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Project Name :

Promopeche – Decent jobs creation and consolidation of existing jobs for the youth and potential migrants in the artisanal fisheries sector (Original name : *Promopêche – Création d'emplois décents et consolidation de l'emploi existant pour les jeunes et potentiels migrants dans le secteur de la pêche artisanale*)

Terms of reference:

Recruitment of a service provider to work on an innovative solution to the octopus pots waste issue in Mauritania.

Result/ Activity:

Budget line:

UE Sahel and Lake Chad Trust Fund

In the Sahel and Lake Chad region, the problems of vulnerability of populations, lack of stability, fragility of the economy and low resilience remain considerable. This situation is exacerbated by climate change, in a region where more than 80% of the population lives mainly from agriculture and livestock. Illegal migration and associated criminal activities, such as human trafficking, smuggling, corruption and transnational organized crime are on the rise, especially where there is an insufficient presence of order and public administration. These security challenges are increasingly linked to terrorist groups and trafficking of all kinds.

The region is also facing growing challenges related to population pressure, institutional and governance weaknesses, inadequate social and economic infrastructure, environmental constraints and poor resilience to food and nutrition crises. All of these factors are the root causes of forced displacement and cause people to flee conflict, seek refuge from persecution and physical harm, or seek new economic opportunities to build a better life. As a result, the migratory pressure is increasing, which has serious consequences for both the countries of the region and for the EU.

Given the proximity of the Sahel to the EU and its immediate neighborhood, the EU is working closely with the Sahel and Lake Chad countries to support their efforts towards peace, security and development. The ongoing dialogue between the EU and the Sahel / Lake Chad region on security, stability and migration issues is intensifying. ([Http://ec.europa.eu](http://ec.europa.eu))

Interventions under the EU-funded Sahel and Lake Chad Trust Fund project contribute significantly to mitigating the challenges it is currently facing.

Promoting youth employment in the fisheries sector in Mauritania

Today, young people between the ages of 15 and 35 are the potential workforce in Mauritania, accounting for over 60% of the working-age population. The distribution of the unemployed indicates a strong representation of the 20-34 age group. This reflects a great difficulty in entering the labor market. The overall underemployment rate of 15.2% in 2010, is proof of the inability of the economy to respond to the solicitations of the population. The case of inactive youth (those who are neither in the education system nor occupied) is a major concern for national authorities.

The fisheries sector creates around 55,000 jobs, representing about 3% of the country's labor force and almost 30% of formal jobs nationally. The artisanal fisheries sub-sector plays a key role in terms of job creation, contributing 80% of employment in the sector. The wealth generated by the sector is estimated at between 6 and 10% of GDP and job creation still has a significant growth margin.

High value-added processing is practically non-existent for artisanal fisheries products. This activity is practiced, in most cases, informally, without precise legal framework and does not benefit from any sufficient institutional support or adequate infrastructures. From an organizational point of view, there are well-defined structures at the national level, such as federations and other professional associations, mostly cooperatives; nevertheless, MSMEs that truly create value addition of fishery products are not sufficiently structured. One of the origins is the lack of organization of production that could be a driver of job creation. Also, business development services (BDS) are not geared towards this processing sector. A margin of growth is therefore not negligible while youth unemployment is one of the major concerns for national authorities.

Production processing facilities are in very poor condition and the services provided are inadequate. There is only one artisanal fishing port in the country and it has exceeded four times its maximum capacity of boats. The development of infrastructures and industries to facilitate value addition is one of the orientations of the 2015-19 strategy. In fact, it is planned to promote integrated development poles, in line with the policies to fight against poverty on the one hand and coastal development on the other. The establishment of equipped landing points (*points de débarquement aménagés - PDA*) along the Mauritanian coast would therefore be a relevant solution consistent with national policies.

The lack of skilled workers in the fisheries value chains is a constraint to the development of the sector. The qualification of the workforce on health standards and the different methods of value creation is necessary. Despite an existing vocational training system, notably at the Naval Academy and its affiliated institutions, it is currently not able to provide enough professionals for the development of the sector.

In this context, PROMOPECHE links the European Union's will with the technical expertise of the International Labor Office in the field of employment.

The project also contributes to the Decent Work Country Program signed between the International Labor Office and the Islamic Republic of Mauritania, including Priority 1 (Promoting decent jobs for young men and women in urban and rural areas).

Given the nature of the interventions and the strategy adopted for the valorization of the labor force and for the strengthening of the private sector, the project fits, more precisely, into the Country Program Outcome (CPO) for Mauritania:

- MRT 101 "Policies, programs and strategies are adopted and implemented to promote decent employment".
- MRT 105 "Job opportunities for young men and women are created on the basis of decentralized infrastructure works.

The institutional anchoring of the project within the vocational training system and the Ministry of the Maritime Economy aims at promoting and integrating strategies and approaches that improve working conditions in a sustainable manner.

The proposed project intends to contribute to the change of model in infrastructures, in the Mauritanian vocational training system by encouraging dual training, and in setting conditions for the development of the value chain.

Practical training will be carried out on real projects where trainees will experience the methodology of "learning by doing". This model favors a better match of the training offer to the labor market.

The main expected results are:

R.1. - Improvement of governance mechanisms of the artisanal fishing sector to supervise and strengthen the sector as a key source of sustainable and decent jobs creation;

R.2. - Promoting the employability of young and potential migrants in the fisheries sector, all along the value chain, through the strengthening of their capacities through training courses;

R.3. - Improvement of the performance of the small-scale fishing sector as a source of decent jobs creation for the youth and potential migrants in the value addition of fish products.

DESCRIPTION OF THE ACTIVITY

During and after every octopus season, thousands of damaged octopus pots, made of plastic, are abandoned on the beach and in the sea. This is a major environmental issue in Mauritania as only a few of them are collected. Raw materials, mainly small plastic parts, are imported. This problem often comes up in discussions about the pollution of Mauritanian coasts. However, no appropriate solution has ever been proposed.

In the framework of its project Promopeche, the ILO office in Mauritania has decided to intend to tackle this issue. The first step will be to brainstorm with qualified experts (circular economy, plastic recycling) to identify potential solutions. In a second phase, the most promising proposal will be presented and tested through a pilot project in Mauritania. These terms of reference aim to recruit a service provider to:

- a. Collect necessary information in the field. This aspect will be crucial to understand the underlying “why-s” of the economical, socio-cultural, environmental, technical and political factors around the challenge described that needs to be solved. In other words, it is about giving context to the situation of the ecosystem of the project. This first phase of the project will be a key for ideating and developing applicable solutions.
- b. Lead the ideation phase with qualified experts. The ideation phase represents a key transition step from learning about the problem and its context to finding applicable solutions. The main objective of this phase is to facilitate a space for ideation with a wide variety of experts in matters such as plastics engineering, cephalopod fishing, circular economy and entrepreneurship, among others. As a result of this ideation and pre-incubation sessions, a number of solutions will be prioritized according to their degree of innovation and applicability.
- c. Submit a preliminary list of potential solution(s) with pros and cons for each proposed solution, and a justification for further investigation and an estimated budget for the next steps, including a budget to test the solution considered as the most promising one at this stage;
- d. Present to the ILO office in Mauritania and its relevant partners the results of the ideation phase and suggest what the following steps should be. This presentation will ideally take place at a seminar about plastic waste organized in Nouakchott by ILO and several partners in the summer 2020.¹

ILO welcomes suggestions about ways to communicate and brainstorm around this initiative. A participation to the next Africa’s Challenge in Dakar, Senegal, could for example be relevant as the octopus pots waste issues is not exclusive to Mauritania, and other countries in Africa could be interested and/or bring new ideas to our thinking process.

OBJECTIVE OF THE ACTIVITY

The objective of this activity is to identify realistic solution(s), economically sustainable, to the octopus pots waste issue in Mauritania. If the ILO office in Mauritania believes it is worth to test an idea in the field, it could potentially fund a short pilot activity to do so. This decision will be made based on the results of the work described in these terms of reference.

¹ For international candidates, tasks “a” and “d” require a field visit to Mauritania (so a total of 2 visits), while tasks “b” and “c” can be done remotely.

DELIVERABLES

If the service provider is not based in Mauritania, at least two field visits will have to be made, i.e. for tasks “a” and “d” (see section “Description of the activity” above).

The service provider will have to accomplish the following tasks:

- Deliverable 1: Inception report including implementation planning, approach adopted, members of the team with their role and CV for the ideation process.;
- Deliverable 2: A preliminary list of potential solution(s) with pros and cons for each proposed solution, and a justification for further investigation and an estimated budget for the next steps, including a budget to test the solution considered as the most promising one at this stage;
- Deliverable 3: Final report summarizing the work accomplished (from task “a” to “d”) and its conclusions; the service provider also has to make clear and detailed recommendations of feasible next steps to be undertaken by the ILO office and/or other players in Mauritania to tackle the octopus pots waste issue.

SCHEDULE AND PAYMENTS

Deliverables and payments will be submitted as follows:

- Payment 1: A payment of 40% will be made once the deliverable 1 is submitted and considered satisfactory by ILO, no later than 1 week after the signature of the contract;
- Payment 2: A payment of 40% will be made once the deliverable 2 is submitted and considered satisfactory by ILO, no later than 10 weeks after finishing the ideation process and preincubation process.
- Payment 3: A payment of 20% will be made once the deliverable 3 is submitted and considered satisfactory by ILO, no later than 3 weeks after the official closing of the project.

QUALIFICATION REQUIREMENTS AND INFORMATION TO BE SUBMITTED

Interested candidates have to submit the following information (if a candidate has additional relevant information to submit, it is free to do so):

- Demonstrable experience in ideation and pre-incubation process describing which methodologies (e.g. Design Thinking, Double Diamond, other.) are going to be used to reach the objectives for the project.
- Demonstrable experience in plastic waste reuse, recycling and designing alternatives for this challenge developing new/innovative solutions and to achieve social, environmental and economic impact.
- Ability to mobilize relevant expertise about plastic recycling, circular economy, fishing industry, engineering, plastic industry and entrepreneurship (e.g. universities, research centers, think tanks). Interested candidates must present a letter of intention of the selected partners describing each role into the project.
- Description of the team members, their role, estimated time allocated to this activity and CV;
- Description of their main strengths to accomplish the work with success;
- Experience in Mauritania and/or in plastic octopus pots waste is an advantage.
- Agreement with third parties demonstrating their economical support and complementarity for the project.

APPLICATION

Applications must be sent electronically to the following email address: cols@ilo.org. Acknowledgment of receipt will be sent by Gilles Cols.

The deadline to submit applications is January 26, 2020, at 23h59 GMT.