NATIONAL FISHERFOLK WORKSHOP REPORT

Dominica

Held as part of the project:
Strengthening Caribbean Fisherfolk to Participate in Governance

Prepared by: Fisherfolk mentor, Dominica
24-25 November 2015
Garraway Hotel
Roseau, Dominica
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**List of abbreviations**

<table>
<thead>
<tr>
<th>Acronym</th>
<th>Full Form</th>
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</thead>
<tbody>
<tr>
<td>CANARI</td>
<td>Caribbean Natural Resources Institute</td>
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<tr>
<td>CNFO</td>
<td>Caribbean Network of Fisherfolk Organisations</td>
</tr>
<tr>
<td>CRFM</td>
<td>Caribbean Regional Fisheries Mechanism</td>
</tr>
<tr>
<td>DOF</td>
<td>Division of Fisheries</td>
</tr>
<tr>
<td>ECMMAN</td>
<td>Eastern Caribbean Marine Managed Areas Network</td>
</tr>
<tr>
<td>NAFCOOP</td>
<td>National Fisherfolk Co-operative</td>
</tr>
<tr>
<td>NFW</td>
<td>National Fisherfolk Workshop</td>
</tr>
<tr>
<td>SCFPG</td>
<td>Strengthening Caribbean Fisherfolk to Participate in Governance</td>
</tr>
<tr>
<td>UWI-CERMES</td>
<td>Centre for Resource Management and Environmental Studies of the University of the West Indies</td>
</tr>
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</table>
1 Introduction

The Dominica National Fisherfolk Workshop (NFW) was held on November 24 and 25, 2015 at the Garraway Hotel in Roseau. This workshop was convened under the four year European Union funded 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 targets for this project are fisherfolk organisations in the countries of Anguilla, Antigua and Barbuda, the Bahamas, Belize, Barbados, Dominica, Grenada, Guyana, Haiti, Jamaica, Montserrat, Saint Lucia, St. Kitts and Nevis, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago and Turks and Caicos. The project is being managed by the Caribbean Natural Resources Institute (CANARI) in partnership with the Centre for Resource Management and Environmental Studies of the University of the West Indies (UWI-CERMES), Panos Caribbean, Caribbean Network of Fisherfolk Associations (CNFO) and the Caribbean Regional Fisheries Mechanism (CFRM).

As part of the project, eight countries were selected to build the capacity of national fisherfolk networks to participate in fisheries governance. Dominica was one of the eight chosen to (i) analyse the issues at the national level; (ii) analyse policy and planning initiatives at the national level and opportunities for fisherfolk participation; (iii) review or validate policy positions and communication plans; and, (iv) analyse capacity needs of fisherfolk to effectively participate in governance and management.

The workshop was organised and convened by the National Fisherfolk Co-operative (NAFCOOP), the NAFCOOP’s project mentor and CANARI.

1.1 Objectives

The objectives of the workshop were to:

- engage the participants to share their experiences in policy influencing and capacity building and identify lessons learnt;
- develop communication messages to influence policy;
- improve the knowledge of participants on project cycle management and participatory monitoring and evaluation;
- identify potential projects to address priority capacity issues; and,
- conduct a participatory evaluation of the Strengthening Caribbean Fisherfolk to Participate in Governance (SCFPG) project.

1.2 Participants

The NFW was attended by twenty-four (24) fisherfolk comprising members from NAFCOOP and affiliate cooperatives, representatives from the Division of Fisheries (DoF), Cooperatives Division and the Eastern Caribbean Marine Managed Areas Network (ECMMAN) representative. The participants are listed in Appendix 1.

2 Method

The workshop was participatory and interactive, using a variety of facilitation techniques such as plenary presentations, discussions, brainstorming, panel discussions and small group work. The workshop was delivered over two days and followed a prepared agenda (Appendix 2). The main topics are listed below.

Day one:
- Update on the Strengthening Caribbean Fisherfolk to Participate in Governance project
Recap of key challenges (policy and capacity) identified by fisherfolk at the last NFW
Developing communication messages to influence policy

Day two:
Basic principles of project cycle management
Presentations by mentor, NAFCOOP, ECMMAN, GEF-SGP, Cooperatives Division, Fisheries Division
Participatory evaluation of the SCFPG Project
Next Steps

Presentations from the workshop are attached at Appendix 3.

3 Findings

3.1 Welcome and introductions
Participants were welcomed to the workshop and reminded that this was the second of two national workshops for Dominica.

3.2 Challenges
The challenges from the first NFW are shown in the table below. All challenges remained as challenges for NAFCOOP and its affiliates. Key points are:

- Representatives of the Fisheries and Cooperatives Divisions disagreed with the first NFW’s assessment that they were at loggerheads. Instead they believed that the relationship was strained. Current personnel of both organisations are now working together to assist the fisherfolk in Dominica; the relationship has improved.
- The participants believed that the umbrella organisation, NAFCOOP, was weak and needed to put an action plan in place. The following were suggested for NAFCOOP:
  - Visit the affiliates every other week.
  - Provide affiliates with copies of the minutes of board of director meetings
  - Organise and attend a retreat to engage in a proper work plan for NAFCOOP for 2016
  - Have scheduled meeting with the Fisheries Division
  - Engage in fundraising activities
  - Encourage its affiliates to engage in same
  - Lobby and discuss with policy makers
  - Organise a pension scheme for retiring fisherfolk
  - Ensure that affiliates’ dues are paid
  - Provide clerical support to affiliates in need

New challenges were identified. The main new challenge was that affiliates were negotiating on their own with Petro Caribe but were not getting the best terms.
Table 1: Challenges identified in the first NFW

<table>
<thead>
<tr>
<th>Policy</th>
<th>Capacity</th>
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</table>
| • Fisheries Division and Cooperatives Division are at logger-heads leading to fractured policies. These make it frustrating for fisherfolk to receive support as conflicts advice is sometimes given.  
• Current structure of cooperatives does not allow FFOs to function as businesses.  
• NAFCOOP is not strong enough to support its affiliates or to be a strong voice in fisheries management. | • NAFCOOP is not strong enough to support its affiliates or to be a strong voice in fisheries management.  
• Supporting agencies such as the Cooperatives Division do not provide adequate or the right kind of support to fisherfolk organisations.  
• Fisherfolk are not aware of the importance of being part of organisations to their livelihoods.  
• Fisherfolk organisations are not doing enough to raise awareness of the importance of organisations and fail to attract new members including youth and women.  
• Fisherfolk do not always understand the underlying reasons for sharing information or their target audiences.  
• The methods to reach specific persons are not always correct.  
• Fisherfolk are not trained to treat fishing as a business so financial management is poor.  
• Fishing cooperatives do raise enough funds to fully support their members’ participation in meetings  
• Past bad experiences made fisherfolk wary about joining new ones.  
• Fisherfolk do not understand the value of being part of an organisation to their livelihoods. |
The participants voted on the priority challenges for action over the next year. The results are shown in the table below.

**Table 2: Priority challenges facing fisherfolk in Dominica**

<table>
<thead>
<tr>
<th>Topics</th>
<th>Score</th>
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<tbody>
<tr>
<td>Education/ training of all fisherfolk</td>
<td>10</td>
</tr>
<tr>
<td>Recruitment of new members</td>
<td>9</td>
</tr>
<tr>
<td>Working with policy makers</td>
<td>7</td>
</tr>
<tr>
<td>Petro Caribe negotiations</td>
<td>3</td>
</tr>
<tr>
<td>NAFCOOP’s lack of strength</td>
<td>2</td>
</tr>
<tr>
<td>Affiliates not respecting NAFCOOP</td>
<td>2</td>
</tr>
<tr>
<td>Sustainable financing for fisherfolk orgs</td>
<td>1</td>
</tr>
<tr>
<td>Circulating minutes among members</td>
<td>1</td>
</tr>
<tr>
<td>Fishing co-operative fundraising</td>
<td>1</td>
</tr>
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</table>

3.3 **Developing communication messages**

The simple role play exercise that the participants did highlighted the importance of understanding the target audience before beginning to communicate with them. It also showed that information should be accurate and concise.
3.4 Project cycle management

The participants used the session on project cycle management to identify possible projects that they can work on.

1. The main challenge facing fisherfolk in Dominica is the need for further education and training in fisheries management, fishing and improving general literacy and numeracy. The first project identified sought to address this need. This would incorporate lectures and workshop series with affiliates in their communities, then engage at least twelve (12) fisherfolk in a fishing management course at the continuing education department of the Dominica State College. Stakeholders would include:
   - Co-operative Division
   - Division Of Fisheries
   - Dominica State College
   - NAFCOOP
   - Other funding agencies (GEF-SGP)
   - Fisherfolk
   - Mentor

A few of NAFCOOP’s resources were identified as follows;
   - Time
   - Administrative support

2. An alternate project identified was climate change adaptation within the fisheries sector by empowering members through education on the ways to build resilience in the fishing industry and identifying vulnerable points within the fisheries sector.

The fisherfolk believed that these could be funded by the government and/or the GEF-SGP.

3.5 Participatory evaluation of the SCFPG project

The participatory evaluation of the project showed that while the project may be known in the upper management of NAFCOOP and has exposed some directors to regional and international processes, not many of the affiliates were aware of the project and its intended results.

4 Next steps

Each workshop participant provided the workshop with a task which they would undertake and by which timeframe as follows:

<table>
<thead>
<tr>
<th>WHO</th>
<th>WHAT</th>
<th>WHEN</th>
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<tbody>
<tr>
<td>O’Brien</td>
<td>Submit workshop report to Co-op Division as needed for follow up</td>
<td>December 2nd 2015</td>
</tr>
<tr>
<td>Norris</td>
<td>Write NAFCOOP to invite to DoF to meeting</td>
<td>November 30th 2015</td>
</tr>
<tr>
<td>Dawn</td>
<td>Ask for capacity building to be placed on NAFCOOP’s next agenda (Dec, 17th 2015)</td>
<td>End of November 25th 2015</td>
</tr>
<tr>
<td>WHO</td>
<td>WHAT</td>
<td>WHEN</td>
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<td>--------------------</td>
</tr>
<tr>
<td>Alynthia</td>
<td>Call treasurer of affiliate to find out about partnering in SCFPG to share information from this workshop in next meeting</td>
<td>November 25th 2015</td>
</tr>
<tr>
<td>Verlyn</td>
<td>One on one meeting with fisherfolk to encourage them to join Fisherfolk organisation</td>
<td>November 26th 2015</td>
</tr>
<tr>
<td>Hypolite</td>
<td>Share information about the workshop in a meeting</td>
<td>November 25th, 2015</td>
</tr>
<tr>
<td>Ashworth</td>
<td>Report on workshop to affiliates and NAFCOOP</td>
<td>December 31st 2015</td>
</tr>
<tr>
<td>Agnes</td>
<td>1. Share needs of fisherfolk with National steering committee</td>
<td>November 26th 2015</td>
</tr>
<tr>
<td></td>
<td>2. Facilitate session on proposal writing</td>
<td>February 27th 2016</td>
</tr>
<tr>
<td>Baylon</td>
<td>Invite O’Brien and Co-operatives Division to a meeting re: Petro Caribe interactions</td>
<td>December 3rd 2015</td>
</tr>
<tr>
<td>Bully</td>
<td>Share important communication with colleagues/boys</td>
<td>November 26, 2015</td>
</tr>
<tr>
<td></td>
<td>Invite NAFCOOP to meet with colleagues</td>
<td>December 31st 2015</td>
</tr>
<tr>
<td>Earl</td>
<td>1. Meet all affiliates to share information re: Blue Halo and livelihood protection</td>
<td>December 4th 2015</td>
</tr>
<tr>
<td></td>
<td>2. NAFCOOP retreat (about way forward, writing a proposal to ECMMAN)</td>
<td>January 31st 2015</td>
</tr>
<tr>
<td>Kirby</td>
<td>1. Minutes of meeting to Dawn Francis, NAFCOOP</td>
<td>November 30, 2015</td>
</tr>
<tr>
<td></td>
<td>2. Minutes of meeting to CARIFICIO</td>
<td>December 23rd 2015</td>
</tr>
<tr>
<td>Zephra</td>
<td>Report Information at Next board meeting, will request a general meeting, recruit new members (to be part of the agenda)</td>
<td>December 3rd 2015</td>
</tr>
<tr>
<td>WHO</td>
<td>WHAT</td>
<td>WHEN</td>
</tr>
<tr>
<td>---------</td>
<td>----------------------------------------------------------------------</td>
<td>------------------</td>
</tr>
<tr>
<td>Halyma</td>
<td>Submit report of workshop to board</td>
<td>December 31&lt;sup&gt;st&lt;/sup&gt; 2015</td>
</tr>
<tr>
<td>Filia</td>
<td>Report to board in meeting of December 3&lt;sup&gt;rd&lt;/sup&gt; 2015. Will share information with co-operatives</td>
<td>December 3&lt;sup&gt;rd&lt;/sup&gt; 2015</td>
</tr>
<tr>
<td>Nicholas</td>
<td>Share info in BOD meeting of NAFCOOP. Importance of communication on agenda</td>
<td>December 17&lt;sup&gt;th&lt;/sup&gt; 2015</td>
</tr>
<tr>
<td>Blair</td>
<td>Share the importance of communication in board meeting</td>
<td>December 17&lt;sup&gt;th&lt;/sup&gt; 2015</td>
</tr>
<tr>
<td>Florence</td>
<td>Meet with board to share information from workshop</td>
<td>November 30&lt;sup&gt;th&lt;/sup&gt; 2015</td>
</tr>
</tbody>
</table>

5  Workshop evaluation

The participants felt the workshop was well managed. They showed emotions of concern, confusion and happiness with regards to the information which came out from the workshop. The need to be part of the plan in order to ensure that the fisheries sector flourishes was highlighted.
## Participants List Day 1

<table>
<thead>
<tr>
<th>No</th>
<th>Name</th>
<th>Surname</th>
<th>Title/Designation</th>
<th>Organisation</th>
<th>Telephone</th>
<th>Mobile</th>
<th>Email / Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Moses</td>
<td>O’Brain</td>
<td>Cooperative Officer</td>
<td>Cooperative Division</td>
<td>1 767 266 3611</td>
<td>1 767 265 3100</td>
<td><a href="mailto:ragland70@hotmail.com">ragland70@hotmail.com</a></td>
</tr>
<tr>
<td>2</td>
<td>Norman</td>
<td>Norris</td>
<td>Senior Fisheries Officer</td>
<td>Fisheries Division</td>
<td>1 767 266 5291/2</td>
<td></td>
<td><a href="mailto:nojnorris@gmail.com">nojnorris@gmail.com</a></td>
</tr>
<tr>
<td>3</td>
<td>Alynthia</td>
<td>St. Claire</td>
<td>Member</td>
<td>St. Peters Fisheries Cooperative</td>
<td></td>
<td></td>
<td><a href="mailto:lyniesable@hotmail.com">lyniesable@hotmail.com</a></td>
</tr>
<tr>
<td>4</td>
<td>Verlyn</td>
<td>Peter</td>
<td>Affiliate</td>
<td>St. Peters Fisheries Cooperative</td>
<td></td>
<td></td>
<td><a href="mailto:verlynpeters@hotmail.com">verlynpeters@hotmail.com</a></td>
</tr>
<tr>
<td>5</td>
<td>Hypolilte</td>
<td>Wallace</td>
<td>President</td>
<td>St. John’s Fisheries Cooperative</td>
<td>1 767 275 9888</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Blair</td>
<td>Elwin</td>
<td>Vice President</td>
<td>Fond Cole Fisheries Cooperative / NAFCOOP</td>
<td>1 767 449 1034</td>
<td>1 767 225 1923</td>
<td><a href="mailto:blair-elwin@hotmail.com">blair-elwin@hotmail.com</a></td>
</tr>
<tr>
<td>7</td>
<td>Jerma</td>
<td>Thomas</td>
<td>Employee and Member</td>
<td>Newtown Fisheries Cooperative</td>
<td>1 767 616 4034</td>
<td>1 767 225 6910</td>
<td></td>
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<tr>
<td>8</td>
<td>Florence</td>
<td>Walter</td>
<td>Member</td>
<td>St. Joseph Fisheries Cooperative</td>
<td>1 767 616 3849</td>
<td></td>
<td><a href="mailto:florenceWalter97@hotmail.com">florenceWalter97@hotmail.com</a></td>
</tr>
<tr>
<td>9</td>
<td>Calery</td>
<td>Ravaliere</td>
<td>Member</td>
<td>St. Joseph Fisheries Cooperative</td>
<td>1 767 612 9314</td>
<td></td>
<td><a href="mailto:ravalieve@gmail.com">ravalieve@gmail.com</a> / <a href="mailto:adaravalieve@hotmail.com">adaravalieve@hotmail.com</a></td>
</tr>
<tr>
<td>10</td>
<td>Ashworth P.</td>
<td>Simon</td>
<td>Secretary</td>
<td>St. Paul’s Fisheries Cooperative / NAFCOOP</td>
<td>1 767 277 4618</td>
<td>1 767 613 4888</td>
<td><a href="mailto:gomelash20@gmail.com">gomelash20@gmail.com</a></td>
</tr>
<tr>
<td>11</td>
<td>Zethra</td>
<td>Baron</td>
<td>Treasurer on B.O.D &amp; Fisheries officer</td>
<td>Fond St. Jean Fisheries Cooperative</td>
<td>1 767 285 1024</td>
<td></td>
<td><a href="mailto:zethrab@gmail.com">zethrab@gmail.com</a> / <a href="mailto:zethrab@hotmail.com">zethrab@hotmail.com</a></td>
</tr>
<tr>
<td>12</td>
<td>Halyma</td>
<td>Lockhart</td>
<td>Member</td>
<td>Woodford Hill Fisheries Cooperative</td>
<td>1 767 616 2170</td>
<td></td>
<td><a href="mailto:halymalockhart@gmail.com">halymalockhart@gmail.com</a></td>
</tr>
<tr>
<td>13</td>
<td>Omer</td>
<td>Bique</td>
<td>Ass. Secretary and Supervisor</td>
<td>St. John’s Fisheries Cooperative</td>
<td>1 767 285 6469 / 245 1223</td>
<td></td>
<td><a href="mailto:portsmouthfishers@gmail.com">portsmouthfishers@gmail.com</a></td>
</tr>
<tr>
<td></td>
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<tr>
<td>14</td>
<td>Fila Bruno</td>
<td>WFHFF Coop Sec.</td>
<td>WFH Fisherfolk farmers Coop</td>
<td>1 767 616 5122</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>Agnes Esprit</td>
<td>National Coordinator IPC</td>
<td>GEF SGP ECMMAN</td>
<td>1 767 275 1275</td>
<td>1 757 440 4345</td>
<td><a href="mailto:agnese@unops.org">agnese@unops.org</a></td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>Nicholas Bruno</td>
<td>President WFHFFC</td>
<td>Woodford Hill Fisheries Cooperative / NAFCOOP</td>
<td>1 767 612 9538 / 276 9314</td>
<td></td>
<td><a href="mailto:nico.bruno23@gmail.com">nico.bruno23@gmail.com</a></td>
<td></td>
</tr>
<tr>
<td>17</td>
<td>Kirby Birmingham</td>
<td>CARRIFICO liaison staff</td>
<td>JICA / Fisheries Division / NAFCOOP</td>
<td>1 767 317 5098</td>
<td></td>
<td><a href="mailto:KirbyBrimingham@gmail.com">KirbyBrimingham@gmail.com</a></td>
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<tr>
<td>18</td>
<td>Earl George</td>
<td>President of NAFFCOP</td>
<td>Newtown Fisheries Cooperative / NAFCOOP</td>
<td>1 767 285 4304</td>
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<td><a href="mailto:georgyporgy31@hotmail.com">georgyporgy31@hotmail.com</a></td>
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<tr>
<td>19</td>
<td>Corbett Bully</td>
<td>Secretary</td>
<td>St. Joseph Fisheries Cooperative</td>
<td>1 767 245 6637</td>
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<tr>
<td>20</td>
<td>Dawn Francis</td>
<td>Mentor</td>
<td>NAFCOOP</td>
<td>1 767 315 5128 / 441 767 295 2605</td>
<td></td>
<td><a href="mailto:dawnymfrancis@gmail.com">dawnymfrancis@gmail.com</a></td>
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<tr>
<td>21</td>
<td>Ishanna Emmanuel</td>
<td>Office Secretary</td>
<td>NAFCOOP</td>
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<td></td>
<td><a href="mailto:ishanna-777@hotmail.com">ishanna-777@hotmail.com</a></td>
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<tr>
<td>22</td>
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<td>1 767 449 1034</td>
<td>1 767 225 1923</td>
<td><a href="mailto:blair-elwin@hotmail.com">blair-elwin@hotmail.com</a></td>
</tr>
<tr>
<td>6</td>
<td>Nicholas</td>
<td>Bruno</td>
<td>President WFHFFC</td>
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<td>1 767 612 9538</td>
<td>276 9314</td>
<td><a href="mailto:nico.bruno23@gmail.com">nico.bruno23@gmail.com</a></td>
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<tr>
<td>7</td>
<td>Filia</td>
<td>Bruno</td>
<td>Secretary</td>
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<td>8</td>
<td>Halyma</td>
<td>Lockhart</td>
<td>Member</td>
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<td></td>
<td><a href="mailto:halymalockhart@gmail.com">halymalockhart@gmail.com</a></td>
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<tr>
<td>9</td>
<td>Zethra</td>
<td>Baron</td>
<td>Treasurer on B.O.D &amp; Fisheries officer</td>
<td>Fond St. Jean Fisheries Cooperative</td>
<td>1 767 285 1024</td>
<td></td>
<td><a href="mailto:zethrab@gmail.com">zethrab@gmail.com</a> / <a href="mailto:zethrab@hotmail.com">zethrab@hotmail.com</a></td>
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<tr>
<td>10</td>
<td>Ashworth P.</td>
<td>Simon</td>
<td>Secretary</td>
<td>St. Paul’s Fisheries Cooperative / NAFCOOP</td>
<td>1 767 277 4618</td>
<td>1 767 613 4888</td>
<td><a href="mailto:plomelash20@gmail.com">plomelash20@gmail.com</a></td>
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<tr>
<td>11</td>
<td>Hypolilte</td>
<td>Wallace</td>
<td>President</td>
<td>St. John’s Fisheries Cooperative</td>
<td>1 767 275 9888</td>
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<tr>
<td>12</td>
<td>Verlyn</td>
<td>Peter</td>
<td>Affiliate</td>
<td>St. Peters Fisheries Cooperative</td>
<td>1 767 245 3338 / 1 767 245 5064</td>
<td></td>
<td><a href="mailto:verlynpeters@hotmail.com">verlynpeters@hotmail.com</a></td>
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<tr>
<td>13</td>
<td>Alynthia</td>
<td>St. Claire</td>
<td>Member</td>
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<td>1 767 265 2535</td>
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<td><a href="mailto:lyniesabie@hotmail.com">lyniesabie@hotmail.com</a></td>
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<tr>
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<td>14</td>
<td>Moses</td>
<td>O'Brain</td>
<td>Cooperative Division</td>
<td>1 767 266 3611 1 767 265 3100</td>
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<tr>
<td>15</td>
<td>Norman</td>
<td>Norris</td>
<td>Senior Fisheries Officer</td>
<td>1 767 266 5291/2</td>
<td><a href="mailto:nojnorris@gmail.com">nojnorris@gmail.com</a></td>
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<tr>
<td>16</td>
<td>Ishanna</td>
<td>Emmanuel</td>
<td>Office Secretary Assistant</td>
<td>1 767 616 3358</td>
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<td>17</td>
<td>Kirby</td>
<td>Birmingham</td>
<td>CARRIFICO liaison staff</td>
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<td><a href="mailto:KirbyBrimingham@gmail.com">KirbyBrimingham@gmail.com</a></td>
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<tr>
<td>18</td>
<td>Agnes</td>
<td>Esprit</td>
<td>National Coordinator IPC</td>
<td>1 767 275 1275 1 757 440 4345</td>
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<tr>
<td>19</td>
<td>Earl</td>
<td>George</td>
<td>President of NAFFCOOP</td>
<td>1 767 285 4304</td>
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<tr>
<td>20</td>
<td>Dawn</td>
<td>Francis</td>
<td>Mentor</td>
<td>1 767 315 5128 / 449 058 1 767 295 2605</td>
<td><a href="mailto:dawnymfrancis@gmail.com">dawnymfrancis@gmail.com</a></td>
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<td>21</td>
<td>Omer</td>
<td>Bique</td>
<td>Ass. Secretary and Supervisor</td>
<td>1 767 285 6469 / 245 1223</td>
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<tr>
<td>22</td>
<td>Jerma</td>
<td>Thomas</td>
<td>Employee and Member</td>
<td>1 767 616 4034 1 767 225 6910</td>
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</tbody>
</table>
Appendix 2: Agenda

Final National Fisherfolk Workshop
Dominica
November 24-25, 2015

Draft Agenda

Workshop Objectives

By the end of the workshop, fisherfolk will have:

- shared their experiences in policy influencing and capacity building and identified lessons learnt;
- developed communication messages to influence policy;
- improved their knowledge of project cycle management and participatory monitoring and evaluation
- identified and discussed potential projects to address priority capacity issues
- conducted a participatory evaluation of the Strengthening Caribbean Fisherfolk to Participate in Governance project.

<table>
<thead>
<tr>
<th>Day 1</th>
<th>Time</th>
<th>Topic</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>8:30 am</td>
<td>Opening of the Workshop</td>
</tr>
<tr>
<td></td>
<td>9:00 am</td>
<td>Welcome and introduction, workshop roles, logistics</td>
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<tr>
<td></td>
<td>9:20 am</td>
<td>Update on the Strengthening Caribbean Fisherfolk to Participate in Governance project</td>
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<tr>
<td></td>
<td>9:40 am</td>
<td>Review of workshop objectives and agenda</td>
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<tr>
<td></td>
<td>9:45 am</td>
<td>Recap of key issues (policy and capacity) identified by fisherfolk at the last NFW</td>
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<tr>
<td></td>
<td>10:15 am</td>
<td>Purpose of sharing experiences and the value of lessons learned</td>
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<tr>
<td></td>
<td>10:30 am</td>
<td>Health Break</td>
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</table>
Appendix 2: Agenda

<table>
<thead>
<tr>
<th>Time</th>
<th>Topic</th>
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<tbody>
<tr>
<td>11:00 am</td>
<td>- Actions taken by FFOs to address the key issues identified at the</td>
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<td></td>
<td>last NFW</td>
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<td></td>
<td>- Challenges experienced in addressing these issues</td>
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<td></td>
<td>- Lessons learned</td>
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<tr>
<td>11:45 am</td>
<td>Prioritising issues for further action</td>
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<tr>
<td>12:00 noon</td>
<td>Lunch Break</td>
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<tr>
<td></td>
<td>Session 3: Key regional policies and opportunities for addressing</td>
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<td>policy and capacity issues</td>
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<tr>
<td>1:00 pm</td>
<td>Identification of regional policy opportunities:</td>
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<tr>
<td></td>
<td>- Small-Scale Fisheries Guidelines and Global Assistance Programme</td>
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<td></td>
<td>- Caribbean Community Common Fisheries Policy (CCCPF)</td>
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<td></td>
<td>- Gulf and Caribbean Fisheries Institute (GCFI) Annual Conference</td>
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<tr>
<td>1:30 pm</td>
<td>Panel discussion: Identification of national fisheries policy</td>
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<td>opportunities</td>
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<td>Session 4: Developing communication messages to influence policy</td>
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<tr>
<td>2:00 pm</td>
<td>Creating effective communication messages to influence policy</td>
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<tr>
<td>2:20 pm</td>
<td>Health Break</td>
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<tr>
<td>2:35 pm</td>
<td>Developing communication messages for fisherfolk to influence policy</td>
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<tr>
<td>3:30 pm</td>
<td>Presentations on messages to influence policy</td>
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<td>4:00 pm</td>
<td>End of Day 1</td>
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<tr>
<td></td>
<td>Day 2</td>
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<td>Time                     Topic</td>
</tr>
<tr>
<td>9:00 am</td>
<td>Welcome and review of Day 1</td>
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<td>Session 5: Welcome and review of Day 1</td>
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<tr>
<td>9:30 am</td>
<td>Review of the basic principles of project cycle management and</td>
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<td></td>
<td>participatory monitoring and evaluation</td>
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<tr>
<td>10:00 am</td>
<td>Project identification: Presentations on current projects being</td>
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<td>undertaken or developed by fisherfolk/fisherfolk organisations in</td>
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<td></td>
<td>Dominica to address capacity issues</td>
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<tr>
<td>11:00 am</td>
<td>Health Break</td>
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<td></td>
<td>Session 7: Participatory Evaluation of the SCFPG project</td>
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<tr>
<td>11:30 am</td>
<td>Participatory Evaluation of the Strengthening Caribbean Fisherfolk to</td>
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<td></td>
<td>Participate in Governance project</td>
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<tr>
<td>12:30 pm</td>
<td>Lunch Break</td>
</tr>
<tr>
<td>1:30 pm</td>
<td>Workshop Evaluation</td>
</tr>
<tr>
<td>2:00 pm</td>
<td>Next steps</td>
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<tr>
<td>2:15 pm</td>
<td>Close of workshop</td>
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</table>
Appendix 3: Presentations

Final National Fisherfolk Workshop
November 24-25, 2015

Dominica

Strengthening Caribbean Fisherfolk to Participate in Governance project

Introduction

- Project targets the Caribbean Network of Fisherfolk Organisations (CNFO) and its member national fisherfolk organisations in 17 CARICOM countries
- Enhances the capacity of fisherfolk organisations to participate effectively in fisheries governance and management of shared living marine resources to improve food security in the Caribbean region.

Introduction cont’d

- 4 year project (January 2013 to December 2016)
- Funded by the European Union EuropeAid Programme €1,032,099
- Being implemented by 5 partners:
  - Caribbean Natural Resources Institute (CANARI)
  - Centre for Resource Management and Environmental Studies (CERMES) of the University of the West Indies (UWI)
  - Panos Caribbean
  - Caribbean Network of Fisherfolk Organisations (CNFO)
  - Caribbean Regional Fisheries Mechanism (CRFM)

Specific objectives

i. strengthen the CNFO and its member NFOs in the CARICOM countries
ii. build the capacity of the regional and national networks of fisherfolk organisations and their individual members to better participate in fisheries governance and management at the national and regional levels

Specific objectives (cont’d)

iii. enhance communication within and among the networks of fisherfolk organisations for exchange of information, collaboration, and development of consensus on policy for the governance of Caribbean fisheries in relation to food security
iv. improve the effectiveness and equity of participation of fisherfolk in decision-making processes in the governance of Caribbean fisheries in relation to food security.

Activities

Update the 2005 needs assessment

- 17 project countries = 17 mentors
- Meetings: project year 2 + project year 3 = 2 meetings
- Mentors supporting fisherfolk organisations
Establish ALG
- 2 meetings
- CNFO constitution outlined at second meeting in the Bahamas
- 3rd meeting: October 5-8, 2015 Antigua and Barbuda

Fishers+ Governments+ CSOs+ Academia= Solutions!

Activities (cont’d)

Fishers+ Governments+ CSOs+ Academia= Solutions!

Activities (cont’d)

Workshops
- Figure out the 8 countries needing the most support
- Hold 1 meeting in project year 2 in 8 countries
- Hold 1 meeting in project year 3 (in progress)

- Complete 3 participatory videos and other communication products
- Fishing for a living: North Coast facilities (T&T)
- Bahamas IUU fishing video (in progress)
Activities (cont’d)

Fisherfolk attend high level, regional, decision-making meetings

• 2nd World Small-Scale Fisheries Conference (2WSFC): Options and Opportunities for Small-Scale Fisheries, Mexico, September 2014
• Caribbean Week of Agriculture (CWA): Transforming Agriculture through Family Farming, Suriname, October 2014

National Fisherfolk Workshops

Purpose: to build capacity of national fisherfolk networks to participate in fisheries governance
– to identify challenges to fisherfolk organisations (FFOs) playing an effective role in fisheries governance and management;
– identify priorities for strengthening FFOs;
– identify opportunities for FFOs to address some of the challenges by getting involved in key national, regional and global policy and decision-making processes; and,
– confirm which challenges the project can help to address under the SGF (FSF)

Activities (cont’d)

Fisherfolk Strengthening Fund

• Call: Sept 12 – Oct 31, 2014
• 16 proposals from 9 countries received
• 9 going ahead
15 grants of €1,000 - €10,000 to strengthen fisherfolk organisations’ capacity to participate in governance

Common challenges

• Internal governance (leadership, succession planning, management, membership of fisherfolk organisations)
• Cost of operations
• Financial sustainability
• Marketing
• Onshore infrastructure
• Social security
• Youth in fisheries
• Conflict management
• Importance of fisheries/status
• Fisheries policy and management
• Praedial larceny
• Illegal Unregulated and Unreported Fishing (IUU)
• Environmental protection

Work Plan for 2015

• Award, implement and monitor FSF projects (November 2014 – October 2015)
• Facilitate and report on the final training of FF mentors workshop (6 – 9 July 2015, Anguilla)
• Facilitate and report on the second set of national fisherfolk workshops in 8 focus countries (July – September 2015)

Work Plan for 2015 (cont’d)

• Facilitate and report on the third FFALG workshop (5 – 8 October, 2015, Antigua and Barbuda)
• Keep updated and facilitate online project webpage and input into discussion forum
• Support and facilitate participation of fisherfolk representatives in at least two key decision-making meetings.
Fisherfolk Strengthening Fund (FSF)

- Purpose: to support activities by fisherfolk networks to build capacity to participate in fisheries governance and management
- Total fund of €100,000 (awarding grants, within the range of €1,000 - €10,000)
- Launched: September 12 to October 13, 2014. Extension to October 31 (request from SVG, hurricane Gonzalo and shut down of Anguilla).
- 16 proposals received from 9 countries (Anguilla, Belize, Grenada, Guyana, Haiti, Jamaica, Saint Lucia, Trinidad and Tobago, Turks and Caicos)

Fisherfolk Strengthening Fund cont’d

- 16 proposals received from 9 countries (Anguilla, Belize, Grenada, Guyana, Haiti, Jamaica, Saint Lucia, Trinidad and Tobago, Turks and Caicos)
  - Reviewed by a panel: Patrick McConney (UWI-CERMES), Mitchell Lay (CNFO), Raymon Van Anrooy (FAO), Anna Hadeed (CANARI), Terrence Phillips (CANARI)
  - Successful proposals were given conditional approval and then taken through a participatory technical review and refinement phase. CANARI provided assistance with refining the proposals for implementation. (March – July 2015)
  - Grant Award Contracts signed and first tranche of funds transferred.

- 11 proposals received conditional approval (2 T&T proposals combined, 3 Saint Lucia proposals with similar objectives set out in 2 stand-alone proposals)
- Total of 9 proposals approved (Anguilla, Belize, Guyana, Haiti, Jamaica, Saint Lucia, Trinidad and Tobago, Turks and Caicos). Average grant award US$10,500.
- Addressing issues related to organisational development (internal governance arrangements, leadership, succession planning, management, literacy), strategic and business planning, computerising accounting systems, advocacy and representation, awareness building regarding FFOs and the benefits of membership.

Recap of key issues from first NFW

- Last year in the first NFW in Dominica, together we identified many challenges.
- These challenges were categorised and the root cause(s) and possible solution(s) for each category were determined.

What is a lesson learned?

- A lesson learned is some piece of information gained through experience that your organisation should retain for future use.
- A lesson could be a valuable technique or outcome that you wish to repeat or it could be an undesirable result you wish to avoid.
- Identifying your lessons learned is as simple as asking the question, “What worked well or what didn’t work so well?”
How to identify lessons learned?
Basic lessons learned process

1. Define the “Project”
   - Objectives (why trying to find out lessons learned?)
   - Process (how are we going to find the lessons?)
   - Team (who are the persons that will figure out the lessons?)

2. Collect
   - Capture of information (e.g. through meetings, forms, etc.)

3. Verify and synthesise
   - Is the information accurate?
   - Are the lessons applicable to an individual or the organisation?

4. Store
   How do you plan to keep the information collected (electronic database, file cabinet, online cloud)?

5. Disseminate
   The final step, and the most important, is the dissemination or sharing of lessons learned, since lessons are of little benefit unless they are distributed and used by people who will benefit from them.

(adapted from: The Nature Conservancy, A Guide to Capturing Lessons Learned)

Lessons learned process (cont’d)

When should lessons learned be identified?

- Lessons learned can be captured all throughout the project and form a regular part of project reporting.
- Lessons learned can also be captured after it has been completed.
Lessons learned over the past year

- For this exercise the group will first need to select a note taker (preferably one of the co-facilitators for the workshop or fisheries officers present) to record the lessons learned. This should be done on flip chart paper.
- The facilitator for the session will show the slide with the challenges identified at the first NFW.
- In plenary, participants will go through each challenge and fisherfolk will discuss the actions taken by their fisherfolk organisation(s) to address the identified challenges.
- Participants will be asked to discuss both their positive and negative experiences in addressing these challenges by going through the questions in the “Discussion chart” and state what lessons they learnt. [The note taker will record the lessons learnt and ask for clarification where necessary.]  
- In instances where no action was taken to address a particular challenge, the reason for not taking action should be discussed and recommendations from participants should be made on how to address the challenge.

National Fisherfolk Workshop
Dominica
24 – 25 November 2015

Identification of policy opportunities

Strengthening Caribbean fisherfolk to participate in governance project

Seeks to enhance the capacity of fisherfolk organisations to participate effectively in fisheries governance and management of shared living marine resources to improve food security in the Caribbean region.

Policy opportunities
- Small-scale fisheries guidelines (SSF Guidelines)
- Caribbean Community Common Fisheries Policy (CCCFP)

Small-scale fisheries guidelines (SSF guidelines)
Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries in the context of food security and poverty elimination
- Promote a human rights approach to development.
- Bring together social development and responsible fisheries.
- Goal: individuals and communities develop capabilities to actively and meaningfully participate in decision-making.
Caribbean community common fisheries policy (CCFP)

- **Vision:** Foster effective cooperation and collaboration among participant nations in Conservation, Management, Sustainable Utilisation and Development of the fisheries resource and related ecosystems in the Caribbean region to maximise benefits for all Caribbean people.
- **Addresses the need to build capacity amongst fishers and optimise the social and economic returns from the fisheries, which is a common thread throughout Caribbean societies.**

CCFP cont’d

- Considers the rights of traditional, subsistence, artisanal, small-scale and fishers and large-scale fishing.
- Participatory approach used in policy drafting and implementation.
- Promotes more empowerment for fishers, ensuring their involvement in decision making.
- Combines the best available scientific information with fishers’ traditional knowledge

Communication for policy influence

_ Strengthening Caribbean fisherfolk to participate in governance_

National Fisherfolk Workshop

Dominica

24 – 25 November 2015

Step 1: **Identify the objective of your communication**

- **Your objective links ahead to the change or results you would like to see.**
- **Objectives can be:**
  i. to raise awareness
  ii. to share knowledge
  iii. to effect a change in behaviour
  iv. to advocate for ‘action’ (can further define the action)

Example: CNFO’s objectives

- Raise awareness of policy makers and managers in government about the issues, needs and ideas of fisherfolk in making decisions about fisheries management and CC adaptation.
- Raise the visibility of the CNFO and its members at the national and local levels
Step 2: Identify your target audience(s)

- Who are you communicating to? For example is your audience a decision maker, resource user, or media representative?
- Ask yourself the following questions:
  i. What are the interests, beliefs and agenda of this audience?
  ii. Do I know the background of the audience so that I can fine tune the approach I take?

Example: CNFO’s target audiences

- Government Ministers
- Fisheries divisions
- Permanent Secretaries and CEOs of government agencies with marine jurisdiction
- Heads of major companies, NGOs and regional organisations
- High level media executives
- Fisheries Managers
- Coastal Zone Managers

Step 3: Develop your message(s)

- What are your objectives? What do you hope to achieve by the delivery of your message?
  i. Frame your message in a way that engages the target audience — connect with where the audience is now and guide your message to where you want it to go.
  ii. Ensure you observe “the 5Cs” of communication: be clear, concise, correct/credible, comprehensive and consistent in your message.

Example: CNFO’s messages

- Transparency, accountability and participation are important in fisheries management.
- Fisherfolk bring local and traditional knowledge to fisheries management.
- Fisherfolk need to get together to have a united and strong voice.

Step 4: Decide on the product and channel or pathway for delivery of message(s) to each target audience

- Selection of the mechanism for delivery of your message (product, pathway) will be linked to the audience's interests and preferences so you need to determine:
  i. What media, forums etc. your target audience accesses
  ii. Who influences the audience (i.e. who might be an intermediary messenger or champion)

Example: CNFO’s products and pathways

<table>
<thead>
<tr>
<th>Product</th>
<th>Pathway</th>
</tr>
</thead>
<tbody>
<tr>
<td>Videos</td>
<td>Face to face meetings</td>
</tr>
<tr>
<td>Policy briefs</td>
<td>Workshops</td>
</tr>
<tr>
<td>Flyers</td>
<td>Television</td>
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<tr>
<td>Songs</td>
<td>Radio</td>
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<tr>
<td>Drama</td>
<td>Demonstration/ marches</td>
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<td>E-mails/ text messages</td>
<td>YouTube/Facebook</td>
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<tr>
<td>Reports</td>
<td>Telephone calls/ texting</td>
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</tbody>
</table>
The product or pathway you select will depend on the type of policy influencing you undertake.

### Communication role play exercise

1. Form groups of three.
2. In each group select a person to play the role of a Minister of Planning, a Tourism Developer and a Fisherfolk Leader.
3. Based on the scenario on the following slide, the Minister must decide who makes the best argument and communicates their message the best according to the 5C’s.
4. Before the Minister decides, the fisherfolk leader and tourism developer must share with the rest of the group their objective, target audience and key points made.

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### Scenario

The Minister of Planning has agreed to meet with the fisherfolk leader of Pretty Pretty Island Cooperative and a tourism developer concerning the use of a traditional fishing ground on Pretty Pretty Island. Due to his busy schedule, the Minister only has five minutes for the meeting. The fisherfolk leader and tourism developer must therefore clearly and concisely make his/her case for the use of the beach. The tourism developer thinks the beach would be an excellent location for a new all inclusive hotel, the fisherfolk leader thinks that it should remain a fishing ground.
What is project cycle management

- Simply put, **Project Cycle Management (PCM)** is the term given to the process of **planning** and **managing** projects.
- Projects sometimes fail because they are badly planned and do not take account of some important factors, particularly the needs and views of stakeholders.

## Project Cycle Management Steps

### 1. IDENTIFY

The first step in the cycle is to identify an issue that a project can address:

- Needs Assessment/Capacity Assessment: What are the needs of fisherfolk organisations? What are some capacities that fisherfolk organisations need to build to effectively participate in governance?
- Problem trees: What are the root causes of problems in a particular fisherfolk organisation?

### 2. DESIGN

Once it is decided to go ahead with the project, we can start to think about the details.

**Planning:**

- Who will be the people involved in and affected by this project? (Stakeholders)
- Do we have (or have access to) the resources (e.g., time, funding, capacity) needed to undertake this project?
2. DESIGN
Once it is decided to go ahead with the project, we can start to think about the details.
Scope of the project:
• What is the goal of the project?
• What is/are the objective(s) of the project
• How will we know if the project is meeting its objectives (indicators)
• What are the risks to the project?
• What will be the cost of the project?
• How long will the project take?
• What is the quality of the outcome/outputs that we expect from the project?

3. IMPLEMENT
This is where the project begins. During the implementation of the project it is important to monitor and review the progress of the project and any outside changes that affect it. The project plans should be adjusted where necessary.

4. EVALUATE
Evaluation should be carried out at or after project completion. Evaluation could even be carried out a few months or years after the project has finished in order to assess its long-term impact and sustainability.
• What were the impacts of the project?
• Were the impacts positive or negative?
• Were the impacts intended or unintended?

Participatory Monitoring and Evaluation: What is it?
• Participatory monitoring & evaluation (PM&E) is a process through which stakeholders at various levels engage in monitoring and evaluating a particular practice, project, program, plan or policy;
• Share control over the content, the process and the results of the M&E activity; and,
• Engage in taking or identifying corrective actions, learning and adapting.

Why is PM&E important?
• Participation is important to the M&E process since it offers new ways of assessing and learning from change that are more inclusive
• It allows managers to be more responsive to the needs of those most directly affected.

Why is PM&E important?
To summarise, PM&E has 4 main overall purposes:
1. Management in close collaboration with partners and the local population.
2. Learning with (not around) the local population and key stakeholders (both men and women) at different levels.
3. Empowerment of the local people and partners in the field so that they own and contribute to management.
4. Accountability upward (to a leader), and downward (to people we are working with).
Basic PM&E method

**Step 1:** Planning the PM&E process and determining objectives and indicators

**Step 2:** Gathering data

**Step 3:** Analysing data

**Step 4:** Sharing information and defining actions to be taken

Remember to learn lessons as you go!

- What did we do right?
- What did we do wrong?
- Was the project a success?
- Was the project a failure?
- What could have been done better?
- What are some best practices if we have to do this again or that can be applied to other projects?

Reference: Rachel Blackman, 2003. Project Cycle Management, Tear Fund: [http://tilz.tearfund.org/~/media/Files/TILZ/Publications/ROOTS/English/PCM/ROOTS_5_E_Full.pdf](http://tilz.tearfund.org/~/media/Files/TILZ/Publications/ROOTS/English/PCM/ROOTS_5_E_Full.pdf)

Strengthening Caribbean fisherfolk to participate in governance

Focus group questions

- Over the past three years in what way has your involvement in decision-making at the local, national and regional levels changed?
  - Has the “Strengthening fisherfolk.......” project helped in this process or not?

- For those involved in the project, how has the project helped you to communicate to influence policy at the local, national and regional levels?

- Since being involved in the project, how has the effectiveness of fisheries policies changed at the regional and national levels?
• How has your fishing community or group membership contributed to your participation in the project? What support did you receive?

• What strategies have you/your community come up with to bring the ideas/voices of regular fisherfolk into the project?

• What types of feedback from the project have you carried back to your fisherfolk groups?

• What do you consider to be the most burning issue affecting fisherfolk livelihoods at present? How would you address it? What do you think should be done to remedy it?

Questions to answer on camera

**Question 1**
• Why do you think it is important for artisanal fisherfolk to have a say in fisheries policy making?

**Question 2**
• What do you consider to be the most burning issue affecting fisherfolk livelihoods at present? How would you address it? What do you think should be done to remedy it?