



NAURU FISHERIES & MARINE RESOURCES AUTHORITY

Anibare District, Republic of Nauru, Central Pacific.

PHONE: (+674) 888 0705

5th of November 2025

Rhea Moss-Christian

Executive Director

Western and Central Pacific Fisheries Commission

P.O. Box 2356

Kolonia, Pohnpei 96941

Federated States of Micronesia

Dear Ms. Christian,

Re: NAURU APPLICATION TO SPECIAL REQUIREMENTS FUND (SRF) TO FUND WORKSHOP TO IMPLEMENT THE FFA HARMONISED MINIMUM TERMS AND CONDITIONS (HMTCS) AND THE WESTERN AND CENTRAL PACIFIC FISHERIES COMMISSION (WCPFC) LABOUR STANDARDS CONSERVATION AND MANAGEMENT MEASURE (CMM 2024-04)

On behalf of the Government of Nauru, the Nauru Fisheries and Marine Resources Authority (NFMRA), I am pleased to submit this proposal seeking support from the WCPFC Special Requirements Fund (SRF) to undertake the first essential national capacity-building workshop required to implement the FFA HMTCS on crew employment and the WCPFC CMM 2024-04 on Labour Standards for Crew.

As a Small Island Developing States (SIDS), Nauru is committed to meeting its obligations under the Convention; however, we currently face significant technical, regulatory and institutional gaps which prevent full implementation



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of the HMTC and CMM 2024-04. Nauru does not yet have a comprehensive national crewing policy, proposed draft crewing laws, or a coordinated implementation framework capable of supporting our duties as a flag, port and coastal State under the CMM 2024-04, and need awareness to consider to ratify the ILO188 Fishers Convention (Nauru is not a member of the ILO but support and progress of this SRF may assist us to consider to become a member). These constraints were confirmed during preliminary review by the Pacific Islands Forum Fisheries Agencies (FFA) in preparation for the Nauru Crewing Programme and reflect longstanding capacity limitations for NFMRA and across relevant Nauru government agencies.

To address these gaps, we request SRF support to host a three-day in-country consultation workshop from 2-4th of March 2026, facilitated by at least three FFA technical officers from the Labour Standards, Legal, Monitor-Control-Surveillance (MCS), or Gender Equity and Social Inequality (GESI). This in country workshop will assist relevant Nauru stakeholders to understand and deliver the Nauru crewing policy, draft proposed amendment laws, and implementation plan that are needed before NFRM can operationalise CMM 2024-04 and fulfil annual reporting obligations after the coming into force of the CCM on the 1st of January 2028. The workshop also strengthens interagency coordination and national awareness—key to sustainable implementation and aligned with SRF principles.

Nauru requests funding support totalling USD 16,088 (See below **Annex 1**) to cover the workshop agenda (See below **Annex 2**), and other costs such as DSA, venue hire and stakeholder refreshments. FFA will provide all technical expertise and training support in-kind, with assistance from the ILO who will collaborate on this workshop to also provide expert advice on labour standards laws.



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*If approved, Nauru anticipates completing the three-day technical workshop in March 2026, finalising national policy and regulatory drafts by mid-2026, and completing national endorsement processes by end 2026, and by 2027 with further assistance from FFA and ILO completed SOP and systems, and held training of trainers (See below **Annex 3**). All this will allow Nauru to commence full operational implementation in 2028 and meet all reporting obligations under CMM 2024-04.*

The NFMRA is fully committed to this work and stands ready to collaborate closely with the Commission, FFA and ILO to ensure successful delivery, and we will also comply with any rules of reporting should this application be approved.

We respectfully request the Commission's consideration and approval of this application, in accordance with the objectives of the SRF and the Commission's broader commitment to supporting SIDS participation and compliance.

Yours sincerely,

Erana Aliklik

Chief Executive Officer

Annex 1
Budget Summary

1. General Information

NFMRA request for SRF support specifically for CMM 2024-04 implementation activities.

2. Itemised Budget

Item	Quantity	Unit Cost (USD)	Total (USD)
Travel costs	1 person ¹	\$2220	\$2220
DSA (Accommodation & meals)	4 persons × 7 days	\$206/day	\$5,768
Venue Hire	3 days	\$1,200/day	\$3,600
Workshop Refreshments	3 days	Lump sum	\$4,500
TOTAL			\$16,088

¹ Travel costs to cover Ms. Jasmina Jones' participation in this workshop. It is vital, as her doctoral research focuses on labour integration approaches for SIDS operating under capacity and resource constraints. Her involvement will help inform policy recommendations that bridges international commitment with Nauru's operational realities.

(FFA three person teams' travel costs will be covered by another donor as they will travel to Nauru from Kiribati).

Annex 2
Nauru In-Country consultation to implement the HMTCs and CMM labour standards for crew working on fishing vessels

Workshop Agenda
2nd-4th of March 2026

Purpose

- Stakeholders' consultation initiating discussions and awareness of what Nauru would need to undertake in preparation for the implementation of the FFA HMTCs and the WCPFC CMM 2024-04

Outcome

- A draft crewing policy
- A draft crewing regulation
- A draft Implementation Plan
- Completed draft amendments to national laws

- Nauru Maritime and Ports Authority
- Department of Justice & Border Control
- Department of Internal Affairs
- Department of Women and Social Affairs
- Department of Foreign Affairs & Trade - Labour Mobility
- Ministry of Transport
- Nauru Police Force
- NFMRA vessel observers

FFA staff

Participants

- Legal, MCS, GESI, LSA & ILO

NAURU WORKSHOP AGENDA

Day1 Mon (02/03/26)		Day 2 Tues (03/03/26)	Day 3 Wed 04/03/26)
8 -8:30 AM	Arrival, Registration and Opening Remarks (NFMRA)		
8:30-9:00	Purpose & expected outcomes – (NFMRA/LSA)		
9:00-9:30	Presentation of the Phase 2 Labour Standards for crew working on fishing vessels in the region (FFA -LSA)	Nauru national crewing legal framework overview (NFMRA)	Draft national Implementation Plan (FFA LSA)
9:30-10 AM	What assistance are available from the FFA? (FFA -LSA)	National crewing legal framework gap analysis exercise (FFA -Legal)	Group discussion - developing Implementation plan (FFA -LSA)
10-10:30 Morning Tea			

10:30-11	Overview of HMTCS (FFA - LSA)	Group discussion -National crewing legal framework gap analysis exercise (FFA -Legal)	Continue group discussion (FFA -LSA)
11-11:30	Overview of the Commission: Components of CMMs, Compliance and reporting requirements of CMM 2024-04 (FFA -MCS)	Roles and Responsibilities: The importance of inter-agency cooperation (NFMRA/FFA -LSA)	Finalise the draft national crewing policy and implementation plan (FFA -LSA)
11:30-12 PM	Legislative requirements in effect to CMM 2024-04 (FFA -Legal)	Group Discussion exercise (FFA -LSA)	Continue plenary discussions to finalise the national crewing policy and implementation plan (FFA -LSA)
12-1 PM Lunch			
1:00-1:30	Group general discussion -plenary Q & A (FFA - Legal)	Draft Outline of the National Crewing Policy (FFA -LSA)	Next Steps (FFA - LSA/NFMRA) Wrap up & Close of Workshop (FFA - LSA/NFMRA)
1:30-2:00	Group general discussion -plenary Q & A (FFA - Legal)	Group work plenary discussion -developing national crew policy (FFA -LSA)	
2-3 PM	Building an Inclusive & Safe, and Decent Workplace Environment (FFA -GESI)	Group work discussion continues (FFA -LSA)	
3-3:30 pm Afternoon Tea			
3:30-4 PM	Group Discussion Q & A (FFA -LSA)	Group work discussion continues (FFA -LSA)	
4-4:30 PM			

Annex 3

Project Timeline (Starting 2026)

1. General Information

This is Nauru's request for SRF support specifically for CMM 2024-04 implementation activities.

2. Summary Activities

Activity	Timeline
In-country consultation & workshop	2-4th of March 2026
Drafting: Policy, regulation, implementation plan, completed draft national laws	April–June 2026
Parliament or Government endorsement processes and new laws	July 2026 –July 2027
Development of SOPs, Labour Standards systems, and Training of Trainers	Jan–Dec 2027
First full implementation & first full reporting under CMM 2024-04	2028 Compliance to Annual Report Part II