

Annex A.

Position Title : Consultant for the Fisheries Resilience Assessment against Climate Change in K. Togean, Indonesia

Duration of Contract: 6 months

TERMS OF REFERENCE

The primary objective of this consultancy is to assess the resilience of fisheries in Kepulauan Togean against the impacts of climate change, including the effectiveness of MPAs and MPA networks, and the role of local communities and the fisheries sector in resilience-building. It also aims to identify adaptive strategies that will enhance the sustainability of fisheries and marine ecosystems in Kepulauan Togean.

Scope of Work

The consultant will be responsible for the following tasks:

- Review Existing Data and develop assessment framework:** Compile and analyse readily available scientific and socio-economic data on fisheries (annual volume of catch, annual catch efforts, yearly catch rates of major fishing gears, evidence for shifts in catch composition, sizes of catches, and sizes at maturity of target species), climate change impacts on the fisheries (e.g. changes in fish reproductive patterns, fluctuating intensities of upwelling impacting sources of food, and changes in the abundances of competitors, predators and pathogen) and supporting ecosystems (status and vulnerability of habitats-coral reefs, seagrass beds and mangroves to climate change) and MPAs in Kepulauan Togean. Where possible, include data on the different roles or activities, needs or challenges (i.e., different levels of access to and control over resources) of women and men, including from indigenous peoples (IP) and local communities (LCs) in fisheries resilience
- Conduct Field Assessments:** Utilise participatory, inclusive, and gender-responsive methods to gather additional data from local communities, fisheries stakeholders, and MPA managers. Ensure alignment with the Social and Environmental Standard (SES), integrate the ASEAN ENMAPs Comprehensive Consultation Tool and Consultation Checklist. Provide information on the ENMAPS Project Grievance Redress Mechanism (GRM) promoting stakeholders especially women, IPs and marginalised groups' access to GRM should they have feedback or complaints related to the project.
- Assess Fisheries Resilience:** Evaluate the vulnerability of fisheries to climate change utilising the review of existing data above and considering current levels of exploitation, status and vulnerability of supporting ecosystems and conservation efforts, ecological, social, and economic factors, and the effectiveness of existing MPAs and MPA networks.
- Develop Adaptive Strategies:** Propose evidence-based strategies for enhancing the resilience of fisheries and its supporting ecosystems and local communities, reduction of overexploitation and other threats focusing on sustainable and gender-responsive management, conservation, and governance of MPAs.

- **Capacity Building:** Engage with local stakeholders, (including Tadulako University) to ensure knowledge transfer and capacity building in conducting resilience assessments. Conduct training needs analysis (TNA), promote gender-balanced, inclusive and equitable representation of participants including women, IP and LCs, and other marginalised groups; and adopt inclusive, gender- and culturally-sensitive, and participatory/ interactive methodologies ensuring their meaningful participation in line with the Comprehensive Consultation Tool and Consultation Checklist. Results of the study will be shared among stakeholders in the format and language understandable to them.
- **Documentation.** Provide video and photo documentation of activities implemented and stakeholders involved, including IPs (if any), women, and youth, while ensuring that Free, Prior, and Informed Consent (FPIC) is secured with consent to publish the documented materials.

Deliverables

- Inception report outlining the methodology, work plan, and timeline for the assessment
- Comprehensive Assessment Report: Detailing the findings of the fisheries resilience assessment, including vulnerability analysis and the effectiveness of MPAs, describe how climate change impacts local fisheries and which factors make them most vulnerable.
- Adaptive Strategies: Provide a scientific basis for developing adaptive strategies that enhance the resilience of fisheries in K. Togean, supporting the long-term sustainability of the marine ecosystem and local communities. Provide a set of recommendations for improving fisheries resilience, including proposed interventions and policy recommendations.
- Stakeholder meetings: Conduct at least two meetings with local communities and stakeholders to validate findings and discuss adaptive strategies. Ensure that the voices of all stakeholders, including women and marginalised groups, are included.
- Capacity building for stakeholders on conducting resilience assessments conducted with TNA results and training design.
- Video and photo documentation of activities implemented and stakeholders involved, including IPs (if any), women, and youth. Proper description of activities should be ensured. At least 10 of the photos and 2 of the video clips per activity should be properly labelled, citing the names of groups/individuals featured in the photo/video clip. FPIC must be secured, with consent to publish the documented materials.
- Ensure alignment with SES and integrate the ASEAN ENMAPs Comprehensive Consultation Tool and Consultation Checklist in field assessments, stakeholder meetings, capacity-building trainings, etc. information on GRM disseminated; feedback or complaints shared with the national Gender-Safeguards Specialist.
- Final Report: A consolidated report incorporating feedback from stakeholders and the project team. Reports should include agreements and recommendations, quotes from different stakeholders including women, IP and LCs, and other marginalised groups; brief profile of participants, total no. of participants, and segregated per gender. Annexes should include: list of all stakeholders interviewed and participants in the meetings and capacity-building training where gender, age, occupation or membership to IP and LCs are indicated, pictures with captions of all activities conducted including interviews, scanned attendance sheets, consent forms, etc.

Qualifications

- Advanced degree in marine biology, fisheries science, environmental science, or a related field.

- At least 5 years of experience in conducting fisheries assessments, with a focus on climate change resilience.
- Proven experience in working with local communities and using participatory methods. Background on gender-responsive and inclusive approaches is an advantage.
- Knowledge of the Indonesian marine environment and familiarity with the Kepulauan Togean region is an asset.
- Fluency in the local dialect, Bahasa Indonesia and English
- Strong analytical, report-writing, and communication skills

6. Duration and Timeline

The consultancy is expected to last for 6 months, starting from the signing of the contract. Key milestones include:

Deliverable	Duration	Fund allocation
Inception report	1 month from start	20%
Report on framework development and data collection	3 months from start	30%
Report on stakeholder consultations and data analysis	4 months from start	25%
Final Report	6 months from start	25%