stakeholders, in close cooperation with the Marine Fisheries Department. These letters should demonstrate a clear national commitment to taking the actions needed to ensure the success and sustainability of the project.

5 QUALIFICATIONS AND WORK EXPERIENCE

- An advanced degree (Master's or Doctorate) in fisheries, natural resources, 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.

6 ROLE OF THE NATIONAL EXPERT

17. A national expert will be sub-contracted by the international consultant to provide support to the international consultant and the Marine Fisheries Department during the implementation of the PPG. The national expert 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 the organization of stakeholder workshops and other meetings, including preparing agendas, distributing invitations, managing logistical arrangements, and preparing and sharing a document outlining the project concept.
 - Provide necessary support, including interpretation and translation, as required to support the international consultant's delivery of agreed activities.

- Accompany and support the international consultant to meetings and visits, as required.
- Provide technical review and written feedback on the draft needs assessment and project proposal.

7 IMPLEMENTATION ARRANGEMENTS

18. In consultation with the Marine Fisheries Department, the WTO will contract the international consultant, who should have the expertise and skills indicated in Section 5.
19. The Marine Fisheries Department will serve as the lead agency for project implementation and monitoring progress, ensuring alignment with Pakistan's AFS disciplines and reporting requirements under the WTO Fish Fund.
20. The Marine Fisheries Department will prepare a **brief implementation and financial report** in cooperation with the international consultant, describing the work carried out under the PPG, including the documents and persons consulted, the main activities undertaken, etc.
21. The Marine Fisheries Department will publicly acknowledge the support of the WTO Fish Fund in all official project communications, including press releases, media interviews, and stakeholder workshops.

8 TIMEFRAME

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

9 BUDGET

23. The budget available from the Fish Fund for implementation of the PPG is fifty thousand United States dollars (**US\$ 50,000**).

Budget line	Activity	Details	Unit	Rate in US\$	Total in US\$
International consultant's fees (needs assessment + project development)					
1	Desk review	Fish Fund contribution	5	600	3,000
2	Stakeholder engagement	Fish Fund contribution	10	600	6,000
3	Draft needs assessment	Fish Fund contribution	10	600	6,000
4	Consultations and follow-up to discuss findings	Fish Fund contribution	5	600	3,000
5	Finalize needs assessment	Fish Fund contribution	5	600	3,000
6	Draft project proposal based on needs assessment	Fish Fund contribution	3	600	1,800
7	Workshop to present and discuss project proposal (virtual participation)	Fish Fund contribution	1	600	600
8	Revise and finalize proposal	Fish Fund contribution	1	600	600
International expert's travel and per diem*					
9	Airfare (one return flight in economy class)	Fish Fund contribution			2,000
10	Per diem (Karachi)	Fish Fund contribution	15	186	2,790
11	Other expenses	Fish Fund contribution <i>Local ground transport, mission logistics and eligible communication costs during field consultations. Actual costs to be documented against invoices/receipts.</i>		1,000	1,000
Costs for two stakeholder workshops (e.g. premises, refreshments, participant per diem)*					
12	National expert	Fish Fund contribution	30	250	7,500

Budget line	Activity	Details	Unit	Rate in US\$	Total in US\$
		<i>National expert to support project management, data requests, stakeholder coordination, meeting records, national context analysis and follow-up.</i>			
13	Workshop costs (e.g. premises, refreshments, participant per diem) Workshop 1 (US\$ 3,500) - Duration: 01 day - Venue cost: US\$ 1,500 USD - Refreshments: US\$ 1,000 USD - Estimated number of participants x daily support/per diem: 50 x US\$ 20 = US\$ 1,000 Workshop 2 (US\$ 3,500) - Duration: 01 day - Venue cost: US\$ 1,500 USD - Refreshments: US\$ 1,000 USD - Estimated number of participants x daily support/per diem: 50 x US\$ 20 = US\$ 1,000	Fish Fund contribution	2	3,500	7,000
14	Other (e.g. printing, leaflets, reports)	Fish Fund contribution		1,500	1,500
15	Sub-total before contingency	Fish Fund contribution			45,790
16	Contingency <i>Contingency to be used only for eligible, documented project expenses and subject to Fish Fund Secretariat guidance/approval. It is separate from other expenses.</i>	Fish Fund contribution			4,210
TOTAL					50,000

**To be reimbursed based on actual expenses. Please keep copies of invoices, purchase orders, and send them to the Fish Fund Secretariat. The per diem is indicative and will be reimbursed based on the UN DSA rate at the time of travel.*