



Women in Fisheries Network – Fiji

Terms of Reference

Develop Baseline Initiative, Data and Engagement Strategy for Women in Fisheries

1. Background

Women in Fisheries Network-Fiji (WiFN-Fiji) is a local NGO committed to strengthen and empower women who are engaged in the fisheries sector in Fiji, and effectively disseminate information on sustainable fisheries approaches. The WiFN-Fiji is currently hiring a Consultant to collate and analyse data to establish a baseline on women in fisheries in Fiji and to develop strategies for data collation, engagement of stakeholders.

The Network in 2018 carried out a National Stocktake of the Institution and Enabling Mechanisms that support gender in fisheries in Fiji. One of the key findings of the institutional mapping study is no established baseline on national women in the fisheries sector. The purpose of the research is to conduct a secondary research to inform baseline initiative that will determine the number of women active in the fisheries sector (inshore) across Fiji. The Network will work in close partnership with government agencies that have relevant data including Ministry of iTaukei Affairs, Ministry of Fisheries, Ministry of Women and the Bureau of Statistics.

The institutional mapping exercise has shown that there is no shortage of data relating to women in fisheries in Fiji. The challenge is collating existing data in a systematic fashion, developing a fit-for-purpose storage system and making data available in a timely and user-friendly manner that is suitable for management purposes and can be shared amongst stakeholders.

An area that stood out clearly as a potential entry point for advancing and further empowering women's role in fisheries is the formal sector. There is strong force and network of women leaders and women operators who are active in the fisheries management, fisheries science and maritime sector. This can be quantified equally for women in the academic sector whether they are practitioners, graduates or students. There is a need to utilise these active women in advancing the work and agenda of WiFN-Fiji and not to be restricted to the mandates, roles

and official titles of these women. Data is available to quantify the exact number of women in these formal sectors.

2. Objectives

The objective of this task is as follows;

1. Conduct secondary research to contribute to the development of a baseline initiative that will determine the number of women active in the fisheries sector (inshore) across Fiji.
2. Develop a data strategy and engagement plan that will coordinate and consolidate empirical sex-disaggregated data
3. Develop a “women in the formal fisheries sector” engagement strategy to amplify and advance the work of the Network

3. Specific tasks

3.1 Develop a Baseline Initiative of Women in Fisheries

The consultant will collect secondary data of women engaged in the fisheries sector in Fiji from key stakeholder such as government agencies, NGO’s (Non-Government Organisation), industries, education institutions and other relevant agencies. The National Stocktake of the Institutional and Enabling Mechanisms that Support Gender in Fisheries in Fiji Report, 2018 will be used as a reference. The data collected will determine the range of fishing activity details (e.g., the number of women involved, fisheries catch types and area (habitats) fished. Literature review on reports related to women, women fisher in Fiji along with secondary data collected will inform a baseline initiative that will determine the number of women active in the fisheries sector (inshore) across Fiji.

3.2 Develop Data Strategy and Engagement Plan for Sex-disaggregated data

The consultant will develop a data strategy and engagement plan to coordinate and consolidate empirical sex-disaggregated data. This is to be based on the existing fisheries data and to contribute to the inclusion of sex-disaggregated when sourcing data by relevant agencies.

3.3 Develop a Women in the Formal Fisheries Sector Engagement Strategy

The consultant will collect and consolidate secondary data of women engaged in the formal fisheries sector in fisheries management, fisheries science, maritime sector, practitioners, graduates or students. Information gathered will be used to develop a Women in the Formal Fisheries engagement strategy to strengthen networking.

4. Expected Output and Deliverables

The following are expected outputs:

- A baseline initiative developed for women fishers
- Data Strategy including the engagement plan of sex-disaggregated data compiled
- Women in the formal fisheries sector Engagement Strategy
- Draft Final Report
- Final report

5. Time Frame and Work plan

The consultant’s services are for three months beginning February, 2021.

6. Qualification/experiences and competency of the consultant

Services for the task will be solicited from an individual consultant with a proven track record of organising gender-related data. Consultants with previous experience with women in fisheries issues will have an advantage. The consultant must be a Fiji citizen with at least a Master's Degree in any relevant field with proven track record in previous data management and analysis and strategic planning.

7. Role of Client

A supervising officer will oversee the contract deliverables and will coordinate with stakeholders as and when needed by the consultant.

8. Remuneration

Upon the satisfactory delivery of the indicated outputs the consultant will be paid the agreed amount in three lump sums.