

Enhancing food security from the fisheries sector in the Caribbean: Building the capacity of regional and national fisherfolk organisation networks to participate in fisheries governance and management

Report on the workshop to strengthen fisherfolk participation in governance



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Barbados

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1 Introduction

The Caribbean Natural Resources Institute (CANARI) is implementing a regional project “Enhancing food security from the fisheries sector in the Caribbean: Building the capacity of regional and national fisherfolk organisation networks to participate in fisheries governance and management,” from 2013-2016, funded by the European Union under its EuropeAid programme. The project is being implemented in partnership with the Centre for Resource Management and Environmental Studies (CERMES) of The University of the West Indies and Panos Caribbean, and in association with the Caribbean Network of Fisherfolk Organisations (CNFO) and the Caribbean Regional Fisheries Mechanism (CFRM). The overall objective of this project is to improve the contribution of the small scale fisheries sector to food security in the Caribbean through building the capacity of regional and national fisherfolk organisation networks to participate in governance.

A component of the four year project, is the establishment of a group of mentors to provide direct support to fisherfolk so they can better engage in local, national and regional processes for developing and implementing fisheries policies. In order to do this, 22 mentors from 17 CARICOM/CFRM countries in the Caribbean were trained at a regional training of trainers workshop, held in St. Lucia, from 19 - 22 November 2013. Also, as part of the project, eight countries, including Barbados, were selected to convene national fisherfolk workshops to build the capacity of national fisherfolk organisations and networks to participate in fisheries governance.

This report covers the proceedings and findings of the Barbados workshop, held at CERMES at The University of the West Indies, on Wednesday, 15th January 2014. The purpose of the workshop was to build the capacity of the national fisherfolk network to participate in fisheries governance (Appendix 1).

2 Participants

The workshop brought together fisherfolk from various areas in the industry who were associated with fisherfolk organisations. A total of twelve (12) persons attended the workshop. These included the President and Vice-President of Barbados National Union of Fisherfolk Organisations (BARNUFO), members and associates of site-based fisherfolk organisations, a representative of the islandwide Boat Owners and Fishers Association (BOFA) and a guest from the Food and Agricultural Organisation. The list of participants and mentors/co-facilitators is found in Appendix 2.

3 Objectives of workshop

The objectives of the workshop were to

- identify challenges to fisherfolk in Barbados playing an effective role in fisheries governance and management;
- identify priorities for strengthening fisherfolk organisations in Barbados;
- identify opportunities for fisherfolk in Barbados to address some of the challenges

identified through getting involved in key national, regional and global policy and decision-making processes; and

- confirm which needs the “*Strengthening Caribbean fisherfolk to participate in governance*” project can help to address in Barbados.

4 Methods

The workshop used a variety of activities to fully engage and ensure the participation of all fisherfolk. The range of techniques included ice-breakers, brainstorming, “dotmocracy”, powerpoint presentations, small group work and creative role play (Appendix 3).

In Session 1: Welcome and Introduction, Ms. Vernel Nicholls, President of BARNUFO welcomed everyone to the workshop and introduced the workshop participants (Figure 4.1). She looked forward to active participation and expressed the hope that the workshop would be a success for everyone. Dr. Patrick McConney, Senior Lecturer at UWI-CERMES, was introduced as the person to officially kick-off the workshop.



Figure 4.1: Fisherfolk participants during introductions

Dr. McConney noted that there would have been three BARNUFO meetings within one month. However this workshop provided an opportunity for funding at the end, especially if participants were willing to do the work. The workshop was a part of the four year EU fisherfolk project that began in 2013, with a budget of about 1 million Euros for project implementation in 17 countries. Five partners were undertaking the project: CANARI, CNFO, CERMES, Panos Caribbean and CRFM. After defining the project objectives, Dr. McConney reminded participants that fisherfolk organizations had the power to influence decisions being made by Fisheries Division, fisheries advisers or other decision making entities. It was added that the project was primarily interested in fisherfolk communicating and seeking ways to influence the decision-making process.

The six project activities were outlined, highlighting that Barbados was selected as one of the eight countries to host a national workshop for fisherfolk under the project. Three mentors would be facilitating the workshop, two of whom were trained in CANARI’s Regional Training of Trainers workshop. Participants were advised to make a great effort to

influence policy through developing products that could help persuade decision makers, including videos and participation in key regional meetings for decision-making.

Ms. Katherine Blackman, one of the mentors and a co-facilitator, reviewed the workshop objectives and agenda to ensure that the participants were clear on the matters for discussion and the expectations from the workshop. She highlighted that the workshop would end with an evaluation to help the co-facilitators measure the workshop achievements.

Ms. Shelly-Ann Cox conducted an icebreaker exercise called “Ahoy Captain”. Participants were asked to paint the iceboat provided in their workshop package, providing the following information: a registration number (based on birth date), boat name, and boat specifications and/or personal characteristics. A small token was provided to the winning boat. Using a map of Barbados, each participant placed their boat at their respective landing site (Figure 4.2). Mr. Raymon Van Anrooy, the FAO fisheries officer, was nominated to select the winning boat.



Figure 4.2: Participant placing his boat at his fish landing site

In **Session 2: Identifying and analysing problems facing fisherfolk in Barbados**, Ms. Neetha Selliah allowed participants to review the problems identified during the first two BARNUFO workshops¹ and include any additional problems. Participants worked in groups to brainstorm and explore the underlying or root causes of problems. Plenary sessions were used to categorise root causes into either Capacity or Advocacy issues. Using the “dotmocracy” exercise, priority capacity and advocacy issues were determined.

In **Session 3: Communicating for policy influence**, Ms. Blackman discussed the elements of advocacy planning based on nine steps. Plenary sessions were used to determine BARNUFO’s current communication network and to develop an advocacy objective. A template for an advocacy objective was used to guide participants in developing their

¹ The CERMES/BARNUFO workshop on the evolution of BARNUFO and its future in fisheries governance held on 12th December 2013 and the validation meeting held on 28th December 2013. During the workshop problems were identified; some of which were linked various policies such as the fisheries management plan and CARICOM fisheries policy.

objective while simultaneously allowing them to better understand the key components of an objective. Participants worked in small groups to develop a one-minute key message and develop an action plan. Key messages were developed in the form of a Public Service Announcement for a specified target group. Action plans were developed using key probing questions.

During **Session 4: Planning for strengthening fisherfolk organisations**, Ms. Cox briefly introduced participants to organisational needs assessment (ONA) approach which focused on: Board and leadership, Partnerships and public relations, Planning and evaluation and Fund-raising and resource management. A full organisational needs assessment was not completed as most persons were aware of the organisational needs of BARNUFO. Therefore, emphasis was placed on producing more tangible results such as plans of action to address the needs. Due to limited time, participants were only able to focus on the first two elements of the ONA for which activities were developed. Reference was made to BARNUFO plans for 2014 and elements of the 2002-2006 BARNUFO Strategic Plan from which the participants could construct their ideas. Participants worked in groups focusing on either Boards and leadership or Partnership and public relations.

In **Session 5: Next Steps and evaluation**, participants were further informed about the CANARI project and took part in an evaluation activity to rate the achievements of various aspects of the workshop (Figure 4.3).



Figure 4.3: Participants rating aspects of the workshop

5 Findings

5.1 Identifying and analysing problems facing fisherfolk in Barbados

Fisherfolk identified numerous problems which were categorised into six areas (Table 5.1). Participants identified additional problems: reluctance to pay NIS, access to funds for boat repairs and need for boat insurance to be included in the list.

Table 5.1: Problems faced by fisherfolk in Barbados under various themes

Theme	Identified problems
Knowledge	Limited information on RFMP Limited sensitisation on existing policies Knowledge needed on fishing co-op Inability to access EU market
Fish Handling & Fish Inspection	Lack of adequate refrigeration for fish
Learning	Lack of initiative to learn Lack of participation in training Reluctance to pay NIS
Fisherfolk status in society	Public perception of fisherfolk No focus on fisheries education
Roles	Little understanding in the role of the agencies Lack of understanding of elected role
All By Myself	Lack of effective communication (two-way) Lack of capacity in climate change preparedness
Boat Maintenance	Repairs Need for insurance

Groups brainstormed the underlying causes of the problems identified to better understand them, so they could be adequately addressed (Figure 5.1). The Blue team focused on issues related to limited knowledge, fish handling & fish inspection issues and learning (Table 5.2).



Figure 5.1: Participants brainstorming problems and seeking solutions

Table 5.2: Issues analysed and present by the Blue Team

Theme	Underlying problems	Comments
Limited knowledge	<ul style="list-style-type: none"> Fisherfolk expect authority to provide them with information Fisherfolk do not know the value of knowledge Persons do not know where to find knowledge Boat owners who are outside of the industry know little about it 	Most boat owners were non-fishermen. This came about in the 1950s as fisherfolk were seen as illiterate and incapable of managing loans. This perception opened the door for the “land person” to take the opportunity to own the vessels. At some point, there was also a shift in ownership from business persons to fishermen.
Fish handling and fish inspection	<ul style="list-style-type: none"> Handling of all fish is not stressed Implementation of best practices are not consistent No market incentive for quality of fish Lack of training by supplier and consumer 	Focus was primarily on the chain from fish capture to consumer. The consumer could be educated on good quality fish and therefore demand quality fish from fisherfolk. A market incentive for fish quality was needed, so more attention would be paid to this aspect of the industry. Training is required.
Learning	<ul style="list-style-type: none"> No incentive to learn Initiative is suppressed Long-term learning is not a priority 	<p>Fisherfolk had initiative but sometimes there was no room to develop their knowledge/information. Sometimes their initiative was suppressed.</p> <p>Fisherfolk did not see learning as something for which they would get an immediate reward. For example, the National Insurance scheme (NIS) was a long term benefit; however persons did not focus on long term issues.</p>

The Red team focused on issues related to Fisherfolk status in society, Understanding Roles, “All by myself” and Boat maintenance and insurance (Table 5.3).

Table 5.3: Issues analysed and presented by Red team

Theme	Underlying problems	Comments
Fisherfolk status in society	<ul style="list-style-type: none"> Some fisherfolk do not follow rules The Attitude of persons coming into the industry One does not see the faces of the fishers Your best feature is your worst feature 	<p>The fishing industry was not given its rightful place in society as (i) the commercial enterprises did not make it easy for fisherfolk to get loans, (ii) parents were not interested in having their children be part of the industry, and (iii) it was not seen as important to be included in the school curriculum, as with the tourism industry.</p> <p>Fisherfolk made being in the industry difficult for others as there was no</p>

Theme	Underlying problems	Comments
		<p>cohesion.</p> <p>There was a casual approach to the industry. There were no entry requirements and some fisherfolk doing whatever they wanted and deciding which fishing regulations they wished to follow.</p> <p>Market managers did not take their enforcement role seriously.</p>
<p>Understanding roles</p>	<ul style="list-style-type: none"> • Work load is not shared • People depend on others to share information on time • Limited persons to choose from 	<p>Fisherfolk should understand their role as serious contributors to the economy. The government should understand that fisherfolk were serious contributors and should be treated accordingly.</p> <p>While fisherfolk organisations played a vital role, their limitations in the industry should be fully understood. Some persons go to the organisation expecting quick fixes which was not necessarily the case.</p> <p>There were also issues with roles within the fisherfolk organisations: (i) some persons assumed positions within the fisherfolk organization, but were unaware of the responsibilities associated with them, (ii) some persons might have the best intention, but might not be fully-equipped for the role, (iii) persons were elected by default because of lack of participation in meetings, and (iv) persons had to assume multiple roles, which was not the best option for the organisation.</p>
<p>All by myself</p>	<ul style="list-style-type: none"> • Unable to communicate while persons are at sea 	
<p>Boat maintenance & insurance</p>	<ul style="list-style-type: none"> • There has been a tradition about not worrying about insurance. • No procedure for paying insurance 	<p>Boat insurance was important for fisherfolk but commercial entities were not willing to insure them.</p> <p>Most persons in the industry viewed insurance as “money going into somebody’s pocket” and therefore did not see the urgent need for insurance.</p> <p>The NIS was an urgent need. Self- employed people, such as fisherfolk, should try to understand the benefit of paying NIS for retirement and sickness .</p>

To better address the underlying issues, they were grouped into two categories: Advocacy (those problems caused by weak fisherfolk voice in the decision-making process) or Capacity issues (those problems caused by low capacity of fisherfolk organizations, government etc) (Figure 5.2). Participants took the opportunity to confirm the groupings. The results are presented in Table 5.4. Those selected as priority issues are indicated with an asterix.

Table 5.4: Categorisation of advocacy and capacity issues

Advocacy	Capacity
<ul style="list-style-type: none"> • Government focus is on other areas * • No procedures for paying insurance • Implementation of best practices are not consistent * • Handling of fish is not stressed • Market managers allow behaviour • No market incentive for quality of fish • Some fisherfolk do not follow rules 	<ul style="list-style-type: none"> • Do not know the value of knowledge* • Some boat owners who are outside the industry know little about it * • Persons do not know where to find knowledge* • Fisherfolk expect authority to provide them with information • Limited understanding of industry: fisherfolk, public, government • Workload not shared • No incentive to learn • Unable to communicate as people are at sea • Limited number of persons to choose from • People depend on others who may not share information on time • Parents not interested in having their children come into the fishing industry • Do not see the faces of fishers • Initiative is suppressed • Long term learning is not a priority • Disrespect from some fisherfolk • People depend on others who may not share information on time



Figure 5.2: Participants voting on priority issues for advocacy

5.2 Communicating for policy influence

Advocacy involved nine steps which included identifying decision-makers, target audience and stakeholders, determining an advocacy objective and developing an action plan (Appendix 3). A communication network was created to highlight the various stakeholders with which BARNUFO interacts at the national, regional and international level. These are presented in Table 5.5.

Table 5.5: Stakeholders with which BARNUFO communicates

Local/National	Regional	International
<ul style="list-style-type: none"> • Fisheries Division • Fisheries Advisory Committee • Markets Division • Boat Owners and Fisherman • Primary Fisherfolk Organisation • Centre for Resource Management and Environmental Studies • Policy Research, Planning and Information Unit • Ministry of Agriculture • Ministry of Transport • Barbados Museum and Historical Society 	<ul style="list-style-type: none"> • Caribbean Network of Fisherfolk Organisations • Caribbean Regional Fisheries Mechanism • Caribbean Natural Resources Institute • Caribbean Policy and Development Centre 	<ul style="list-style-type: none"> • Food and Agricultural Organisation

The next step was to define the objective. An objective was defined as “What change do you want to see”, either to raise awareness, share knowledge, effect change in behaviour or advocate for action. Fisherfolk nominated the payment of NIS be addressed and the following advocacy objective was developed:

“The NIS Department (Who will make the change?) will restructure and make an attractive package (What will they do?) for seasonal workers [including fisherfolk] (Who will they do it for?) and educate them on the benefits and procedures by December 2014 (By when?)”.

A key message, “What you want to tell them”, allowed fisherfolk to effectively connect and communicate with their target audience, from policy makers to fisheries managers. A one-minute advocacy message usually entailed a statement, evidence (facts and figures), example and the goal/action needed (Appendix 3). The two groups developed a key message in the form of a Public Service Announcement (Figure 5.3 and 5.4).



Figure 5.3: Blue team presenting their key message via a creative Public Service Announcement

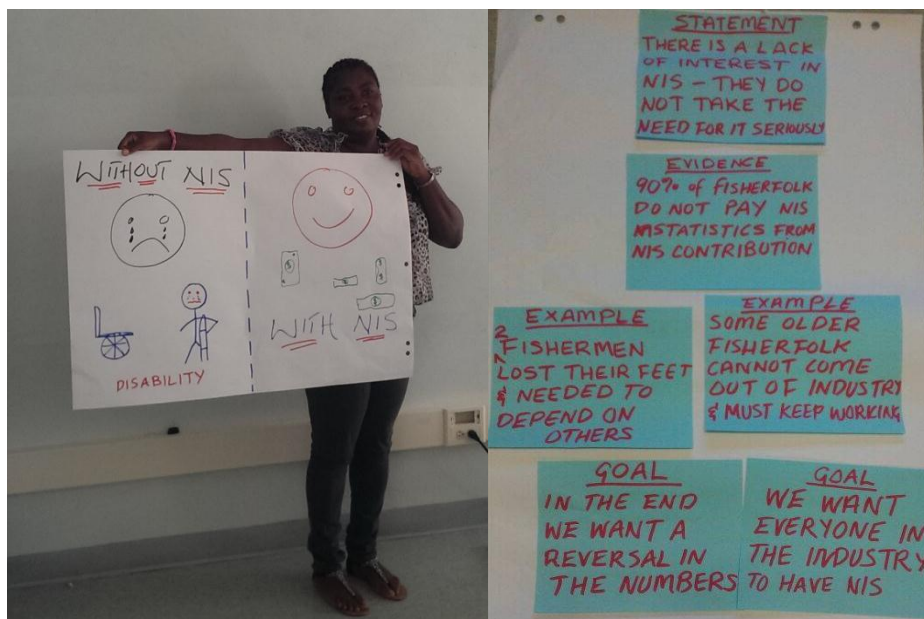


Figure 5.4: Gabrielle of the Red team showing her group's illustration for the PSA (Left) and their one-minute advocacy message (Right)

Different pathways, activities and materials to deliver an advocacy message were highlighted. These were considered as participants developed their plan of action (using a budget of BDS \$1,000.00). The plans focused on key areas:

- What is the activity?
- How much will it cost?
- What will you need (resources)?
- Who will lead it?
- Who will assist?
- By when?
- What are the risks/challenges?
- What are the milestones?

The possibility of taking these ideas to the next step through developing a proposal for the CANARI small grant programme was highlighted. The proposed plans of action and associated budget are seen in Tables 5.6 and 5.7.

Table 5.6: Plan of action developed by the Blue team

What	What you need (resources)	How much? (\$BDS)	Led by	Assisted by	By When	Milestone	Challenges
Presentation at Seminars	<ul style="list-style-type: none"> • Power point presentation • Laptop, projector • Room rental (in-kind) • Costumes • Props • P.A. system • Invited guest: NIS officials, lawyer, fisheries officials, politician / government ministers, fisherfolk – PFO, • Presentation team • Rehearsal venue • Planning meetings 	\$200.00	Vernel Nicholls	Henderson Inniss Curt Baynes Velma Worrell Everton Hinds Galvin Jordan	End of July, 2014	<ul style="list-style-type: none"> • 80% of fisherfolk attending seminar • 60% signing up to pay NIS 	<ul style="list-style-type: none"> • Availability of venue, fisherfolk and invited guest
	<ul style="list-style-type: none"> • Refreshment (light) 	\$300.00					
	<ul style="list-style-type: none"> • Costumes/props 	\$200.00					
	<ul style="list-style-type: none"> • Transport 	\$200.00					
	<ul style="list-style-type: none"> • Gifts 	\$100.00					

Table 5.7: Plan of action developed by the Red team

What	What you need (resources)	How much? (\$BDS)	Led by	Assisted by	By When	Milestone	Challenges	
Participatory video (NIS)	<i>Human Resources</i>	*\$250.00	Alex Hinds	Jemma Harris Anderson Kinch Gabrielle Jordan Shirley Young	• January – March, 2014	<ul style="list-style-type: none"> • Number of fishers who pay NIS before the video and after the video • Number of views on you tube and CBC • Change in attitude: Number of fisherfolk who pay 	<ul style="list-style-type: none"> • Finding the people to speak on camera • Time • Attitude of fishermen 	
	<i>Workshop</i>							
	<ul style="list-style-type: none"> • Venue (free/Fisheries Division) • Transport* 							
	<ul style="list-style-type: none"> • Materials 							\$50.00
	<ul style="list-style-type: none"> • Camera rental • Catering (Snacks) 							\$500.00 \$ 200.00

5.3 Planning for strengthening fisherfolk organisations

Through identifying the gaps from an organisational needs assessment, organisational capacity issues could be effectively addressed. In context of the three priority capacity issues, each group was given one element of the organisational needs assessment to develop a plan of action. The Blue team was tasked with Boards and Leadership and developed a Terms of Reference (ToR) for a Public Relations Officer (PRO) for BARNUFO, which was much needed for the organisation (Table 5.8). There was concern that the requirements of a PRO excluded fisherfolk from this role in BARNUFO. However it was added that most PROs focus on marketing the organisation to the public and the role involved more than networking. In addition, the amended constitution allowed for persons outside of the industry to be members.

Table 5.8: Term of Reference for Public Relations Officer for BARNUFO

Terms of Reference for Public Relations Officer	
Background	The PRO supports the BARNUFO Board by disseminating information to fisherfolk and the public. BARNUFO is an umbrella NGO for fisherfolk organisations for PFOs. They are responsible for developing the fishing industry.
Duties and Responsibilities	<ul style="list-style-type: none"> • Effective communication of knowledge related to the fishing industry (policy issues) using various media e.g. mass media, site visits, face to face, Facebook and website. • Making statements to media by being on scene to report on issues • Develop a newsletter for BARNUFO • Coordinate outreach activities e.g. exhibitions • Monitor and evaluate key message disseminated by BARNUFO • Keep the fisherfolk informed about current issues, new policies and initiatives related to the industry
Professional requirements	<ul style="list-style-type: none"> • Excellent communication skills • Personable • Computer literate • Good interpersonal skills • Good networking skills • Willingness to learn and be trained • Hard working and dedicated • Good looking
Benefits	<ul style="list-style-type: none"> • Stipend • Travel allowance • Cell phone
Terms	Duration in office as stipulated in constitution

The Red team focused on Partnerships and Public relations and emphasis was placed on developing a communication plan, one of the recommendations from the 2002-2006 Strategic Plan for BARNUFO. Using the frying pan activity, participants identified various partners (i.e. at the edge of the pan were stakeholders to be kept informed, at the centre of the pan were organisations that BARNUFO would work closely with, stakeholders on the pan handle represented those who provided support [financial or technical] and an ice block identified blockers who impeded BARNUFO's progress) (Figure 5.5). A basic communication strategy was developed for each stakeholder group (Figure 5.6 and Table 5.9).



Figure 5.5: Frying pan illustrating stakeholder groups



Figure 5.6: Vice-President of BARNUFO explaining a basic communication plan for BARNUFO

Table 5.9: Basic communication plan

Target group	Stakeholders	Engagement mechanism	Comments/considerations
Work closely	<ul style="list-style-type: none"> Primary Fisherfolk organisation Fisherfolk outside PFOs 	<ul style="list-style-type: none"> Notice board at landing sites Site visits- identify key persons in the PFOs to talk with Informal meetings Brochures/posters 	Estimation for board \$250 People should be treated equally so everyone feels important. BARNUFO's relationship with Markets and Fisheries Division varied.
	<ul style="list-style-type: none"> Fisheries Division 	<ul style="list-style-type: none"> Day to Day meetings E-mail links/electronic media 	
	<ul style="list-style-type: none"> CERMES Ministry of Agriculture 		
	<ul style="list-style-type: none"> Markets Division 	Phone calls/requests	
Keep informed	<ul style="list-style-type: none"> PANOS CPDC FAO CRFM CNFO CANARI 	<ul style="list-style-type: none"> Electronic/ printed newsletters (quarterly or semi-annual) Use of websites 	A representative who would represent all fisherfolk
	Public	<ul style="list-style-type: none"> Electronic/ printed newsletters (quarterly or semi-annual) Use of websites Agricultural Programme 	
Support/decision-makers	<ul style="list-style-type: none"> Elected officials Ministry of Transport Corporate Barbados Constituency Councils 	<ul style="list-style-type: none"> Information to be shared at Fishery Advisory Committee meetings Face to Face 	FAC board was not functioning (It never worked)

6 Results and evaluation

Participants and facilitators agreed that the overall workshop objectives were met (Figure 6.1):

1. Participants were able to identify challenges to fisherfolk in Barbados playing an effective role in fisheries governance and management. The evaluation reflected that

- some of them understood the root causes of the problems identified.
2. Most of the participants were aware of the priorities for strengthening fisherfolk organisations in Barbados. A plan was developed to address some of the challenges.
 3. Participants were informed of opportunities for fisherfolk in Barbados to address some of the challenges identified through getting involved in key national, regional and global policy and decision-making processes. These were partly identified at the first BARNUFO workshop, whereby some of the issues could be addressed by fisheries management planning and the CARICOM fisheries policy.
 4. Most of the participants believed that the “*Strengthening Caribbean fisherfolk to participate in governance*” project could help fisherfolk address some of the issues in Barbados. Some of them believed that they had the tools to take it to the next step.
 5. All of them indicated that they would attend another workshop.



Figure 6.1: Results of the informal evaluation

7 Next steps and lessons

There was an opportunity to develop future projects under the on-going CANARI implemented project. In mid-2014 BARNUFO would be invited to apply for a small grant in order to carry out the ideas identified in the workshop. Participants were to be notified in a timely manner so they could apply for a grant. The workshop was highlighted as a real opportunity to develop some of their ideas, with the help of the mentors that would assist fisherfolk in building capacity.

As part of the learning process, the mentors identified lessons learned to enhance their work with fisherfolk:

- Small break out groups of five were ideal for rich discussion.
- Interactive activities kept the participants energetic throughout the day.
- Activities aimed at getting the participants' creative juices flowing were met with great approval.
- It was often difficult to probe without providing solutions.
- Time management was key.

8 Appendices

8.1 Appendix 1: Workshop agenda



Strengthening Caribbean fisherfolk to participate in Governance

National workshop for Fisherfolk

**Barbados
15th January 2014**

1. Background

National workshops for fisherfolk are being held under the regional project “Enhancing food security from the fisheries sector in the Caribbean: Building the capacity of regional and national fisherfolk organisation networks to participate in fisheries governance and management”. The overall objective of this project is to improve the contribution of the small scale fisheries sector to food security in the Caribbean through building the capacity of regional and national fisherfolk organisation networks to participate in governance. The project is being implemented by the Caribbean Natural Resources Institute (CANARI), in partnership with the Centre for Resource Management and Environmental Studies (CERMES) of the University of the West Indies and Panos Caribbean in association with the Caribbean Network of Fisherfolk Organisations (CNFO) and the Caribbean Regional Fisheries Mechanism (CRFM). The project is funded by the European Union under its EuropeAid programme.

The countries involved in the project are Anguilla, Antigua and Barbuda, The Bahamas, Barbados, Belize, Dominica, Grenada, Guyana, Haiti, Jamaica, Montserrat, Saint Lucia, St. Kitts and Nevis, St. Vincent and the Grenadines, Suriname, Trinidad and Tobago and Turks and Caicos Islands.

This workshop is being held in Barbados on 15th January 2014 in partnership with BARNUFO and CERMES.

2. Workshop objectives

By the end of the workshop, fisherfolk will:

- identify challenges to fisherfolk in Barbados playing an effective role in fisheries governance and management;
- identify priorities for strengthening fisherfolk organisations in Barbados;
- identify opportunities for fisherfolk in Barbados to address some of the challenges identified through getting involved in key national, regional and global policy and decision-making processes;
- confirm which needs the “Strengthening Caribbean fisherfolk to participate in governance” project can help to address in Barbados.

This project is funded by the European Union [EuropeAid programme](#)
For more information: please see <http://www.canari.org/cm2.asp>



3. Agenda

Time	Agenda Item
9:00 am	Welcome and introductions <ul style="list-style-type: none">• Welcome• Introduction to the EU fisherfolk project• Introduction to mentoring and the role of the mentor• Review of workshop objectives and agenda• Participant introduction
9:45 am	Identifying and analysing problems facing fisherfolk in Barbados <ul style="list-style-type: none">• Review of fisherfolk issues• Analysing problems to identify where problems can be addressed:<ul style="list-style-type: none">○ by building capacity of the fisherfolk organisations○ by getting fisherfolk involved in key national, regional and global policy and decision-making processes
10:45 am	BREAK
11:15 am	Communicating for policy influence <ul style="list-style-type: none">• Identify priority policy needs and action planning for policy influence
12:30 pm	LUNCH
1:30 pm	Planning for strengthening fisherfolk organisations <ul style="list-style-type: none">• Identifying priority capacity needs and action planning
3:30 pm	Next steps and evaluation – What have you learnt?
4:00 pm	Thanks and close

This project is funded by the European Union [EuropeAid programme](#)
For more information: please see <http://www.canari.org/cm2.asp>



8.2 Appendix 2: List of participants

No.	Name	Organization	Address	Contact number	Email
1	Curt Baynes	OFFA	#45 Amity Lodge, Christ Church	261-8512	kurtlbaynes@gmail.com
2	Katherine Blackman	CERMES	UWI, Cave Hill Campus, St. Michael	417-4512	katamele@yahoo.com
3	Shelly-Ann Cox	CERMES	UWI, Cave Hill Campus, St. Michael	823-5581	Shellyann.cox@yahoo.com
4	Jemma Harris	Central Fish Processors Group	St. Michael		
5	Everton Hinds	Fisherman	Lower Carlton, St. James	422-0416/829-4365	popagoige@yahoo.com
6	Alex Hinds	BARNUFO	Weston, St. James	240-8569	walexhinds@gmail.com
7	Henderson Inniss	Boat Owner	Bayfield, St. Philip	429-4473/230-1342	hcij@caribsurf.com
8	Gabrielle Jordan	BARNUFO	Long Bay, St. Philip	242-5580	gjordan01@hotmail.com
9	Gavin Jordan	Fisherman	Long Bay, St. Philip	423-0249/833-3545	Jordan-gavin@hotmail.com
10	Anderson Kinch	Fisherman	Block 5, Silver Hill, Christ Church	828-8384	andersonkinch@hotmail.com
11	Patrick McConney	Sr. Lecturer	Cave Hill, St. Michael	417-4725	patrick.mcconney@gmail.com
12	Vernel Nicholls	BARNUFO	Joes River, St. Joseph	433-0194, 426-5189, 265-7168	
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14	Bertha Simmons	Consultant	Welches, Christ Church	257-9066	bines.simmons@gmail.com
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8.3 Appendix 3: Workshop presentation



Strengthening Caribbean fisherfolk to participate in Governance

National workshop for Fisherfolk

CERMES
15 January 2014

About the EU fisherfolk project

- 4 year project (2013-2016)
- Funded by the European Union; 1 mil euro / 1.37 mil USD
- Implemented by 5 partners (Project Steering Committee):
 - Caribbean Natural Resources Institute (CANARI)
 - Caribbean Network of Fisherfolk Organisations (CNFO)
 - CERMES of the University of the West Indies (UWI)
 - Panos Caribbean
 - Caribbean Regional Fisheries Mechanism (CRFM)



Project objectives summary

- Strengthen the CNFO and NFOs in CRFM countries
- Build the capacity of FFOs for **fisheries governance** and management at national and regional levels
- Enhance FFO **communication for influencing** fisheries governance and food security policy
- Improve the effectiveness and equity of fisherfolk **participation in decision-making processes** in relation to food security

Project activities

- Update the Needs Assessment (2005)
- Fisherfolk Leaders Action Learning Group
- Training of mentors workshop
- National workshops in 8 countries
- Policy influence: 3 participatory video products, 4 other products
- Sponsor fisherfolk participation in 2 key regional meetings to influence policy




Workshop goal, objectives & agenda




- identifying and analysing problems facing fisherfolk
- identify opportunities for fisherfolk in Barbados to address some of the challenges identified
 - Communicating for policy influence
- identify priorities for strengthening fisherfolk organisations in Barbados
 - Planning for strengthening fisherfolk organisation
- confirm which needs that project can help to address in Barbados.
 - Next steps and evaluation – what have you learnt

Ahoy Captain!



- Colour the boats provided to reflect your personality
- Give your boat a name to reflect one of your main principles e.g Integrity
- Please add a registration number based on the parish you're from and your birth year e.g S87



Ahoy Captain!



- Give your boat specs based on your core values
- Present your boat to the workshop participants
- Place your boat where you live on the Map of Barbados provided



Identifying and analysing the problems




Some problems are caused by weak capacity of FFO, Government etc (Capacity issues)

Some problems are caused by weak fisherfolk voice in decision-making (Advocacy issues)

Activity 1: Problem analysis


- Divide into two groups and determine the underlying or root problems (30 mins)
- Groups present outputs (10 mins)
- Facilitators group outputs as either capacity or advocacy (10 mins)
- Time: 50 mins



Fish for gas participatory video
An example of advocacy by fisherfolk

Communicating for policy influence

- PFOs/FFOs can have their issues addressed by putting them on the agenda of decision-makers and keeping them there until the issues have been resolved.
- Advocacy is a deliberate process of influencing those who make policy
- An advocacy plan is your road map to ensure effective policy influence.




9 Steps for advocacy


- Clarify organisation's objectives
- Define target group
- Choose advocacy or lobbying goal
- Define decision-makers
- Prepare your organisation for advocacy
- Identify your stakeholders
- Is advocacy the right instrument?
- Develop & implement action plan
- Monitor, evaluate and follow-up

Activity 2: Voting on priority needs


- Choose the top two priority needs for advocacy
- Time: 10 mins



What change(s) do you want to see?



Activity 3: Identifying your advocacy objective



Possibly Group Work (10 mins)

Who are you targeting?

- Decision makers
- Resource users
- Media representatives

What do you want to tell them?

Statement	<ul style="list-style-type: none"> The central idea What is the issue/problem? Why change is important?
Evidence	<ul style="list-style-type: none"> Facts and figures that support the statement
Example	<ul style="list-style-type: none"> Add a human face when communicating Local experience
Goal	<ul style="list-style-type: none"> What you want to achieve or want audience to do

Activity 4: Key message for PSA

- Break into 2 groups
- Develop a key message in the form of a Public Service Announcement for a specified target group.
- Time: 20 mins

How do you plan to deliver the message?

Pathway	Activities	Materials
<ul style="list-style-type: none"> • Mass media • Internet-social networking • Face to face • Educational Institution 	<ul style="list-style-type: none"> • Meetings with policy makers, key stakeholders • Presentations at seminars • Exhibitions • Workshops • Media opportunities (Interviews, call-in, radio program) 	<ul style="list-style-type: none"> • Brochures • Video documentaries • Public Service Announcements • Songs • Skits/illustrations

Activity 5: Developing a plan for policy influence

- WHAT (what is it you are trying to do?)
- WHAT YOU NEED (what resources/materials are needed?)
- LED by (who is responsible for it?)
- ASSISTED BY (who will assist?)
- BY WHEN (when will it finish?)
- HOW MUCH (cost?)

• Time: 20 mins



So, what is a mentor??

Activity 6: Qualities of a mentor

- Divide into 3 groups
- Draw outline of a body – free hand/use a person
- Using drawings, illustrate what you think should be the qualities of a mentor

• Time: 25mins

Organisational needs & action planning

- An organisational needs assessment:
 - explores various areas about an organisation
 - identifies existing gaps in the capacity of the FFO to participate in fisheries governance
- Elements of the needs assessment:
 - Board and leadership
 - Partnerships and public relations
 - Planning and evaluation
 - Fund-raising and resource management



Activity 7: Prioritising capacity needs


- Choose the top 5 priority capacity needs to be addressed

• Time: 15 mins



Activity 8: Developing a plan for strengthening

- Divide into 3 groups
- Choose for which priority need you will develop a plan
- Using flip chart paper, develop a realistic action plan/strategy for implementation
- Refer 2002-2006 BARNUFO strategic plan (page 9) – 1st quarter of action plan
- Take note of BARNUFO proposed plan for 2014
- Time: 35 mins



Key components of plan

WHAT?	• What is it that you are trying to achieve?
HOW?	• How can you achieve this? Consider what is effective and realistic. Would it be a video, seminar, storytelling, movie night, simulation? Be Creative!
WHAT DO YOU NEED?	• What resources/materials do you need to make this possible?
BY WHEN?	• How long will it take to finish?
LED BY?	• Who is responsible for it? List a person and not the organisation
WHO WILL ASSIST?	• Who (and How many persons) will assist the persons responsible?

Next steps



Small Grants Programme

- An opportunity to develop projects to build fisherfolk capacity
- FFOs will be invited in mid 2014 to apply for a small grant to undertake a project to build their capacity
- Mentors will assist with developing the application
- Project partners will let them know when the small grant facility is launched.