

**43rd ANNUAL MEETING – SEPTEMBER 2021****NAFO Internship Program
(Prepared by the NAFO Secretariat)**

At the 2011 Annual Meeting, the NAFO Internship Program was adopted by the Organization to commence its activities in 2012. The NAFO Internship Program allows students, post-graduates or early career individuals from NAFO member countries to work in the NAFO Secretariat as an intern for periods of up to six (6) months. Interns can gain experience and knowledge in operations of NAFO as an intergovernmental organization while the NAFO Secretariat can benefit through the presence of an additional professional and their capacity and knowledge. The Secretariat reports annually to STACFAD on the internship process.

Due to the COVID-19 pandemic, the NAFO internship was postponed for the second half of 2020 and for 2021.

Review of Stipend and Financial Support

NAFO Interns are responsible for their travel costs to and from their place of residence and the NAFO Secretariat and for the cost of travel/medical insurance as well as all living expenses while in the Halifax.

The NAFO internship program provides a stipend of CDN \$1,750 per month to support living expenses (accommodations, food, transportation, etc.) while in Halifax. The monthly stipend of CDN \$1,750 was set in 2011 and has not been adjusted since the adoption of the internship program. A review of the Consumer Price Index in Nova Scotia shows that cost of living has increased by approximately 15% since 2012.

The accommodation vacancy rate in Halifax hit an all-time low of 0.9% in 2020, making it challenging to find reasonably priced housing. Low vacancy rates have resulted in significant rental increases in the Halifax area. According to a recent national rent report, the average price to rent a one-bedroom apartment in Halifax has gone up by 20 per cent since last January with a one-bedroom unit averaging \$1,473 a month¹.

As of April 1, 2021, the minimum wage standard in Nova Scotia, Canada is CDN \$12.95 per hour. Traditionally, the minimum wage standard is used for inexperienced workers entering the labour force while the NAFO Internship program strives to attract postgraduates or early career individuals from NAFO member countries.

The current stipend of CDN \$1,750 monthly is significantly less than the minimum wage standard equalling \$10.60 per hour. The proposed monthly stipend increase to CDN \$2,250 would bring it slightly above the current minimum wage standards.

¹<https://rentals.ca/national-rent-report>

The table below shows the 2021 vs. 2011 internship stipend of other RFMOs hosted in Canada.

	Stipend 2021	Stipend 2011
North Pacific Anadromous Fish Commission (NPAFC) in Vancouver, British Columbia, Canada	CDN \$2,500 per month	CDN \$2,000 per month
North Pacific Marine Science Organization (PICES) in Sidney, British Columbia, Canada	CDN \$3,000 per month	CDN \$2,000 per month

The NAFO Secretariat is proposing that the internship stipend be increased to CDN \$2,250 per month to account for increases in cost-of-living since 2011, challenges in securing reasonably priced accommodations and minimum wage standards increases in Halifax since 2011.

2022 Budget Estimate

The 2022 budget estimate proposal includes a provision of \$14,000 which would allow the NAFO Secretariat to host an intern(s) for up to 6 months.

Summary of Interns hosted at the Secretariat since inception

Since the NAFO Internship Program was introduced, the Secretariat has received applications from Canada, Denmark (in respect of Faroe Islands and Greenland), European Union, Japan, Norway, Russia and the USA.

2019/2020	European Union (Sweden)	Anna Wall
2019	Canada/Spain	Javier Guijarro Sabaniel
2018	Denmark (in respect of the Faroe Islands and Greenland)	Sebastian Glindtvad
	European Union (France)	Antoine Balazuc
2017	USA	Jessica Randall
2016	Norway	Martha Astrup
	Japan	Yumi Okochi
2015	European Union (Croatia)	Toni Bartulin
2014	European Union (Italy)	Maria Elvira (Mariel) Murazzi
2013	Russian Federation	Viktoria Egochina
	European Union (United Kingdom)	Thomas Reilly
2012	USA	Erica Kidd
	Canada	Geneviève Scott



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NAFO Internship

A NAFO Intern Program allows students, post graduates or early career individuals from NAFO member countries an opportunity to improve their skills, enhance their experience and learn about NAFO and its activities. Interns will work at the NAFO Secretariat in Halifax, NS, Canada. Applications are encouraged from all NAFO Contracting Parties. The results from the Internship Program have been very successful.



Objectives

The individual will gain experience and knowledge in operations of NAFO as an intergovernmental organization while the NAFO Secretariat will benefit through the presence of an additional professional and his/her capacity and knowledge.

Nature of the Internship

Under the supervision of the Executive Secretary, interns will work on project(s) at the Secretariat relevant to their professional interests, scholarship programs and development needs. Interns may be given a wide variety of tasks related to various aspects of:

- fisheries management
- fisheries science
- databases
- administrative, meeting coordination, publications; and
- other NAFO activities delegated by the Executive Secretary.

Period of internship

For a period up to a maximum of 3 (three) months.

Qualifications of candidates

Applicants must be a citizen of a NAFO member country and of the academic or government sector, have a minimum of a university degree, very good spoken and written command of the English language, strong computer knowledge, and demonstrated personal initiative.

Guidelines for application and selection procedure

1. NAFO member countries are encouraged to take additional measures to advertise the NAFO Intern Program within their countries.
2. Applicants must complete the application form and describing their interests and qualifications and provide a resume delineating their academic and work experience and professional references.

3. The NAFO Executive Secretary will review the applicants and select the successful intern(s). To ensure a balanced distribution of internships among member countries, priority will be given to applicants of Member States which have not been represented in the more recent years.
4. Please send the application and supporting documentation to the NAFO Secretariat (info@nafo.int).

Past Internship Projects

- Basic Documents on International Fisheries Law relevant to Regional Fisheries Organizations
- The Ecosystem Approach to Fisheries Management: High Seas Fisheries Management and the Northwest Atlantic Fisheries Organisation
- The Ecosystem Approach to Fisheries Management: An Evolutionary Look to an Ongoing Commitment
- What Drives NAFO: A Review of the Decision Making Process of the Northwest Atlantic Fisheries Organization (NAFO)
- Analysis of the NAFO's Port State Measures and its consistency with the international instruments
- The development of NAFOTools: An R package containing tools for plotting bathymetric and coastline maps and figures of the northwest Atlantic, including major ports, NAFO fishing footprint, EEZs of coastal States and spatial management measures.
- NAFO and Social Media

Financial Support

NAFO will provide a stipend of CDN \$1,750 per month. NAFO will not be responsible for the coverage of travel costs to and from the place of residence and the location of the Secretariat or for the cost of medical insurance. Candidates are responsible for their own accommodations.