



NATIONAL FISHERFOLK WORKSHOP REPORT

Grenada

Held as part of the project:

Strengthening Caribbean Fisherfolk to Participate in Governance



29 - 30 May, 2014

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1 Introduction

The Caribbean Natural Resources Institute (CANARI) recently received a €1,032,099 grant from the European Union, through its EuropeAid programme, to improve the contribution of the small scale fisheries sector to food security in the Caribbean. This will be achieved through building the capacity of regional and national fisherfolk organisation networks to participate in fisheries governance and management.

The four-year project covers fisherfolk working across the Caribbean, including in 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 the Turks and Caicos Islands.

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

This report covers the proceedings and findings of the Grenada workshop, held at the Fisheries Division, Conference Room during May 29th – 30th, 2014.

1.1 Objectives of workshop

The objectives of the workshop were to:

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

1.2 Participants

The workshop brought together key stakeholders of the fishing industry in Grenada including active fishers within the fishing communities, Fisheries District Officer, Senior Fisheries Officer, Chief Fisheries Officer the Permanent Secretary of the Ministry of Agriculture, Forestry and Fisheries and a representative from the Caribbean Natural Resources Institute (CANARI). A total of 28 persons were in attendance over the two day period. The complete list of participants is found in Appendix 1.

2 Method

- 2.1 The approach to delivering the workshop was participatory and interactive, using a variety of facilitation techniques such as plenary presentations and discussions, brainstorming, panel discussions and small group work.

3 Workshop Proceedings

3.1 *Opening remarks*

The workshop began with a prayer by Mrs. Lisa Chetram, Fisheries District Officer.

In his opening remarks Mr. Johnson St. Louis, Senior Fisheries Officer shared that a concession package was implemented as a result of a previous meeting held with Mr. Terrence Phillips therefore the fisherfolks are encouraged to give full participation to form the National Fisherfolk Organization. Mr. Justin Rennie, Chief Fisheries Officer, added that “it’s all about strengthening the local groups”. He noted that there were very active groups in the early 80’s but over the years decreased interest and other factors have resulted in a decline. He also noted that there has been development and formulization of national and regional fisheries policies over the years but fisherfolks must be involved in an organized way, to understand what is happening today in the fisheries especially for the long term management and conservation of the resource and to move ahead in terms of strengthening local groups.

Mr. Terrence Phillips, Senior Technical Officer, CANARI, thanked the Fisheries Division and Sothern Fisherman Association for assisting with the organization of this workshop and also the European Union for funding this four (4) year project. He told the group that the key aim of the project is to build the capacity of local and regional fisherfolk organizations to participate in governance by engaging in policy discussions which would be done throughout this workshop.

In her remarks, Mrs. Marilyn Austin – Cadore, Permanent Secretary of the Ministry of Agriculture, Forestry and Fisheries stated that fishing is a very noble profession and this is demonstrated by the sector’s contribution to the economy. She added however, that in order to help Grenada propel forward, Cooperatives must come together and reap the benefits by bringing the points to the table.

Participants were then invited to introduce themselves and give some brief words on what they hoped to achieve from this workshop. Some of the expectations were:

- To gain knowledge about cooperatives and to understand the needs.
- That small fishermen groups can form a strong viable group so they can see about their affairs and strengthening livelihoods.
- That fishers see the need to form themselves in a National Organization and takes a new approach to governance and leadership since they are directly involved.
- Hopes that the impact of this workshop will be lasting among the fishers, government and communities.

3.2 *Project overview*

Mr. Terrence Phillips gave an overview of the project. In his presentation (See Appendix 2 for full presentation) he shared that this four (4) year project began in 2013 and is funded by the EU. The project objectives are to strengthen the Caribbean Network of Fisherfolk Organizations (CNFO) and its member NFOs. Among the project activities are to update the needs assessment to see the gaps related to policy implementation and put together a group of mentors to train fisherfolks to be leaders. The workplan for 2014 is to implement a number of workshops by CANARI. Mr. James Nicholas added that an objective of the workshop should be the sanctifying of names to the organization which also can take the form of generic names such as “Fisherfolk Organization”.

3.3 *Role of the project mentor*

Participants were given a presentation on the role of the project mentor (See Appendix 3 for full presentation). The group was informed that a mentor can be defined as an experienced trustworthy advisor who shares their knowledge and skills to help other persons (mentee) in developing their livelihoods and career. The facilitator noted that the role of the mentor was to help the mentee(s) identify their own issues and recognize their goals to be achieved. He added that the role of a mentor is also to focus on developing the mentee professionally and personally by teaching specific issues, exploring new ideas, coaching on particular skills and establishing useful professional networks.

The facilitator shared that a mentee is a person who is an active listener (who also asks questions) and good communicator. The mentee should also set goals and formulate actions, reflect on experiences and feedback, take responsibility and respect confidentiality.

3.4 *Analysis of problems facing Grenadian fishers*

In an interactive session, participants were asked to share, in their opinion, the important problems that were affecting fisherfolk and fisherfolk organizations. To help with the exercise, participants developed a “problem tree”, where they wrote their issues on pieces of paper and stuck it to the walls to form a tree. After identifying their problems the participants shared possible solutions.



Figure 1 Participants identify issues affecting fisherfolk in Grenada

The problems and solutions identified by the participants are listed in Table 1 below.

Table 1: List of problems affecting fisherfolk in Grenada and potential solutions

Problems	Potential solutions
<ul style="list-style-type: none"> ○ Disregard for safety. ○ Inadequate knowledge about financial management. ○ Inadequate storage and arrangement for fishermen to access bait. ○ Lack of professional approach in providing bait for fishing. ○ High cost of production to catch fish. ○ High cost of fuel and gears. ○ Inadequate pricing structure for fish. ○ Low price of fish. ○ No regional arrangement in the marketing of fish. ○ Inadequate knowledge of fisher-folk organization as a business. ○ Inadequate lack of communication between the interim committee and the membership. ○ Inadequate unity among fisher folk to form co-operatives. ○ Inadequate understanding of fisher-folk about co-operatives. ○ Inadequate unity among fisher folk in moving forward. ○ Unwillingness to participate in activities of fisher –folk co-operatives. 	<ul style="list-style-type: none"> ○ Fisher folks need to develop capacity for advocacy. ○ To develop a market intelligence system involving the Division of Fisheries(D.O.F) and the Fisher Folk Organization (F.F.O). ○ Fisheries department and F.F.O need: <ul style="list-style-type: none"> ○ Skills ○ Equipment ○ Other resources ○ To develop awareness among Fisher Folk. ○ The F.F.O needs: <ul style="list-style-type: none"> ○ Leadership ○ management ○ communication strategy ○ Need policy and mechanism for consultation. ○ Vibrant fisher folk organizations. ○ Adequate consultation on the development /amendment of co-operative policies. ○ Acquiring appropriate technology. ○ Access to information, finance and skills. ○ Fisher folk need a network of functioning FFO'S. ○ FFO's need: <ul style="list-style-type: none"> ○ Vibrant fisher folk organizations.

- Inadequate co-operation by the fisheries department in the fishing community.
- Inadequate number of fisheries officers.
- Inadequate communication between fishermen and management.
- Inadequate personnel to collect data at the beach.
- Inadequate social securities for fisher-folk.
- Inadequate consultation in MPA's development.
- Improper handling of fish.
- Inadequate networking among fisher-folk.
- Inadequate handling of fish on small fishing boats.
- Unwillingness of fisher-men to pay fees.
- Inadequate participation of fisher-men attending meeting.
- Inadequate participation of fisher-men attending meetings.
- Inadequate respect for fisheries officers by fisher-folks.
- Inadequate docking facilities for fishermen to repair fishing vessels.
- No interest in the formation of the fisherman association.
- Accessibility of duty free concession on a timely basis.
- Stereo typing of fisher-folks.
- Inadequate communication between fishermen at sea and the land base.
- Illegal fishing by St. Vincent Grenadines (SVG) in Grenada waters.
- Inadequate access to the Grenadines waters (SVG).
- Disaggregation of fisheries statistics.
- Inadequate information sharing and dissemination.
- Inadequate awareness of the role and function of the fisheries department.
- Inadequate awareness of the fisheries officers. (Role and functions).
- Inadequate technology.
- In-efficient engines.
- Inadequate field operations(contact time)
- Inadequate provision of services and

- Skills
- Access to information
- To develop negotiating skills
- Finance
- Build networks and partnerships.

<p>management of the fisheries.</p> <ul style="list-style-type: none"> ○ Inadequate fisheries management, planning and execution. ○ Inadequate consultation on the development/amendment of co-operative policies. ○ Inadequate awareness of the policies on co-operatives. ○ Inadequate capacities (skills and other resources) In the co-operatives division. ○ Inadequate public awareness building by the co-operatives division. ○ Inadequate representation by fisher folk. ○ Inadequate monitoring. ○ Inadequate fuel rebate system. ○ Inadequate enforcement of import regulations. ○ Inadequate market intelligence. ○ Unreasonable buyers. 	
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3.5 *Relevant regional and global fisheries policies*

Mr. Terrence Phillips gave a presentation on the various regional and global fisheries policies in existence (See full presentation at Appendix 4). The following points were highlighted during his presentation:

- The right for food as a global problem whereby water becomes an issue.
- Conservation is always an element for future generations (management of the resources).
- Make use of the scientific information such as fisheries knowledge (traditional information).
- Human right approach, globally they become more critical like small scale fishing.
- Government commits to guidelines to put in place guidelines for food security.

3.6 *Panel discussion on fisheries policy*

After the policy presentation the group took part in a panel discussion on fisheries policy. The panel consisted of:

- Chanda Davis – General Manager Grenada Cooperative League
- Ezra Campbell – Coordinator ECMMAN Project
- Lisa Douglas – Public Relations Officer National Insurance Scheme
- Justin Rennie – Chief Fisheries Officer

The following key points were highlighted by the panelists.

Chanda Davis – General Manager Grenada Cooperative League

Cooperatives are serious business modules which have been proven to be one of those projects that contribute to the socio economics. Cooperatives can be financial or non-financial. The advantage of cooperatives are that groups of people can come together to meet their common needs. They are locally and democratically owned by its owners. When you are a member you are an owner. Cooperatives have been tested and proven to be the best solution in starting up small businesses / enterprises. They conduct business negotiations with members eg. to speak on their behalf to access whatever can be gained. Cooperatives are governed by the Cooperative Society Act which ensures operations are undertaken within established guidelines. The first step of forming a cooperative is to approach the Division of Cooperatives which acts like the “police”. They will provide information on the Cooperative Society Act and get the group registered.

Other advantages of cooperatives are to provide training (eg. record keeping), to provide loans below the market rate, facilitate bulk purchasing (e.g. purchasing oil for the needs of members) and savings and investments and negotiations on behalf of the group.

Ezra Campbell – Coordinator ECMMAN Project

The ECMANN project is being conducted within six (6) OECS countries and the major objective is to conserve ten percent (10 %) of the region’s Marine Protected Areas (MPAs). MPAs are used as a tool for sustainable fisheries. There is a need to build awareness of the project among fisherfolks. As mentioned, the small grants are key. Resources become available by written proposals.

Lisa Douglas – Public Relations Officer National Insurance Scheme

Previous meetings have been held with the fishermen. Social security has made adequate laws which allow you to be covered since 2007. The laws were amended and the contribution increased. As a self-employed person, the first thing that needs to be done is to get registered with your birth certificate. Payment of contributions on a monthly basis will allow entitlement to all benefits. Once fifty-two (52) weekly payments have been made, self-employed persons would be qualified to receive full benefits. Advance payments can also be accepted. If payment cannot be made for a particular month, a letter should be provided expressing the reason. Self-employed persons need to give an average of what they make monthly. Whatever is declared as your salary, a payment of 9% would be paid by persons age 16-60 years. After retirement, you can pay one percent (1%) employment injury benefit if anything happens after age 60 years. Benefits available are Maternity, Employment Injury, Funeral, Invalidity, Survivors and Age Pension. The main objective of the NIS as it relates to the fisherfolks is to have them understand the benefits of social security.

Justin Rennie – Chief Fisheries Officer

Over the past 30 years there has been significant development in the fisheries industry, however, there is a lot to be done in terms of how to optimize returns and attain sustainable fisheries. The resources accessed are inshore pelagic (reef & slope) and large oceanic pelagic. There must be a level of engagement to ensure the resource is being managed. Species are highly migratory, hence countries have to integrate because throughout different waters - regionally, nationally and internationally. Grenada is on the HACCAP List 1 therefore we can export to the EU countries. Discussions should be

taken back to your organizations to build capacity because fishers are the ones identified as the leadership and there must be continuous engagements to see where things are at.

3.7 Communicating to influence policy -Using participatory video to communicate challenges

After the panel discussion workshop participants were shown a participatory video titled “Fish for Gas” that was developed by fisherfolk in Blanchisseuse, Trinidad. This video was used to demonstrate to the group how participatory video can be used to communicate challenges to key audiences.

The group identified the following key challenges raised by the fishers in the video:

- Need for facilities
- Need for a gas station
- Poor handling of fish
- Need for an ice machine
- Better prices for fish
- Vendor exploitation
- Transportation needs
- Need for cold storage
- Fishermen seem to be organized among themselves

Participants agreed that the target groups to address these key issues would be the authorities, donor or development partners, investors and the public.

3.8 National fisherfolk organisation Interim committee formulation

During the workshop participants decided on the structure and role of a committee that would be responsible for establishing a national fisherfolk organization in Grenada. Participants agreed that the committee should have at least eight (8) members (see list of nominees below) and it’s role will be to, *inter alia*: acquire information about cooperatives and associations and the role of the Cooperatives Division and league; draft the goals, vision and objectives of the NFO; draft the bylaws and constitution of the NFO, provide regular committee reports, develop a work plan, mobilize resources and determine a mechanism for meetings.

Nomination for persons to form the interim committee:

Gouyave – Desmond Gill
Grand Mal – James Nicholas
Sauteurs – Paul Williams
Petite Martinique – Dexter Miller
Grenville – Royan Isaac
Carriacou – Jerry Felix
Calliste – Michael Calliste
Woburn – Kenrick Smith

4 Workshop evaluation

At the end of the workshop participants were asked to share their views on the workshop. Responses from this exercise are given below.

- “There was a lot accomplished for this workshop. We were able to identify the problems among fishermen. Tools were given which can be used to strengthen the organization and to build new ones and to assist other communities to build themselves. The workshop was very fruitful.”
- “The workshop did not meet the objectives. There was too much time spent on one particular topic. However, I see the NFO going forward to achieving their goals.”
- “The main objectives were met. The strategy by using the ' Problem Tree' was very interesting and informative which allowed us here today to express our issues in this industry which is seeing the need of a NFO. We see this as the way forward.”
- “The main objective of the meeting was to see the need of a NFO and everyone saw that. We would like to have a representative from the Fisheries Division be on the committee [to formulate a national fisherfolk organization] also.”
- “Very happy to see all in attendance for both days of the workshop. The discussions were very healthy and came out with a lot of positive things.”

Name	Title/Designation	Organisation	Phone
Dominic Cornwall	Fisher co-op rep.	Soubise Fishermen Co-operative	420-4704
Ryan Isaac	Fisher co-op rep.	Soubise Fishermen Co-operative	418-7276/442-6211
Michael Grant	Manager	Grenville Fisheries Complex	406-1474
Thomas Joseph	Fisher co-op rep.	Sauteurs Fishermen Co-operative	403-3132
Richard Swan	Fisher co-op rep.	Sauteurs Fishermne Co-operative	725-7535
Jabla Paul			416-9936
Shaddi Noel			537-6070
Jerry St. Louis		Fisheries Division	443-2294/404-5333
Martin Williams	Fisher		414-1198/444-8262
Kendell Victor	Fisher		414-2605/440-7812
Desmond Gill	Fisher co-op rep.	St. John's Fishermen Association	420-6735/444-8043
Dwayne Andrew	Fisher co-op rep.		417-4864/410-6054
Kenrick Smith	Fisher		443-2636/414-7010
Lawrence Gill	Fisher		444-0132/417-0656
Dexter Miller	Fisher		446-2873/443-9067
Jerry Felix	Fisher		449-5989
Junior McDonald	Fisheries Officer	Ministry of Carriacou and Petite Martinique Affairs	443-6026
Lisa Chetram	Fisheries Officer	Fisheries Division	
James Nicholas	Fisher co-op rep.	President	415-4366
Jan Brathwaite			
Cherene Bowen		Fisheries Division	
Ezra Campbell	ECMMAN	Fisheries Division	
Allan Clement	Fisher		456-3061
Paul Williams			420-9512
E. Donovan			420-3072
John Jones			404-3321
Justin Rennie	Chief Fisheries Officer	Fisheries Division	
Marilyn Austin-Cadore	Permanent Secretary	Ministry of Agriculture, Forestry and Fisheries	

APPENDIX 2 – Project Overview Presentation



**National Fisherfolk Workshop
Grenada
29 – 30 May 2014**

Strengthening Fisherfolk to Participate in Governance

[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]



Introduction cont'd

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



Activities

- Update the Needs Assessment (2005)
- Establish Fisherfolk Leaders Action Learning Group to support effective participation of fisherfolk and their organisations in governance and management of the small scale fisheries sector in the Caribbean – **4 meetings**
- Train mentors to assist fisherfolk organisations in the 17 countries in building their capabilities for governance – **2 meetings**
- Convene national workshops in **8 countries** to identify challenges to fisherfolk in FFOs playing an effective role in fisheries governance and management; identify priorities for strengthening FFOs; identify opportunities for FFOs to address some of the challenges by getting involved in key national, regional and global policy and decision-making processes; and **confirm which challenges the project can help to address under the SGF – 2 sets**



Introduction

Project targets the CNFO and its member NFOs in 17 CARICOM 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]

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



Specific objectives

- i) **strengthen the CNFO and its member NFOs in the CARICOM countries**
- ii) **build the capacity of the regional and national networks of fisherfolk organisations and their individual members to better participate in fisheries governance and management at the national and regional levels**
- iii) **enhance communication within and among the networks of fisherfolk organisations for exchange of information, collaboration, and development of consensus on policy for the governance of Caribbean fisheries in relation to food security**
- iv) **improve the effectiveness and equity of participation of fisherfolk in decisionmaking processes in the governance of Caribbean fisheries in relation to food security.**



Activities cont'd

- Produce participatory video products and other communication products to enhance vertical communication with decision-makers as well as horizontal communication with fisherfolk in other countries that may not be part of the project [policy influence]
- Sponsor fisherfolk participation in key regional meetings to give them strategic opportunities to directly participate in high-level regional decision-making on fisheries governance and management
- Implement the Small Grants Facility [total €100,000] - at least 15 grants of €1,000 - €10,000 will be made available to registered fisherfolk organisations to be used to strengthen their capacity to participate in governance.



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



Work Plan for 2014

- Facilitate and report on the first set of national fisherfolk workshops in 8 countries
- Facilitate participatory video workshop to develop videos for policy influence
- Implement the Small Grants Facility
- Facilitate and report on the second FFALG workshop
- Facilitate and report on the second training of mentors workshop



For more information contact CANARI

<http://www.canari.org/cm2.asp>



Achievements

- Completion of the needs assessment to identify the capacity building priorities for fisherfolk organisations in the region to participate in fisheries governance and management at the national and regional levels
- Establishment of the Caribbean Fisherfolk ALG [18 FFLs, 3 CFOs and partners]
- Review of food security and nutrition and related fisheries policies at the regional and international levels to identify issues that could affect the contribution of the small scale fisheries sector to enhancing food security, and developed policy positions
- Establishment of the group of mentors to FFOs [22 mentors]
- Completion of national fisherfolk workshops in Barbados, Dominica, Jamaica, Saint Lucia, St. Vincent and the Grenadines and Suriname



Work Plan for 2014

- Keep updated and facilitate online project webpage and input into discussion forum
- Support and facilitate participation of fisherfolk representatives in at least two key decision-making meetings
- Conduct independent mid-term project evaluation

NATIONAL FISHERIES WORKSHOP

Mentoring

What is a mentor?

- ▶ A mentor is an experienced and trusted advisor



- ▶ Mentoring has been defined as a system whereby one person shares their knowledge, skills and experience to assist others to progress in their own lives and careers.

- ▶ Mentoring can also be defined as "giving advice" and passing on experience. It's about motivating and empowering other persons to identify their own issues and goals, and helping them to find ways of resolving or reaching them- not by doing it for them, but by understanding and respecting different ways of accomplishing your goals.

- ▶ Mentoring is most often defined as a professional relationship in which an experienced person (the mentor) assist another (the mentee) in developing specific skills and knowledge that will enhance the less experienced person's professional and personal growth.

Definition



What is Mentoring about?

- A system of semi - structured Guidance which encompass
- ▶ A professional relationship
 - ▶ Sharing of Knowledge
 - ▶ Sharing of skills
 - ▶ Sharing of experiences
 - ▶ Giving of advice
 - ▶ Assisting others to progress in their own lives and careers / helping to develop specific skills & knowledge
 - ▶ Motivating
 - ▶ Empowering

Skills of a Good Mentor

- ▶ Good communication skills and ability to develop a supportive relationship
- ▶ Ability to provide feedback in a constructive manner
- ▶ Ability to commit time and effort to the mentoring relationship
- ▶ Willingness to be open and share experiences and provides advice

The Roles of a Mentor

- ▶ A mentor- mentee relationship, focuses on developing the mentee professionally and personally
- ▶ Teaches the Mentee about a specific issue and explore new ideas
- ▶ Coaching the mentee on a particular skill
- ▶ Help mentee established useful professional networking
- ▶ Challenges the mentee to move beyond his or her comfort zone
- ▶ Creates a safe learning environment taking risks
- ▶ Focuses on the mentee's total development ▶ Listen and respond to mentee concerns
- ▶ Observe and offer constructive feedback
- ▶ Help the mentee link goals with specific actions
- ▶ Help mentee develop their own attributes and skills in a supportive environment(remember the aim is not to create another version of yourself)
- ▶ Respect confidentiality

Roles of the Mentee

- ▶ Active listener
- ▶ Ask questions
- ▶ Set goals and formulate action to fulfill those goals
- ▶ Reflect on experiences, feedback critically
- ▶ Take responsibilities for setting up meetings, following through
- ▶ Respect confidentiality

Qualities of an Effective Mentor

- ▶ Keen listener
- ▶ Keen observer
- ▶ Approachable and friendly
- ▶ Strong communication skills
- ▶ Strong professional and time management skills
- ▶ Goal focus
- ▶ Ability to offer constructive feedback, without implying personal failure
- ▶ Open to alternative ways of working, thinking and approaching problems.
- ▶ Patience
- ▶ Respectful
- ▶ Trustworthy

Qualities of an Effective Mentee

- ▶ Open to challenge
- ▶ Self -motivated
- ▶ Independent
- ▶ Active listener
- ▶ Receptive to feedback
- ▶ Self - reflective
- ▶ Willing to be open about concerns, ask questions etc.

Characteristics of Mentoring

- Takes place outside of a line manager relationship, at the mutual consent of a mentor and the person being mentored
- Is career-focused or focus on professional development that may be outside a mentees area of work
- Relationship is personal-a mentor provides both professional and personal support
- Relationship may be initiated by a mentor or an organization
- Relationship crosses job boundaries
- Relationship may last a specific period of time short or long

THANK YOU



APPENDIX 4 – Food security and related fisheries policies presentation



National Fisherfolk Workshop
Grenada
29 – 30 May 2014

Food security and related fisheries policies, programmes



Fisheries and related food security policies
(International policies)

- FAO Code of conduct for responsible fisheries
- UN Fish stocks agreement
- Voluntary guidelines on the governance of tenure
- Small scale fisheries guidelines
- Right to food guidelines (FAO)



FAO Code of conduct for responsible fisheries (CCRF)
cont'd

- sets out principles and international standards of behaviour for responsible practices in order to ensure the effective conservation, management and development of living aquatic resources, with due respect for the ecosystem and biodiversity
- recognises the **nutritional, economic, social, environmental and cultural importance of fisheries** and the interests of all those concerned with the fishery sector
- takes into account the **biological characteristics of the resources and their environment** and the interests of consumers and other users.



Strengthening Caribbean fisherfolk to participate in governance project



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



FAO Code of conduct for responsible fisheries (CCRF)

"The right to fish carries with it the obligation to do so in a responsible manner so as to ensure effective conservation and management of the living aquatic resources."



Objective:

- to promote long term sustainable fisheries by establishing principles, criteria and guidance to facilitate exploitation and utilisation of fisheries resources in a responsible and sustainable manner



UN Fish stocks agreement

The United Nations Agreement for the Implementation of the Provisions of the United Nations Convention on the Law of the Sea of 10 December 1982 relating to the Conservation and Management of Straddling Fish Stocks and Highly Migratory Fish Stocks [Full title]

Objective:

- to ensure the long-term **conservation** and **sustainable use** of **straddling fish stocks** and **highly migratory fish stocks** through effective implementation of the relevant provisions of the Convention.



UN Fish stocks agreement cont'd

- sets out principles for the conservation and management of straddling and highly migratory stocks
- establishes that such **management must be based on the precautionary approach and the best available scientific information**
- elaborates that states should cooperate to ensure conservation and promote the objective of the optimum utilisation of fisheries resources both within and beyond the exclusive economic zone.



Voluntary guidelines on the governance of tenure cont'd

They serve as a reference and set out principles and internationally accepted standards for practices for the responsible governance of tenure.

They provide a framework that states can use when developing their own strategies, policies, legislation, programmes and activities.

They allow governments, civil society, the private sector and citizens to judge whether their proposed actions and the actions of others constitute acceptable practices.



Small scale fisheries guidelines (SSF guidelines) cont'd

Complements important international instruments:

- FAO Code of conduct for responsible fisheries
- Right to food guidelines (FAO)
- Voluntary guidelines on responsible governance of tenure of land, fisheries and forests .

These instruments will guide governments and others in improving food security and poverty eradication policies and in advancing sustainable development.



Right to food guidelines (FAO) (cont'd)

They provide an additional instrument to combat hunger and poverty and to accelerate attainment of the Millennium Development Goals.



Voluntary guidelines on the Governance of Tenure

Promotes responsible governance of tenure of land, fisheries and forests, with respect to all forms of tenure: public, private, communal, indigenous, customary, and informal.

Goal:

to achieve food security for all and support the progressive realisation of the right to adequate food in the context of national food security.

Contributes to achieving sustainable livelihoods, social stability, housing security, rural development, environmental protection, and sustainable social and economic development.



Small scale fisheries guidelines (SSF guidelines)

Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries in the context of food security and poverty elimination [Full title]

SSF Guidelines seek to promote a human rights approach to development.

Bring together social development and responsible fisheries.

Goal is for individuals and communities to develop their capabilities to actively and meaningfully participate in decisionmaking.



Right to food guidelines (FAO)

Voluntary guidelines to support the progressive realisation of the right to adequate food in the context of national food security [Full title]



Objective:

- to provide practical guidance to states in their **implementation of the progressive realisation of the right to adequate food in the context of national food security**, in order to achieve the goals of the World Food Summit Plan of Action.



Fisheries and related food security policies (Regional policies and programmes)

- CLME + SAP
- Caribbean community common fisheries policy
- Castries declaration on IUU fishing
- Regional food and nutrition security policy (CARICOM)



GLOBAL ENVIRONMENT FACILITY (GEF):
COORDINATION & COLLABORATION AMONG STATES
to solve COMMON CHALLENGES

ECOSYSTEM APPROACH TO FISHERIES/SHARED LIVING MARINE RESOURCES MANAGEMENT

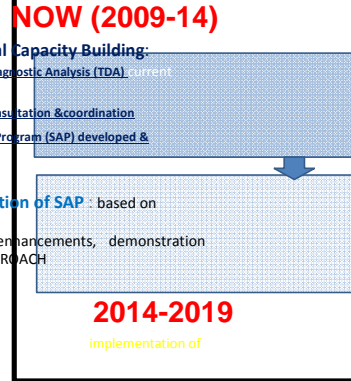
Strategic Action Programme for the CLME+

largest # of countries participating in any of the World's LME projects!
(25 GEF-eligible countries → >10 dependent territories)

"CLME" = 2 LMEs
Caribbean LME + North Brazil Shelf LME

GE

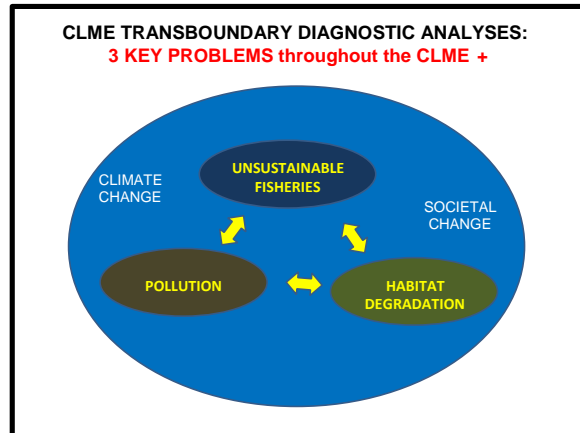
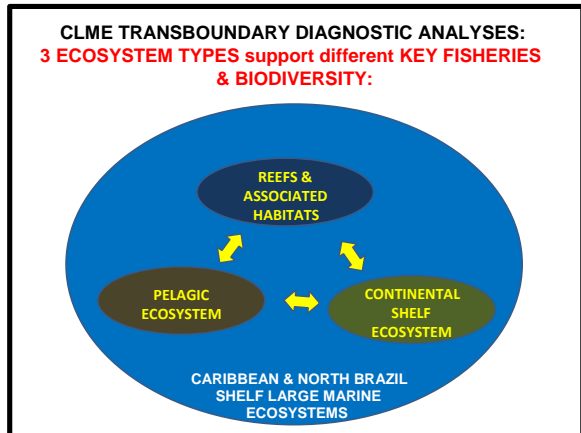
F Operational Strategy For IW kinds of GEF interventions:



approved **aim: start in 2014**

an agreed SAP, GEF supports a "SAP Implementation Project", including policy/legal/institutional reforms & enhancements, demonstration investments for transboundary priorities, regional institution-building - ECOSYSTEM APPROACH

5 CLME SAP



Vision for the Caribbean and North Brazil Shelf LMEs

A healthy marine environment in the CLME* that provides benefits and livelihoods for the well-being of the people of the region

Healthy marine ecosystems that are adequately valued and protected through robust, integrative and inclusive governance arrangements at regional, sub-regional, national and local levels, which in turn effectively enable adaptive management that maximizes, in a sustainable manner, the provision of goods and services in support of enhanced livelihoods and human well-being

DETAILED VISION STATEMENT

Caribbean community common fisheries policy (CCCFP)

Vision:
to foster effective cooperation and collaboration among participant nations in Conservation, Management, Sustainable Utilisation and Development of the fisheries resource and related ecosystems in the Caribbean region to maximise benefits for all Caribbean people.

It addresses the need to build capacity amongst fishers and optimise the social and economic returns from the fisheries, which is a common thread throughout Caribbean societies.

In addition to large-scale fishing, the CCCFP considers the rights of traditional, subsistence, artisanal and small-scale fishers.



Caribbean community common fisheries policy (CCCFP) cont'd

CCCFP carries forward the same participatory approach that was used in its drafting, when fishers and their organisations were repeatedly consulted.

It promotes more empowerment for fishers, ensuring their involvement in decision making.

A key principle of the CCCFP is to combine the best available scientific information with fishers' traditional knowledge of the resources, habitats and environmental, economic and social factors.

[Still to get the required signatures from the CARICOM Heads of Government]



Castries (St. Lucia) declaration on IUU fishing cont'd

Highlights:

- establishes a comprehensive and integrated approach to prevent, deter and eliminate IUU fishing
- adopts conservation measures consistent with the long-term sustainable use of fish stocks and the protection of the environment
- encourages MSs that have not yet done so to become parties to the 1982 UN Convention, FAO Compliance Agreement, UN Fish Stocks Agreement, and other relevant international agreements that will provide support in the fight against IUU fishing



Castries (St. Lucia) declaration on IUU fishing

-Enhances the effectiveness of monitoring, control and surveillance at the national and regional levels by creating and sustaining the necessary harmonised and contemporary legislative and regulatory regimes.

-Encourages the development of the required capacity in national fisheries administrations.

-Fosters an attitude of compliance among fishers which is intended to facilitate and support the management of fisheries nationally and regionally.



Castries (St. Lucia) declaration on IUU fishing cont'd

- eliminates the economic incentives derived from IUU fishing at the national, regional and global levels
- implement MCS schemes with a view to increasing the cost effectiveness of surveillance activities, such as encouraging the fishers and other stakeholders to report any suspected IUU



fishing activities they observe.



Regional food and nutrition security policy (CARICOM)

Vision and purpose:

- to provide a clearly articulated, holistic policy framework that translates the major orientations and elements of the overarching and underexploited regional development agreements and initiatives into concrete policy priorities that will guide the design, implementation and monitoring of specific future periodic strategic action programmes to address the major



food and nutrition security challenges in CARICOM.



Regional food and nutrition security policy (CARICOM)

Provides a coherent, convergent and comprehensive framework within which national governments, civil society and private sector actors can join forces with regional organisations and development partners in crossnational, multi-sector and synergistic partnerships to identify, finance, implement and monitor an integrated set of concrete actions to achieve the four objectives of a) food availability; b) food access; c) proper food utilisation for good health, nutrition and wellbeing; and d) stable and sustainable food supplies at all times.