



Report of the Regional Workshop for the Fisherfolk Leaders Action Learning Group

Held as part of the project

Strengthening Caribbean Fisherfolk to Participate in Governance

August 19 - 22, 2013

Port of Spain

Trinidad and Tobago



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1.0 INTRODUCTION

The Caribbean Natural Resources Institute (CANARI) in collaboration with its project partners facilitated the first regional fisherfolk action learning group workshop, as part of the project “Enhancing food security from the fisheries sector in the Caribbean: Building the capacity of regional and national fisherfolk organization networks to participate in fisheries governance and management”¹. This project, funded by the European Union Europe Aid Program², is being implemented over a four year period (2013 - 2016).

The project is being implemented by CANARI in partnership with the Centre for Resource Management and Environmental Studies (CERMES) of the University of the West Indies (UWI) and Panos Caribbean, in association with the Caribbean Network of Fisherfolk Organisations (CNFO) and the Caribbean Regional Fisheries Mechanism (CRFM).

The goal of the 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 spans 17 Caribbean countries: 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 report of the regional Fisherfolk Leaders Action Learning Group (FFALG) workshop provides an overview of the objectives, methodology, highlights and main findings from sessions, and next steps. It will serve as a reference for the FFALG as they seek to provide the sustained and responsive support needed for the development of the fisherfolk organisations. The workshop was held in Trinidad and Tobago from 19-22 August 2013.

2.0 OBJECTIVES OF THE WORKSHOP

The objectives of the workshop were for persons nominated by their respective national fisherfolk organisations in the participating countries and the project partners to be members of the FFALG to:

- engage in the action learning process and commit to ongoing action learning as part of the Fisherfolk Action Learning Group;
- input into the planning of key processes and activities for implementation of the four year project on strengthening fisherfolk participation in fisheries governance in the Caribbean;
- enhance personal skills and knowledge about how to be an effective leader;
- develop a personal action plan for enhancing leadership of national fisherfolk organisations and the CNFO;

¹ <http://www.canari.org/cm2.asp>

² http://eeas.europa.eu/delegations/guyana/index_en.htm

- enhance personal skills and knowledge about how to effectively communicate to influence policy;
- identify priorities and key strategies for strengthening of the CNFO;
- contribute to updating the CNFO communication strategy;
- contribute to an action learning process to enhance a local fisherfolk organisation in Trinidad and Tobago.

3.0 METHODOLOGY

The approach to delivering the workshop was participatory and interactive, using a variety of facilitation techniques such as plenary presentations and discussions, brainstorming, small group work and a field trip. Throughout the various sessions, the facilitators sought to draw on participants' knowledge and experiences. A field trip was undertaken to a fisherfolk facility at Blanchisseuse on the northern coast of Trinidad to provide participants with an opportunity to conduct peer learning on communication for policy influence and how to establish and strengthen a local fisherfolk organisation. The presentation slides and small group work outputs are provided in the body of the report and at Appendix 1.

4.0 PARTICIPANTS

Participants at the workshop were the members of the fisherfolk action learning group, comprised of 18 fisherfolk leaders and three leaders from fisheries authorities, representatives from the fisheries division, Trinidad and Tobago and SIDC, and resource persons from CANARI, UWI-CERMES, Panos Caribbean, CNFO, CRFM, the Inter-American Institute for Cooperation on Agriculture (IICA), the mFisheries team from the Department of Engineering in UWI St. Augustine campus and the Foundation of the People of the South Pacific International (FSPI). The list of participants is shown in Appendix 2.

5.0 FINDINGS/HIGHLIGHTS

5.1 Welcome, introduction, agenda

Participants were welcomed to the workshop and asked to introduce themselves and respond to the question as to why they considered themselves to be fisherfolk leaders.

Included among the responses were:

- interested in seeing that fisherfolk would have a better standard of living
- working for the welfare of the fisherfolk
- sharing information with fisherfolk
- working to unite fishermen and help them achieve a better standard of living
- wanting to see the fisherfolk organisations grow

- wanting to see change in the fishing industry in my country
- seeking to improve the conditions of less fortunate fishermen
- helping to develop a sustainable fishing industry in my country
- promoting innovation in the fishing industry
- working to bring stakeholders in coastal marine management together to find solutions for fisherfolk and MPA managers
- getting fisherfolk to the table so their voices can be heard
- sharing my practical fishing experiences
- sharing experience in fisheries development management
- getting fisherfolk to play their role in managing the fisheries resources
- promoting good communication between the fisheries department and fisherfolk to improve on strategies for sustainability
- promoting participatory fisheries governance

The participants were informed that a closing ceremony would be held and the media was invited so this would provide an opportunity to get the key messages from the workshop out to the public.

The participants and facilitator established ground rules for the the Workshop such as keeping cell phones on silent or vibrate as well as being on time for workshop sessions, breaks, lunch, etc. They also got volunteers for the roles of chair, reporter and mood investigator over the four days of the Workshop. The agenda (Appendix3) and logistics for the workshop were reviewed and agreed.

5.2 Overview of the project: Enhancing food security from the fisheries sector in the Caribbean

The facilitator provided an overview of the Project, highlighting the target group, goal, developmental and implementing partners, results and activities (Presentation 1 in Appendix 1).

In response to a question as to whether there were any countries which had observer status, the workshop was informed that participation was sought from the Dominican Republic, Guadeloupe and Cuba, but they could not attend due to unavailability of funding. Venezuela had also expressed interest in participating. Observers were required to mobilise resources to fund their participation.

5.3 Introduction to action learning and TOR for the ALG

In an interactive session, the facilitator introduced the concept of action learning (Presentation 2 in Appendix 1) and reviewed the Terms of Reference for the FFALG (Appendix 4).

Some of the key elements of action learning were pointed out as:

- A group of peers collaborating
- Sharing practical knowledge and experience
- Building on current knowledge
- Taking action to test approaches (experiential) + asking questions and reflecting together on what they learnt

- Focusing on practical solutions/answers to real problems/questions = SEEKING CHANGE
- Empowering participants in the process.

It was noted that action learning was not "book learning", but it was concerned with bringing about change in real life situations e.g. improving the quality of life for fisherfolk. It was acknowledged that the group had vast knowledge of the situation on the ground in the region, but it would be necessary to apply that knowledge to appreciating how things on the ground really worked.

In response to an intervention as to how mentoring could be factored into this process and the best use made of Caribbean local knowledge to teach others, it was pointed out that persons could be encouraged to be creative in their approach to providing solutions to problems. Also, they should be encouraged not to approach problems with preconceived solutions, but give themselves the scope to come up with solutions that work for all concerned.

The facilitator noted that in the action learning process, "questioning was key" with such questions as "How can I do this better?". However, it was recognised that fisherfolk could not be involved if they did not have the basic knowledge in fisheries governance and management. On the other hand, it was shown how fisherfolk by way of their knowledge of fish aggregating devices (FADs) and their willingness to test various ideas were adapting the technology to their local situations.

Participants were informed that action learning was not a one off thing, but a cycle, which was one of the reasons for the project being for four years. It would take time, so on each occasion that the Action Learning Group (ALG) met, ideas would be put forward, members would go out and test them, and return to indicate whether they worked or not, or what could be done to bring about improvement.

Action learning was a means of seeking to get innovation out of the questioning and exchange of information when the group got together. An example cited, was the case of the participant from Montserrat, who wanted to see fishing registration and licensing systems in place on the island, asking those present about the systems present in their islands. This way he could get the collective experiences of those present and be in a better position to make proposals in his country.

Participants were informed that in action learning, the group members could be cast in different roles such as presenters, group members, learning coaches and learning buddies. A person could put forward an issue which required a solution, and in turn get ideas, questions or reflections and by this means obtain learning which could assist in providing solutions. It was noted that group members should provide support, share experiences, offer new perspectives and ask reflective questions. They should not give advice, "pass judgment", tell anecdotes or compare situations to their own.

Some participants indicated that such an approach appeared idealistic and not the reality on the ground, in which problems were not readily put forward or only came out at the disaster stage. This required early identification of the problem and a proactive and visionary approach. However, it was noted that forming the group was important, with the key being to have peers who respected each other.

Participants were informed that action learning was not for every problem – if you have a problem and you already have a solution to it, then action learning was not needed.

The group was informed that probing questions were useful in action learning and participants were encouraged ask such questions, with questions being posed in response to a question by the facilitator to the Chief Fisheries Officer, Dominica about how to strengthen the relationship between fisherfolk and the fisheries division.

- What is the relationship between the fisheries division and the fisherfolk in Dominica? Fisherfolk
- Do the fisherfolk feel that they get results from working with the fisheries division?
- What are the reasons for fisherfolk not put forward their problems?
- What makes the fishing industry sustainable?
- How do you know that there is a knowledge gap?
- How do you know that it's not an education gap?
- How open are the participants to training to close the education gap?
- Is the environment conducive to knowledge exchange?

From this exercise the facilitator noted that there were some key questions that could be asked, with these being:

- How can I build trust and 'bridge the gap' between fisherfolk and the fisheries division?
- How do we develop leadership in the fisheries sector?
- What is the most important corporate governance model for the fisheries industry?

From the discussion, it was clear that this was a topic for the ALG to look at over the course of the project, not just for Dominica (as the example for the questions came from the Chief Fisheries Officer, Dominica), but for all the Caribbean islands that may have the same or similar problems.

5.4 Project planning: Review and validation of the draft needs assessment and identification of capacity building priorities

The facilitator provided an overview of the draft needs assessment study that had been conducted prior to the workshop. The purpose of the assessment was to identify the gaps that existed in the capacity of the fisherfolk and their organisations in the region to participate in governance in the fishing sector at both the national and regional levels. It was noted that the assessment was done by way of literature review, interviews and informal discussions. It covered such areas as internal governance, financial management, communication, relationships, and addressed needs at the national and regional (CNFO) levels (Presentation 3 in Appendix 1).

In the subsequent discussion, participants highlighted such issues as:

- There is a challenge of getting fisherfolk to attend meetings, which results in the lack of a quorum to hold meetings.
- Fisherfolk only unite when there is a crisis, and once it was over they would disband.
- Fisherfolk are reluctant to read documents (e.g. fisheries policy documents), so when given out they are put away and forgotten.
- Fisherfolk are reluctant to pay membership fees.

- Fisherfolk leaders are reluctant to serve on the executive committees of local and national fisherfolk organisations.
- Due to inadequate oversight by the national regulatory authorities, fisherfolk tended to feel that they was inadequate accountability in their respective organisations, even when this was not the case.
- There is inadequate social security for fisherfolk.

Some of these issues were seen as relating to internal governance and pointed to the need for improved mechanisms for transparency and accountability. The need for improved oversight by the national regulatory authorities was also required. Others called for identifying means to improve on financial sustainability, for example fundraising via organising fishing tournaments and partnering with the private sector to obtain sponsorship. Also, it was suggested that members could be encouraged to attend meetings, by using a buddy system in which an active member could be assigned to an "inactive" member to get him /her out to meetings, etc.

The rationale for the formation of the CNFO was brought to the attention of the group. With there being inadequate resources to address the challenges of each primary/local fisherfolk organisations, it had been recommended that a core group of national fisherfolk organisations should be strengthened/ established to form the CNFO. Then, the CNFO and its network of National Fisherfolk Organisations (NFOs) could serve as the conduits to address the capacity issues at the local/primary fisherfolk organisations.

It was felt that most of the capacity gaps seemed to be in the areas of:

- internal governance and management of Fisherfolk Organisations (FFOs)
- poor relationships both with the fisherfolk on the ground, other partners and other FFOs
- technical capacity
- advocacy and representation
- business operations

5.5 Project planning: Presentation of draft criteria and selection of 8 countries for capacity building

The facilitator gave a presentation on the criteria for the selection of the eight countries for capacity building through the national workshops. He pointed out that this was in relation to addressing result 2 of the project: build capacity of national fisherfolk organisations, their network of primary organisations and individual leaders (in at least 8 project countries) to participate in fisheries governance and management. It was noted that in these countries, the project would provide targeted support to address the identified needs of the national fisherfolk organisations so that their organisational capacity to contribute to fisheries governance would be improved. Also, it would train persons from organisations (CNFO, government, civil society, and technical agencies) that provide technical assistance to fisherfolk to give one-on-one support to the national and primary fisherfolk organisations to assist in developing their capacity to participate in fisheries governance and management at local, national and regional levels (Presentation 4 in Appendix 1).

The suggested criteria for the selection of target countries were presented and edited on screen with the resulting criteria being:

- Geography
- Importance of the fisheries sector (Small Scale Fisheries [SSF])
- National environment conducive to stakeholder participation
- Registered NFO/Steering Committee/None
- Functional/non-functional /dormant organisation
- Type of NFO - advocacy/marketing/requisites/services
- Leadership capacity
- Status of Primary Fisherfolk Organisations (PFOs)

In subsequent discussion on the criteria, participants made the following comments and raised a query:

- It would be better to use a proportion of the PFOs which need to be represented in the NFOs rather than an absolute number because of the scale issue.
- How would importance of the fishery be determined? It could be relative to food security (which is the focus of the Project).
- It might be better to use focus rather than type of NFO.

Participants of the NFOs/PFOs represented at the workshop then filled in the matrix "Selection of the Eight Countries" with the criteria, using their experience of the situation in their respective countries (Appendix 5).

In filling in the criteria, participants noted the challenge of different ratings for islands in the same country such as Antigua and Barbuda and Trinidad and Tobago. Also, in a general discussion of factors that favoured successful events and in getting good turnout, it was pointed out that the timing for workshops should take into consideration the fishing seasons and the target group (fisherfolk, managers of fisherfolk organisations, etc.).

It was agreed that the project steering committee would review the criteria and information submitted by participants and identify the eight countries for presentation to the workshop on the final day.

5.6 Project planning: Review of draft TOR and nominations for mentors

The facilitator interacted with the participants using a presentation which asked such questions as "What is mentoring?", "What is the role of a mentor?", "Who is a mentor?", "How will mentoring work?" and "What competencies do mentors need?". It also provided information on the purpose of mentors and the criteria for mentors (Presentation 5 in Appendix 1 and Appendix 6).

In response to the question "Who is a mentor?", participants gave such responses as:

- Someone who leads by example
- Someone who is a model, helping others to perfect their skills

In the exchanges between participants and facilitator on mentoring, the following points were made:

"Who is a mentor?": A mentor is a trusted advisor, friend, collaborator, guide and role model. He/she provides guidance, not direction and does not solve problems but act as a collaborator in the problem solving process.

Mentoring is a developmental, caring, sharing, and helping relationship where one person invests time, know-how, and effort in enhancing another person's growth, knowledge and skills.

An effective mentor is one who:

M – Manages the relationship

E – Encourages

N – Nurtures

T – Teaches

O - Offers Mutual respect

R – Responds to the mentee's needs

In relation to the project, the purpose of mentor would be to help build capacity of fisherfolk to participate in fisheries management and governance. This would be done by assisting the fisherfolk to:

- Build strong FFOs
- Engage other fisherfolk to build a common voice
- Network with key partners
- Influence decision-making

Criteria for mentors:

- Demonstrate competencies: technical and personal
- Experience providing technical assistance to fisherfolk
- Willingness and mandate/resources/ and time

Participants were asked to form small working groups and work together to do a 'body-map' exercise in which they used symbols to identify the ideal mentor. They were encouraged to be creative in their drawings as words could not be used. At the end of the exercise, each group explained their requirements for an ideal mentor using their body map. Among the groups, many common qualities were identified such as:

- brain for intelligence
- big ears for listening/hearing
- large heart for caring
- tools in the hand for equipped to do the job
- big boots for being firmly grounded/feet on the ground



Figure 1: Fisherfolk leader presenting his groups' 'body map' of a mentor

Participants agreed to identify potential mentors for the FFOs in their respective countries (Appendix 7)

5.7 Project planning: Presentation on criteria and review of process for small grants programme

The facilitator provided an overview of the small grants programme, including CANARI's experience in managing other small grant arrangements, purpose of the fund, the total amount, size of grants that will be available, and the period over which they would be available. Participants reviewed the eligibility for project selection and area that the SGF will cover and suggested amendments which were captured on the slides (Presentation 6 in Appendix 1, with amendments in square brackets).

During the discussions, two questions asked were referred to the Steering Committee for further deliberations, with these being:

- Can an organisation apply more than once?
- How would CNFO apply and they are not registered?

It was pointed out that the project would not seek to deter FFOs from accessing the funds by making it too technical/legal/rigid. Also, participants were advised that they should not seek to access the grant for things that other donors may already be doing or willing to do. At the end of the project in 2015, CANARI would produce a communication output documenting best practices and lessons learnt from the small grants experience.

5.8 Project planning: Small group identification of related initiatives and opportunities for synergies with projects being implemented by CRFM, FAO, IICA, Panos Caribbean, TNC, UWI-CERMES, FSPI

The facilitator informed the participants that this session would involve an exercise with the members of the ALG negotiating and establishing partnerships with the various agencies present in order to identify initiatives and establish synergies with projects being implemented by these agencies. This would be done in working groups, with each group comprised of a representative from an agency and some members of the ALG.

The representative of each agency (CRFM, Panos Caribbean, TNC, UWI-CERMES and FSPI) was given a few minutes to introduce their respective agencies then the working groups met. The Food and Agriculture Organisation (FAO) had indicated that their representative would not be able to participate in the Workshop, but had provided information for use in the session on fisheries and related policies. The representative from IICA was also unable to attend this session.

Each group was requested to report back in plenary on the results from their negotiations using the following approach.

Working title

What: = aim of the partnership

How? = process



Figure 2: Fisherfolk leaders in negotiations with the representative from FSPI

In summary, the plenary presentations were as follows:

Panos Caribbean

- Working title: Promoting the interest of fisherfolk in the Caribbean
- Aim: Getting information out to engage fisherfolk and policy-makers
- How: Provide assistance to develop communication products to raise awareness of fisherfolk and policy-makers (e.g. use media, press releases, short documentaries, interviews with fisherfolk by fisherfolk and advocacy for policy making)

The Nature Conservancy (TNC)

- Working title: Accessing technical assistance
- Aim: To be able to represent problems of fisherfolk in practical and technical ways, using information from research about resources and management needs, to be able to build capacity of fisherfolk to lobby for management of marine areas.

Foundation of the People of the South Pacific International (FSPI)

- Working title: Learning about community engagement and empowerment
- Aim: Partnering to show communities how they could sustainably manage fisheries by other means (e.g. aquaculture)
- How: Use videos, exchanges, sharing of case studies as means for fisherfolk from the Caribbean to learn about what is possible based on experiences from the Pacific in networking, developing action plans with and by fisherfolk addressing livelihood concerns, co-management options between fisheries and tourism

Caribbean Regional Fisheries Mechanism (CRFM)

- Working title: Inadequate communication between the CRFM and fisherfolk
- Aim: Enhancing communication between the CRFM and the CNFO, including its network of NFOs
- How: Improve engagement of the CNFO in the organs and other bodies (Forum, Ministerial Council, Annual Scientific Meeting), of the CRFM; make better use of the CRFM's website

University of the West Indies - Centre of Resource Management and Environmental Studies (UWI-CERMES)

Haiti:

- Working title: To help to provide information and build capacity of fisherfolk
- Aim: Facilitate exchanges with fisherfolk from other countries for peer learning

Suriname:

- Research on impacts of dam construction
- Government needs to assist to find alternative livelihoods in situations in which too many fisherfolk in a fishery could lead to over-exploitation of the resource

From this exercise, participants were able to learn:

- Fisherfolk can go to partners and put their agenda on the table and seek assistance in achieving it.

- Fisherfolk need to clarify their agenda before approaching partners.
- There is a need to mesh the fisherfolk agenda with the partner's agenda.
- CNFO needs to set up a structure and process for promotion of relationship building and sharing information .
- CNFO has an important role in getting information to fisherfolk as well as being their voice at the negotiating table.

5.9 Communication for policy influencing: Identifying initial fisherfolk perspectives on nutrition and food security

The facilitator sought to obtain the initial perspectives on nutrition and food security by putting forward the question "What does "nutrition and food security" mean to you? The responses from the participants included:

- access to food for the long term
- getting rid of hunger
- sustainability of nutritious food
- adequate quantity and quality of food for the family
- food for brain power
- cutting back on the high import bill
- preservation of fish habitat
- environmentally friendly practices
- ecosystem approach to sustainable use
- to reduce dependence on imported food
- fisherman making a money
- use EAF for sustainable use
- avoid food hazards e.g. Ciguatera poisoning
- promoting diversity regarding the fisheries product
- maintaining genetic diversity

Taking the above into consideration, participants were asked to address the questions "What does this mean for the fisheries sector?" and "What do fisherfolk need to focus on?", and provided such answers as:

- right to fish and manage the resources
- communicate features of food security to fisherfolk (harvesters and sellers)
- promote sustainable production
- secure what we have
- promote the role fisherfolk are playing in society for nutrition and food security
- quality assurance (e.g. fish handling, harvesting)
- scientific data is important for sustainable fisheries
- protecting the reproductive cycles – of different species – important for sustainable fisheries
- promoting responsible fishing practices
- developing knowledge of rules, regulations, policies for food security
- need to look at quality for both local and export markets – monitoring and enforcement
- efficient management of fisheries resource is a shared responsibility – throughout the fish chain

- avoiding by-catch
- ensuring there is equity in the value chain – good returns to fisherfolk
- policy influence – fisheries is a priority compared to other interests
- ensuring fisherfolk livelihoods are protected
- looking at under-utilised species and seeing how they can be used (e.g. lionfish)
- involving all stakeholders (government, consumers, fisherfolk) in spreading the message
- educating fisherfolk to improve fishing techniques to reduce cost of fishing
- understand the cycle from production to consumption “from hook to cook”
- restocking and aquaculture

5.10 Communication for policy influencing: Small group analysis of food security and related fisheries policies

The facilitator informed the participants that having provided their perspectives on nutrition and food security, they would break up into working groups to review international and regional food security and related fisheries policies. Each working group, with a facilitator/resource person from one of the partners and/or agencies involved in policy development and implementation, would review a specific policy instrument to identify opportunities **where the policy appeared to be meeting fisherfolk needs and facilitating their contribution to food security**, and issues that could affect small-scale fisheries contribution to food security. Then, groups would identify the likely interventions needed to influence policies to enhance small-scale fisheries contribution to food security. They would identify the audience/target, message and products/pathways for policy influence (Presentation 7 in Appendix 1).

The results from the working group session which were provided in plenary are given below.

Right to food [FAO Voluntary guidelines to support the progressive realisation of the right to adequate food in the context of national food security]:

The group identified the issues / gaps with the policy, message and product/pathway as:

Issues/gaps:

- Inadequate enforcement of regulations
- Inadequate integrated approach (health, fisheries, rural development)
- Insufficient understanding of the food value chain by fisherfolk
- Gender inequity
- Inequity in the value chain
- Inaccessibility to different locations
- Insufficient information on quality standards
- Sea space access and protection of areas important for fishing (e.g. nurseries)
- Unavailability of inputs (e.g. ice) and impact on fish quality.

Messages:

- Right of consumers and fisherfolk to quality products;
- Rights to access fisheries resources based on traditional use rights.

Products/pathways:

- Meetings and other fora.

Draft Agreement Establishing the Caribbean Community Common Fisheries Policy

The group provided the background to the policy and identified the opportunities/positive aspects or issues/concerns by identifying the relevant section of the policy and setting out the perceived benefit or likely negative impact. Then, they made recommendations for its continued development and implementation.

Background:

- Initiated by the CARICOM Heads of Government;
- CRFM led process of negotiations to develop policy.

Opportunities/positive aspects:

- **Objective C:** speaks about improving livelihood and welfare of fisherfolk and the fishing community
- **Among the fundamental principles for management of the resources:**
 - o Willingness to rely on fisherfolk knowledge as well as scientific knowledge.

Issues/concerns:

- **-Objective G. ...transforming the fisheries sector towards being market oriented.**
 - o Inadequate involvement of fisherfolk in development of the policy, which makes demands of fisherfolk
 - o Level of awareness of small scale fisherfolk about these policies and regulations
 - o Need to build capacity to be involved in developing and implementing the policy
 - o Barriers to trade (e.g. non-tariff barriers like stringent quality requirements)
 - o Inequitable arrangements for access to fisheries resources in each others' EEZs
- **Article 3: ...promotes participation**
 - o Fisherfolk need to be part of the decision-making process.
 - o Inadequate mechanisms in place to facilitate fisherfolk participation at the local and national levels.
- **Article 9: ...on access to fishery resources**
 - o Policy quoted international laws and standards, but did not give any "teeth" to these.
 - o Inadequate arrangements in place for small scale fisherfolk to be part of the discussions about access, including when protocols would be developed.

- **Article 20: ...on protocols to be developed to implement policy**
 - Insufficient awareness about the draft policy and inadequate understand of what would be involved before creation of the protocols.
 - Absence of mechanisms to capture local knowledge.

- **Article 5: ...on fundamental principles, especially c and d**
 - Inadequate awareness of the concepts of shared resources and fisherfolk effort (different methods used, fishing in different areas)
 - Rights of fisherfolk to participate in the discussion about what effort they could put in and how they would be impacted (e.g. who would determine overfishing for migratory species?)

Recommendation:

- The scope of the policy should be the entire marine space with the ecosystems approach to fisheries (EAF) being used.
- Fisherfolk should be part of the decision-making process to identify the competent agency.
- Fisherfolk were once the main users of the marine space. This policy would affect fisherfolk the most, so they need to be involved. However, fisherfolk may not have the capacity to be involved and to take part in its implementation, unless their capacities were strengthened.

CARICOM Food and Nutrition Security Policy and Action Plan

The group provided the rationale for the policy, its focus, identified the positive aspect and made recommendations regarding on the scope of coverage of the policy and how it could address the capacity issues facing fisherfolk resilience. They also noted that the small scale fisheries sector usually recovered quickest after many types of disasters (e.g. hurricanes, storms, piracy/robbery, fish kills, and invasive species).

Rationale: Built around 4 pillars of availability, accessibility, utilisation, nutrition

Focus: on reducing vulnerability to disasters.

Positive aspect:

- Fisherfolk have a right to a seat at the table for their voices to be heard.

Recommendation:

The policy and plan should address all levels: household, community, national and regional. It should address:

- employment, sustainable livelihoods, income
- management efficiency in using resources
- building resilience
- building institutions.

For increasing resilience, need to address:

- Physical infrastructure: landing sites, boat ramps, safe boat and equipment storage, breakwaters
- Financial support: insurance, soft loans from government, emergency funds held by cooperatives
- Alternative livelihoods:
 - Need to shift "part-time" fisherfolk who are coming into sector to alternative livelihoods e.g. vocational training to increase employability
 - Provide alternative livelihoods to other members of the household – where fisherfolk did not want to go into alternative livelihoods
 - Need to involve fisherfolk could in similar livelihoods linked to tourism or marine protected areas.
- Collaboration among public agencies in health, fisheries and trade to better regulate importation of fish to ensure standards and quality (e.g. tilapia)
- Strengthen intra-regional trade versus imports from outside of CARICOM e.g. Guyana has capacity in tilapia industry, but this is being imported from China. Regulate imports.
- Protect the local market at times when local seasons have strong supplies.

Small Scale Fisheries (SSF) Guidelines

The group noted that the Draft SSF Guidelines was now being discussed by governments. The revised draft has been prepared and the CNFO would circulate it to its members for review and input. It was pointed out that there was no global definition for small-scale fisheries so it should be defined by each region and/or country. It could be based on size of boats, catch, etc.

They were informed that Caribbean SIDS concerns were being pushed aside in the negotiation process at the FAO (Rome) as they were inadequately represented.

They then identified the gaps/barriers and benefits and made recommendations.

Gaps/barriers:

- Need for greater Caribbean participation in policy-making
- Inadequate involvement of fisherfolk in decision-making, inadequate information, insufficient access to information and resources

Benefits:

- Groups like CNFO could be encouraged to engage other fisherfolk and fisherfolk networks to create “fisher power” to input into discussions on SSF Guidelines. This would bring greater strength to Caribbean positions and engender greater influence.

Recommendations:

- Caribbean countries should sponsor fisherfolk representatives to attend meetings where possible
- Caribbean should include fisherfolk representatives in the national delegations which are participating in the SSF Guidelines negotiations in Rome.
- CNFO should start using the SSF Guidelines to give more weight to the needs of fisherfolk in CARICOM policy development.

- Fisherfolk should take the lead on advocacy and not depend on fisheries divisions as government agencies to do this for them.
- Fisherfolk should become more engaged in the Too Big To Ignore (TBTI) global research initiative.

The summary points from the group presentations and discussions in plenary are given below.

- Fisherfolk needed to be engaged in policy development and implementation, but they needed capacity (including access to information) so that they could effectively participate.
- Policy documents needed to be put into language that would be better understood by fisherfolk and other stakeholders.
- There was a tendency to put blame on fisherfolk for resource depletion, etc., but there were many other users, so an integrated approach was required for analysing impacts and identifying solutions. For example, the mining industry has a major impact so needed to be engaged. Fisherfolk needed to be strong advocates to protect their rights.
- Alternative livelihoods should be clearly defined and there should be an understanding that fisherfolk would be provided with opportunities that are somewhat similar to their current livelihood practice (e.g. fishing versus taking tourists out to fish).
- The members of the CRFM could lobby for fisherfolk representation in CRFM Ministerial Council.
- Fisherfolk (via the CNFO) should seek to develop an action plan for the incorporation of the SSF guidelines into regional and national fisheries policies and use it to access resources for implementation.

In terms of fisherfolk representation in international policy processes, the following points should be noted:

- It is good to push for fisherfolk to be part of national delegations as this could lead to funding their participation and they would be able to work in close partnership with their government partner. However, this could limit their ability to articulate positions other than the government's, unless proper internal negotiations on positions took place.
- It is critical to be well prepared, and other fisherfolk organisations and others from civil society who would support your position should be lobbied to get support.
- Fisherfolk should identify other sources of funding for participation (e.g. Commonwealth Foundation, CTA, and large international NGOs).
- Some of the revenues generated from the fisheries sector should be reinvested in the sector and governments should be encouraged to develop fisheries development funds. (e.g. Bahamas model: 5c tax on exporters is being put back into a fund to support fisherfolk education).
- Fisherfolk should be made more aware of the shift from top down policy development to bottom up policy engagement and policy influence.

5.11 Communication for policy influencing: Review and refinement of strategy for communication for policy influence

The facilitator informed the participants that this session was aimed at outlining a strategy for communication for policy influence. It would also seek to identify activities for implementation under the project. Based on the policy positions identified from the exercise in the previous session, the

facilitator and participants discussed the basic communication steps of crafting messages, identifying the target audiences and desired behaviour changes and identifying products/pathways for this project, using the audiences from the Draft CNFO/CRFM/CTA Communication Strategy as a guide.

Participants were then broken up into four working groups to identify audiences, craft messages and product/pathways for the following positions:

- Influence how regional and international policies are written and implemented
- Inform and influence consumers to demand and buy quality fish products (2 groups)
- Create awareness by fisheries divisions so that they will listen to fisherfolk and take action to address their needs

The results of the working group exercise which were presented in plenary are set out in Table 1 below. From this exercise the lessons learned were that:

- Messages need to be crisp, clear and catchy to get attention
- Messages that would be challenging to interpret should be avoided (e.g. terms like "wild fish")
- Messages need to appeal to your audience
- Misperceptions as to what is safe and fresh should be corrected
- Messages should be backed up with facts and figures
- Target youth who could share messages with parents
- Senior policy advisers such as Permanent Secretaries should also be targeted
- Products/pathways need to be very visual
- Sender of the message needs to identify with the target audience in order to get the message right (e.g. money-conscious consumers)
- Messages often have to be renewed and repeated to keep them current for the audiences

Table 1: Results of Working Group Exercise on Communication for Policy Influence

Audience (who)	Message (what)	Product/pathway (how)
Influence how regional and international policies are written and implemented		
Minister with responsibility for fisheries (also Permanent Secretary?)	It is critical to involve the industry in all decision-making pertaining to the industry... your office depends on it Involving fisherfolk in decision-making makes you look good Fisherfolk will vote for you if you work with us Success of your Ministry depends on involving fisherfolk in decision-making	Face to face meetings Letters
Chief fisheries officers	CFOs must work along with NFOs	Face to face meetings with briefing notes and other written documents
The industry, primary organisations, general public	Your NFO is providing the best representation to get whatever message you have to convey to get the best results	Public meetings Media – print, TV, etc.

Inform and influence consumers to demand and buy quality fish products		
Consumers	It is your right to demand good quality seafood... your health depends on it Buy good quality seafood... your health depends on it	<ul style="list-style-type: none"> • Billboards, flyers, posters (graphic) placed where people buy fish and close to primary schools • Social media, electronic media (more information) • Eco-labelling fish products
Consumers	Buy from fishermen and fish vendors who are certified in fish handling to ensure food safety	
Consumers	Buy fish on ice not in the bucket (St. Vincent) or "in the hand"	
Inform and influence consumers to demand and buy quality fish products		
Consumers	Buy fish because it is an excellent source of high quality protein	<ul style="list-style-type: none"> • Advertisements by TV, print media, internet • Posters (informational) • Trade shows • Public service announcements on GIS, radio • Jingles on radio • Work with people to label fish • Food badges approved by health authority • Use champions (older people) to advocate for fish for health
	Buy fish labelled as wild-caught fish because...	
	Buy fresh fish on ice because...	
	Only buy from certified fisherfolk	
Create awareness of fisheries divisions so that they will listen to fisherfolk and take action to address their needs		
Fisheries divisions	Fisherfolk have a right to be heard in order to protect their livelihood	Letters Advocacy Meetings Direct dialogues Submission of documents and plans
	Fisherfolk should never be left out of the equation because they bring local and traditional knowledge to the table	
	Without the fisherfolk there are no fisheries because fisherfolk are the foundation of the fisheries sector	

5.12 Field Trip

Participants undertook a one day field trip to a fisherfolk facility at Blanchisseuse on the northern coast of Trinidad to provide participants with an opportunity to conduct peer learning on communication for policy influence and how to establish and strengthen a local fisherfolk organisation.

During the first part of the trip, participants broke in to small groups to engage with the fisherfolk leaders and fisherfolk on the question "how can NFOs be strengthened to best represent fisherfolk. In

the last part of the trip, participants met with the fisherfolk and the executives of the local fisherfolk organisation collectively to address the question "how can fisherfolk influence policy to address their needs?" They also viewed a participatory video "Fish for Gas: the Challenge of the Blanchisseuse Fishermen" which was made by the Blanchisseuse fisherfolk in a previous CANARI project.

Some of the points from these exchanges include:

- Communication between the NFO and PFOs and among members of PFOs was important. Communication and information sharing is needed at all levels.
- Strong fisherfolk organisations are needed. The co-operative structure was viewed as being successful / valuable.
- PFOs need to get involved in small business activities to provide benefits to members.
- Exchanges among FFOs are valuable.
- Safety issues need to be addressed.
- The immediate needs of fisherfolk need to be addressed.
- Many fisherfolk are still operating in the "top-down" mode and are not seeing the empowerment from the "bottom-up" mode to influence policy.



Figure 3: Fisherfolk leaders and some FFALG members in discussion

In terms of the participants, they were encouraged to ask the questions:

- Did we share information on policies discussed at the workshop? - They felt that there was not a great deal of sharing of information on policies as the fishers were more focused on their immediate issues.
- Did we use action learning? - They felt that they tried, and need to keep practicing.

5.13 CNFO strengthening

The facilitator informed/reminded participants about the vision and mission of the CNFO (Presentation 8 in Appendix 1), and noted the aim of the session:

1. Reviewing the existing governance arrangements, the steps being taken to formalise the CNFO and chart a way forward
2. Identifying capacity needs, including building fisherfolk leaders
3. Clarify CNFO's and NFOs' roles in policy influence.

In the ensuing discussions, participants provided their appreciation of the role of the CNFO and likely membership; received a summary report on activities of the CNFO; provided reports on their respective NFO/PFO activities and identified potential activities for the CNFO to be covered under the small grants arrangement. The main points from these discussions are given below.

(i) Role of the CNFO:

- o Obtaining and sharing information
- o Undertaking capacity building for its membership
- o Improving livelihoods for fisherfolk
- o Networking for sustainable fisheries development
- o Seeking interests of fisherfolk at home and abroad
- o Getting all countries (NFOs) on-board and identifying their problems

Participants came to the same understanding on the stated vision and mission.

(ii) Who are, or should be, CNFO members?

- NFOs, PFOs
- Partners (NGOs, universities, government agencies, etc.)
- Large-scale industry organisations/associations
- Fisherfolk who are not organisational members

Participants had some discussion on the inclusion of large scale fisherfolk associations in the CNFO, noting the case of Suriname, in which the NFO represented both small-scale and large-scale fisher operations. They were of the view that the focus should be on the small-scale, including harvesters, vendors, processors, suppliers. It was recommended that the definition of "fisherfolk" should be clarified using existing literature.

Also, after a discussion on the registration, registration costs, application process, reporting requirements, etc., it was decided that the CNFO would ask representatives from the various fisherfolk organisations to investigate registration in their countries and submit information to the secretary of the CNFO.

(iii) Summary Report on the activities of the CNFO

The CNFO Coordinator provided the report outlining what the CNFO had done since most of its members last met, emphasizing:

- CNFO has to encourage Caribbean governments to attend the resumption of the SSF Guidelines negotiations in February 2014. A communication strategy and plan would be required.
- The CNFO met in Guyana under the CNFO/CRFM/CTA project. An advocacy strategy is being produced as an output.
- CNFO would be seeking to attend the GCFI in November 2013, once available funding was determined.
- Caribbean Week of Agriculture (CWA), in Guyana, in October 2013, would be a place for policy influence. The CNFO would be involved in the agricultural exhibition, sharing a booth with the CRFM and Fisheries Department. The CNFO would be seeking a meeting with the Ministers responsible for fisheries at the Caribbean Week of Agriculture (CWA) to discuss the Caribbean Community Common Fisheries Policy (CCCFP) and SSF Guidelines.
- CNFO is involved in the CRFM/Japan International Cooperation Agency (JICA) Fish Aggregating Devices (FADs) project. Information would be shared.
- The CNFO presented a case study on the CNFO at the Dublin Conference on Hunger, Nutrition and Climate Justice, Ireland, April 2013.

(iv) Some highlights from NFO/PFO representative reports:

- The Bahamas - The Bahamas Commercial Fisheries Alliance has got official recognition.
- Saint Lucia - Has nine primary fisherfolk cooperatives and is seeking to get fisherfolk into the national insurance scheme.
- Suriname - The NFO was learning a lot about communication and getting fisherfolk voices heard. It was now representing fisherfolk on several government bodies.
- Anguilla - There is no fisherfolk organisation but fisherfolk are being encouraged by the Fisheries Division to form one.
- Dominica – The NFO is working to have all PFOs represented on the NFO.
- St. Vincent and the Grenadines – They are working to operationalise their NFO.
- Antigua and Barbuda - Fisherfolk were in crisis due to dependence on the lagoon and so they needed to play a greater role in management.

(v) Small Grants:

Potential CNFO activities to be covered under the Small Grants in the Project:

- Promotion of the SFF Guidelines
- Formalising the CNFO

It was noted that it may be possible to access the Small Grants to assist in the formation of an NFO in Anguilla. CANARI undertook to provide information on the operation of the small grants.

5.14 Leveraging mobile ICTs in Caribbean small-scale fisheries

This session was facilitated by the mFisheries team from UWI, St. Augustine, Trinidad. In setting the context for the use of Information and Communication Technologies (ICTs) in the small-scale fisheries sector, it was noted that many opportunities existed for small scale fisherfolk to leverage mobile ICTs for increased efficiency, personal safety and capacity development, as well as for new functionality including their participation in marine resource management and governance. However, ultimately, it is only those applications which integrated seamlessly with the daily practices of fisherfolk, and at the same time yielded direct and immediate returns, that were likely to be adopted at the entry level.

The mFisheries team was keen to:

1. Determine activities for which the CNFO would use a mobile application to support livelihoods and participatory governance;
2. Develop insights into user acceptance and suitability of intervention prototype(s) for related task(s).

The aims of the session were to:

1. Examine and report on the extent to which CNFO participants assessed that their needs relating to key information and communications tasks were satisfied
2. Examine current practices for searching for and communicating information
3. Introduce participants to existing (mFisheries 1.0) and possible (mFisheries 2.0) mobile applications which could be used to substitute for and extend existing practices in small scale fisheries

These were achieved by way of findings from (i) a 10-question pre-event survey issued through email and phone; (ii) the working group exercises and (iii) open-ended comments, as follows:

(i) Findings from pre-event survey

The 10 completed surveys suggested that the CNFO respondents would generally wish to access, use and communicate information relating to their livelihoods more than they currently do. They generally indicated that they would like to use maps, search for information, communicate within the CNFO, communicate directly with primary fisherfolk and take daily notes; more than they actually do.

(ii) Findings from group work

Participants were divided into two groups, alphabetically by country. Both groups were shown a video clip of a news report on the lionfish in Trinidad and Tobago. Group 1 was asked to relate how they would gather further information on the lion fish; while Group 2 was asked to relate the typical sequence of communication tasks that follows a lionfish sighting. The results suggested that there was scope, interest and greater confidence in the functionality, accuracy and timeliness of Internet

and mobile based information and communications channels to substitute and extend existing practices.

(iii) Findings from open ended comments

As the workshop agenda was quite full, there was little time for open-ended comments and feedback. However, several interventions during the various components of the mFisheries “Leveraging Mobile ICTs in Caribbean Small Scale Fisheries” session as well as unsolicited approaches outside of the session revealed a keen interest in the use of the mobile suite. The CNFO representative from Montserrat, for example, indicated that all Caribbean governments should commit to supporting and deploying mFisheries in their respective countries. A number of suggestions for particular features were requested. One such, requested enthusiastically by the CNFO coordinator, was the development of a trip planner that could be used to provide friends and family with advance information. The mFisheries team suggested that the Trip Planner could also be made available to the Coast Guard in case of emergency.

5.15 Monitoring and Evaluation

The facilitator informed the participants that Monitoring and Evaluation was done as part of project development and implementation to:

- prove the results of our activities; and
- identify lessons about the process.

The Monitoring and Evaluation framework of the project was outlined by relating the achievement of the project objectives to the expected results as set out below and seeking the participants’ reactions as to how they would contribute to achieving these objectives (Presentation 9 in Appendix 1).

Specific objective 1: to strengthen the regional CNFO and its network of national fisherfolk organisations in the CRFM countries/territories.

Expected results:

1. Fisherfolk networks established in at least two countries in which they were absent
2. CNFO membership increased from 9 active members to at least 11 active members
3. CNFO operational systems and structures strengthened to help it better represent its members

Specific objective 2: To build capacity of the CNFO, national fisherfolk organisations, their primary member organisations and individual leaders to effectively network and communicate to influence policy on fisheries governance at the national and regional levels to improve food security.

Expected results:

- Strengthened CNFO, NFO’s and PFO’s

Specific objective 3: To enhance communication within and among 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.

Expected results:

1. System of communication being used among fisherfolk organisations being enhanced
2. Active engagement of members

Specific objective 4: to improve the effectiveness and equity of participation of fisherfolk in decision-making processes in governance of Caribbean fisheries in relation to food security.

Expected results:

Improved participation of fisherfolk in decision-making processes in governance of Caribbean fisheries in relation to food security

Participants then discussed results as changes in behaviour and relationships (based on the Outcome Mapping evaluation method) by looking at “How do we want ALG members to behave/act to achieve the project results?” Identified results were as follows:

- Fisherfolk leaders should be mobilising and building other leaders, for example by sharing the leadership role, giving others the opportunity to lead, motivating others, providing peer support to other members of ALG
- Effectively communicating with other members of the ALG
- Serving as a communication hub between fisherfolk and CNFO (i.e. facilitating inter-sessional meetings with others as needed)
- Showing strong commitment through attendance at ALG meetings and participating in project activities over the next three years
- Raising the profile of the leaders – for them to be more visible and be role models
- Building relationships – with the community, other fisherfolk, partners
- Joining and actively participating in the CNFO Yahoo group
- Participating in CNFO activities
- Strengthening existing partnerships and developing new ones, for example global, regional, national and local partners (not only technical partners but with FFOs)
- Undertaking succession planning in the fisherfolk organisations
- Demonstrating stewardship (i.e. being responsible for sustainable fisheries)
- Creating fora for policy influence and participating in policy processes
- Building their own knowledge and skills
- Building consensus and managing conflict
- Being change agents (i.e. promoting organisational change)

6.0 NEXT STEPS

The facilitator made a presentation on the upcoming activities, with these being: finalising the mentors list and organising and convening the regional training of trainers workshop for mentors in late October

2013; arranging and convening national fisherfolk workshops in four of the eight focus countries up to December 2013; arranging the first call for the Small Grants Fund by March 2014; and arranging the participatory video workshop by March 2014 (Presentation 10 of Appendix 1). The eight focus countries for national workshops were identified as Saint Lucia, Dominica, Barbados, Jamaica, Grenada, St. Vincent and the Grenadines, Anguilla and Suriname.

During the discussion on these matters, it was agreed that:

- Petronila Polius, Fisheries Extension Officer, Saint Lucia, would be added to the list of potential mentors.
- The mentors list would be circulated.
- All countries will have mentors as well as be able to access the Small Grants fund.
- The first call for small grant applications could give preference to the nine countries not identified as the focus countries for national workshops.
- The representatives from Saint Lucia, Barbados, Jamaica and Dominica indicated that they could arrange their respective national fisherfolk workshops during the remainder of 2013.

7.0 EVALUATION

In response to a question about their overall feeling (optimistic, positive) about the workshop, participants gave the following perspectives:

- The workshop was good but the accommodation was not.
- The experience has been great for me - I have learnt a lot – that will be useful to me and my family business
- I learnt a lot but feel a bit overwhelmed.
- I feel good I have something to take back – a two day workshop for my people.
- I feel hopeful going forward.
- I am inspired to go back and put infrastructure in place for my NFO.
- I will have to re-evaluate how we go forward – it gave me a totally different look at how we do things in the fishing industry.
- It was a good meeting – continue doing what you are doing already.
- The workshop put a lot of information on the table – I have mixed feelings re there was prior engagement with focusing the discussions we had, I commend CANARI and CNFO.
- When I go home – I am going to share with my cooperative’s executive what I learnt here... I feel motivated and committed to taking action...
- I am not so happy that so many participants are leaving Trinidad displeased with accommodation - that is not normal.
- I am happy with the diversity in the group.
- Thanks to the 5 agencies and partners for putting this together, but I feel a little overwhelmed by the information – made some new contacts, glad to hear all that has been expressed – rich dialogue.
- Try to get Haiti and the Dominican Republic more involved in this project.

- I feel very thankful – information shared is useful for me to take back to my network in the Pacific region.

During the workshop, participants raised concerns about the coverage of the costs of their participation in the workshop, including the allocation of the per diems. The cost per participant was addressed in terms of airline ticket, transport, accommodation including breakfast, lunches, breaks and funds for dinner. However, participants felt that the cost for dinner had not been adequate and recommended that CANARI review the per diem for future meetings as well as look at whether it is necessary for boarding passes to be provided on the return.

The objectives of the workshop were achieved:

- Eighteen fisherfolk leaders and three chief fisheries officers from the 17 project countries and the project partners engaged in the action learning process and committed to ongoing action learning as part of the FFALG.
- Members of the FFALG inputted into the planning of key processes and activities for implementation of the four year project on strengthening fisherfolk participation in fisheries governance in the Caribbean, particularly through:
 - validating the needs assessment and identifying capacity building priorities;
 - reviewing the Terms of Reference for Mentors and identifying potential mentors;
 - revising the criteria for selection and identifying eight focus countries for the national workshops;
 - reviewing the criteria for the selection of small grants and making recommendations for implementation of the Small Grants facility ;
 - reviewing the Monitoring and Evaluation framework for the project and making suggestions as to their ongoing participation in the process; and
 - revising the work plan and agreeing on the next steps.
- Participants enhanced their knowledge about the capacities needed to be an effective leader and developed a personal action plan for enhancing leadership of national fisherfolk organisations and the CNFO.
- Participants enhanced their understanding about how to effectively communicate to influence policy, and deepened their understanding of key regional and global food security and related fisheries policies and what these meant for small scale fisherfolk as well as enhancing their contribution to food security
- Participants validated the vision, mission and areas of work for the CNFO and defined the scope of their membership. Participants received an update on CNFO activities and identified priorities for advocacy actions by the CNFO as well as priorities for strengthening of the CNFO.
- Participants contributed to an action learning process to enhance a local fisherfolk organisation in Trinidad and Tobago, with key recommendations emerging on how to strengthen the PFO as well as create linkages with the NFO.
- Participants established linkages with partners and other support agencies present, and identified recommendations for building partnerships to support fisherfolk.

8.0 CLOSING CEREMONY

At the end of the workshop, a closing ceremony was held, with the press being invited. The Ceremony was chaired by Mr. Joslyn Lee Quay, Executive Member, Trinidad and Tobago United Fisherfolk (TTUF), with remarks being made by Ms. Nicole Leotaud, Executive Director, CANARI, and Ms. Kathrin Renner, Programme Officer, Delegation of the European Union to Trinidad and Tobago. The feature address was given by Mr. Mitchell Lay, Coordinator, CNFO (Appendix 8).

The Executive Director in her remarks indicated that she was speaking on behalf of the five project partners who have been working to support fisherfolk for many years and were happy to participate in the project. She asked for a special round of applause for Ms. Renner for her support with getting the proposal done. She pointed out the need for food security in the Caribbean in which the importation of food is very high and the importance of food quality and human health. She noted that food accessibility was key, especially for coastal communities which were often vulnerable and disadvantaged. She highlighted the importance of the fisheries sector, which was mainly small scale, in terms of its high level of employment and contribution to livelihoods and nutrition.

The EU Programme Officer noted that food security remained critical in a situation in which too many stocks are overfished. In Europe, 80 per cent of Mediterranean stocks were overfished which means an unsustainable future. In Caribbean, fisheries involved almost 200,000 persons. She noted that the project, which was being supported by the EU, was complimentary to the ACP Fish II programme which was also EU funded. She noted how important it was to be working with an NGO like CANARI in the implementation of the project, as CANARI has proven to be a reliable partner.

The CNFO Coordinator noted that during the week they had learnt extensively about areas that they could take action to perform policy influence and to link fishing to food and nutrition security. This was very important because globally this was a very big issue. "One policy we intend to impact is the small scale fisheries guideline which draws heavily to the right to food."

He pointed out that they should also take note of instruments that will impact their ability to produce food such as the FAO voluntary guidelines on responsible governance of tenure on lands, forests and fisheries. This set guidelines for fisherfolk to access to land which was key to fisherfolk in small scale industries. He noted that one major theme that could be worked on was communication, as it was evident that communication was key to achieving the goals for each of our organisations. So, he urged them to leave with the commitment to being better communicators. They needed to be better communicators with their families and communities as well as with fisherfolk and FFOs. Communication was of great importance in influencing policy, so they had to note and address it.

He ended by pointing out that the SSF Guidelines would impact all of them, so they needed to get to know the Guidelines better and encourage their governments to send representation to ensure that their voices were being heard. Negotiations would resume in February 2014 and they should be there. The last time there was only one country represented of the 17 present in the Workshop.

The vote of thanks was done by Ms. Indi Mclymont-Lafette, Country Coordinator, Panos Caribbean.

9.0 Appendices

Appendix 1 - Presentations slides





Project overview

**Regional Fisherfolk Action Learning
Group Workshop**


August 19 - 22, 2013

Trinidad and Tobago



Introduction

- Since 2005, the Caribbean has recorded food import bills of more than EUR 3.5 billion, with rising food prices compounding this challenge.
- The fisheries sector in the CARICOM/CARIFORUM region employs over 182,000 persons, directly or indirectly, who are mostly from rural communities that lack other income earning opportunities.
- Sector is a major source of food security and nutrition, especially in communities which usually exhibit a higher percentage of poverty than the national average.
- Limited opportunities are being offered by current regional fisheries governance arrangements for fisherfolk and other stakeholders to participate in policy debates and decision-making to define or redefine national policies and strategies on food security at the regional and national levels.



Introduction cont'd


Project seeks 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.



- 4 year project
- Funded by the European Union EuropeAid programme €1,032,099
- Implemented by 5 partners (Project Steering Committee):
 - Caribbean Natural Resources Institute (CANARI)
 - Caribbean Network of Fisherfolk Organisations (CNFO)
 - Centre for Resource Management and Environmental Studies (CERMES) of the University of the West Indies (UWI)
 - Panos Caribbean
 - Caribbean Regional Fisheries Mechanism (CRFM)



- 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
- Turks and Caicos Islands



Goal

To improve the contribution of the small scale fisheries sector to food security in the Caribbean islands through building the capacity of regional and national fisherfolk organisation networks to participate in fisheries governance and management.



Results

- Built capacity of CNFO to bring the voice of fisherfolk into regional fisheries policy and planning processes
- Built capacity of NFOs, PFOs and individual leaders in at least 8 countries to effectively influence policy at the national and regional levels
- Enhanced communication in CNFO and at least 8 NFOs to share experiences and to develop common positions
- Enhanced collaborative development and joint communication of key policy messages by fisherfolk
- Improved participation of fisherfolk in national and regional processes for decision-making



Activities

- Update the Needs Assessment (2005)
- Fisherfolk Leaders Action Learning Group – 4 mtgs
- Training of mentors workshop – 2 mtgs
- National workshops in 8 countries – 2 sets
- Policy influence: 3 participatory video products, 4 other products
- Fisherfolk participate in 2 key regional meetings to influence policy
- Small grants programme total €100,000, at least 15 grants of €\$1,000 - \$10,000



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Introduction to action learning and TOR for the Fisherfolk Leaders Action Learning Group

Regional Fisherfolk Action Learning Group Workshop

August 19 - 22, 2013
Trinidad and Tobago



Key elements of action learning

- A group of peers collaborating
- Sharing practical knowledge and experience
- Building on current knowledge
- Taking action to test approaches (experiential) + asking questions and reflecting together on what they learnt
- Focusing on practical solutions/answers to real problems/questions = SEEKING CHANGE
- Empowering participants in the process



Action Learning Group ROLES

- Presenters
- Group members
- Learning coach
- Learning buddies



Presenter's role

- Describes the problem, challenge or issue for the group's input
- Listens to experiences of the group
- Accepts the group's questions and reflections
- Takes back learning to apply and put into action



Group members' role


- Participate equally
- Give support to their colleague
- Share experiences
- Provide new perspectives
- Ask reflective questions
- Do not give advice, tell anecdotes, pass judgement, or talk about how the situation compares to their own
- Assist the presenter to review options and decide on action
- Reflect on the group process and give feedback to each other on what has taken place
- May or may not be associated with the situation or challenge




Learning coach's role

- Focuses on helping group become more effective
- Helps members achieve clarity and optimise learning
- Ensures sufficient time for capturing learning
- Helps members to reflect on interactions & implications of actions to be taken
- Ensures norms & processes followed
- Creates atmosphere of learning & reflective inquiry
- Asks questions related to learning, problem and goal clarity

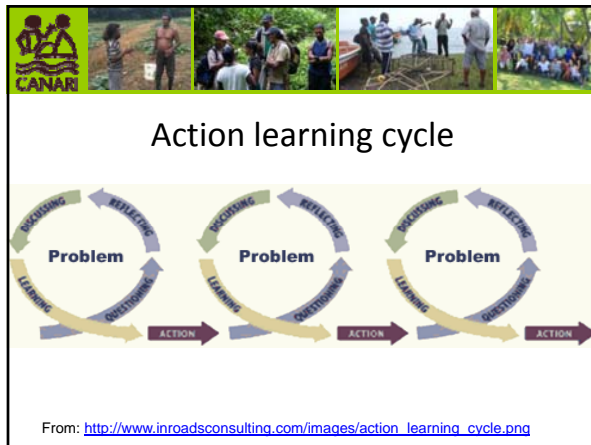
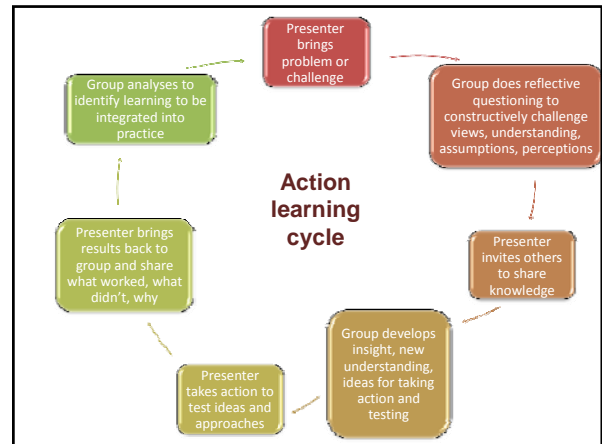




OPTIONAL: Learning Buddy




- Site based colleague who acts as a sounding board and co-learner
- May not attend the formal program events
- Usually only needed if ALG members are at different physical locations





TOR for the FFLALG

- Purpose
- Membership
- Functioning
- Duties
- Meetings and communication



Some action learning questions...

- How can I be an effective fisherfolk leader?
- What are the best ways for me to engage other fisherfolk?
- How can I build a strong fisherfolk organisation?
- How can we fisherfolk work together across the Caribbean?
- What roles should/can fisherfolk play in fisheries management and governance?
- How can we fisherfolk influence decision-making in fisheries management and governance?
- How can we fisherfolk work with partners to get support?



Questions

- How can I build trust, respect and “bridge the gap” between fisherfolk and fisheries division?
- How do we develop leadership in the fisheries sector?
- How do we build relationships with other users of coastal and marine resources?
- What is the most appropriate governance structure for fisherfolk organisations?



Questions


- How do we build trust between fisherfolk and fisherfolk leaders (e.g. Executive of Fos)?




Needs assessment



Regional Fisherfolk Action Learning Group Workshop

*August 19 - 22, 2013
Trinidad and Tobago*




Purpose of the needs assessment

- To identify the gaps that exist in the capacity of the fisherfolk in the region to participate in governance in the fishing sector at both the national and regional levels.


Method

- Literature review
- Interviews
- Informal discussions




Internal governance

- Not all countries have national organisations
- Most of the organisations either have a Board or Board-like structure
- Active membership low

Financial matters

- Several of the primary and national fisherfolk organisations have staff.
- Financial procedures
- Money from events, projects, membership fees




Communication, etc.

- Very few of the organisations have current strategic plans
- National and primary fisherfolk organisations have good relationships with private sector and many government organisations
- Communication internally among members and with external partners



A look at relationships

- Primary organisations and national organisations
- National – national organisations
- National organisations and the CNFO




Needs at the national level

- Increased representativeness- increased membership within organisations
- Increased technical skills
- Equipment
- Funds
- Respect- improved awareness of the importance of fishing industry to the countries



The CNFO

- Structure of the organisation
- Funding
- Communication among members
- Communication with partners
- Involvement in regional fisheries governance



Needs at the regional level

- Improved communication among the members of the CNFO
- Fixed funds to carry out activities not related to projects; e.g. host meetings with members
- Functioning primary and secondary organisation to strengthen the CNFO
- Improved activity within the CNFO



How are your organisations managed?




Where do you get funds from?






How do you communicate






Criteria for selection of 8 countries for NFO network capacity building

Regional Fisherfolk Action Learning Group Workshop
August 19 - 22, 2013
Trinidad and Tobago




Introduction

Result 2: Built capacity of national fisherfolk organisations, their network of primary organisations and individual leaders (in at least 8 project countries) to participate in fisheries governance and management.

CNFO reported: NFOs in the Caribbean are “weak” and they possess “inadequate knowledge and information” to participate effectively in fisheries governance in the region.

Project will:

- provide targeted support to address the identified needs of the national fisherfolk organisations so that their organisational capacity to contribute to fisheries governance will be improved.




Introduction cont'd

- train persons from organisations (CNFO, government, civil society, and technical agencies) that provide technical assistance to fisherfolk to provide one-on-one support to the national and primary fisherfolk organisations to assist in developing their capacity to participate in fisheries governance and management at local, national and regional levels.



- 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
- Turks and Caicos Islands




Activities in the Selected Countries

A maximum of 15 fisherfolk leaders and their partners will be trained by CANARI and the mentors (located in the respective countries) to support the development of the national and primary fisherfolk organisations in each of the 8 countries.

1st set of 2 – 3 day workshops

- analysis of issues at the national level
- analysis of policy and planning initiatives at the national level and opportunities for fisherfolk participation
- review and/or validation of policy positions
- analysis of capacity needs by fisherfolk organisations to effectively participate in governance and management.



Activities in the Selected Countries cont'd

2nd set of 2 – 3 day workshops

- evaluate experiences of fisherfolk participating in fisheries governance to identify lessons learnt
- develop communication messages
- do further capacity building as needed
- conduct a participatory evaluation of the project.

Key fisheries stakeholders in the host country will be involved in this and other relevant sessions. Assistance will be provided by mentors before and after the workshops.



Suggested criteria

- Geography
- Importance of the fisheries sector (SSF)
- National environment conducive to stakeholder participation
- Registered NFO/Steering Committee/None
- Functional/non-functional /dormant organisation
- Type of NFO - advocacy/marketing/requisites/services
- Leadership capacity

State of NFO




Mentors for fisherfolk: terms of reference and nominations

Regional Fisherfolk Action Learning Group Workshop

August 19 - 22, 2013


Trinidad and Tobago



What is mentoring?


- Mentoring is a developmental, caring, sharing, and helping relationship where one person invests time, know-how, and effort in enhancing another person's growth, knowledge, and skills, and responds to critical needs that prepares the individual for greater productivity or achievement in the future

CWIT Mentoring Tool Kit 2004



What is the role of a mentor?

- listen, provide constructive feedback and help their mentee consider options
- assist mentees to share their own experiences
- help to identify areas for development
- allow opportunities to practice new skills
- ask questions to cause further exploration of ideas or to challenge their mentee's thinking
- provide guidance, **not direction and do not solve problems**, but act as a collaborator in the problem solving process



An effective mentor has been described as one who:

- M** – Manages the relationship
- E** – Encourages
- N** – Nurtures
- T** – Teaches
- O** – Offers mutual respect
- R** – Responds to the mentee's needs



Who is a mentor?

- Trusted advisor
- Collaborator
- Friend
- Sounding board
- Role model
- Guide
- Counsellor
- Supporter
- Partner



Purpose of mentors

- To help to build capacity of fisherfolk to participate in fisheries management and governance
- ...via helping fisherfolk to:
 - Build strong fisherfolk organisations
 - Engage other fisherfolk to build a common voice
 - Network with key partners
 - Influence decision-making



How will mentoring work?

- TOR will be finalised, nominated mentors will be invited to apply, 15 mentors will be selected by project Steering Committee
- Mentors will be trained in 2 5-day workshops
- Mentors will co-facilitate project workshops and otherwise volunteer to support fisherfolk
- Mentors will report on activities, results, lessons, recommendations



Criteria for mentors

- Demonstrate competencies: technical and personal
- Experience providing technical assistance to fisherfolk
- Willingness and mandate / resources / time to provide technical assistance to fisherfolk



What competencies do the mentors need?

Personal qualities and skills


- Respecting
- Listening
- Encouraging
- Sharing

Technical capacities

- Fisheries management and governance
- Organisational management and development
- Communication and advocacy
- Networking and mobilisation
- Coaching / facilitation / training




Small Grants Facility (SGF)
Jan 2014 – Nov 2015
Regional Fisherfolk Action Learning
Group Workshop
August 19 - 22, 2013
Trinidad and Tobago



Questions

- Who managed small grants in the past?
- Size of funds managed?
 - <US\$10,000
 - US\$10,000-US\$20,000
 - US\$20,000- US\$50,000
 - >US\$50,000
- Lessons in managing small grants?




Purpose of the SGF

- To support the further organisational development of the fisherfolk organisations in the region and targeted communication and policy influence at regional and national levels.




SGF amount and duration

- Projects will be for a **minimum of €1,000** to a **maximum of €10,000**
- **SGF begins Jan 2014.** All projects must be completed by **November 2015.**




Photo credit: CANARI. Nov 2011




Eligibility for project selection

- Applicants must be registered fisherfolk organisations in the 17 project countries
- FFOs must be active for at least two years prior ?? to application
- FFOs must have a bank account with signatories (financial audits, other accounting procedures?)
- Grant is open to primary, national and regional fisherfolk organisations



Eligibility for project selection (others?)

- High risk grps- Where no FFO exists: evidence that fisherfolk group has been operating for at least two years?? and in good standing [Need to identify acceptable mechanism to channel funds to the group]




Areas that SGF will cover

- Development of strategies to assist the organisations
 - (e.g. strategic plan, communication strategy, participation strategy)
- Capacity building for organisational strengthening and technical skills and knowledge on fisheries management





Areas that SGF will cover

- Disseminating communication products
- Support to identify and develop other proposals for funding from other agencies
- Outreach to new members and development of primary and national FFOs
- Purchase of equipment to use for communication among members



Any other?

- To build financial mgt/ sustainability capacity
- Support to organise membership
- Training – accounts (Quickbooks, etc.)
- Awareness building
- Relevant best practices



How will the SGF be managed?

- A Steering Group Committee will finalise the criteria and select projects for funding.
 - Made up of CANARI, CERMES, CRFM and others in the region as needed
- CANARI will manage the SGF with assistance from the Steering Group

Process

- Call is issued
- Applicants invited and proposals submitted on simple forms
- Payments made in tranches
- Monitoring the projects
- Reporting on the projects- describe lessons learnt
 - Financial reporting, etc.
 - Project management



SGF outputs

- Communication product documenting projects supported, lessons learnt and best practices for strengthening organisations in Caribbean






Analysis of regional policies

Regional Fisherfolk Action Learning Group Workshop


August 19 - 22, 2013

Trinidad and Tobago



Small group analysis of food security and related fisheries policies

- Global: FAO SSF guidelines (resource person Patrick, facilitator Indi)
- Global: FAO right to food policy (resource person/facilitator Zaidy)
- Regional: CARICOM Regional Food Security and Nutrition Policy and Action Plan (resource person Dianne, facilitator Nicole)
- Regional: Draft Agreement Establishing the Caribbean Community Common Fisheries Policy (resource person June, facilitator Terrence)



Four Working groups

- Fisherfolk (random with some assigning)
- Partners must spread out
- CFOs must spread out


Each group: Chair, rapporteur (and reporter for presentation in plenary?)



Approach:

In each group:


- 10 min max presentation on specific policy by resource person, focusing on food security and nutrition aspects
- Group should identify:
 - (1) opportunities where policy appears to be meeting fisherfolk needs and facilitating their contribution to Food Security and Nutrition (FSN) = enabling +ve
 - (2) issues / barriers / gaps in policy to FISHERFOLK contributing to FSN = -ve



Small group work

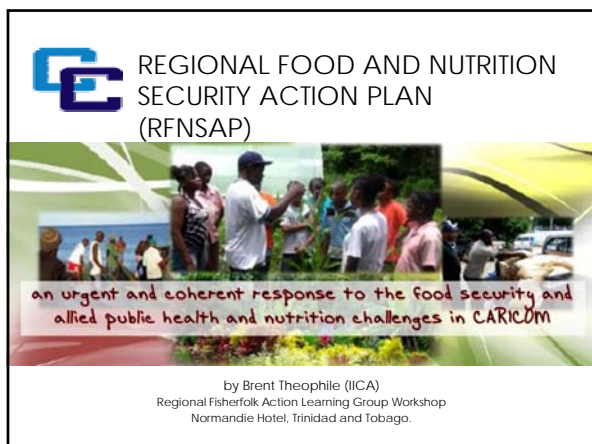
Identify:

- Who are you targeting? = audience
- What do you want them to hear? = message
- How will you reach them? = products and pathways



Objectives

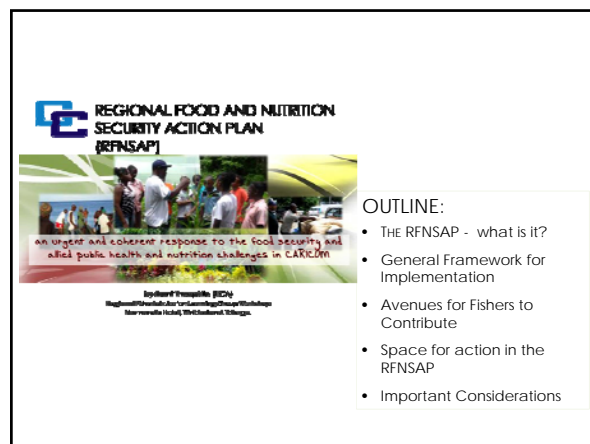
- Influence how regional and international policies are written and implemented
- To raise awareness of fisherfolk to deliver fish of high quality to meet standards (meet consumer requirements)
- To inform and influence consumers to demand and buy quality fish products
- To create awareness of fisheries division so that they will listen to fisherfolk and take action to address their needs
- **Message – What, Audience – Who, Pathway - How**



REGIONAL FOOD AND NUTRITION SECURITY ACTION PLAN (RFNSAP)

an urgent and coherent response to the food security and allied public health and nutrition challenges in CARICOM

by Brent Theophile (IICA)
Regional Fisherfolk Action Learning Group Workshop
Normandie Hotel, Trinidad and Tobago.



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OUTLINE:

- THE RFNSAP - what is it?
- General Framework for Implementation
- Avenues for Fishers to Contribute
- Space for action in the RFNSAP
- Important Considerations

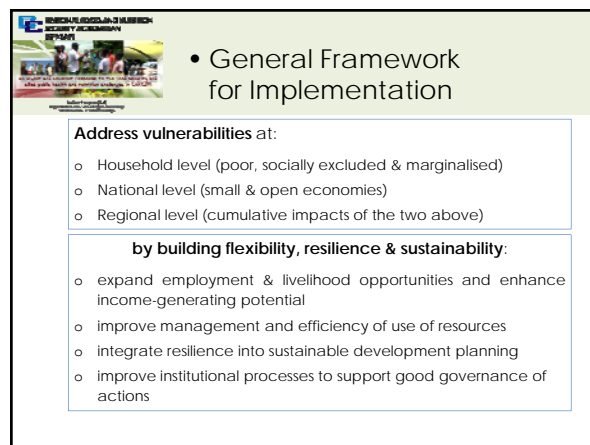


- The RFNSAP – what is it?

complement to the RFNSP which aims to guide implementation of actions necessary to achieve FNS goals established in the RToC.

Seeks to...:

- o Promote sustainable production, commercialization and consumption of safe and nutritious food products [**Food Availability**]
- o Ensure regular access of households (especially the poor & vulnerable) to sufficient quantities of safe, affordable, quality food at all times, particularly in response to diverse socioeconomic and natural shocks [**Food Access**]
- o Improve the nutritional status of the Caribbean population, particularly with respect to CNCDS including diabetes, hypertension and obesity [**Food Utilization – Nutritional Adequacy**]
- o Improve the resilience of the region’s national communities and households to natural and socio-economic crises [**Stability of Food Supply**]



- General Framework for Implementation

Address vulnerabilities at:

- o Household level (poor, socially excluded & marginalised)
- o National level (small & open economies)
- o Regional level (cumulative impacts of the two above)

by building flexibility, resilience & sustainability:

- o expand employment & livelihood opportunities and enhance income-generating potential
- o improve management and efficiency of use of resources
- o integrate resilience into sustainable development planning
- o improve institutional processes to support good governance of actions

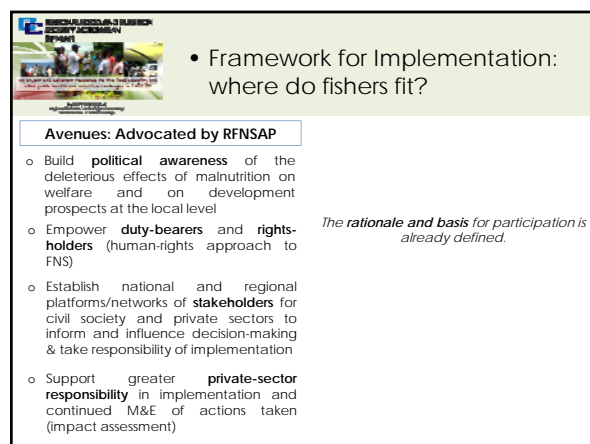


- Framework for Implementation: where do fishers fit?

The RFNSAP recognizes that:

- o fishery products are priority commodities for FNS in the Region
- o fishing plays a major role in employment, income-generation, and economic access to and availability of food
- o there are similar vulnerabilities and situational challenges between small-scale farmers and small-scale fishers (interventions can follow along same/similar rationale)
- o fishers and farmers are primary stakeholders and interface with important natural resources (marine and soil & water, respectively) – necessitates representation in development
- o Policy space – RFNSP, CAP and RFP&R – are synergistic in outlook and approach to intervention

*Fishers have a **right** to be at the table on FNS.*




- Framework for Implementation: where do fishers fit?

Avenues: Advocated by RFNSAP

- o Build **political awareness** of the deleterious effects of malnutrition on welfare and on development prospects at the local level
- o Empower **duty-bearers** and **rights-holders** (human-rights approach to FNS)
- o Establish national and regional platforms/networks of **stakeholders** for civil society and private sectors to inform and influence decision-making & take responsibility of implementation
- o Support greater **private-sector responsibility** in implementation and continued M&E of actions taken (impact assessment)

The rationale and basis for participation is already defined.



- Framework for Implementation: where do fishers fit?

What is not defined?

How

- o fisherfolk (and by extension fisheries) want to support the policy process?
- o prepared and able are fishers to perform the roles they have identified for themselves?

But the RFNSAP does give guidance on appropriate actions to inform strategic planning and interventions for FNS.




- Space for Action in the RFNSAP

1. Expand employment & livelihood opportunities and enhance income-generating potential
- o **Operational Objective 3.1:** Promote food and agro-based industry development
 - **Activity 3.1.2:** Strengthen **capacity building for adoption of international standards** for food safety and quality assurance and certification systems.
- o **Operational Objective 3.2:** Increase employment among the most vulnerable
 - **Activity 3.2.2:** Widening and deepening **vocational training** programmes for artisans, farmers, fishermen, forest workers and vulnerable groups (women, youth) to **improve their skills and employability**.

Important consideration:

1. Financial limitations have been crippling. Tendency to seek external projects to finance regional policy implementation; but never a sustainable solution!




- Space for Action in the RFNSAP

2. Improve management and efficiency of use of resources
 - o **Operational Objective 3.5:** Reduce the incidence of poverty and diversify rural incomes.
 - **Activity 3.5.6:** Strengthen **legal entitlements** of vulnerable households and individuals to social assistance and security through **legislative reform** and **improved recourse mechanisms**.

Important consideration:

1. How will the change from open access to limited access (e.g. rights-based system) affect vulnerability? Although it increases entitlement in resource management it might exclude others. Is this fair?




- Space for Action in the RFNSAP

3. Integrate resilience into sustainable development planning
 - o **Operational Objective 5.1:** Increase the capacity for food crisis prevention and risk management
 - **Activity 5.1.1:** Promote the creation of an **Information System** for Food and Nutrition Security at national level for **food security development** as well as food crisis prevention **and risk management** and the construction of adequate **risk profiles** for the **main crops**.
 - o **Operational Objective 7.1:** Increase regional and national capacity for adaptation to Climate Change
 - **Activity 7.1.1:** Include adaptation strategies in the curricula of all training institutions and extension training mechanisms for farmers and other producers e.g. farmer field schools.

Important considerations:

1. Info systems are data intensive and require consistent data supply. Who will bear the costs and responsibility for doing this?

2. Need for a systematic process for addressing risk-reward problem in fishing – minimizing risk of loss while maximizing expected gain.



- tackling FNS where do fishers fit?

Is there scope and space for fishers in FNS policy & implementation -> YES!

Can the RFNSP and Action Plan be the base material used by fisherfolk to define interventions in FNS -> YES!

How can fisherfolk contribute to ensuring the effective achievement of the RFNSP Vision through the RFNSP Action Plan and as well through coordination of other initiatives, programmes and projects that can give effect to RFNSP implementation??

How fisherfolk position themselves to advance the FNS integration in development planning will be pivotal for successful interventions in the Caribbean!

CNFO Vision

- Primary, national and regional Fisherfolk organizations with knowledgeable members collaborating to sustain fishing industries that are mainly owned and governed by Fisherfolk who enjoy a good quality of life achieved through the ecosystem based management of fisheries resources.

CNFO Mission

- To improve the quality of life for Fisherfolk and develop a sustainable and profitable industry through networking, representation and capacity building.

Registration

nadine_nem@yahoo.com


1. Cost of registration
2. Registration process and forms
3. Obligations - annual reporting requirements




Project evaluation and results

Regional Fisherfolk Action Learning Group Workshop

August 19 - 22, 2013
Trinidad and Tobago




Why do we do evaluation?

- To prove the **results** of our activities
- To identify **lessons** about the process




Overall objectives

1. Fisherfolk are more effectively **participating** in decision-making processes at the regional level across the 17 project countries and in at least 8 countries at the national level
2. Sustainability of fisherfolk **livelihoods** for poverty reduction and improved quality of life is maintained or enhanced
3. The fisheries sector is making an enhanced **contribution to food security** at the regional level and in at least 8 countries



Specific objective 1: strengthened CNFO

1. CNFO operational systems and structures strengthened (e.g. strategic planning, financial management, communication, internal governance) to enable it to more effectively achieve its purpose of representing its members (networked national fisherfolk organisations).
2. Fisherfolk networks established at local and national levels in at least two countries where they are currently absent.
3. CNFO membership increased from 9 active members to at least 11 active members.



Specific objective 2: strengthened CNFO, NFOs, PFOs

- CNFO, NFOs, PFOs and their leaders in at least 8 project countries:
 - (1) demonstrate enhanced skills in networking and communication for policy influence;
 - (2) undertake networking activities and develop and disseminate communication products to influence policy.



Specific objective 3: common policy positions

1. The system of communication being used within and among networks of fisherfolk organisations is enhanced, demonstrated by the development of specific communication tools and processes.
2. CNFO is more effectively engaging its members in the development and delivery of policy positions at national and regional meetings and in other decision-making processes.
3. National fisherfolk networks are more effectively engaging their primary member organisations to develop and voice joint policy positions.



Specific objective 4: improved participation of fisherfolk

- There is improved participation of fisherfolk in decision-making in fisheries governance and management in:
 - (1) at least one national process in at least eight countries;
 - (2) at least two regional processes.
- There is enhanced awareness among regional and national policy makers on the concerns and opinions of fisherfolk.



Specific objective 4: improved participation of fisherfolk

- Policies, plans and informal agreements for fisheries governance and management developed during the project period reflect increased consideration of issues raised by fisherfolk:
 - (1) at national level in at least eight countries;
 - (2) at regional level in at least two issues.



Expected result 1: strengthened CNFO

- Core **organisational capacity of CNFO** strengthened in key areas such as leadership and team building, strategic management, financial management, fundraising, marketing and public relations, communication.



Expected result 1: strengthened CNFO

1. develop consensus on common policy positions on the issues affecting fisherfolk in consultation with their wider membership;
2. develop a strategy to communicate policy positions in decision-making processes;
3. lead efforts in their organisations to implement the policy-influencing strategy;
4. identify best practices and lessons learned on fisherfolk participation in fisheries governance and management processes;
5. identify effective policies for fisheries governance and management for food security that address the needs and concerns of fisherfolk.



Expected result 1: strengthened CNFO

Core group of at least 20 fisherfolk leaders (from CNFO and national fisherfolk organisations) are more effectively **leading efforts in their organisation, country, or at the regional level** to promote, catalyse and support the participation of fisherfolk in governance at local, national and regional levels to enhance food security in at least eight countries.



Expected result 2: built capacity

- At least **20 mentors** from CNFO, fisheries management agencies, civil society organisations, and regional inter-governmental and technical assistance agencies are more effectively providing coaching and other technical assistance to support the efforts of fisherfolk to participate in fisheries governance and management.



Expected result 3: strengthened communication in CNFO

1. Fisherfolk are communicating using an online discussion forum.
2. CNFO and national fisherfolk organisations develop or strengthen communication and information management tools (e.g. Internet-based, mobile technology, databases).



Expected result 4: advocacy action

1. At least three short **videos** developed and disseminated by national fisherfolk organisations on key policy messages.
2. At least **six communication products** on key policy messages disseminated by national fisherfolk organisations via the media.
3. At least **four communication products** developed and disseminated by CNFO on policy positions and to promote lessons learnt on how to enhance participation of fishers in governance for enhanced food security.



Expected result 5:

- Fisherfolk participate in at least 1 decision-making process in 8 countries and 2 regional decision-making processes.



How do we want ALG members
to behave / act
to achieve these results?

Presentation 10: Revised Work Plan

Activity	Jan	Feb	Mar	April	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Status and Comments
Project Launch																February 27, 2013, Guyana
Update 2003/04 FFO Needs Assessment																Presented at ALG Workshop
Establish ALG, and convene ALG Workshop																Workshop in progress. To draft and circulate Workshop Report
Identify Mentors and convene Training Workshop																Draft TOR for Mentors reviewed. Potential Mentors identified. To select mentors and organise and convene Training Workshop
Identify 8 focus countries and convene 8																8 focus countries identified. To organise and

national workshops																	convene 4 national workshops November - December 2013 and 4 January - February 2014
Arrange first call for SGF																	To finalise criteria for eligibility; application and focus areas, put out calls, review applications and award grants
Establish and keep updated / facilitate online project webpage and discussion forum																	Webpage set up.

Appendix 2 - Participants List					
No	First Name	Last Name	Organisation	Country	Email Address
1	Lindsay	Richardson	Pham Aalma Seafood Company	Anguilla	Lindsay.Richardson@gov.ai
2	Mitchell	Lay	Caribbean Network of Fisherfolk Organisations (CNFO)	Antigua and Barbuda	mitchlay@yahoo.co.uk
3	Leroy	Gore	Barbuda Fishermen Cooperative Society	Antigua and Barbuda	sota-barbuda@hotmail.com
4	Adrian	LaRoda	Bahamas Commercial Fishers Alliance	The Bahamas	alarodabahafish@gmail.com
5	Walter	Hinds	Barbados National Union of Fisherfolk Organizations (BARNUFO)	Barbados	walexhinds@gmail.com
6	Patrick	McConney	Centre for Resource Management and Environmental Studies (CERMES) of the University of the West Indies (UWI)	Barbados	patrick.mcconney@cavehill.uwi.edu
7	Pedro	Alvarez	Belize Fishermen Cooperative Association	Belize	bfca@btl.net
8	Huron Fabien	Vidal	National Association of Fisherfolk Cooperative (NAFCOOP)	Dominica	huronfvidal@yahoo.com
9	Andrew	Magloire	Fisheries Division	Dominica	fisheriesdivision@dominica.gov.dm
10	Desmond (Chuburt)	Gill	St. John's Fishermen Association	Grenada	crafton.isaac@gmail.com
11	Nisa	Zahidah	Foundation of the People of the South Pacific International (FPSI)	Grenada	zaidy.khan@gmail.com
12	Pamashwar	Jainarine	Upper Corentyne Fishermen's Cooperative Society Ltd.	Guyana	pjainarine@gmail.com

13	Josue	Celiscar	Foundation pour la Protection de la Biodiversite Marine (FoProBim)	Haiti	iceliscar@hotmail.com
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17	Horace	Walters	Saint Lucia Fisherfolk Cooperative Society Limited	Saint Lucia	horacedwalters@gmail.com
18	Winsbert	Harry	St. Vincent and the Grenadines National Fisher Folk Co-Operative Limited	St. Vincent and the Grenadines	fishdiv@vincysurf.com
19	Jennifer	Cruickshank-Howard	Fisheries Division, Ministry of Agriculture, Rural Transformation, Forestry, Fisheries and Industry	St. Vincent and the Grenadines	fishdiv@vincysurf.com/ jencruickshankhoward@yahoo.com
20	June	Masters	Caribbean Regional Fisheries Mechanism (CRFM)	St. Vincent and the Grenadines	june.masters@crfm.net
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23	Rene	Lieveld	Fisheries Department, Ministry of Agriculture, Animal Husbandry and Fisheries	Suriname	visserijdienst@sr.net , reneblieveld@hotmail.com
24	Junior	Quashie	Trinidad and Tobago Unified Fisherfolk (TTUF)	Trinidad and Tobago	jushq04@gmail.com

25	Joslyn	Lee Quay	Caribbean Network of Fisherfolk Organisations (CNFO)	Trinidad and Tobago	joslee_56@outlook.com
26	Shane	Durga	Fisheries Division, Ministry of Agriculture Land and Marine Resources	Trinidad and Tobago	sndurgah@yahoo.com
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30	Omardath	Maharaj	Seafood Industry Development Company Limited (SIDC)	Trinidad and Tobago	omaharaj@sidctt.com
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35	Nicholas	Chamansingh	Department of Electrical and Computer Engineering, The University of the West Indies	Trinidad and Tobago	nicholas.chumansingh@gmail.com
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37	Kevon	Andrews	Department of Electrical and Computer Engineering, The University of the West Indies	Trinidad and Tobago	kevon.andrews@sta.uwi.edu
38	Nicole	Leotaud	Caribbean Natural Resources Institute (CANARI)	Trinidad and Tobago	nicole@canari.org
39	Terrence	Phillips	Caribbean Natural Resources Institute (CANARI)	Trinidad	terrence@canari.org
40	Keisha	Sandy	Caribbean Natural Resources Institute (CANARI)	Trinidad	keisha@canari.org
41	Oscar	Talbot Snr.	Fisheries Advisory Committee	Turks and Caicos Islands	apostleotalbot@yahoo.com
42	Nathalie	Zenny	The Nature Conservancy (TNC)	USA	nzenny@tnc.org

Appendix 3 - Agenda



CANARI/CNFO/UWI-CERMES/PANOS/CRFM: 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

Regional Fisherfolk Action Learning Group Workshop
August 19 - 22, 2013
Normandie Hotel, Port of Spain, Trinidad and Tobago

Agenda

This workshop is one of the key activities under the 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*", which is being funded by the European Union (EU) [EuropeAid programme](#). Its overall objective is to contribute to improving 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 \(CFRM\)](#). The project will establish a Caribbean Fisherfolk Leaders Action Learning Group (ALG) comprised of fisherfolk leaders from the member National Fisherfolk Organisations (NFOs) of the CNFO and key partners who can support them. This workshop will be the first meeting of the ALG.

Specific objectives:

By the end of the workshop, members of the Fisherfolk Leaders Action Learning Group will:

- engage in the action learning process and commit to ongoing action learning as part of the Fisherfolk Leaders Action Learning Group;
- input into the planning of key processes and activities for implementation of the four year CNFO project on strengthening fisherfolk participation in fisheries governance in the Caribbean;
- analyse key global and regional policies to identify fisherfolk positions on how these should

- contribute to enhancing food security;
- refine the CNFO Communication Strategy to include messages on enhancing food security and new policy influencing opportunities;
- enhance personal skills and knowledge about how to effectively communicate to influence policy;
- identify priorities and key strategies for strengthening the CNFO;
- contribute to an action learning process to enhance the capacity of a local fisherfolk organisation in Trinidad and Tobago.

Topics:

PROJECT PLANNING

- Overview of the Project (including the project steering committee and roles of the partners)
- Overview of related programmes/projects by partners and related agencies, (and identification of opportunities for synergies)
- Provide background on ALG approach and review the draft TOR (with selection criteria) for the formation of the Fisherfolk Leaders ALG
- Review of the updated needs assessment and identification of priorities for focus in the CNFO project
- Review of the draft TOR for mentors (with criteria for the selection) and identify potential mentors
- Review of the draft criteria for selection and identification of 8 NFO countries for capacity building activities
- Review of the criteria for the selection of small grants and process for implementation of the small grant programme
- Review of the project M&E framework
- Review of the project work plan, including agreeing on key meetings for policy influence

LEADERSHIP: capacity building topic 1

- CNFO governance arrangements - Discuss the steps being taken to formalise the CNFO and chart a way forward
- Consider process to identify and develop a cadre of leaders within the CNFO and NFO networks

COMMUNICATION FOR POLICY INFLUENCE: capacity building topic 2

- Review of Regional/CARICOM Nutrition and Food Security and Related Policies, Draft Agreement Establishing the Caribbean Community Common Fisheries Policy and SSF Guidelines and identification of opportunities for policy influence
- Identify and develop consensus on collective policy positions on key issues to be validated by the wider CNFO membership and to be used to influence policy development and implementation
- Review and refine CNFO Communication Strategy for policy advocacy, identifying new messages on food security and new opportunities for policy influence

- Develop a Communication Strategy for the project to identify key communication activities that will be undertaken as part of the project

Agenda

DAY 1: MONDAY 19 AUGUST 2013	
8:30 – 9:00	Registration
9:00 – 9:55	Welcome and introduction of participants
9:55 - 10:00	Workshop logistics
10:00 - 10:15	Overview of project: Enhancing food security from the fisheries sector in the Caribbean
10:15 - 11:00	Introduction to action learning and TOR for ALG
11:00 – 11:30	Break
11:00 – 12:30	Project planning: Review and validation of the draft needs assessment and identification of capacity building priorities
12:30 – 1:30	Lunch
1:30 – 2:30	Project planning: Presentation of draft criteria and selection of 8 countries for capacity building
2:30 – 3:30	Project planning: Review of draft TOR and nominations for mentors
3:30 – 4:30	Project planning: Presentation on criteria and review of process for small grants programme
DAY 2: TUESDAY 20 AUGUST 2013	
8:30 – 9:00	Review of Day 1
9:00 – 10:00	Small group identification of related initiatives and opportunities for synergies with projects being implemented by CRFM, FAO, IICA, Panos Caribbean, , TNC, UWI-CERMES, FSPI
10:00 – 10:30	Break
10:30 - 11:00	Identifying initial fisherfolk perspectives on food security
11:00 – 12:00	Small group analysis of food security and related fisheries policies: <ul style="list-style-type: none"> ○ Global: FAO SSF guidelines (resource person TP, facilitator Indi) ○ Global: FAO “right to food” policy (resource person FAO, facilitator Zaidy) ○ Regional: CARICOM Regional Nutrition and Food Security Action Plan (resource person IICA, facilitator Nicole) ○ Regional: Draft Agreement Establishing the Caribbean Community Common Fisheries Policy (resource person CRFM, facilitator Patrick)
12:00 – 1:00	Lunch
1:00 – 2:30	Small group presentations on regional food security and related fisheries policies and fisherfolk positions
2:30 – 4:00	Review and refinement of strategy for communication for policy influence (based on draft developed by CRFM/CNFO/CTA), including the addition of new positions and messages on food security and any new opportunities for policy influence Identify key communication activities that will be undertaken as part of the

	project
4:00 – 4:30	Briefing for field trip and small group preparation
DAY 3: WEDNESDAY 21 AUGUST 2013	
8:30 – 4:30	Field trip to fisherfolk organisation, to conduct peer learning on: (1) communication for policy influence (2) how to establish and/or strengthen local fisherfolk organisations
DAY 4: THURSDAY 22 August 2013	
8:30 – 9:00	Review of Day 3
9:00 – 10:30	CNFO strengthening: 1. Review the existing governance arrangements, the steps being taken to formalise the CNFO and chart a way forward 2. Identify capacity needs, including building fisherfolk leaders 3. Clarify CNFO's and NFOs' roles in policy influence
10:30 – 11:00	Break
11:00 – 12:00	Identify priorities for small grant(s) for CNFO to facilitate network strengthening
12:00 – 1:00	Lunch
1:00 – 2:30	Leveraging mobile ICTs in Caribbean small-scale fisheries
2:30 – 3:30	Review and refinement of project M&E strategy
3:00 – 3:30	Review of the project work plan, including the identification of key meetings for policy influence
3:30 - 4:15	Next steps
4:15 - 4:30	Workshop evaluation
4:30 - 5:30	Closing ceremony and media briefing

Appendix 4 - TOR for the Caribbean Fisherfolk Leaders Action Learning Group



CANARI/CNFO/UWI-CERMES/PANOS/CRFM: 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

**Caribbean Fisherfolk Leaders Action Learning Group
Draft Terms of Reference**

1. Background

- 1.1. The four-year (2013-2016) project, *Strengthening Caribbean Fisherfolk to Participate in Governance*, seeks to improve the contribution of the small scale fisheries sector to food security in the Caribbean islands through building the capacity of regional and national fisherfolk organisation networks to participate in fisheries governance and management. This is being funded by the European Union (EU) [EuropeAid programme](#).
- 1.2. 17 countries in the Caribbean are participating in the project. These 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.
- 1.3. 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 (UWI) and Panos Caribbean in association with the Caribbean Network of Fisherfolk Organisations (CNFO) and the Caribbean Regional Fisheries Mechanism (CFRM).

2. Purpose of the Action Learning Group (ALG)

- 2.1. The overall purpose of the ALG is to build a community of change agents from across the region that can lead, catalyse, facilitate and support effective participation of fisherfolk in governance and management of the small scale fisheries sector in the Caribbean.
- 2.2. ALG members will be leaders in their fisherfolk organisations and will in turn build capacity of their organisations based on the learnings from the ALG. They will play an important role as catalysts for change in their respective countries and in the region through dissemination of project findings to their organisations and institutions and to targeted policy makers. This will be the core group of leaders from which a shared understanding and joint action will develop across the region for fisherfolk participation in fisheries governance and management.
- 2.3. The ALG is also a mechanism for stakeholder participation in project design, implementation, monitoring, and evaluation. It will be used as a focus group for input into different elements of the EU project (e.g. identification of range of institutional arrangements for fisheries management, analysis of institutional arrangements, validation of findings on capacity needs assessment, small grants facility design and awarding, monitoring and evaluation). The ALG has the added benefit of increasing ownership in the project and the process involved.
- 2.4. The objectives of the ALG are to:

- a) develop consensus on common policy positions on the issues affecting fisherfolk in the Caribbean, including effective policies for fisheries governance and management for food security that addresses the needs and concerns of fisherfolk;
- b) develop a strategy to effectively communicate policy positions in decision-making processes in small scale fisheries governance and management in the Caribbean at local, national, regional and international levels;
- c) identify best practices and lessons learnt on fisherfolk participation in fisheries governance and management processes;
- d) lead efforts in their organisations, sectors, countries and region to lead, catalyse, facilitate and support effective participation of Caribbean fisherfolk in governance and management of the small scale fisheries industry; and
- e) input into design, implementation, monitoring, and evaluation of the EU project.

3. Criteria for membership in the ALG

- 3.1. The ALG comprises of persons appointed in their individual capacity from the regional fisherfolk network (the CNFO), national and/or local fisherfolk organisations, as well as partners that support fisherfolk from national government agencies, civil society organisations, inter-governmental regional technical assistance agencies, Caribbean private sector, and Caribbean academic institutions and donors. Partners must be actively working in small scale fisheries the Caribbean islands and with experience working collaboratively with fisherfolk organisations.
- 3.2. The ALG consists of 20 to 30 members.
- 3.3. Important considerations for the composition of the ALG include that individual members must:
 - a) have substantial experience in small scale fisheries management at the national and/or regional level(s);
 - b) be in positions to be change agents in their organisations, countries and in the region;
 - c) i have strong relationships with fisherfolk organisations in their countries and/or in the region;
 - d) demonstrate strong skills and knowledge in small-scale fisheries in the Caribbean;
 - e) have resources to communicate regularly with members using the internet and telephone; and
 - f) give commitment to attend one meeting per year for the four years of the project.
- 3.4. In addition to the criteria for individual members, the ALG collectively should include representatives from the various sectors (civil society, government, inter-governmental, private sector, academia) and also be representative across the 17 project countries as far as possible.
- 3.5. Members of the ALG serve on a voluntary basis and without financial compensation. Travel costs and other expenses to attend meetings will be provided by the project.
- 3.6. Potential members will be identified by the project team (CANARI, CERMES, Panos Caribbean, CNFO, and CRFM) based on the criteria above and asked to apply to be part of the ALG. Members of the ALG are appointed by CANARI in consultation with the partner organisations. Members may also be removed from the ALG by CANARI for cause following consultation with

the members and the wider ALG membership. Cause for removal includes a conflict of interest or unethical behaviour by an ALG member.

- 3.7. The term of office of each ALG member is for the full four-year period of the project (2013 – 2016). In the event that a member fails to complete a full term of office, a new member shall be appointed by the partner organisations.
- 3.8. As members are appointed based on their individual capacity, if a member is not available to serve, they cannot invite a replacement to fulfil their role.

4. ALG functioning

- 4.1 ALG members will work together in an action learning process to address complex challenges for fisherfolk participation in fisheries governance and management.
- 4.2 Action learning is a process for bringing together a group of peers to analyse an actual work problem and develop an action learning plan based on questions they identify. The group continues to meet as actions are implemented, learning from the implementation and making mid-course corrections. Action learning is a form of peers learning by doing.
- 4.3 The action learning approach involves a *cyclical* process of:
 - a) ALG members bringing forward specific challenges faced and key questions (*for example: What is the best way to reach policy-makers? What are the relevant policies from other sectors that need input from fisherfolk? How can fisherfolk effectively develop a collective voice? How can CNFO effectively represent its diverse membership?*);
 - b) facilitated reflective questioning by members of the ALG to analyse the multiple dimensions of the complex problem and stimulate creative and innovative thinking on new ways to approach the problem;
 - c) facilitation of collective analysis of ideas and identification of potential solutions and practical actions by the ALG;
 - d) ALG members testing these actions on the ground (*for example: development and dissemination of communication products for policy influence; fisherfolk participation in decision-making processes; testing processes to help fisherfolk to identify key messages for policy*);
 - e) systematic and deliberate evaluation by the ALG members during implementation to ensure active learning; and
 - f) members involved in testing actions sharing experiences with the ALG for collaborative reflection and analysis of lessons and recommendations, which will be fed back into the cycle for further action learning.
- 4.4 Questions and the workplan for action learning will be developed by the ALG via annual meetings.

5. Duties of ALG members

- 5.1 ALG members shall:
 - a) attend an ALG meeting once each year of the project and participate in other ALG communications (e.g. via e-mail, Skype, discussion forum, etc.);

- b) participate in other project activities such as development of promotional materials and the training workshops; and
- c) apply lessons learnt to enable effective fisherfolk participation in small- scale fisheries governance and management in individual countries, in the Caribbean region, and in international policy processes.

6. ALG meetings and communications

- 6.1. The ALG will meet once every year of the project in one of the 17 project countries. The first meeting of the ALG is scheduled for August 19-22 in Trinidad and Tobago. Future meetings will be determined collectively by the ALG.
- 6.2. Between meetings, the ALG membership will communicate via the internet and/or telephone to discuss matters that arise. CANARI can also host a forum page so that members can discuss relevant matters.
- 6.3. CANARI acts as convener and secretariat for the ALG, including taking notes of meetings and preparing reports for the ALG.

Appendix 5 - Data for the selection of the eight countries

Country	Geography	Imp. of the fishery (SSF)	National environment conducive to stakeholder participation	Registered NFO/ Steering Committee/ None	% PFOs or fisherfolk represented in NFO	Focus of NFO (advocacy, requisites, services, marketing)	Functional / Non-functional	Leadership capacity	Status of the PFOs	Willingness and capacity to be involved
Anguilla		H	H	N	-	-	-	-	-	H
Antigua & Barbuda		H	VH	Alliance	H	Advocacy, info	H	M	M	H
The Bahamas		M	H	Y	M	Advocacy	H	H	-	L
Barbados		M-H	M	Y	M	Advocacy, training	H	H	L	H
Belize		M	M	Y	M	Advocacy, training	H	H	M	M
Dominica		H	H	Y	H	Advocacy, training, marketing	H	H	M-L	H
Grenada		H	L	Interim committee	M	?	L	L	L	M
Guyana		H	H	Y	M	Advocacy, services	H	M	M	H
Haiti		H	M	Y	M	Advocacy	M	M	L	H
Jamaica				Y						
Montserrat		M	L	Y	M	Services	L	L	-	H
Saint Lucia		H	H	Y	H	Advocacy, training,	H	H	M-H	H

						services, marketing				
St. Kitts and Nevis		H	VL	Y	M	Advocacy, training, marketing	M	H	L	M
St. Vincent and the Grenadines		H	M	Next month	H	Advocacy, training, marketing	M	H	M-L	M
Suriname		H	M	N working on it, have steering committee	M	Advocacy	M	H	M-L	M
Trinidad & Tobago		H	M	Y	VL	Advocacy	M	L	M-H	M
Turks and Caicos Islands		H	M	Y	M	Training	M	M	M	M

H = high, M = medium, L = low, Y = yes.

Appendix 6 - TOR for Fisherfolk Mentors



CANARI/CNFO/UWI-CERMES/PANOS/CRFM: 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

Mentors to support fisherfolk to participate in fisheries management and governance

**Terms of Reference (TOR)
Draft August 18 2013**

7. Background

- 7.1. The four-year (2013-2016) project, *Strengthening Caribbean Fisherfolk to Participate in Governance*, seeks to improve the contribution of the small scale fisheries sector to food security in the Caribbean islands through building the capacity of regional and national fisherfolk organisation networks to participate in fisheries governance and management. This is being funded by the European Union (EU) [EuropeAid programme](#).
- 7.2. 17 countries in the Caribbean are participating in the project. These 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.
- 7.3. 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 (UWI) and Panos Caribbean in association with the Caribbean Network of Fisherfolk Organisations (CNFO) and the Caribbean Regional Fisheries Mechanism (CFRM).

8. Key definitions

CANARI has developed an understanding of key terms and concepts to guide its work as follows:

- 8.1. **Mentoring** is a process of sharing knowledge, skills, experiences, insights and opinions to provide strategic advice and guidance to help people make decisions to achieve their desired objectives. Mentors are trusted counsellors or advisors.

- 8.2. **Coaching** is the process of helping a person or organisation to build specific skills, knowledge and experience through hands-on support provided in the execution of a task.
- 8.3. **Action learning** describes learning to take effective action to address real... challenges. The learning occurs with a group of colleagues, who develop a united approach to addressing the challenges. Action learning is more than 'learning by doing' as it aims to develop a fresh perspective on existing knowledge and experience to apply to current challenges or issues. The need for review, reflection, rethinking and reinterpretation of this knowledge and experience is integral to the action learning process (Adapted by N. Johnson from ANTA National Staff Development Committee: 1996).

9. Purpose of the Mentors

- 9.1. The overall purpose of the Mentors is to provide support to local, national and regional fisherfolk organisations in the Caribbean islands to enable them to more effectively participate in fisheries governance and management.

10. Geographic scope and time span of operation

- 10.1. The geographic scope is the 17 project countries.
- 10.2. Mentors will be selected and oriented in September/October 2013 and will provide support to civil society organisations through to the end of the project in December 2016.

11. Membership in Mentorship Programme

- 11.1. Mentors are experts from government agencies, local and international civil society organisations, technical assistance agencies and donors as well as independent consultants based in the Caribbean islands and with competencies (skills, knowledge, and experience) in:
- Fisheries management and governance
 - Organisational management and development
 - Outreach and mobilisation
 - Communication and advocacy
 - Networking
- 11.2. There will be 20 Mentors.
- 11.3. Mentors serve on a voluntary basis except where they are contracted by CANARI or another organisation for a specific function.
- 11.4. Mentors have good working knowledge of English (speaking, writing and reading) in addition to the local language in their country (including French, Spanish and/ or Creole) where relevant.
- 11.5. Mentors are appointed by the Executive Director of CANARI in consultation with the manager in CANARI of the project *Strengthening Caribbean Fisherfolk to Participate in Governance*.
- 11.6. There will be an annual evaluation of the role played by each Mentor based on the Terms of Reference, including the codes of conduct (see Section 7 for details). This will be conducted by

CANARI in collaboration with the Mentor. Additional areas for capacity building and support by CANARI will be identified.

- 11.7. Mentors may be removed from the mentorship programme by the Executive Director of CANARI in consultation with the CANARI project manager for cause, following discussions with the Mentor. Cause for removal includes violation of the codes of conduct, conflict of interest, or unethical behaviour by the Mentor. See Sections 7 and 8 for more details.
- 11.8. Mentors may resign from the mentorship programme by notifying the Executive Director of CANARI in writing.
- 11.9. New Mentors may be appointed if needed, including replacing Mentors who are no longer able or interested in performing the function.

12. Mentor functions and duties

- 12.1. The Mentors achieve their purpose primarily through:
 - facilitating or co-facilitating national training workshops under the project;
 - providing individual coaching and mentoring to organisations;
 - advising CANARI on needs, capacity building undertaken, results, lessons learnt, and relevant issues;
 - sharing information on experiences and lessons learnt with other Mentors and providing peer coaching and support.
- 12.2. Mentors may function through:
 - providing voluntary support to fisherfolk organisations;
 - providing voluntary advice and guidance to CANARI;
 - providing voluntary peer coaching and support;
 - being contracted by CANARI to perform a specific function, including facilitating or co-facilitating a national training workshop;
 - being contracted by fisherfolk organisations to provide support to them;
 - being contracted by government agencies, local and international civil society organisations, technical assistance agencies and donors to provide support to fisherfolk.

13. Mentor orientation, capacity building, action learning, and peer coaching and support

- 13.1. A five day orientation workshop will be facilitated by CANARI in October 2013. Travel costs and per diem for Mentors participating in this workshop will be covered by CANARI under the EU project. The specific dates and location for the workshop and other details will be determined based on what is most practical and feasible for Mentors and CANARI.
- 13.2. A five day follow-up training workshop will be held in 2014. Travel costs and per diem for Mentors participating in this workshop will be covered by CANARI under the EU project. Specific dates and location for the workshop will be determined based on the most practical and feasible time and location for Mentors and CANARI.

- 13.3. CANARI will facilitate online discussion among the mentors to facilitate sharing of experiences and lessons learnt, peer coaching and support, and action learning.
- 13.4. Additional communication with and among Mentors may be conducted by e-mail, skype, telephone, or video-conferencing as needed.
- 13.5. CANARI may invite Mentors to participate in additional workshops and other initiatives on a voluntary or contracted basis.
- 13.6. CANARI will maintain a record for each Mentor documenting support provided to civil society organisations and capacity demonstrated. This will be developed in consultation with the Mentor and will be shared with the Mentor.
- 13.7. CANARI will promote the availability of Mentors, including information on their specific areas of competency, to:
 - fisherfolk organisations;
 - government agencies, civil society organisations, technical assistance agencies and donors providing support to fisherfolk organisations in the Caribbean islands.

14. Codes of conduct

Mentors will:

- 14.1. Fully respect the organisation(s) they work with and provide constructive feedback where necessary.
- 14.2. Empower the organisation(s) they work with to make decisions and not make decisions on behalf of the organisation(s).
- 14.3. Keep discussions between the Mentor and organisation(s) confidential.
- 14.4. Establish a mutually agreeable communication mechanism with the organization(s) that sets contact time (e.g., per week/month), mode of communication (e.g., email and/ or telephone) and other guidelines.
- 14.5. Be consistent and dependable.
- 14.6. Refrain from actual or perceived conflict of interest activities when encouraging organisations to submit proposals that can potentially benefit the Mentors themselves.
- 14.7. Contact the CANARI project manager immediately if they have concerns about the organisation(s) they are working with or identify conflict of interest situations that need to be addressed.
- 14.8. Agree that materials produced by the organisation that are influenced by the Mentor will remain under the ownership of the organisation(s).

15. Outputs

Mentors will produce the following reports for CANARI:

- 15.1. An interim and final report including details of the organisation(s) receiving mentoring; details of communication between the Mentor and organisation(s) including number of contact hours per week/ month as applicable; activities conducted; results achieved; lessons and recommendations. A template will be provided by CANARI.

16. Reporting

- 16.1. Mentors will report directly to the CANARI project manager.

17. Additional technical assistance

- 17.1. The Mentor may be requested by a fisherfolk organisation to provide additional technical assistance (e.g. training, facilitation) beyond the requirements of mentoring. The fisherfolk organisation would be solely responsible for funding any of this additional technical assistance.

18. Conflict of Interest

- 18.1. Upon accepting appointment as a Mentor, Mentors commit themselves to avoiding the appearance of self-dealing, conflict of interest, or undue influence.
- 18.2. Mentors are required to disclose interests that do or potentially could conflict with their responsibilities as outlined in the Mentor Terms of Reference.
- 18.3. To ensure transparency, records on support provided to fisherfolk organisations shall be available to anyone who requests such information and in particular if there is an accusation of a conflict of interest.

19. Amendments

- 19.1. The Terms of Reference shall be reviewed annually from the date of adoption. They may be altered to meet the current needs of all Mentors and CANARI, by agreement of the majority of Mentors and CANARI.

Appendix 7 - Potential List of Mentors

	Name of Participant	Country	Nominee	Nominee
1	Adrian La Roda	Bahamas	Hon. Earl Deveaux	
2	Daniel Sweeney	Montserrat	Julian Romeo	
3	Nerissa Lucky	Trinidad	Shane Durga	
4	Pamashwar Jainarine	Guyana	Ingrid Peters	
5	Pedro Alvarez	Belize	Elener Rodriguez	
6	Lindsay Richardson	Anguilla	Kafi Gumbs, Deputy Director, Fisheries Anguilla	
7	Oscar Talbot	Turks and Ciaos	Sharon Taylor	Chris Dickerson
8	Huron Vidal	Dominica	Herbert Sabaroche	
9	Desmond Gill	Grenada	Francis Caliste	
10	Walter Hinds	Barbados	Patrick McConney	Shelly Cox
11	Michael Davis	St. Kitts and Nevis	O. Spencer	R. William
12	Winsbert Harry	St. Vincent and the Grenadines	Dougal James	Eldonio Garro
13	Leroy Gore	Barbuda	Kelly Burton	Paul Nedd
14	Jennifer Cruickshank-Howard	St. Vincent and the Grenadines	Eocen Victory	Dougal James
15	Joslyn Lee Quay	Trinidad and Tobago	Charles Nurse	
16	Sherma Gomez	Trinidad and Tobago	Junior Quashie	
17	Junior Quashie	Trinidad and Tobago	Junior Quashie	
18	Mark Lall	Suriname	Rene Lieveld	

Appendix 8 - Closing Ceremony



CANARI/CNFO/UWI-CERMES/PANOS/CRFM: 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

August 22, 2013 Normandie Hotel,

Port of Spain, Trinidad and Tobago

Closing Ceremony

Draft Programme

4:30-4:36 pm	Welcome	Mr. Joslyn Lee Quay, Executive Member, TTUF
4:36- 4:41 pm	Strengthening Caribbean Fisherfolk to Participate in Governance Project	Ms. Nicole Leotaud, Executive Director, CANARI
4:41-4:51 pm	Remarks	Ms. Kathrin Renner, Programme Officer, Delegation of the European Union to Trinidad and Tobago
4:51-5:05 pm	Address	Mr. Mitchell Lay, Coordinator, CNFO
5:05 - 5:10 pm	Vote of Thanks	Ms. Indi Mclymont-Lafette, Country Coordinator, Panos Caribbean