



# **Report of the Second Regional Workshop for the Fisherfolk Action Learning Group**

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

October 20-24, 2014

Nassau

The Bahamas



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Cover photo: Workshop participants, the Permanent Secretary of Agriculture, Marine Resources and Local Government and the Director of Fisheries at the Second Regional Workshop for the Fisherfolk Action Learning Group at the Melia Hotel, Nassau, Bahamas.

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# 1 INTRODUCTION

The Caribbean Natural Resources Institute (CANARI) in collaboration with its project partners facilitated the second 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”<sup>1</sup>. This project, funded by the European Union Europe Aid Program<sup>2</sup> 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 by building the capacity of regional and national fisherfolk organisation networks to participate in governance.

The project spans seventeen (17) Caribbean countries: Anguilla, Antigua and Barbuda, the Bahamas, Barbados, Belize, Dominica, Grenada, Guyana, Haiti, Jamaica, Montserrat, Saint Lucia, St. Kitts and Nevis, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago and Turks and Caicos Islands.

This report of the second 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 Nassau, The Bahamas, from October 20-24, 2014.

## 2 OBJECTIVES OF THE WORKSHOP

The objectives of the workshop were for the members of the Fisherfolk Action Learning Group to:

- input into the monitoring and evaluation (M&E) of the four year EU project on strengthening fisherfolk participation in fisheries governance in the Caribbean;
- apply the action learning process to examine challenges facing leaders seeking to strengthen fisherfolk organisations (at regional, national and local levels) to enhance personal skills and knowledge about how to be an effective leader;
- input into the development of a strategy and action plan for the formalisation of the CNFO;
- revisit the strategy and action plan for the CNFO;

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<sup>1</sup> <http://www.canari.org/cm2.asp>

<sup>2</sup> [http://eeas.europa.eu/delegations/guyana/index\\_en.htm](http://eeas.europa.eu/delegations/guyana/index_en.htm)

- participate in the analysis of key policies and determine the implications for sustainable small-scale fisheries development in the Caribbean;
- input into the draft communication and advocacy strategy and action plan for the CNFO and its members to enhance personal skills and knowledge about how to effectively communicate to influence policy; and
- contribute to the development of a participatory video with a local fishing community in The Bahamas.

### 3 FORMAT OF WORKSHOP

The workshop was delivered over five days and followed a prepared agenda (See detailed agenda at Appendix 1). The first three days covered the following sessions on the agenda:

- Progress report on implementation of the EU fisherfolk strengthening project.
- Updates on related initiatives and identification of opportunities for synergies
- Action learning on challenges facing leaders of fisherfolk organisations
- Analysis of key policies and implications for small-scale fisheries development in the Caribbean
- Development of a strategy and action plan for the formalisation of the CNFO
- Mid-term evaluation of the EU fisherfolk strengthening project

Each session was led by a facilitator, and included presentations by facilitators and resources persons, and interactive exercises among participants such as plenary presentations, discussions and small-group work.

The final two days of the workshop were dedicated to the creation of a Participatory Video (PV) by the participants that would capture a fisheries issue of importance to The Bahamas and the rest of the Caribbean region, for advocacy by the FFALG. As part of the PV sessions, participants were taken to two fish landing sites in Nassau (Montagu Ramp and Potter's Cay) to get footage and conduct interviews with local fishers and vendors.

### 4 PARTICIPANTS

Participants at the workshop were the members of the fisherfolk action learning group, comprising eighteen (18) fisherfolk leaders from the various project countries and resource persons from CANARI, UWI-CERMES, CNFO, CRFM and The Nature Conservancy (TNC).

The independent evaluator from the Centre for Marine Studies, Federal University of Parana in Brazil, who undertook the mid-term evaluation of the project on Day 3, was also present for the entire duration of the workshop. A complete list of participants is provided in Appendix 2.

### 5 FINDINGS/HIGHLIGHTS

## **5.1 Welcome and project review**

CANARI's Executive Director, Nicole Leotaud, welcomed the participants to the workshop and reviewed the project's main activities, the role of the FFALG and the outcomes of the First Regional Caribbean Fisherfolk Action Learning Group Workshop held in Trinidad & Tobago in 2013 (See Appendix 3 for Introductory Presentation).

During the presentation, participants were reminded that the goal of the project was 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. The role of the FFALG as change agents to lead, catalyse and support effective participation of fisherfolk in governance was also highlighted.

The group was encouraged to think about the question "What can I do to change policy and practice as a fisherfolk leader?" during the course of the workshop.

## **5.2 Key challenges faced by fisherfolk leaders and support agencies**

In an interactive exercise, each participant was asked to introduce his/her self (name, organisation(s) and country) and identify one challenge he/she faced as a fisherfolk leader or support agency representative. Responses included:

It is a challenge as a fisherfolk leader to:

- Balance my fisherfolk organisation work with earning my own livelihood
- Prioritise how I use my time
- Clarify my role to others
- Motivate fisherfolk
- Engage different types of fisherfolk
- Manage power imbalances among different types of fisherfolk to achieve equity
- Change mind-sets of fisherfolk
- Unify fisherfolk
- Manage conflict among people in a fisherfolk organisation
- Promote sustainable fishing methods and fisherfolk
- Build trust of fisherfolk
- Communicate with fisherfolk who have low literacy
- Engage young people
- Undertake succession planning
- Build, strengthen and transform fisherfolk organisations
- Build strong primary fisherfolk organisations
- Get political support for fisherfolk issues
- Effectively engage in policy making processes
- Conduct advocacy to get fisherfolk issues addressed
- Raise the profile of fisherfolk and fisherfolk organisations
- Commit to national policies between successive governments

It is a challenge as a support agency representative to:

- Organise fishers to form a National Fisherfolk Organisation (NFO)
- Align the objectives of my agency with that of the CNFO
- Constantly think outside the box

At the end of the exercise, Dr. Patrick McConney, from UWI-CERMES, shared that he wanted the group to be excited about making connections during the course of the workshop and finding solutions to the challenges identified.

The participants and facilitator established ground rules for the workshop such as keeping cell phones on silent or vibrate, as well as being on time for workshop sessions, breaks, lunch etc. Volunteers were also selected for the roles of chair, rapporteur and mood investigator for each day of the workshop. This was followed by a review of the workshop agenda.

### **5.3 Progress report on the implementation of the EU fisherfolk strengthening project**

In this session, Mr. Terrence Phillips, Senior Technical Officer, CANARI, presented a progress report on the Fisherfolk Strengthening Fund (See presentation at Appendix 4) and the key findings from the National Fisherfolk Workshops (See presentation at Appendix 5). Some key points from each presentation are highlighted below.

#### **Fisherfolk Strengthening Fund**

It was noted, that to date, only eight project proposals had been received for consideration for funding under the Fisherfolk Strengthening Fund. They were from Belize, Grenada, Haiti, Saint Lucia, Turks and Caicos Islands and Trinidad and Tobago. Participants were encouraged to submit their proposals for projects as the application deadline had been extended from October 13<sup>th</sup>, 2014 to October 31<sup>st</sup>, 2014.

Participants had many questions and concerns about the application process, notably the difficulty they were experiencing in getting assistance from their mentors in helping them to complete the applications and draft proposals. The facilitators reminded the participants that the mentor's role was a voluntary one and this may present challenges in terms of time and resource commitment, but other sources for mentorship could be sought and CANARI would be willing to help participants find mentors although they (CANARI) could not be a mentor in this instance.

There were also concerns from participants regarding the complexity of planning a project to submit for funding consideration. Participants were informed that they could apply for a small grant to plan their large projects, which could cover the costs of writing the proposals etc.

Given the number of challenges identified by participants it was agreed that a side session to address all questions related to the application for project funding from the Fisherfolk Strengthening Fund would be held at the end of Day 2.

### **National Fisherfolk Workshops**

The presenter shared the objectives and feedback from the national fisherfolk workshops held in Barbados, Dominica, Grenada, Jamaica, Saint Lucia, St. Vincent and the Grenadines, Suriname and Anguilla. The results of a problem analysis, which highlighted some of the overlapping issues among fishers in the various countries, were also presented.

The analysis identified problems in the following areas:

- Fisherfolk organisations- governance, leadership, management
- Membership
- Financial sustainability/ resource mobilisation
- Cost of operations
- Marketing
- Onshore infrastructure
- Social security
- Youth in fisheries
- Conflict management
- Importance of fisheries/status
- Fisheries policy
- Fisheries management
- Praedial larceny
- Monitoring control and surveillance/IUU fishing
- Environmental protection

The underlying/root causes and likely interventions for each problem area were also identified during the presentation. The presenter focused on a few of the problem areas in detail, for example, the cost of operations. It was suggested that there needs to be a change in the culture regarding the pricing of fish, as decision-makers lead people to believe that fish should be cheap for the consumer even though the cost of operations are high in small-scale fisheries. The presenter noted, with agreement from the group, that “fishing is a business, not a hobby, and should be run as a business.”

In response to a question of whether these problems had been presented for information purposes only, participants were informed that identifying these problems could be a source of guidance on proposal development for projects to be submitted under the Fisherfolk Strengthening Fund. Participants were also

informed that one of the activities during the workshop would be to select three issues from the list and, as a group, work on policy and advocacy action plans to address them.

The group was advised that the national reports would be available on CANARI's website for more detailed review once they have been finalised.

#### **5.4 Updates on related initiatives and identification of opportunities for synergies**

The purpose of this session was to inform participants of the key activities and desired results of the EU Fisherfolk Strengthening project, the Eastern Caribbean Marine Managed Areas Network (ECMMAN) project, and the Caribbean Large Marine Ecosystem (CLME+) project, as well as to analyse linkages among these projects and areas where collaboration is needed and where duplication needs to be avoided.

##### **CLME+ Project**

Dr. Patrick McConney from UWI-CERMES presented the main objectives of the CLME+ Project and its components (See presentation at Appendix 6). When participants were asked how many of them had heard about the CLME+ project, only about 4-5 persons responded that they were familiar with the project even though it has been in existence for approximately fifteen years. Potential benefits of the CLME+ identified in the presentation were that it:

- Promotes the full adoption of the ecosystem approach throughout the CLME+ region
- Provides an opportunity for increased stakeholder participation in the governance of the region's shared living marine resources
- Increases stakeholder capacity on issues impacting the governance and management of the region's shared living marine resources
- Strengthens regional governance and management arrangements for biodiversity and livelihood
- Provides opportunities for upscaling of project results and best practices

Participants agreed that the presentation gave them a better idea of what the CLME+ project entails and helped them to get a better appreciation for how they fit into the project as fishers and fisherfolk leaders. The group noted in their comments about the presentation, that:

- Projects need to be clear and simply communicated to fisherfolk, so that they can see the benefits/value to them and how they can be involved.
- Stakeholders, including fisherfolk, need to be a part of project planning and implementation.

In response to these comments, participants were informed that CLME+ was seeking an opportunity to work with CANARI in developing a stakeholder inventory and participation plan. It was further explained that in order to get the project approved and going, the key stakeholders needed to show co-financing commitment. To this end, the CLME+ PCU was requesting co-financing letters from the various CLME+ project countries by November 30th, 2014. Participants were therefore encouraged to question their respective government representatives on the status of these letters.

## **ECMMAN Project**

Ms. Nathalie Zenny from The Nature Conservancy (TNC), the agency responsible for implementing and managing the ECMMAN project, presented the overview of the project (See presentation at Appendix 7). The group was informed that the CNFO was included in the ECMMAN project, through an arrangement with the CRFM. The CNFO Coordinator added that the CNFO's role in the project is to:

- represent the interests of fisherfolks in the six (6) countries where the project is being implemented;
- look at ways to enhance livelihoods under the livelihoods component of the project; and
- directly interact with local FFOs in the project countries to see how best they can make proposals for project implementation under ECMMAN.

## **5.5 The Caribbean Community (CARICOM) Common Fisheries Policy**

Mrs. June Masters from the CRFM gave a brief update on the status of the CARICOM Common Fisheries Policy. The group was informed that the policy has been approved by the Council for Trade and Economic Development (COTED) for implementation in the region. She further noted that each nation still had to sign-off on the policy as a formality, but the policy was binding once approved by the COTED.

## **5.6 Action learning on challenges facing leaders of fisherfolk organisations**

The purpose of the action learning session was for the FFALG to participate in an Action Learning process by selecting two of the challenges identified earlier in the workshop (Refer to section 5.2). Ms. Nicole Leotaud, Executive Director, CANARI, facilitated the session.

The facilitator introduced the session by reminding the group that action learning in its simplest terms is "learning by doing" and involves "problem solving by a group of peers". The Action Learning Group's roles were clarified as:

- **Presenter** has a problem to be solved
- **Group Members** ask probing question to help presenter solve his/her problem, but do not give advice
- CANARI functions as the **Action Learning Coach** for the FFALG
- **Learning buddy** is someone that helps you test new approaches/ideas discovered during the Action Learning process. In trying out the new idea/approach you return to the group and share experiences so the group is always learning.

In terms of the process, it was explained that:

- The action learning process is confidential and should be a safe space for open discussion. "What happens in the room, stays in the room."
- It is necessary to ask powerful, probing questions.
- The group members must listen to the presenter and then ask questions.

The participants spent some time finding two volunteers for the role of presenter. Potential presenters were asked to give a brief synopsis of their problem based on the challenges that affect fisherfolk leaders that were identified earlier in the workshop (Refer to section 5.2). Once presenters identified their challenges the participants separated into two groups and undertook an action learning session for an hour.

### **Review of the Action Learning process**

At the end of the action learning sessions the groups reconvened to discuss the action learning process and its effectiveness in plenary.

The presenters noted overall that the Action Learning process was a productive one and helped them to consider solutions that they had not thought of previously. Similarly, members found that the process helped them to think about similar issues that they were experiencing and also gave them ideas on how to treat with those issues. The groups found that the questioning process brought clarity to their own issues with one participant noting in particular that the process “brought up questions that I never thought of myself”. Another participant shared that learning about the challenges of other organisations helped him to consider similar challenges he may experience within his own organisation in the future. The facilitator noted at this point that it was important to learn from successes as well as failures.

Another participant noted that they saw the value of having the Action Learning Coach in guiding the group and keeping them on topic (both groups reported that keeping on topic was a challenge) as the natural inclination was to give advice instead of asking questions and listening.

When asked how Action Learning could be used within FFOs to solve problems the facilitator advised that the process was not a strategy to solve every type of problem and is not for every situation or group. It was noted, for example, that some situations may require conflict resolution mediators rather than an action learning process. The facilitator further advised that Action Learning should be used to provide peer support.

## **5.7 Analysis of key policies and implications for small-scale fisheries development in the Caribbean**

During the policy analysis session participants recalled key issues facing fisherfolk emerging from the national workshops and evaluated current advocacy efforts by fisherfolk to learn about what results were being achieved and what lessons were being learnt. The group then used criteria to select three priority issues facing fisherfolk for advocacy. Dr. Patrick McConney of UWI-CERMES facilitated the session.

The facilitator explained that one of the main outcomes of the EU Fisherfolk Strengthening project is to improve advocacy and build participants’ capacity to change policy at the local, national and regional levels. In achieving this, it was advised that it would be best to start with “low hanging fruit” or the things that can be changed easily. The facilitator noted that this would require a strategy and as such things needed to be planned out. The facilitator acknowledged that many plans exist for reference but the purpose of the day’s session was for the group to think of very specific things that it can do to influence

policy under this project in a two-year time frame. Participants were therefore encouraged to think about the following questions:

- How can we influence policy?
- What capacities do we need?
- How can this be implemented in two years?

In the presentation (See presentation at Appendix 8) the facilitator discussed the difference between specific and broad policy; the links between capacity, policy, communication and advocacy; factors that influence policy; communication and advocacy responses; the policy cycle; elements of a strategic action plan; types and levels of policy influence; where and how to advocate and capacity development.

### **Panel discussion – Sharing experiences**

After the presentation the group undertook a panel discussion to reinforce what was presented by sharing practical examples. Four participants were selected as panellists for a discussion on advocacy and policy influence. Panellists were selected based on their prior experience with advocacy efforts on behalf of fisherfolk. Each panellist was asked to address the following three questions:

- i) What strategies are being used to develop fisherfolk positions?
- ii) What strategies are fisherfolk using to influence policy?
- iii) How are fisherfolk leading on advocacy feeding back to other fisherfolk?

### ***Adrian LaRoda –President, Bahamas Commercial Fishers Alliance (BCFA)***

Geo-spatial fragmentation of The Bahamas islands is a key challenge for the BCFA and the media is used as much as possible to lift the profile of the organisation. BCFA selects issues that are important to fisherfolk through consultations with fishers and even issues raised on the organisation's Facebook page. These issues are then brought up by the BCFA at stakeholder consultations between fishers and the government regarding fisheries policy/legislation. Advocacy is still a major challenge for the BCFA however, because fisherfolk don't react until there is a crisis and community leaders do not step up to advocate for their fishers. This has resulted in fisherfolk having little confidence in their community leaders. Feedback to fishers on the status of advocacy efforts is shared through text messages and the BCFA's Facebook page.

### ***Vernel Nicolls – President, Barbados National Union of Fisherfolk Organisations (BARNUFO)***

An opportunity for policy influence came from a challenge where some Barbadian fishers experienced a problem with the spoilage of fish due to poor cold storage techniques. The media got wind of the situation and consumers were reluctant to buy fish from any vendors even though the spoilage only affected a few fishers. As a form of damage control, BARNUFO engaged with the Department of Fisheries and Ministry of Health to change the national fisheries policy to now require that anyone wanting to enter fisheries

with respect to handling, storage and other issues must be properly trained in these techniques. The media was used to get this message out and also to get feedback from stakeholders.

***Winsbert Harry – Board member, Saint Vincent and the Grenadines, National Fisherfolk Organisation***

The Board of the NFO in the Saint Vincent and the Grenadines engages with fisherfolk in the industry to find out what problems they are facing. The Board then determines how policy can be developed in the interests of the fishers and advocates for policy interventions. Feedback and advocacy are achieved by using the media, fisherfolk groups and public petitions which are taken to the government. One key issue that the NFO is currently working on is raising the profile of fishers in the Caribbean Week of Agriculture because fisheries is not often seen as a part of the agriculture sector.

***Mitchell Lay – Coordinator, Caribbean Network of Fisherfolk Organisations (CNFO)***

The CNFO represents the interests of fishers at the primary, secondary and tertiary levels. Through a strategic alliance with the World Forum of Fisher Peoples the CNFO was able to participate in a policy influence discussion in Rome to develop positions by fisherfolk on the Small-Scale Fisheries (SSF) Guidelines. The CNFO articulated positions developed at a SSF Guidelines Workshop in December 2012 in Jamaica. Due to the partnerships and alliances created, the CNFO was also invited to take part in technical negotiations of the FAO Committee on Fisheries (COFI) on the SSF guidelines as observers. As observers, the CNFO was given an opportunity to make input into the policy being developed. The CNFO used its Yahoo group to feedback information to members and confirm when the policy was accepted.

After the panel discussions the other participants were invited to ask the panellists questions and share their views on the information presented. Some of the comments included:

- There should be a policy where fisheries is not “lumped” with agriculture at the national level.
- There should be more consultation among fishers to effectively lobby the government. “Speaking in one voice can make a difference.”
- Other sectors such as farming and tourism are prioritised over fisheries.
- There is little investment in the fishing industry.
- There is inadequate involvement of fisherfolk in policy formulation.
- Policy makers need to be exposed to the actual issues.
- Communication has been improved between the CNFO and the national fisheries organisations.
- In response to a question on the effectiveness of the CNFOs Yahoo Group regarding feedback from members, it was noted that there is not much feedback from members because not many fisherfolk use computers. They are more inclined to use cell phones. The CNFO would however, like to set up a system to increase feedback from members by using both computers and cell phones. The Yahoo Group is effective as a tool for sharing information.

## **5.8 Selecting fisherfolk issues for advocacy**

Participants were asked to select three fisherfolk issues coming out of the national fisherfolk workshops to focus on to develop policy positions and advocacy strategies. A few volunteers were asked to give a one minute "elevator speech" to say why they thought an issue should be a priority and each person was then given three "sticky dots" to vote on their top three issues. The votes were then counted to determine the top three issues that participants wanted to work on.



*Figure 1: Participants vote on issues affecting fisherfolk to focus on to develop policy positions.*

The top three issues selected were:

- Illegal, Unreported and Unregulated Fishing (IUU fishing) (Monitoring, Control and Surveillance) (18 votes)
- Fisherfolk organisations- governance, leadership, management (14 votes)
- Social Security (13 votes)

The participants then split into three groups to i) set out their policy position/interest and ii) outline an advocacy strategy on each of the issues selected. Each group was assigned one issue to work on along with a resource person. Handouts (See handout at Appendix 9) were distributed to guide the group work.

The results of the working group exercise were presented in plenary and are set out in Table 1 below.



Figure 2: One of the groups working on their policy position and advocacy strategy.

Table 1: Results of the working group exercise on fisherfolk issues, policy positions, interests and advocacy strategies

ISSUE: IUU fishing (MONITORING, CONTROL AND SURVEILLANCE)	
Phase 1: Interest/Position	
<b>The story</b>	
a) <b>Main message</b>	Let's get it done. Implement the Castries Declaration on IUU Fishing.
b) <b>Key points</b>	<ul style="list-style-type: none"> <li>• Fishers need to be informed</li> <li>• Improved communication among FFOs at all levels</li> <li>• FFOs need to become more involved in policy development and implementation</li> <li>• Harmonization between national and regional plans and policy</li> </ul>
<b>Type of policy change</b>	Effect policy implementation
<b>Evidence</b>	
a.) <b>Information needed:</b>	<ul style="list-style-type: none"> <li>• Establish the magnitude and effect of the problem.</li> <li>• All policies and plans in non-technical terms</li> <li>• Feedback on implementation at the various levels</li> </ul>

<p><b>b.) We know already:</b></p>	<p>CARICOM Common Fisheries Policy (CCCFP), CLME+, ProDoc, IUU Fishing Declaration (Castries), National policies and plans</p>
<p><b>c.) Gaps</b></p>	<ul style="list-style-type: none"> <li>• Awareness</li> <li>• Some countries don't have fisheries and related policies and plans</li> <li>• Reporting cases of IUU fishing</li> <li>• Fishers must know contents of policies and plans and use that information</li> <li>• Data – hard data on IUU fishing</li> <li>• Technology gap (APP Bahamas)</li> </ul>
<p><b>Phase 2: Advocacy Strategy</b></p>	
<p><b>Main actors/drivers</b></p>	<p>Fishers, FFOs, CRFM, CCCFP, IUU Fishing Declaration (Castries), CNFO, CLME+, WECAFC (to establish an IUU working group), NIC, Ministers, Permanent Secretaries, Fisheries Departments, Media, Public, Fishers</p>
<p><b>Stage in policy cycle</b></p>	<p>Implementation</p>
<p><b>Involving fisherfolk</b></p>	<ul style="list-style-type: none"> <li>• Supplying data/creating awareness</li> <li>• Strategic partnerships e.g. collaborating with Fisheries Department, media, coast-guard, alliances</li> <li>• Advocacy</li> <li>• Monitoring/ Intelligence gathering</li> <li>• Lobby/Demonstrating</li> </ul>
<p><b>ISSUE: FISHERFOLK ORGANISATIONS - GOVERNANCE, LEADERSHIP, MANAGEMENT</b></p>	
<p><b>Phase 1: Interest/Position</b></p>	
<p><b>The story</b></p>	
<p><b>a.) Main message</b></p>	<p>Good governance in FFOs will:</p> <ul style="list-style-type: none"> <li>• Protect rights of fisherfolk</li> <li>• Improve representation</li> <li>• Strengthen and improve sustainability of fisherfolk organisations</li> <li>• Strengthen the fisheries sector</li> </ul>
<p><b>b.) Key points</b></p>	<p>Improved governance will contribute to:</p> <ul style="list-style-type: none"> <li>• GDP</li> <li>• Livelihoods</li> <li>• Security</li> <li>• Legislation</li> <li>• Operational guidelines in fisheries agencies</li> <li>• Stronger support by fisheries</li> </ul> <p>The following will happen if no action is taken:</p> <ul style="list-style-type: none"> <li>• Corruption</li> </ul>

	<ul style="list-style-type: none"> <li>• Non-accountability</li> <li>• No benefits</li> <li>• Mistrust</li> <li>• Poor representation</li> </ul>
<b>Type of policy change</b>	Procedural change in policy-making and detailed policy content
<b>Evidence</b>	
<b>a.) Information needed</b>	Laws, policies, practices of fisheries agencies, national development plans, how fisherfolk organisations should operate.
<b>b.) We know already</b>	History of issues and failures of fisherfolk organisations
<b>c.) Gaps</b>	Awareness of laws and policies and views of other stakeholders
<b>Phase 2: Advocacy Strategy</b>	
<b>Main actors and drivers</b>	Fisheries Division, cooperatives, government agency overseeing non-profits/association, fisherfolk, leaders of fisherfolk organisations, Ministry with responsibility for fisheries, Minister, other NGOs, associations and cooperatives
<b>Stage in policy cycle</b>	Decision-making and implementation
<b>Involving fisherfolk</b>	<p>Involved:</p> <ul style="list-style-type: none"> <li>• Forum with politicians</li> <li>• Landing site visits</li> <li>• Fisherfolk leaders “loud mouths”</li> </ul> <p>Informing:</p> <p>Media, meeting, print material, churches, texts, facebook/social media, fun social events.</p> <p>Strategy:</p> <ul style="list-style-type: none"> <li>• Prove value of fisherfolk organisations to fisherfolk</li> <li>• What other fisherfolk organisations have done to benefit (exchange visits)</li> <li>• Personal stories of growth</li> <li>• Show tangible success/benefits</li> <li>• Mentoring/shadowing/build relationships and be accountable</li> </ul>
<b>ISSUE: SOCIAL SECURITY</b>	
<b>Phase 1: Interest/Position</b>	
<b>The story</b>	
<b>a.) Main message</b>	Enabling policy to encourage fishers to contribute to social security to ensure benefits (pension, health/injury, unemployment)

<b>b.) Key points</b>	<p>Consequences if action is not taken:</p> <ul style="list-style-type: none"> <li>• Fisherfolk will not be willing to join the organisation</li> <li>• People will not look up to the organisation</li> </ul>
<b>Type of policy change</b>	<ul style="list-style-type: none"> <li>• Increasing policy awareness, information</li> <li>• Getting issues onto the political agenda</li> <li>• Encouraging a commitment or endorsement</li> </ul>
<b>Evidence</b> <b>a.) Information needed</b>  <b>b.) We know</b>  <b>c.) Gaps</b>	<p>Impacts on the needed household</p> <p>Fishers see the benefits but already do not want to contribute</p> <p>Action not taken to influence fishers' interest in their own needs. It will be the same old stories.</p>
<b>Phase 2: Advocacy Strategy</b>	
<b>Main actors and drivers</b>	<p>International Labour Organisation (ILO), Small-scale Fisheries Guidelines (FAO), fishers, fisherfolk organisations</p> <p>Government: Fisheries departments, Ministry of Social Service, Labour, Finance</p> <p>Private sector: Processing companies, exporters, industrial fishing companies (trawl), NIS/NIC</p>
<b>Stage in policy cycle</b>	<ul style="list-style-type: none"> <li>• Implementation</li> <li>• Analysis and Advice</li> </ul>
<b>Involving fisherfolk</b>	<p>Targeting for expansion:</p> <ul style="list-style-type: none"> <li>• Fisherfolk organisations</li> <li>• Fisheries department</li> <li>• Other NGOs</li> </ul>



*Figure 3: The groups share their policy positions and advocacy strategies on their respective issues*

### **Feedback from the group on the process of developing policy positions and advocacy strategies**

The group was asked in plenary to share their thoughts on the process of developing policy positions and advocacy strategies. They were asked specifically to comment on what they learned from the process and if they felt it could be applied in their own fisherfolk organisations. The facilitator noted, that speaking about the process ensures that it can be applied in the participants' organisations and while the outputs might change the process can be adapted and refined to suit their particular situations.

The group's responses are presented below:

- The process presented challenges that we also face in our organisations. For example, sometimes someone in the group held a position in spite of evidence to the contrary.
- I liked that the process had guidelines (handout). It helped with logical flow and improved efficiency.
- Working as a group, the process helped identify various stakeholders that one may not necessarily think of on their own.
- The process helped me to think about how to go about developing policies, forming partnerships and sharing information.
- The process helped me to systematically look at the steps in the policy development process.
- The process helped the group to realize that "it is not a one man show". Participation and collaboration are necessary.
- The process was a good opportunity to come up with ideas by sharing experiences and lessons learned.

## **Question and answer session on developing policy positions and advocacy**

The floor was then opened for participants to ask questions on the outputs generated by each group in the exercise. Some noteworthy exchanges from this discussion are presented below in a question and answer format:

**Question (1):** Some of the groups had two or more sections of the policy cycle that they thought they were at. Is it feasible to focus on more than one section of the policy cycle at the same time for interventions?

**Answer:** Different points of intervention were identified because different countries are in varying stages of policy development. At the national level however, one should select the most relevant intervention or the one that your organisation has the best capacity to tackle.

**Question (2):** Should we be focusing on changing policy at the government level or at the organisational level?

**Answer:** Policy in this instance should focus on national/regional (external) level policy not internal/organisational policy. There needs to be a distinction between capacity building and policy influencing. Dealing with internal policy is more like capacity building.

**Question (3):** What capacities do my fisherfolk organisation need to have to advocate for the issues identified?

**Answer:** In the policy presentation the following capacities were identified as being important: worldview, culture, structure, adaptive strategies, skills, material resources and linkages.

**Question (4):** The capacities identified seem better suited for internal relations but what about capacities to influence policy at the external level?

**Answer:** The capacities identified are applicable to the external level as well. For example forming key linkages is an important part of influencing policy at the external level.

**Question (5):** It is customary that the government, as opposed to NGOs, represents the people at regional and international fora that have potential to influence policy. How do we get the government to know what the people want when many of the representatives sent are not knowledgeable about the issues?

**Answer:** NGOs are not typically sent to represent national and regional issues because they often have a political/partisan point of view. Advice to NGOs would be to speak to the issue and don't politicize it.

## **Capacities needed for advocacy**

Participants were asked to identify the capacities they thought the CNFO needed to build in order to effectively advocate their policy positions/interests. Responses included:

- Linkages – fisherfolk are a complex stakeholder grouping. Forming relationships is therefore important so that issues can be addressed in a unified way.
- Culture – We (fisherfolk) need to adjust our mind-sets and stop doing what is not working.
- Adaptive strategies – Adaptation requires a better understanding of our environment.
- Material resources – We need the means to get it done.

### **Visit from the Minister of Agriculture, Marine Resources and Local Government**

During the workshop the group was paid a short visit by the Honourable Alfred Gray, the Bahamian Minister of Agriculture, Marine Resources and Local Government. The Minister took a few moments to address the group. He noted in his address that he had to attend the workshop because “when fisherfolk meet, you listen”. He further endorsed the Bahamas Commercial Fisheries Alliance lead by Mr. Adrian LaRoda and praised Mr. LaRoda for his aggressive representation of fishers in the Bahamas.

The Minister shared that his Ministry looks after the interests of fisher men and women, although he pointed out that it was very rare for women to be involved in the fishing industry as fishers in the Bahamas. He continued in his address sharing that the Bahamian government currently has a paper before it which will allow “only Bahamians to fish in Bahamian waters”. This, he noted, was to be finalised and publicly announced in a few days. He further noted, that “government will no longer give permits to fishers that are not Bahamians”.

The Minister also shared that the government has embarked on a new education programme for Bahamians to learn Marine and Agricultural Sciences. This is being done through the Bahamas Agriculture and Marine Science Institute (BAMSI) which was recently opened on September 29<sup>th</sup>, 2014 in North Andros, Bahamas. The Minister pointed out that Andros was the ideal place for such an institute because of the vast abundance of land and sea resources that the island possesses. He further noted that the Bahamas has a huge marine area and stated that “we have more fish in the Bahamas than anywhere in the Caribbean”.

BAMSI is affiliated with the University of Bahamas, the University of Miami and the University of the West Indies. The Minister emphasised that BAMSI is a “top notch” school and gives degrees that can be accepted anywhere in the world.

He closed his address by inviting the group to return to the Bahamas for future meetings under the project and offered to help sponsor such visits.



*Figure 4: The Honourable Minister Alfred Gray (third from left) addresses participants at the Second Fisherfolk Action Learning Group Workshop.*

## **5.9 Development of a strategy and action plan for the formalisation of the CNFO**

The purpose of this session was for the group to examine how the CNFO can be strengthened, and specifically address the issue of formalisation of the organisation. It was facilitated by Ms. Nicole Leotaud, Executive Director at CANARI. During the session, participants:

- Explained the evolution of the CNFO and how key events have contributed to shaping where the organisation is today.
- Analysed reasons for the CNFO to be formalised.
- Decided on key elements of a structure and processes for functioning of the CNFO as a formal organisation, which can be used in writing a constitution.

### **Timeline of “key events” of the CNFO**

The group undertook a participatory exercise along with key resource persons to map out a timeline of key events that have contributed to shaping the CNFO from 2004-2014. The findings of the timeline exercise are presented in Table 2 below.



Figure 5: Participants work together to map out "key events" that have shaped the CNFO over the last ten years.

Table 2: Timeline of notable achievements and key activities undertaken by the CNFO from 2004-2014

Year/Period	Notable Achievements and Key Activities
<b>2004 -2005</b>	CRFM (EXTERNAL) leadership of early fisherfolk organising
<b>2004</b>	<ul style="list-style-type: none"> <li>• Organisational needs assessment by CRFM</li> <li>• Decided to create regional network (CNFO)</li> <li>• Agreement to work together (linkages, knowledge of needs and strengths)</li> </ul>
<b>2005-2006</b>	Fisherfolk and fisheries officers collaborate
<b>2005</b>	<ul style="list-style-type: none"> <li>• Strategic planning workshop</li> </ul>
<b>2006</b>	Strengthening of fisherfolk organisations/committees and fisherfolk leaders
<b>2006 -2008</b>	<ul style="list-style-type: none"> <li>• Regional meeting on co-ops</li> <li>• CRFM/CTA Project Development</li> </ul>
<b>2007</b>	<ul style="list-style-type: none"> <li>• GCFI (Fishers Forum)</li> <li>• Strengthened relationship with co-ops</li> <li>• Formation of CNFO coordinating units and advisors</li> <li>• CNFO early key networking to external agencies and individuals</li> <li>• Culture of working in partnership structure</li> </ul>
<b>2008</b>	<ul style="list-style-type: none"> <li>• Capacity Building: NFOs training workshops (Business skills, leadership, project management, co-operatives etc.)</li> <li>• Started working with CANARI</li> </ul>
<b>2009-2014</b>	Engagement in regional policy/policy advocacy

<b>2009-2010</b>	CLME
<b>2009</b>	<ul style="list-style-type: none"> <li>• Grenada workshop (Knowledge EAF + Responsible fisheries; Culture; Skills; Knowledge; Administration, Workshop logistics/ via Fishing gear regional workshop)</li> <li>• Observer status CRFM Caribbean fisheries forum; access to the Ministerial Council</li> <li>• Applied GCFI Small Grant (Resources, skills, project management)</li> <li>• GCFI 2009 Fishers Summit (Wider Caribbean)</li> </ul>
<b>2010</b>	<ul style="list-style-type: none"> <li>• Fisheries Summit (Multi-lingual)</li> </ul>
<b>2010 - 2011</b>	<ul style="list-style-type: none"> <li>• MARGOV Small Grant (PM&amp;E; Advocacy tools, Responsible fisheries; Research skills; Knowledge &amp; skills; useable outputs)</li> </ul>
<b>2011</b>	<ul style="list-style-type: none"> <li>• ACP Fish II (Own project CC + EAF + PV; Knowledge Climate Change; Business skills; Skills, Knowledge, Communication)</li> </ul>
<b>2012</b>	<ul style="list-style-type: none"> <li>• Small scale fisheries guidelines regional workshop</li> <li>• CRFM/CTA – Workshop Policy Advocacy</li> <li>• Skills communication</li> <li>• ICSF</li> <li>• World Forum Fisher Peoples</li> <li>• Too big to ignore</li> <li>• Linkages internationally</li> <li>• Specialization</li> </ul>
<b>2013-2014</b>	<ul style="list-style-type: none"> <li>• CARICOM Secretariat</li> <li>• FFOs needs assessment CANARI</li> <li>• mfisheries2</li> <li>• FFALG</li> <li>• Skills in facilitation leadership</li> <li>• Project management skills</li> <li>• EPA</li> </ul>
<b>2013</b>	<ul style="list-style-type: none"> <li>• CWA Guyana – Showcase fisheries products</li> <li>• Policy influence</li> <li>• EU Fisherfolk Strengthening Project</li> <li>• Strengthening CNFO</li> </ul>
<b>2014</b>	<ul style="list-style-type: none"> <li>• PSP (?)</li> <li>• IICA</li> <li>• FAO</li> <li>• TNC</li> <li>• Capacity in Managing relationships</li> <li>• ECMMAN (Sub-committee Eastern Caribbean)</li> <li>• Structure</li> </ul>

### **Development of a strategy and action plan for the formalisation of the CNFO**

After the group mapped the timeline, the facilitator delivered a presentation on the “Development of a strategy and action plan for formalisation of the CNFO” (Presentation attached at Appendix 10). The

presentation covered critical areas and asked important questions that would need to be considered before the organisation could be formalised. Topics covered included:

- What capacities have already been built?
- Why formalise the CNFO?
- Importance of partnerships, credibility and good governance
- What would a successful CNFO look like in 2015?
- Qualities of successful and sustainable organisations
- Challenges of formalising the CNFO
- Elements of a constitution
- Types of FFOs
- Where to register?
- Making it happen!

### **Why formalise the CNFO?**

After the presentation the participants discussed, in plenary, reasons why the CNFO should be formalised. The discussion focused in particular on the risks of remaining informal and the benefits of being formal. Participants, including resource persons from the various support agencies, gave their perspectives on the issue.

The representative from TNC shared that due to the CNFOs informal status they were unable to be directly granted funds under the ECMMAN project and instead had to work as a partner of the formalised CRFM. The representative warned that being informal reduces funding opportunities for the CNFO and limits the amount of control the organisation can have over projects.

Other perspectives from the group on the issue of formalisation included:

- There needs to be a significant amount of commitment required from national fisherfolk organisations for the CNFO to be sustainable after it is formalised. However, the benefits of formalising outweigh the risks.
- There needs to be strong commitment from the fisherfolk leaders to see the formalisation process through.
- Consideration must be given to how the formalisation process can be involved and participatory among all the national fisherfolk organisations. There are still challenges among national fisherfolk organisations with communication and varying capacities of individual national fisherfolk organisations.

### **Identifying key elements of a structure and processes for functioning of the CNFO as a formal organisation**

The group undertook a participatory exercise to provide input toward the drafting of the CNFOs by-laws/constitution document. The exercise was led by the facilitator and guided by a draft outline of the elements of a constitution for the CNFO (See document attached at Appendix 11). Before the exercise began, the CNFO Coordinator shared that a regional meeting for the national fisherfolk leaders to formulate the CNFOs by-laws/constitution is scheduled to be held in Grenada on November 24<sup>th</sup>, 2014. In

light of this, he asked what steps could be taken before and after this meeting to ensure the efficient and successful formulation of the organisation's by-laws/constitution.

After some discussion among the participants and input from the support agencies, it was decided that the process for developing the by-laws/constitution should be to:

- i) First attempt a draft of the by-laws/constitution by using examples from within the regional network and its organisations as well as examples from other fisherfolk organisations.
- ii) Engage with fisherfolk, national fisherfolk organisations and primary fisherfolk organisations to gain their input into the by-laws/constitution.
- iii) Attend the regional meeting to formulate by-laws.
- iv) Refine and finalise the by-laws/constitution including getting feedback on the draft document from fisherfolk organisations.
- v) Finalise the by-laws/constitution.

### **Purpose of the by-laws/constitution**

As the exercise continued the facilitator explained that by-laws/constitution are not a strategic plan, rather they are the realm of things an organisation wants to do. The facilitator reminded the group that by-laws can be amended overtime as information is gained and that they do not have to be too detailed but simply show that the organisation has a decision-making framework.

Recognising that the type of organisation formed would determine whether it would be by-laws or constitution, it was decided to use constitution in drafting the document.

### **Outline of a constitution**

The facilitator used the draft outline of the elements of a constitution for the CNFO document to explain the layout of a constitution and expanded on areas of importance identified by the participants.

During the constitution outline exercise the participants identified the following:

#### Purpose of the CNFO

The CNFO was formed so that fisherfolk have a voice. The purpose of the organisation is to engage in advocacy to seek the interests of fisherfolk, strengthen fisherfolk organisations, promote national fisherfolk organisations and give information to and build the capacity of fisherfolk.

#### Role of the CNFO

In terms of the role of the CNFO there was some discussion regarding whether the constitution of the CNFO should remain focused on small-scale fisheries or if it should also include large-scale fisheries. There was concern that national fisherfolk organisations that represented the interests of both small-scale and large scale fisheries may not have a place in the CNFO. It was advised however, that such organisations did not have to be left out as the work they did with small-scale fisheries would be aligned with the CNFOs role.

#### Members of the CNFO

Membership of the CNFO would be open to:

- i) National fisherfolk organisations - an organisation that operates primarily at the national level
- ii) Primary fisherfolk organisations – an organisation that operates primarily at the local/community level
- iii) Fisherfolk
- iv) Friends of fisherfolk – organisations which can further the interest of the CNFO

#### Rights as members

National fisherfolk organisations:

- Actively engaged in fulfilling the purpose of the CNFO
- Must undergo a screening process
- Eligible to serve on leadership
- Eligible to vote

Primary fisherfolk organisations:

- Must undergo a screening process
- This would apply in situations where a country does not have a national fisherfolk organisation. A primary fisherfolk organisation may serve on leadership with conditions set by the executive. In such an instance the CNFO will engage with the fisherfolk and fisherfolk organisations in the said country to determine to best way to engage with that country.

Fisherfolk:

- Must undergo a screening process
- Not eligible to serve as leadership
- Function as observers

Friends of fisherfolk:

- Formally affiliated
- Non-voting
- Not eligible to serve as leadership

## Structure of the CNFO

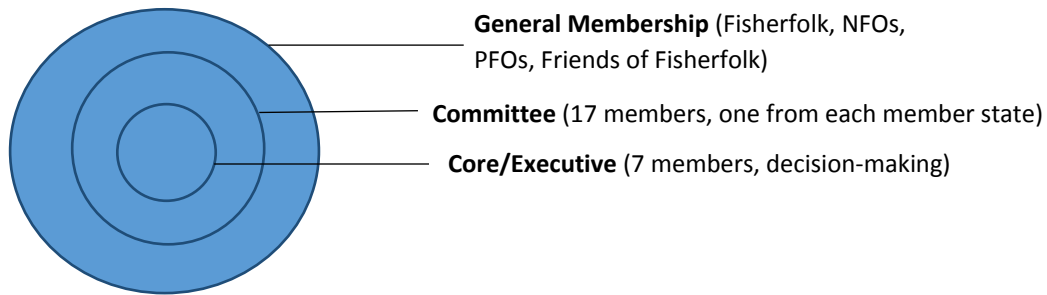


Figure 6: Diagram of suggested structure for the CNFO

Committee – consists of one (1) representative from each of the seventeen (17) countries represented by the CNFO

Core/Executive - consists of seven (7) members elected by the Committee. The Core/Executive should consist of **three other members** in addition to a:

- *Chair*
- *Vice chair*
- *Treasurer*
- *Secretary*

## Elections and Meetings

### Elections

- To be held every three (3) years at an annual general meeting (AGM)
- Elected officers can only serve for two (2) consecutive terms, after which the officer must step down for a period before consideration for re-election is granted.
- Rotation for continuity

### Meetings

- Full committee to meet at annual general meetings
- Executive must meet at least once each quarter
- Other meetings may be special and as needed

## Quorums and Amendments

A quorum for the Core/Executive requires 5 of the 7 executive members.

Changes in constitution/amendments require agreement by two-thirds of the seventeen (17) member Committee.

## **5.10 Independent mid-term evaluation (MTE)**

During this session participants undertook a participatory mid-term evaluation of the Strengthening Caribbean Fisherfolk to Participate in Governance project. This session was facilitated by Mr. Danilo Filipowski, from the Centre for Marine Studies, Federal University of Parana in Brazil with assistance from Dr. Patrick McConney from UWI-CERMES.

Participants were first briefed on the purpose of the evaluation (See presentation at Appendix 12) before splitting into three groups. Each group was asked to select a chair, note-taker and presenter and discuss the questions assigned to the group (see group questions below). The groups were asked to record their main points on flip chart paper and reconvene in plenary to share their points and reflect on lessons learned.

Group questions:

*Group 1:*

1. From when you started in the project, how far do you think that the FFOs are from really “being heard” in relation to fisheries matters? (at local, national, regional levels)
2. In which ways has the project brought you closer to a better FFO situation in terms of the effectiveness of policies for fisheries?

*Group 2:*

1. How has your fishing community or group membership contributed to your participation in the project? What support did you receive?
2. What strategies have you/your community come up with to bring the ideas/voices of regular fisher folk into the project?
3. What types of feedback from the project have you carried back to your fisher folk groups?

*Group 3:*

1. Based on the progress to date, what are the major remaining challenges to be addressed from now to the end of the project to meet the project objectives?
2. How will you (your organization) approach and support the processes of the project?
3. Any particular areas of adaptation required?

The findings from the MTE session will be presented in the MTE report.

## 5.11 Participatory Video (PV) Sessions

The participatory video sessions were held on Days 4 and 5 of the workshop at the offices of the Bahamas Air, Sea Association (BASRA) in Nassau, Bahamas. The main purpose of the session was for participants to work with local fisherfolk in the Bahamas to develop a PV as an advocacy tool to highlight an issue common to Bahamas and the rest of the region. The session was led by three participants (Vernel Nicholls, Mitchell Lay and Glaston White) who had undertaken PV in the past with CANARI, with support from CANARI's Senior Technical Officer, Mr. Terrence Phillips. The sessions on shooting video, screening and editing were led by Mr. Peter Campbell, professional videographer.

As part of the PV process participants visited two fish landing sites in Nassau: Montagu Ramp and Potter's Cay.

### Selecting the PV issue

Participants agreed that the issue of Illegal, Unreported and Unregulated (IUU) fishing should be the focus of the PV. This issue was selected because it is a current topic of interest among fishers in the Bahamas and similarly affects other Caribbean territories.

The participants took some time to clarify the issue to ensure that everyone had the same understanding of what is meant by IUU fishing. The group agreed that IUU fishing encompassed the following:

- **Illegal:** Foreign and local vessels fishing without permission or breaking the rules within national jurisdiction.
- **Unreported:** Not reporting catch when required to do so or inaccurate reporting.
- **Unregulated:** Applies to Regional Fisheries Management Organisations (RFMOs), vessels without nationality or flags of convenience.

### Understanding the issue, solutions, target audiences, influencers of change and messages to key players

Once the group clarified the meaning of IUU fishing, they then discussed in plenary the specific issues related to IUU fishing that were affecting the Bahamas and the Caribbean region. They also suggested possible solutions to the problem and identified the target audiences for the PV. The group also brainstormed messages to key players. These are presented below.

Specific issues with IUU Fishing in the Bahamas and the Caribbean:

- Unreported catch in recreational and sport fishing
- Poaching (e.g. conch, lobster and reef fishes)
- Misreporting
- Undersized catch
- Illegal gear

- Insufficient data on IUU fishing
- Inadequate monitoring of ships carrying flags of convenience
- Corruption

Suggested solutions:

- Increased/effective MCS
- More effective licencing regime
- Creating awareness about IUU
- Use penalties as deterrence
- Political will/positive government intervention
- Regional and international collaboration and coordination
- Real time reporting by fishers
- Clear fisheries policy
- Creating awareness
- More participatory governance
- Active participation by fishers in enforcement

Target audience for PV:

- Ministers and other policy makers
- General public
- Fishers
- CARICOM [Council for Trade and Economic Development (COTED), Caribbean Regional Fisheries Mechanism (CRFM - Ministerial Council, Forum, Secretariat), Departments of Fisheries]
- National Fisherfolk Organisations (NFOs)
- Offenders
- Vendors
- Processors
- Media
- Schools
- Western Central Atlantic Fishery Commission/Food and Agriculture Organisation (WECAFC/FAO)
- Regional Fisheries Management Organisations (RFMOs) e.g. International Commission for the Conservation of Atlantic Tunas (ICCAT)
- Development Partners (EU, United Nations Development Programme)
- Law Enforcement and Judiciary
- Hotels/Tourists

Key Audience (Influencers of change):

Policy

- Ministers (COTED, CRFM, WECAFC)
- Permanent Secretaries
- Chief Fisheries Officers

- NFOs/Fishers
- Public
- Media

### Practice

- Offenders
- Private Sector (Fishing industry)
- Law Enforcement and judiciary

Messages to key players:

### Broad

- We all have something to do, let's do it!
- Fishing is our life blood, let us all play our part.

### Policy

- Secure and protect before it is too late.
- Help us to help you protect our resources.
- National resources for food and livelihood security and assurance
- Ministers, we need you so we can feed you
- Protect the industry for sustainability

### Practice

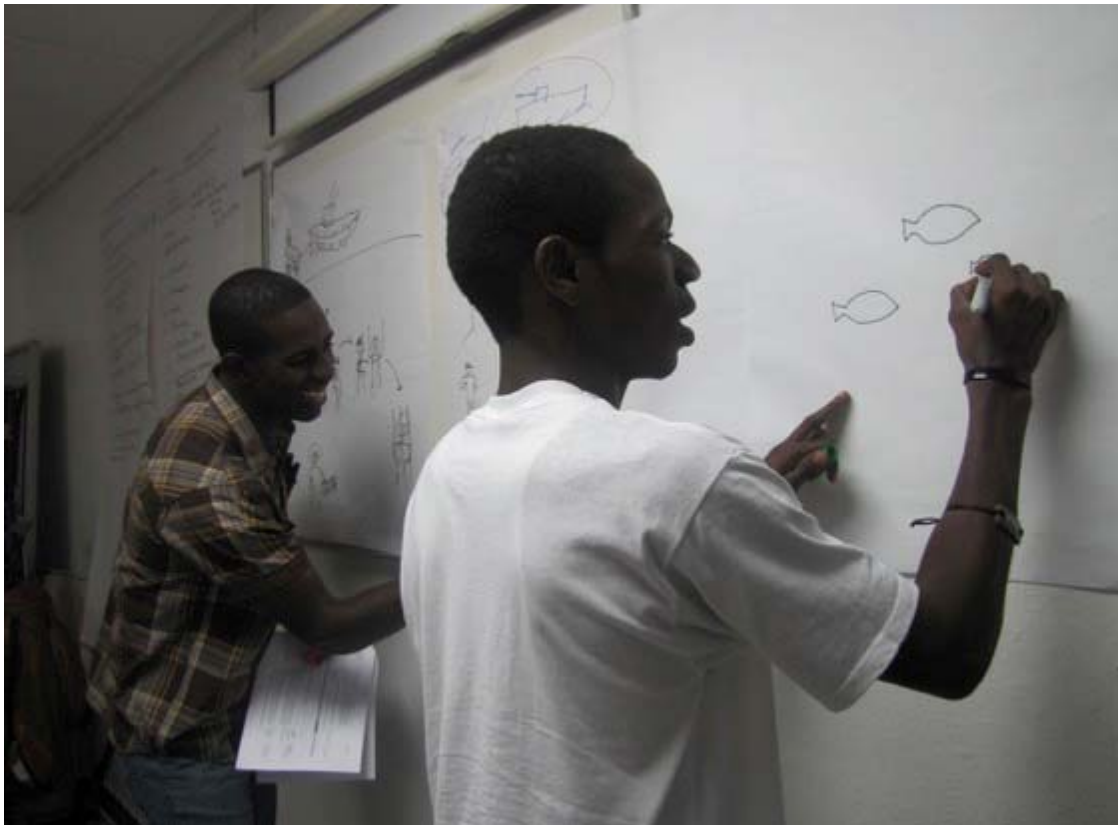
- Stop stealing our fish
- Don't buy illegal fish
- Fish in your own zone
- Report fishing offenders
- Abide by the rules
- Sustainable fishing for sustainable livelihoods
- Stop the fish thieves, jail them!

### **Designing a story board**

After the group identified the main issues, target audiences and key messages, they engaged in a lively discussion and shared ideas on how the story board should be designed. Participants were reminded that the story board is the concept of the story presented in picture form. Participants took turns adding ideas to the story board with guidance from their peers.



*Figure 7: Pamashwar Jainarine (Guyana) makes his contribution to the story board.*



*Figure 8: Glaston White (Jamaica) and Josue Celiscar (Haiti) add their ideas to the story board.*

### Shooting video, screening and editing

The facilitator for the session lead the group through an interactive exercise on how to use the cameras and various aspects of the filming process including shot types (close-ups and wide shots), recording and syncing audio, lighting, zooming and framing.



*Figure 9: Participants learn how to use the cameras.*



*Figure 10: Participants practise conducting interviews with help from the facilitator.*

### **Shooting in the field (Day 1)**

On their first day of shooting the group conducted interviews among themselves at Montagu Ramp on the issue of IUU fishing in their respective countries. After shooting, the group returned to BASRA to review the footage, discuss lessons learned and ensure that the footage was consistent with the issues outlined on the story board. Some key points shared were to:

- Stick to the topic during interviews.
- Remember to ask the interviewee to identify himself/herself.
- The interviewer should stand next to the camera person so that the interviewee will always be looking in the direction of the camera.



*Figure 11: The group reviews footage and shares lessons learned.*

### **Shooting in the field (Day 2) – Montagu Ramp and Potter’s Cay**

For the second day of shooting the group went out to two landing sites in Nassau -Montagu Ramp and Potter’s Cay - to interview fishers and fish vendors on the issue of IUU fishing in the Bahamas. After shooting the group returned to BASRA to review the footage and give their input into what should be included in the final PV product.



Figure 12: Participants conducting an interview with a vendor at Montagu Ramp, Nassau, Bahamas



Figure 13: June Masters of the CRFM interviews a fisher at Potter's Cay, Nassau, Bahamas

## 5.12 Next steps for the PV

The group identified the next steps for the participatory video including the pathways for getting the video out to the target audiences and participating in the review process.

The group suggested the following pathways:

- Social Media
- CNFOs website
- NFOs for dissemination
- CRFM
- DVDs (e.g. to distribute to contributors)
- CANARIs website/Youtube page
- Workshops/Meetings (Show at future meetings and workshops that participants are invited to)
- Dominican Republic (will need subtitles in Spanish and other languages)
- Media (Television)
- EU Office/ Western Central Atlantic Fishery Commission (WECAFC)

The group, along with the editor, agreed on an approximate three week time frame for reviewing the rough cut of the video. “Go to meeting” or “Google Hangouts” were recommended for the group to review the footage and give suggestions for revisions if necessary. The feedback from participants would then be used to complete the final cut.

## 6 NEXT STEPS: EU FISHERFOLK STRENGTHENING PROJECT

The facilitator presented the next steps for the project. These were outlined as:

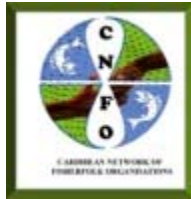
- October 31<sup>st</sup>, 2014 deadline for submission of proposals for the Fisherfolk Strengthening Fund. Applicants will be provided with feedback within six weeks of proposal submission.
- Review of the fisherfolk mentors programme based on feedback from participants during the workshop.
- Provide findings of the mid-term evaluation which will also be used to inform the projects annual review report to the EU
- Upcoming national workshops in each of the eight focus countries.

## 7 WORKSHOP EVALUATION

At the end of the workshop, participants were asked to complete a workshop evaluation form for the organisers to gain feedback on the impact of the workshop and how subsequent workshops could be improved. The findings of this evaluation are attached as Appendix 13 of this document.

## 8 APPENDICES

## APPENDIX 1 – WORKSHOP AGENDA



### **CANARI/CNFO/UWI-CERMES/PANOS/CRFM: Strengthening Fisherfolk to Participate in Governance**

#### **Second Regional Caribbean Fisherfolk Action Learning Group (FFALG) Workshop**

*October 20 - 24, 2014*

*The Bahamas*

#### **Detailed Agenda**

#### **Specific objectives:**

By the end of the workshop, members of the FFALG will:

- input into the monitoring and evaluation (M&E) of the four year EU project on strengthening fisherfolk participation in fisheries governance in the Caribbean;
- apply the action learning process to examine challenges facing leaders seeking to strengthen fisherfolk organisations (at regional, national and local levels) to enhance personal skills and knowledge about how to be an effective leader;
- input into the development of a strategy and action plan for the formalisation of the CNFO;
- revisit the strategy and action plan for the CNFO;
- participate in the analysis of key policies and determine the implications for sustainable small-scale fisheries development in the Caribbean;
- input into the draft communication and advocacy strategy and action plan for the CNFO and its members to enhance personal skills and knowledge about how to effectively communicate to influence policy; and
- contribute to the development of a participatory video with a local fishing community in The Bahamas.

<b>Monday 20 October, 2014</b>		
8:30 am	Registration	Melanie Andrews
9:00 am	<b>Session 1: Welcome and introductions:</b> <ul style="list-style-type: none"> <li>• Welcome and overview of project and partners</li> <li>• Overview of FF ALG purpose and recap of workshop 1</li> <li>• Participant introductions</li> <li>• Assigning roles: chairs, rapporteurs, mood investigators</li> <li>• Ground rules</li> </ul>	Nicole Leotaud
10:30 am	Break	
11:00 am	<b>Session 2: Progress report on implementation of the EU fisherfolk strengthening project:</b> <ul style="list-style-type: none"> <li>• National fisherfolk workshops</li> <li>• Progress report on the Fisherfolk Strengthening Fund</li> </ul>	Terrence Phillips
11:30 am	<b>Session 3: Updates on related initiatives and identification of opportunities for synergies:</b> <ul style="list-style-type: none"> <li>• Presentations on ECMANN, CLME+, etc.</li> </ul>	Terrence Phillips
12:00 noon	Updates on related initiatives and identification of opportunities for synergies (cont'd): <ul style="list-style-type: none"> <li>• Mapping of synergies</li> </ul>	Nicole Leotaud
12:30 pm	Lunch	
1:30 pm	<b>Session 4: Action learning on challenges facing leaders of fisherfolk organisations:</b> <ul style="list-style-type: none"> <li>• Review of what is action learning and the action learning process</li> <li>• Selection of presenter with a challenge for group to focus on</li> <li>• Facilitating action learning process in plenary</li> </ul>	Nicole Leotaud
2:45 pm	Break	
3:00 pm	Action learning on challenges facing leaders of fisherfolk organisations (cont'd) <ul style="list-style-type: none"> <li>• Selection of presenter(s) with a challenge for group to focus on</li> <li>• Facilitating action learning process in plenary or small groups</li> </ul>	Nicole Leotaud
4:30 pm	Wrap-up and close	Patrick McConney
<b>Tuesday 21 October, 2014</b>		
8:30 am	Recap of Day 1 - reports from rapporteur and mood investigator	Nicole Leotaud
8:45 am	<b>Session 5: Analysis of key policies and implications for small-scale fisheries development in the Caribbean</b> <ul style="list-style-type: none"> <li>• Presentation on analysis of the findings of the national fisherfolk workshops and implications for a</li> </ul>	Yves Renard (virtual presentation)

	<p>communication and advocacy strategy and action plan for the CNFO and its members</p> <ul style="list-style-type: none"> <li>• Panel presentation by CNFO leaders and plenary discussion on CNFO experiences with communication and advocacy</li> </ul>	
10:30 am	Break	
11:00 am	<ul style="list-style-type: none"> <li>• Analysis of issues facing fisherfolk and selection of top three issues for communication exercise</li> <li>• Small group work to draft positions on the issues selected</li> </ul>	Nicole Leotaud, Terrence Phillips, Patrick McConney
12:30 pm	Lunch	
1:30 pm	<ul style="list-style-type: none"> <li>• Small group work to draft an advocacy strategy to address the issues selected</li> </ul>	Nicole Leotaud, Terrence Phillips, Patrick McConney
2:30 pm	Break	
2:45	<ul style="list-style-type: none"> <li>• Plenary debrief of small group work on positions and advocacy strategies to address the three issues</li> <li>• Analysis of capacities needed by the CNFO and NFOs to conduct advocacy on issues facing fisherfolk</li> </ul>	Patrick McConney
4:30 pm	Wrap-up and close	Terrence Phillips
<b>Wednesday 22 October, 2014</b>		
8:30 am	Recap of Day 1 - reports from rapporteur and mood investigator	Melanie Andrews
8:45 am	<p><b>Session 6: Development of a strategy and action plan for the formalisation of the CNFO</b></p> <ul style="list-style-type: none"> <li>• Where are you now? <i>Timeline on evolution of the CNFO</i></li> <li>• What do you want to achieve? <i>Review of CNFO strategy and action plan and visioning exercise</i></li> <li>• How do you need to organise yourself to achieve this? <i>Small group work to make decisions on CNFO governance (structure, decision-making processes, etc.) for shaping a constitution</i></li> </ul>	Nicole Leotaud, Terrence Phillips, Patrick McConney
10:30 am	Break	
11:00 am	<p>Development of a strategy and action plan for the formalisation of the CNFO</p> <ul style="list-style-type: none"> <li>• How do you need to organise yourself to achieve this? <i>Plenary discussion to make decisions on CNFO governance (structure, decision-making processes, etc.) for shaping a constitution</i></li> <li>• What are the next steps? <i>Development of workplan for formalisation of the CNFO and identifying priorities for applications to the Fisherfolk Strengthening Fund</i></li> </ul>	Nicole Leotaud
12:30 pm	Lunch	
1:30 pm	<p><b>Session 7: Mid-term evaluation of the EU fisherfolk strengthening project</b></p> <ul style="list-style-type: none"> <li>• Focus group session</li> </ul>	Danilo Geraldo Filipkowski
2:45 pm	Break	

3:00 pm	<ul style="list-style-type: none"> <li>Focus group session (cont'd)</li> </ul>	Danilo Geraldo Filipkowski
4:00 pm	<b>Session 8: Briefing for field trip</b>	Nicole Leotaud
4:30 pm	Wrap-up and close	Terrence Phillips
Evening	Fun time with the Bahamas Commercial Fishers Alliance	
<b>Thursday 23 October, 2014: Field trip: Production of a participatory video for advocacy and policy influence</b>		
8:30 am	Welcome and introductions	Nicole Leotaud
9:00 am	<b>Session 9: Preparing to do PV</b> Selecting the topic: <ul style="list-style-type: none"> <li>Review of issues/challenges facing fisherfolk and their organisations and selection of issue/challenge for PV</li> <li>Identification of potential solutions to the issue/challenge selected</li> </ul> Planning for communication: <ul style="list-style-type: none"> <li>Identification of the target audiences for the video and key messages and pathways</li> </ul> Planning the story: <ul style="list-style-type: none"> <li>Development of the storyboard for the video</li> </ul>	Nicole Leotaud
10:30 am	Break	
11:00 am	Planning the story: (cont'd) <ul style="list-style-type: none"> <li>Development of the storyboard for the video</li> </ul>	Nicole Leotaud
11:30 am	<b>Session 10: Shooting video, screening and editing</b> Getting started with shooting video: <ul style="list-style-type: none"> <li>Demonstration of the use of video cameras</li> <li>Practical on the use of the video cameras in obtaining video footage</li> </ul>	Peter Campbell
12:30 pm	Lunch	
1:30 pm	Capturing video (break on the go)	Peter Campbell, Nicole Leotaud
4:00 pm	First screening of footage taken	Peter Campbell, Nicole Leotaud
4:30 pm	Wrap-up and close	Nicole Leotaud
<b>Friday 24 October, 2014: Field trip: Production of a participatory video for advocacy and policy influence</b>		
8:30 am	Review of first day and screening of footage taken Developing a plan for videos to take and re-shooting as needed	Peter Campbell, Nicole Leotaud
9:30 am	Capturing video (break on the go)	Peter Campbell, Nicole Leotaud
12:30 pm	Lunch	
1:30 pm	Screening, rough editing and compilation of the first version of the video	Peter Campbell, Nicole Leotaud
2:45 pm	Break	
3:00 pm	<b>Session 11: Identifying next steps to complete video production and disseminate to key target audiences</b>	Nicole Leotaud

3:30 pm	<b>Session 12: Next steps, workshop evaluation, thanks</b>	Terrence Phillips
4:30 pm	Workshop close	Terrence Phillips

## APPENDIX 2 – LIST OF WORKSHOP PARTICIPANTS

### Second Regional Workshop for the Fisherfolk Action Learning Group – Participants’ List

No	Name	Organisation	Country	Email
1	Lindsay Richardson	Pham Aalma Seafood Company	Anguilla	<a href="mailto:lkrich@hotmail.com">lkrich@hotmail.com</a>
2	Mitchell Lay	Caribbean Network of Fisherfolk Organisations (CNFO)	Antigua and Barbuda	<a href="mailto:mitchlay@yahoo.co.uk">mitchlay@yahoo.co.uk</a>
3	Leroy Gore	Barbuda Fishermen Cooperative Society	Barbuda	<a href="mailto:sota-barbuda@hotmail.com">sota-barbuda@hotmail.com</a>
4	Vernel Nicholls	Barbados National Union Fisherfolk Organisation (BARNUFO)	Barbados	<a href="mailto:Vernel.nicholls@gmail.com">Vernel.nicholls@gmail.com</a>
5	Huron Fabien Vidal	National Association of Fisherfolk Cooperative (NAFCOOP)	Dominica	<a href="mailto:huronfvidal@yahoo.com">huronfvidal@yahoo.com</a>
6	Chuburt (Desmond) Gill	St. John's Fishermen Association	Grenada	<a href="mailto:rampelgill@gmail.com">rampelgill@gmail.com</a>
7	Pamashwar Jainarine	Upper Corentyne Fishermen's Cooperative Society Limited	Guyana	<a href="mailto:pjainarine@gmail.com">pjainarine@gmail.com</a>
8	Josue Celiscar	Foundation pour la Protection de la Biodiversite Marine (FoProBim)	Haiti	<a href="mailto:jceliscar@hotmail.com">jceliscar@hotmail.com</a>
9	Glaston White	Jamaica Fishermen Co-operative Union Ltd.	Jamaica	<a href="mailto:whiteglaston@yahoo.com">whiteglaston@yahoo.com</a>
10	John Lee	Montserrat Fishermen/Boat owners association	Montserrat	<a href="mailto:John.Rosevelt.L@gmail.com">John.Rosevelt.L@gmail.com</a>
11	Horace D. Walters	Saint Lucia Fisherfolk Cooperative Society Limited	Saint Lucia	<a href="mailto:horacedwalters@gmail.com">horacedwalters@gmail.com</a>

12	Winsbert Harry	St. Vincent and the Grenadines National Fisherfolk Co-operative Limited	St. Vincent and the Grenadines	<a href="mailto:winsbertharry@yahoo.com">winsbertharry@yahoo.com</a>
13	Michael Davis	National Fisherfolk Organisation of St. Kitts and Nevis	St. Kitts	<a href="mailto:michaeld1224@yahoo.com">michaeld1224@yahoo.com</a>
14	Yolanda Babb-Echteld	Fisheries Department	Suriname	<a href="mailto:babbyolanda@yahoo.com">babbyolanda@yahoo.com</a>
15	Junior Quashie	Trinidad and Tobago Unified Fisherfolk	Trinidad & Tobago	<a href="mailto:jushq04@gmail.com">jushq04@gmail.com</a>
16	Isaac Oral Selver		Turks and Caicos	<a href="mailto:Oral_selver@hotmail.com">Oral_selver@hotmail.com</a>
17	Adrian B. LaRoda	Bahamas Commercial Fishers Alliance	Bahamas	<a href="mailto:alarodabahafish@gmail.com">alarodabahafish@gmail.com</a>
18	Kendal Caroll	Bahamas Commercial Fishers Alliance	Bahamas	<a href="mailto:captrod1959@gmail.com">captrod1959@gmail.com</a>
19	Keith Caroll	Bahamas Commercial Fishers Alliance	Bahamas	
20	June Masters	Caribbean Regional Fisheries Mechanism (CRFM)	St. Vincent and the Grenadines	<a href="mailto:june.masters@crfm.net">june.masters@crfm.net</a>
21	Nathalie Zenny	The Nature Conservancy (TNC)	USA	<a href="mailto:nzenny@tnc.org">nzenny@tnc.org</a>
22	Danilo Filipkowski	Centre for Marine Studies, Federal University of Parana	Brazil	<a href="mailto:danfilipbiopr@gmail.com">danfilipbiopr@gmail.com</a>
23	Patrick McConney	Centre for Resource Management and Environmental Studies (CERMES)	Barbados	<a href="mailto:patrick.mcconney@cavehill.uwi.edu">patrick.mcconney@cavehill.uwi.edu</a>
24	Nicole Leotaud	Caribbean Natural Resources Institute (CANARI)	Trinidad & Tobago	<a href="mailto:nicole@canari.org">nicole@canari.org</a>

25	Terrence Phillips	Caribbean Natural Resources Institute (CANARI)	Trinidad & Tobago	<a href="mailto:Terrence@canari.org">Terrence@canari.org</a>
26	Melanie Andrews	Caribbean Natural Resources Institute (CANARI)	Trinidad & Tobago	<a href="mailto:kadine.andrews@gmail.com">kadine.andrews@gmail.com</a>

## APPENDIX 3 – INTRODUCTORY PRESENTATION








### Introduction

Session 1  
*Nicole Leotaud*  
**Second Regional Caribbean Fisherfolk Action Learning Group (FFALG) Workshop**  
 October 20 - 24, 2014  
 The Bahamas



### 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.



### Overview

- 4 year project
- 17 countries
- 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)



### Purpose of FFALG

- 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.



### The FFALG will...

- Build capacity of their organisations based on the learnings from the ALG.
- Act 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.
- Serve as a mechanism for stakeholder participation in project design, implementation, monitoring, and evaluation.



### Outcomes of 2013 workshop

- Inputted on project activities:
  - validated **needs assessment** and identified **capacity building priorities**;
  - reviewed **TOR for Mentors** and identified **potential mentors**;
  - identified **eight focus countries** for the national workshops;
  - made recommendations for the **Small Grants facility**;
  - inputted into **M&E** framework for the project;
  - revised the **work plan** and agreed on next steps.



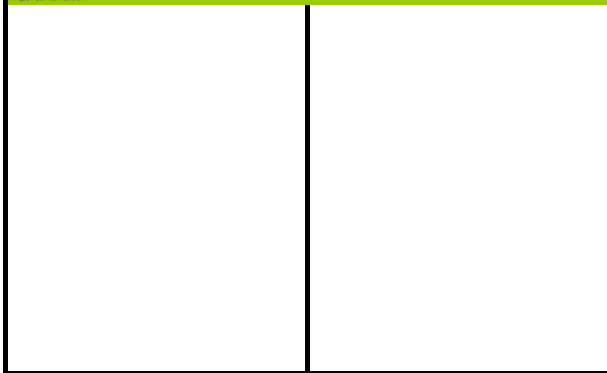
## Outcomes of 2013 workshop (cont'd)

- 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.



## Outcomes of 2013 workshop (cont'd)


- 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**.




## CNFO leaders should be (cont'd)...

- 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)

# APPENDIX 4 – EU Fisherfolk Strengthening Project Progress Report






**National Fisherfolk Workshops**

**2<sup>nd</sup> FFALG**

**The Bahamas**

**20 – 24 October 2014**


**Strengthening Fisherfolk to Participate in Governance project**



**Feedback**

Countries: Barbados, Dominica, Grenada, Jamaica, Saint Lucia, St. Vincent and the Grenadines, Suriname, [Anguilla]

- Turn out - 15 - 30 FFLs from FFOS and key public agencies (DOFs, Cooperative Department)
- Participation - Very good participation in activities. Majority of participants returned the next day.
- Achievement of objectives - 70 - 99.9%, skewed to 80 - 90%.
- Organisational needs assessment brought out similar problems in NFOs/PFOs.
- Priority areas: Internal governance, Management of FFO, Leadership and management, Financial management, Mobilisation of membership Resource mobilisation, Communication plan for FFO, Management of fishing operations, Cost of operations.



**Objectives**

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

**Table: Problem analysis**

Problem areas	Underlying/Root causes	Likely interventions
Fisherfolk organisations governance leadership management	lack transparency and accountability inadequate reporting Inadequate leadership - insufficient adherence to the by-laws - lack of/inadequate internal supervision - Inadequate oversight by regulatory agencies	implement constitutions/by-laws build capacity in relation to skills required Improve oversight by regulatory agencies develop criteria and certification for leadership put in place mechanism for succession planning review national policies and legislation for cooperatives
Membership	negative history on cooperatives Insufficient awareness of the role of cooperatives insufficient awareness of bylaws/constitution	build awareness of the role of cooperatives build awareness about the constitution/by-laws

Financial sustainability/ resource mobilisation	- inadequate systems for cost recovery/inadequate fee structures for goods and services - poorly managed business operations - ineffective partnerships	o develop/improve partnerships o improve on costing of goods and services o build capacity in financial management
Cost of operations	inappropriate technology insufficient access to information cost of fuel - less (marketable) fish insufficient access to major markets e.g. in the tourism sector inequity in the value chain	acquire innovative and technology physical resources change “culture” regarding the pricing of fish and fish products control the price of fuel o promote equity in the value chain o add value to fish caught build capacity at the cooperative department in to assist fishers build capacities in business planning and communication promote fishing as a business build capacity in financial management and how to access financial resources

Marketing	insufficient access to markets inadequate quality assurance systems - lack of/inadequate access to market intelligence inadequate onshore infrastructure	o develop suitable training programmes o provide good offshore/onshore infrastructure o improve access to market intelligence
Onshore infrastructure	insufficient onshore infrastructure inadequate policies insufficient investment - inadequate management - inadequate involvement of stakeholders in the boards of fisheries complexes	o improve policy and approaches to management of the complexes and marketing put in place adequate mechanisms for consultation with stakeholders develop mechanism for financial management o promote good business planning build capacities in management

Social security	lack of awareness - insufficient outreach by social security bodies attitude	<ul style="list-style-type: none"> <li>○ create awareness about social security issues in SSF conduct more consistent outreach e.g. national insurance agencies</li> </ul>
Youth in fisheries	- insufficient awareness of career opportunities in the fisheries sector	<ul style="list-style-type: none"> <li>○ build teacher training capacity on fisheries</li> <li>○ add fisheries to school curriculum</li> </ul>
Conflict management e.g. tourism/fisheries	- inadequate awareness of regulations - inadequate intersectoral planning - inadequate participation of stakeholders on intersectoral bodies	<ul style="list-style-type: none"> <li>○ improve collaboration and coordination among the sectors</li> <li>○ build capacity in conflict management</li> <li>○ improve inter-sectoral planning</li> <li>○ involve stakeholders in the planning processes</li> <li>○ create awareness about SSF operations in the tourism sector</li> </ul>

Importance of fisheries/status	- lack of information on the contribution of fisheries to national and community development	<ul style="list-style-type: none"> <li>○ collaborate in data collection and management</li> <li>○ improve reporting on the performance of the fisheries sector promote career opportunities in the fisheries sector</li> </ul>
Fisheries policy	- Lack of/inadequate fisheries policies - Inadequate mechanisms for participation of stakeholders	<ul style="list-style-type: none"> <li>○ Improve collaboration between Government and stakeholders.</li> <li>○ build data capacity for the development of policy</li> <li>○ build advocacy capacity of fisherfolk to hold the Government accountable for delays in approving policy</li> </ul>
Fisheries management	- Lack of/inadequate management planning and fisheries plans - Inadequate mechanisms for consultations	<ul style="list-style-type: none"> <li>○ approve fisheries management plans</li> <li>○ build data capacity for management of fisheries</li> <li>○ build advocacy capacity of fisherfolk to hold the Government accountable for delays in approving fisheries management plans</li> </ul>
Praedial larceny	- inadequate MCS - disconnect between the law enforcement and judicial systems	<ul style="list-style-type: none"> <li>○ promote collaboration amongst agencies build enforcement capacities</li> <li>○ develop awareness programs</li> </ul>

Monitoring, control and surveillance	- lack of/inadequate enforcement of fisheries regulations - insufficient awareness about regulations - inadequate enforcement capacity	<ul style="list-style-type: none"> <li>○ build capacity to do monitoring, control and surveillance</li> <li>○ build communication capacity</li> <li>○ Build awareness about fisheries and related regulations</li> </ul>
Environmental protection	- insufficient awareness of the importance of the environment Inadequate intersectoral planning	<ul style="list-style-type: none"> <li>○ improve intersectoral planning - undertake valuation of the environment (goods and services)</li> <li>○ promote EBM/EAF</li> <li>○ build capacity in EBM/EAF</li> </ul>



For more information contact  
**CANARI**

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





**National Fisherfolk Workshops**

2<sup>nd</sup> FFALG

The Bahamas

20 – 24 October 2014

Strengthening Fisherfolk to Participate in Governance project



**Objectives**

- identify challenges to fisherfolk in [country] playing an effective role in fisheries governance and management
- identify priorities for strengthening fisherfolk organization in [country]
- identify opportunities for fisherfolk in [country] to address some of the challenges identified through getting involved in key national, regional and global policy decision making processes
- confirm which needs the "Strengthening Caribbean Fisherfolk to participate in Governance" project can help to address in [country].



### Feedback

Countries: Barbados, Dominica, Grenada, Jamaica, Saint Lucia, St. Vincent and the Grenadines, Suriname, [Anguilla]

Turn out - 15 - 30 FFLs from FFOS and key public agencies (DOFs, Cooperative Department)

Participation - Very good participation in activities. Majority of participants returned the next day.

Achievement of objectives - 70 - 99.9%, skewed to 80 - 90%.

Organisational needs assessment brought out similar problems in NFOs/PFOs.

Priority areas: Internal governance, Management of FFO, Leadership and management, Financial management, Mobilisation of membership Resource mobilisation, Communication plan for FFO, Management of fishing operations, Cost of operations.

**Table: Problem analysis**

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Fisherfolk organisations governance leadership management	lack transparency and accountability inadequate reporting Inadequate leadership - insufficient adherence to the by-laws lack of/inadequate internal supervision - Inadequate oversight by regulatory agencies	implement constitutions/by-laws in relation to skills required Improveoversight byregulatoryagencies develop criteria and certification for leadership put in mechanism place for succession planning review national policies and legislation for cooperatives
Membership	negative history on cooperatives Insufficient awareness of the role of cooperatives - insufficient awareness of by-laws/constitution	build awarenessof the role of cooperatives build awareness about the constitution/bylaws

Financial sustainability/ resource mobilisation	- inadequate systems for cost recovery/inadequate fee structures for goods and services - poorly managed business operations - ineffective partnerships	o develop/improve partnerships o improve on costing of goods and services o build capacity in financial management
Cost of operations	inappropriate technology insufficient access to information cost of fuel - less (marketable ) fish insufficient access to major markets e.g. in the tourism sector inequity in the value chain	acquire innovative and technology physical resources change "culture" regarding the pricing of fish and fish products control the price of fuel o promote equity in the value chain o add value to fish caught build capacity at the cooperative department in to assist fishers build capacities in business planning and communication promote fishing as a business build capacity in financial management and how to access financial resources

Marketing	insufficient access to markets inadequate quality assurance systems - lack of/inadequate access to market intelligence inadequate onshore infrastructure	o develop suitable training programmes o provide good offshore/onshore infrastructure improve access to market intelligence
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Social security	lack of awareness - insufficient outreach by social security bodies attitude	o create awareness about social security issues o in SSF conduct more consistent outreach e.g. national insurance agencies
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Importance of fisheries/status	- lack of information on the contribution of fisheries to national and community development	o collaborate in data collection and management o improve reporting on the performance of the fisheries sector promote career opportunities in the fisheries sector
Fisheries policy	- Lack of/inadequate fisheries policies - Inadequate mechanisms for participation of stakeholders	o improve collaboration between Government andstakeholders. o build data capacity for the development of policy build advocacy capacity of fisherfolk to hold the Government accountable for delays in approving policy
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Praedial larceny	- inadequate MCS - disconnect between the law enforcement and judicial systems	o promote collaboration amongst agencies build enforcement capacities o develop awareness programs



Monitoring, control and surveillance	- lack of/inadequate enforcement of fisheries regulations - insufficient awareness about regulations - inadequate enforcement capacity	build capacity to do monitoring, control and surveillance build communication capacity Build awareness about fisheries and related regulations
Environmental protection	- insufficient awareness of the importance of the environment inadequate intersectoral planning	improve intersectoral planning undertake valuation of the environment (goods and services) promote EBM/EAF build capacity in EBM/EAF

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Cost of operations	- inappropriate technology - insufficient access to information - cost of fuel - (marketable) fish - insufficient access to major markets e.g. in the tourism sector - inequity in the value chain	o acquire innovative technology and physical resources o change "culture" regarding the pricing of fish and fish products o control the price of fuel o promote equity in the value chain o add value to fish caught o build capacity at the cooperative department in to assist fishers o build capacities in business planning and communication o promote fishing as a business o build capacity in financial management and how to access financial resources



Objectives

- identify challenges to fisherfolk in [country] playing an effective role in fisheries governance and management
- identify priorities for strengthening fisherfolk organization in [country]
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Membership	- negative history on cooperatives - insufficient awareness of the role of cooperatives - insufficient awareness of by-laws/constitution	o build awareness of the role of cooperatives o build awareness about the constitution/bylaws

Marketing	- insufficient access to markets - inadequate quality assurance systems - lack of/inadequate access to market intelligence - inadequate onshore infrastructure	o o o develop suitable training programmes provide good offshore/onshore infrastructure improve access to market intelligence
Onshore infrastructure	- insufficient onshore infrastructure - inadequate policies - insufficient investment - inadequate management - inadequate involvement of stakeholders in the boards of fisheries complexes	o improve policy and approaches to management of the complexes and marketing put in place o place adequate mechanisms for consultation with stakeholders develop mechanism for financial management o promote good business planning build capacities in management

Social security	<ul style="list-style-type: none"> <li>- lack of awareness - insufficient outreach by social security bodies</li> <li>- attitude</li> </ul>	<ul style="list-style-type: none"> <li>o create awareness about social security issues in SSF</li> <li>o conduct more consistent outreach e.g. national insurance agencies</li> </ul>
Youth in fisheries	<ul style="list-style-type: none"> <li>- insufficient awareness of career opportunities in the fisheries sector</li> </ul>	<ul style="list-style-type: none"> <li>o build teacher training capacity on fisheries</li> <li>o add fisheries to school curriculum</li> </ul>
Conflict management e.g. tourism/fisheries	<ul style="list-style-type: none"> <li>- inadequate awareness of regulations</li> <li>- inadequate intersectoral planning</li> <li>- inadequate participation of stakeholders on intersectoral bodies</li> </ul>	<ul style="list-style-type: none"> <li>o improve collaboration and coordination among the sectors</li> <li>o build capacity in conflict management</li> <li>o improve inter-sectoral planning involve stakeholders in the planning processes</li> <li>o create awareness about SSF operations in the tourism sector</li> </ul>

Monitoring, control and surveillance	<ul style="list-style-type: none"> <li>- lack of/inadequate enforcement of fisheries regulations</li> <li>- insufficient awareness about regulations</li> <li>- inadequate enforcement capacity</li> </ul>	<ul style="list-style-type: none"> <li>o build capacity to do monitoring, control and surveillance</li> <li>o build communication capacity</li> <li>o Build awareness about fisheries and related regulations</li> </ul>
Environmental protection	<ul style="list-style-type: none"> <li>- insufficient awareness of the importance of the environment</li> <li>- Inadequate intersectoral planning</li> </ul>	<ul style="list-style-type: none"> <li>- improve intersectoral planning</li> <li>- undertake valuation of the environment (goods and services)</li> <li>- promote EBM/EAF</li> <li>- build capacity in EBM/EAF</li> </ul>

Importance of fisheries/status	<ul style="list-style-type: none"> <li>- lack of information on the contribution of fisheries to national and community development</li> </ul>	<ul style="list-style-type: none"> <li>o collaborate in data collection and management</li> <li>o improve reporting on the performance of the fisheries sector</li> <li>o promote career opportunities in the fisheries sector</li> </ul>
Fisheries policy	<ul style="list-style-type: none"> <li>- Lack of/inadequate fisheries policies</li> <li>- Inadequate mechanisms for participation of stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>o improve collaboration between Government and stakeholders</li> <li>o build data capacity for the development of policy</li> <li>o build advocacy capacity of fisherfolk to hold the Government accountable for delays in approving policy</li> </ul>
Fisheries management	<ul style="list-style-type: none"> <li>- Lack of/inadequate management planning and fisheries plans</li> <li>- Inadequate mechanisms for consultations</li> </ul>	<ul style="list-style-type: none"> <li>o approve fisheries management plans</li> <li>o build data capacity for management of fisheries</li> <li>o build advocacy capacity of fisherfolk to hold the Government accountable for delays in approving fisheries management plans</li> </ul>
Practical larceny	<ul style="list-style-type: none"> <li>- inadequate MCS - disconnect between the law enforcement and judicial systems</li> </ul>	<ul style="list-style-type: none"> <li>o promote collaboration amongst agencies</li> <li>o build enforcement capacities</li> <li>o develop awareness programs</li> </ul>



For more information contact CANARI

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



### Component 1 – Strengthened Institutional Frameworks

- Regional agreements on coordination and cooperation arrangements
- Strengthened inter-sectoral committees
- Updated regional policies and agreements
- Agreement on data policies to support adaptive management and implementation of the CLME+ Project and SAP

**Improved, integrative governance arrangements for sustainable fisheries and for the protection of the marine environment**

### Component 3 – Piloting the Implementation of EAF/EBM

- Ecosystem approach for the Caribbean spiny lobster fisheries demonstrated at the sub-regional level
- Ecosystem approach for the Eastern Caribbean flyingfish fisheries demonstrated
- Transition to an ecosystem-based management approach for the North Brazil Shelf LME
- Transition to an ecosystem approach for the shrimp and groundfish fisheries on the Guianas-Brazil shelf
- Transition to an Ecosystem-based management approach for the North Brazil Shelf LME”

**Progressive reduction of environmental stresses with particular attention to the enhancement of livelihoods demonstrated, across the thematic and geographic scope of the CLME+ SAP**

### Component 5 – Monitoring CLME+ SAP implementation and experience sharing

- Formal and/or informal cooperation frameworks and partnerships
- CLME+ ecosystem status and SAP implementation M&E mechanism prototype developed
- Communication, twinning and knowledge exchange activities

- ✓ Enhanced coordination and collaboration among sLMR programmes, projects, initiatives
- ✓ Optimized and adaptive management of sLMR-related PPIs in the region
- ✓ Exchange of best/good practices and lessons learnt among the global LME Community of Practice

### Component 2 – Increased stakeholder capacity to implement EAF/EBM

- Development of Regional-level Action Plans
- **Development of a Civil Society and Private Sector Action Programme**
- Identification of best practices in data & information management
- Communications Strategy
- Stakeholder Training Strategy
- Research Strategy

**Strengthened institutional and stakeholder capacity for sustainable and climate-resilient sLMR management at regional, sub-regional, national and local levels**

### Component 4 - Feasibility studies to identify major high-priority investment needs and opportunities

- Feasibility reports on major investment needs and opportunities (incl. budget estimates, scope of work, private sector & civil society involvement, expected benefits and required timescales)
- Investment plans (incl. specifications for private sector and civil society involvement) to deal with key issues identified under the CLME TDAs, developed

**Successful implementation of this component will facilitate the targeted leveraging of the financial resources that are required to achieve a substantial up-scaling of priority investments under the CLME+ SAP.**

### Potential Benefits of the CLME+ Project

- Promotes the full adoption of the ecosystem approach throughout the CLME+ Region
- Provides an opportunity for increased stakeholder participation in the governance of the region's shared living marine resources
- Increased stakeholder capacity on issues impacting the governance and management of the region's shared living marine resources
- Stronger regional governance and management arrangements for biodiversity and livelihoods
- Opportunities for upscaling of project results and best practices

Thank you

[www.clmeproject.org](http://www.clmeproject.org)

CLME Project Coordination Unit  
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(57) (5) 664 88 82 [info@clmeproject.org](mailto:info@clmeproject.org)

## APPENDIX 7 – ECMANN FACT SHEET

### EASTERN CARIBBEAN MARINE MANAGED AREAS NETWORK (ECMMAN) PROJECT

#### *Fact Sheet*

#### 8.1 Funding Agency:

The German Federal Ministry for the Environment, Nature Conservation, Building and Nuclear Safety (BMUB)

#### 8.2 Grant Awardee:

The Nature Conservancy (TNC)

#### 8.3 Project Length:

Four years (2013 – 2017)

#### 8.4 Beneficiary Countries:

6 OECS countries of St. Kitts and Nevis, Antigua and Barbuda, Dominica, Saint Lucia, St. Vincent and the Grenadines and Grenada

#### 8.5 Financials:

4 Million EURO

#### 8.6 ECMMAN Project Objectives:

Declare new MMAs and strengthen existing MMA

#### ECMMAN Implementing Partners

**The Nature Conservancy (TNC)** will work on the designation of new marine protected areas (MPAs), strengthening of existing MPAs, the development of the data platform for storage and management of MPA data and the mobilization of additional financial resources.

**OECS Secretariat, Social and Sustainable Development Division**, will implement the livelihood program that will fund projects via individual grants and assist with the mobilization of additional financial resources.

**UNEP/SPAW-RAC** acting through the Caribbean Marine Protected Areas Managers (CaMPAM) network will assist with the strengthening of marine protected areas via a small grants program.

**Caribbean Regional Fisheries Mechanism (CRFM) Secretariat** acting through the Caribbean Network of Fisher Folk Organizations (CNFO) will strengthen fisher organizations through capacity building initiatives.

**Build strong constituencies for sustainable livelihoods and ocean use;**

**Improve and update an Eastern Caribbean Decision Support System (ECDSS) that provides accessible decision making tools and incorporates current ecological, socio-economic, and climate change data; and**

**Institute sustainability mechanisms to support the MMA network, including regional political commitments and actions, collaboration mechanisms on marine and coastal resources, and sustainable financing.**

**PCI Media Impact** will handle aspects of the public awareness, education and outreach components of the project.

Supported by:



Federal Ministry  
for the Environment, Nature Conservation,  
Building and Nuclear Safety

based on a decision of the German Bundestag



# EASTERN CARIBBEAN MARINE MANAGED AREAS NETWORK (ECMMAN) PROJECT

## Fact Sheet

### Beneficiary Countries



Antigua & Barbuda



Saint Lucia



Grenada



Saint Lucia



St. Kitts & Nevis



St. Vincent & the Grenadines

Project Components	Indicators of Success
<p><b>1. New MMAs declared and existing MMAs strengthened</b></p>	<ul style="list-style-type: none"> <li>• 6-10 New Marine Managed Areas are established</li> <li>• At least 10 existing Marine Managed Areas are strengthened</li> </ul>
<p><b>2. Strong constituencies for sustainable livelihoods and ocean use are built</b></p>	<ul style="list-style-type: none"> <li>• Fishers/coastal communities' capacity and support for marine conservation are increased</li> <li>• At least 3 alternative livelihood demonstration projects are under implementation</li> </ul>
<p><b>3. An Eastern Caribbean Decision Support System (ECDSS) is improved and updated</b></p>	<ul style="list-style-type: none"> <li>• Existing accessible and user-friendly, spatial information for Decision Support is updated</li> <li>• Practical information and decision-making products are developed</li> <li>• ECDSS capacity building and long-term maintenance is implemented</li> </ul>
<p><b>4. Sustainability mechanisms are instituted</b></p>	<ul style="list-style-type: none"> <li>• An ECMMAN Steering Committee is established</li> <li>• 2-4 Million Euros of additional financial resources mobilized</li> </ul>

For More Information  
Contact:

**The  
Nature  
Conservancy**

Ms. Ruth Blyther  
[rblyther@tnc.org](mailto:rblyther@tnc.org)  
or

This project is part

**INTERNATIONAL CLIMATE INITIATIVE (IKI)**

## APPENDIX 8- Communication and advocacy strategy and action plan






**Implications of findings of national fisherfolk workshops for a communication and advocacy strategy and action plan for the CNFO and national FFOs**

**2<sup>nd</sup> FFALG**  
 The Bahamas  
 20 – 24 October 2014

Strengthening Fisherfolk to Participate in Governance project



**A simplified distinction**

Issues that could be addressed with specific policy instruments (or sets of)	Issues requiring broad policy frameworks
<ul style="list-style-type: none"> <li>o access to specific markets</li> <li>o fuel and other production costs</li> <li>o access to technology</li> <li>o access to market intelligence</li> <li>o investment in infrastructure (establishment and maintenance)</li> <li>o access to social security</li> <li>o access to insurance</li> <li>o security of assets</li> <li>o law enforcement / MCS</li> </ul>	<ul style="list-style-type: none"> <li>the place of fishers and fisheries in society</li> <li>markets and the value chain</li> <li>fisheries and fisheries-related issues in national and sectoral development policies and processes (international, regional and national)</li> <li>fisheries policy, planning and management frameworks (and fishers' participation therein)</li> <li>Ecosystem-based management (EBM)</li> <li>climate change adaptation</li> </ul>



**Policy cycle**




**Findings of the national fisherfolk workshops**

- were presented yesterday
- consistent between countries
- from the perspective of communication and advocacy, three main categories of issues:
  - those that cannot be addressed directly through policy change
  - those that can be addressed through a specific policy instrument (or a set) – those that require broad policy frameworks
- those that cannot be addressed directly through policy change:
  - capacity-building (except to the extent that policy can be made more favourable to organisations and their strengthening)
  - individual behaviours (although this cannot be seen in isolation from culture and perceptions)
- so perhaps there is always a policy dimension



**A communication and advocacy response**

- Need to articulate and promote interests and policy positions
- Considering the existence of CNFO strategies, most useful at this stage may be a short to medium term strategic action plan, realistic, feasible, focused on issues
- Broad understanding of policy as formal and informal rules
- ... and with an understanding of advocacy as:
  - identifying issues and policy problems
  - setting agendas and conditions for policy change
  - formulating positions / recommendations
  - supporting, monitoring and evaluating policy implementation



**Elements of a strategic action plan**

- In many instances, the issue is poor implementation of existing policy, thus the need for advocacy work to support and encourage policy implementation
- Issues are also often expressed in terms of symptoms, without enough understanding of the policy dimension.
- Advocacy work therefore requires analysis of the policy problem and identification of the possible policy response
- An interest or policy position can therefore concern the need for policy response, on the nature of that response, on the need to analyse the policy problem, or even on the need to implement existing policy



## Types of policy influence

- Increasing policy awareness, information
- Getting issues on to the political agenda
- Securing procedural change in policy-making
- Encouraging a commitment or endorsement
- Affecting detailed policy content e.g. legislation



### Link between capacity, policy, communication and advocacy

Policy contributes to shape culture and behaviour

Policy can help in capacity development, we should therefore ask ourselves: what are the policy gaps, weaknesses and problems that contribute to capacity issues? how can policy help?

FFOs also need capacity (skills, equipment, finance, partnerships) to do the advocacy work

Communication can help in building that capacity (good communication among members, between members and leaders, between FFOs and partners, etc.)



## CAPACITY DEVELOPMENT



## Policy influence



## Where and how to advocate?

- What are some of the most critical policy issues?
- Is there a real opportunity to influence, are there “policy windows” with a good mix of political will (receptivity, at least) and demand, what are the “low hanging fruits”?
- At what stage in the policy cycle is it necessary and/or more useful to intervene?
- How do we take advantage of regional and international processes without being driven by them?



## Dimensions of capacity (Source: CANARI)

### **World view:**

- vision and mission guiding capacity requirements

### **Culture:**

- organisation’s distinctive climate, way of operating

### **Structure:**

- roles, functions, positions, supervision, reporting

### **Adaptive strategies:**

- ways of responding to changing environments



**Skills:**

- knowledge, abilities, competencies for effective action

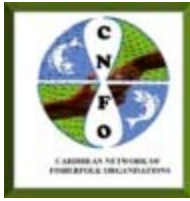
**Material resources:**

- technology, finance and equipment required

**Linkages:**

- relationships, networks for action, resource flows

**APPENDIX 9 – Handout for small group work to draft positions and advocacy strategies for selected issues**



**CANARI/CNFO/UWI-CERMES/PANOS/CRFM: Strengthening Fisherfolk to Participate in Governance**

**Second Regional Caribbean Fisherfolk Action Learning Group (FFALG) Workshop**

*October 20 - 24, 2014, The Bahamas*

**Handout Session 5: Small group work to draft positions and advocacy strategies for selected issues**

For the issue assigned to your group, conduct this exercise in two phases:

**Phase 1: Develop the key points of your interests and positions on the issue**

1. What are key points of your interests / position to be developed with other stakeholders?
  - o What are the main elements of the policy change that you are seeking?
  - o What is the consequence of taking no action or having no influence?
2. What type of policy change is it that fisherfolk wish to effect for the selected issue?
  - o Increasing policy awareness, information
  - o Getting issues on to the political agenda
  - o Securing procedural change in policy-making
  - o Encouraging a commitment or endorsement
  - o Affecting detailed policy content e.g. legislation
3. Is there a need for additional research / information to develop the interest or position?
  - o What is it that you need to know to influence selected policy?
  - o How much do you already know about the issue and change?
  - o What are the gaps, if any, between what you need and have?

**Phase 2: Develop an advocacy strategy to address the issue**

1. Who or what are the main actors or drivers involved in the policy issue (the scene)?
  - o e.g. organisations, such as fisheries agencies; external factors such as climate change; important context such as “public opinion” or fisher folk themselves
2. At what stage in the policy cycle (see diagram) is policy influence most likely to succeed?
3. How can and should fisherfolk be informed of, and involved in, the advocacy work?

*Basic policy cycle*



## APPENDIX 10 - Development of a strategy and action plan for the formalisation of the CNFO



### Development of a strategy and action plan for the formalisation of the CNFO

Session 6

Nicole Leotaud

Second Regional Caribbean Fisherfolk Action Learning Group (FFALG) Workshop

October 20 - 24, 2014

The Bahamas



### Why formalise the CNFO?

- What are the benefits of being a formal organisation?
- What are the risks of not being a formal organisation?



### What would a **successful** CNFO in 2015 look like?

- What kinds of things will the organisation be doing?
- Where will the organisation be working?
- Who will be part of the organisation?
- How will decisions be made?
- Who will the organisation be working with?



### Evolution of the CNFO

## What capacity has already been built?



From a partner perspective, (accountability, transparency, participation) credibility and good governance

- Fisherfolk representatives (leaders) are selected and given mandate to represent and speak on behalf of other fisherfolk
- Fisherfolk positions presented are developed through processes that give fisherfolk voice and therefore represent the views of many
- Fisherfolk in countries and communities across the region are engaged and this is not just a few individuals
- Funds provided to CNFO are managed to benefit fisherfolk collectively, not just a few individuals
- Fisherfolk organisations are being empowered, not just individual people
- The CNFO is delivering results to help fisherfolk
- The CNFO is building its capacity to be a strong and sustainable organisation



### Successful, sustainable organisations usually have:

- A strategic and participatory planning process
- A competent elected leadership with advisers
- Regular meetings with members and partners
- A means of communicating regularly with members
- A means of delegating tasks and responsibilities
- Orientation and training for new (board) members
- Social time together to strengthen social networks
- Working relationships with powerful key players
- A diversified and flexible sound financial portfolio



## Registration

# What are the challenges to formalising the CNFO?



## Types of FFOs

- Study group – pre-cooperative body in many places
- Cooperative – governed by cooperative legislation
- Trade union – governed by laws on unionisation
- Business firm – if profit-making, can be cooperative
- Council or alliance: core group as executive body that agrees to work together over an extended period; no members yet (e.g. BARNUFO)\*
- Association – may or may not be legally formalised\*

[\*Can register as not for profit]



## Where to register?

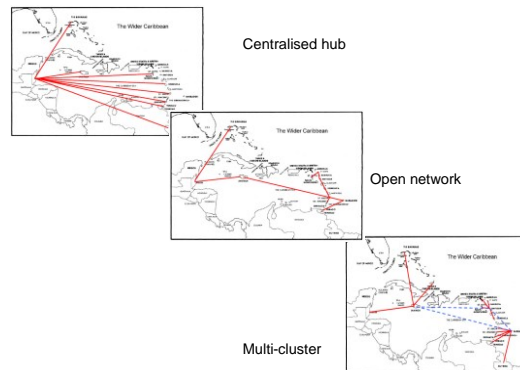
- cost of initial registration
- difficulty of process to do initial registration
- extent of annual paperwork needed for reporting
- location of key leaders in the CNFO
- location of key partners
- opportunities for funding support
- needs of FF in the country
- Other?
- Ranking



## Elements of a constitution

- Definitions
- Preamble
- Name
- Purpose
- Members
- Leadership
- Elections
- Decision making • Meetings
- Sub-committees
- Amendments to constitution
- Adoption into force

Group 1: countries with officially recognized NFOs	Group 2: countries with active PFOs but no officially registered NFO	Group 3: countries with no active PFOs or NFOs
Antigua and Barbuda, Barbados, Belize, Jamaica, Trinidad and Tobago	The Bahamas, Dominica, Grenada, Guyana, St Kitts and Nevis, Saint Lucia, St Vincent and Grenadines, Anguilla, British Virgin Islands, Montserrat, Turks and Caicos Islands	Haiti, Suriname





## Making it happen!

- What needs to be done?
- Who will do it?
- Who will help?
- When will it be completed by?
- What resources are needed / available?
- Who can help provide resources?

## APPENDIX 11 – DRAFT OUTLINE CNFO CONSTITUTION

### ELEMENTS OF A CONSTITUTION FOR CNFO - DRAFT OUTLINE FOR DISCUSSION 22 OCTOBER 2014

#### Definition of terms

Fisherfolk

National fisherfolk organisation

Small scale fisheries

**Ballot:** a written indication of preference in the event of a vote or election

**Casting vote:** the deciding vote of the Chair cast in addition to a vote s/he may already have made

#### Preamble

1. Why are small scale fisheries important in the Caribbean?
2. Why did fisherfolk decide to form a regional network?
3. How did the network evolve?

Members hereby agree to operate in accordance with these By-Laws.

#### Article One: Organisation

4. What is the name of the organisation? What is the acronym that shall be used?
5. In what country/ies is/are the organisation registered / incorporated? *Note: think about network structure / Branches/sub-groups by location, fishery type, etc.*

The organisation may at its pleasure by a vote of the membership make application to change its name.

#### Article Two: Purpose

6. What is the purpose of the CNFO?

**Vision:** Primary, national and regional fisherfolk organisations 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.

**Areas of work:** (from strategic objectives in 2009 strategic planning workshop)

- Play a role in EBM policy formulation and execution in collaboration with government and other stakeholders
- Build capacity of fisherfolk / members of FFOs
- Networking: linking PFOs / NFOs sharing information [collaboration among FFOs; support decision-making; regional participation]
- Acquisition and dissemination of information; collecting database information;
- Lobby, communicate, advocate

**Role of the CNFO:**

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

### **Article Three: Rights, Duties and Functions**

CNFO shall:

- Be self-governing and autonomous and shall not undertake or impose financial obligations or liabilities upon its members;
- Adopt its own by-laws;
- Adopt and pursue its own policies as necessary;
- Elect its own office holders and establish its own operating procedures;
- Inform its members well in advance of the dates and venues of its meetings;
- Issue statements relevant to the objectives of the organisation.

### **Article Four: Membership**

7. Who will be eligible for membership? NFOs, PFOs, individual fisherfolk, non-voting 'friends of fisherfolk'?
8. What types/categories of membership will you have? And rights attached to each?
9. How can members join? What will the process be? Are there criteria?

**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

## Article Five: Leadership

10. Who will lead the organisation? Will you create a Board or a Steering Committee of volunteers?
11. How many people?
12. Who will serve on the Board / Steering Committee? How will they be selected?
13. Will there be a Chair, one or more Vice Chairs, a Treasurer and a Secretary serving as Officers of the Committee?
14. What will be the responsibility of the Board / Steering Committee as a whole?
15. What will be the responsibilities of the Officers?
16. What will be the structure of the organisation? (tall or flat)
17. Will there be paid or volunteer management personnel or both?

The functions and responsibilities of the Steering Committee Chair shall be to:

- Represent and implement the decisions of the Steering Committee;
- Convene and preside over the affairs of and sign agreements on behalf of the Steering Committee;
- Approve the minutes of ordinary and extraordinary meetings of the Steering Committee;
- Act as mediator in the resolution of problems between members, where necessary;
- Establish contacts with potential donors and to make funds available for the Committee.

The functions and responsibilities of the Vice Chair shall be to:

- Represent the Chair in his/her absence;
- Support the functions of the Chair;
- Sign and disseminate correspondence and other documents, as required.

The functions and responsibilities of the Secretary shall be to:

- Keep records of and co-sign minutes and resolutions of ordinary and extraordinary meetings of the Committee and transmit copies of said minutes to all Nature Caribé Members;
- Be responsible for the voting process including overseeing the nominations process in accordance with these By-Laws.

The functions and responsibilities of the Treasurer shall be to:

- Maintain control of and keep up-to-date records of CNFO income and expenditure receipts;

- Oversee annual audits and provide financial statements and reports to the Steering Committee and donors, as required; and
- Be accountable for the proper use of the CNFO funds as per decisions of the Steering Committee.

**Resignation.** Any officer may resign at any time by giving written notice to the Chair of the Steering Committee. Such resignation shall take effect at the time specified therein or immediately if no time is specified and unless otherwise specified therein, the acceptance of such resignation shall not be necessary to make it effective. Any unfilled position or vacancy occurring in the Steering Committee for any reason may be filled by the affirmative vote of a majority of the remaining officers present at a meeting. Any officer elected to fill a vacancy shall be elected for the unexpired term of his or her predecessor in office and until his or her death resignation or removal.

**Removal of an Officer.** Unless otherwise restricted by these bylaws, any officer or all the officers elected by the members may be removed with cause, by the affirmative vote of a majority of the members at meeting of the members or by a majority of the members responding to a vote by written ballot.

**Compensation.** Officers shall not receive compensation for their services as such although, by resolution of the Board of Officers, the reasonable expenses for attendance at board meetings may be paid or reimbursed by CNFO.

## Article Six: Elections

18. How often will elections be held?

19. Can voting be conducted by mail or electronic means?

20. How long terms can elected persons serve? How many consecutive terms can they serve?

**Bi- Annual Elections.** CNFO shall hold a biannual election to elect directors positions designated for election by the members as set forth in Section X and to vote and transact such other business as may properly come before the election. The election shall be held every two years as may be fixed by CNFO and voting shall be conducted in person or by mail or electronic means.

**Terms.** Appointed members shall serve two year terms, and individuals may serve up to consecutive terms, subjected to renewed appointment.

**Rotation of the Steering Committee.** The Chair and the Vice Chair will shall rotate such that the appointed individual serve one year as Chair and one year as Vice Chair. The Secretary and Treasurer shall rotate such that the appointed individual serves one year as Secretary and one year as Treasurer.

## Article Seven: Decision making

21. How will decisions be made - voting and/or consensus?

- 1) The Board/Steering Committee shall endeavour to settle its business through consensus. In the event of votes being taken each Partner shall be entitled to one vote on all matters brought to vote. Voting may not be done by proxy. Votes shall be *viva voce*, unless a majority of Partners requests a vote by ballot. OR Decisions of the Board/Steering Committee shall be adopted by consensus. If consensus cannot be reached, adoption shall be by majority vote of the members present. The Chairperson shall hold a casting vote, in the event of a tied vote. A member can delegate her/his vote to another Member present by providing a formal Proxy to the Chair of the Steering Committee in advance of the meeting.
- 2) Each member entitled to vote shall be entitled to one (1) vote on all matters submitted by the Steering Committee.
- 3) At all votes by ballot, the completed ballots shall be open for inspection by the Secretary present. In the event of a tie, the Chair will have the casting vote.
- 4) Voting by mail or electronic Means. Any action including, but not limited to, the election of officers, amendment of the committee By Laws or the approval of a proposed plan, consolidation or dissolution, upon which members are entitled to vote shall be voted upon by mail (to include electronic mail, facsimile or similar transmission or other electronic voting system) and written notice of the proposed action shall be sent to each person known to be entitled to vote on such action as a member of the Board / Steering Committee. Said written notice shall state: the name of the member, the nature of the proposed action which is to be voted upon : the mailing address, electronic address or facsimile number to which the ballot is to be returned or the electronic voting system through which a vote must be processed in order to register such vote. The effective voting date , which shall be a date no less than five (5) days and no more than forty five (45) days following the date upon which said written notice is delivered or mailed to the members. Except as is otherwise provided by: the By Laws, the proposed action shall be the action of the members only if a majority of the members casting votes indicate an affirmative vote in favour of the proposed action by ballots received completed.

## Article Eight: Meetings

22. How often will meetings be held?
23. Can virtual meetings be held?
24. What is a quorum?

**Frequency of meetings.** The Board / Steering Committee shall endeavour to meet at least once a year. Extraordinary meetings may be called by the Chair or a consortium of three members of the Board / Steering Committee.

**Meetings in person or by electronic means.** Members of the Board of Officers thereof may participate in a meeting of the board or committee in person or by means of conference telephone, audible electronic transmission, or similar communications equipment by which all persons participating in the meeting can hear each other at the same time.

**Quorum.** Fifty per cent (50%) plus one of the members of CNFO shall constitute a quorum.

#### **Article Nine: Sub-Committees**

25. Will there be sub-committees?

The Board / Steering Committee at its discretion may establish sub-committees on specific issues or for special purposes.

#### **Article Ten: Amendments**

26. Will you include a process for amending the constitution?

- These By-Laws may be amended by an affirmative vote of two-thirds of CNFO members constituting the membership.
- Any CNFO member may propose an amendment to the By-Laws, and the Chair of the Board / Steering Committee shall circulate the proposed amendment to all the Members.
- Three months from the date of circulation of the proposed amendment, it may be voted upon by a ballot of all the Members of CNFO. Where an amendment fundamentally changes the By-Laws of CNFO, the Chair shall also communicate the fact of the amendment to all the members of CNFO and the Chair of for reconfirmation of the recognition of the By-Laws of the Board / Steering Committee.

#### **Article Eleven: Adoption**

This Constitution shall enter into force from the date of their adoption by the Members of CNFO ...

APPENDIX 12 – Mid-term Evaluation (MTE) Briefing Presentation

Mid-term evaluation of the EU fisherfolk strengthening project

Rodrigo Medeiros and Danilo Filipkowski

Evaluation process and results

- Done as a report by researchers from the Center for Marine Studies (CEM) in Brazil to be given to the representatives of CANARI based on a very participatory process involving many stakeholders
- The results will provide direction to the future of the project and what people want to achieve
- Brazilian and Caribbean groups of fisher folk may have the opportunity to build links between them

1st Group

1. From when you started in the project, how far do you think that the FFO's are from really "being heard" in relation to fisheries matters? (at local, national, regional levels)
2. In which ways has the project brought you closer to a better FFO situation in terms of the effectiveness of policies for fisheries?

The overall objectives of this session are to:

Evaluate the progress of the project according to its overall and specific objectives, and yours

Help you to reflect on the past and future participation of your fisher folk organization in the project to encourage an adaptative approach by you and any other stakeholders

Structure of the session

Work in three (3) small groups as instructed

Participants select a chair plus note-taker and presenter (may be one person) in each group

Discuss the key questions you will be given, and put the main points on flip chart paper

Share the main points in plenary afterwards

Reflect on the main lessons we have learned

2nd Group

1. How has your fishing community or group membership contributed to your participation in the project? The support that you received
2. What strategies have you/your community come up with to bring the ideas/voices of regular fisher folk into the project?
3. What types of feedback from the project have you carried back to your fisher folk groups?

1. How will you (your organization) approach and support the processes of the project?
2. Based on the progress to date, what are the major remaining challenges to be addressed from now to the end of the project to meet the project objectives?
3. Any particular areas of adaptation required?

**APPENDIX 13 – WORKSHOP EVALUATION FINDINGS**

**CANARI/CNFO/UWI-CERMES/PANOS/CRFM: Strengthening Fisherfolk to Participate in Governance**

**Second Regional Caribbean Fisherfolk Action Learning Group (FFALG) Workshop**

*October 20 - 24, 2014*

*The Bahamas*

**Workshop evaluation form**

1. Did you find the workshop objectives were achieved? Please rank for each objective and explain your answer. **Rank on scale of 0 to 4**

0 = not at all useful    1 = slightly useful    2 = moderately useful    3 = very useful    4 = extremely useful

<b>Objective</b>	<b>Rank 0 to 4</b>	<b>Please explain your answer / give us any comments</b>
<p><b>By the end of the workshop, members of the Fisherfolk Leaders Action Learning Group will:</b></p> <ul style="list-style-type: none"> <li>input into the monitoring and evaluation (M&amp;E) of the four year EU project on strengthening fisherfolk participation in fisheries governance in the Caribbean;</li> </ul>	<p>3,4,3,4,4,3,2,3,3,3,3,2,3,3,4,2,4,4</p>	<ol style="list-style-type: none"> <li>I was able to say what I did with the info I got from the project and how I used it</li> <li>Go for it, don't give up on us.</li> <li>Even if you didn't know anything about it, we knew after the session</li> <li>Because it was able to give some brain storm with was acceptable</li> <li>Questions are not quite clear.</li> <li>The general conclusions/recommendation form the national workshop was well explained.</li> <li>Within two years the projects has made a tremendous difference in how government works.</li> <li>The time line in which we have to do the work is too short.</li> <li>Very important.</li> <li>The organizing was handled very well. The facilitators present all topics all.</li> <li>It help to build fisherfolk leaders and CNFO network</li> <li>I give maximum score for the topic was thoroughly discussed and I clearly understood everything</li> </ol>

<ul style="list-style-type: none"> <li>• apply the action learning process to examine challenges facing leaders seeking to strengthen fisherfolk organisations (at regional, national and local levels) to enhance personal skills and knowledge about how to be an effective leader;</li> </ul>	<p>4,4,4,4,3, 2.5,3,3,4,2,4 ,3,4,3,3,3</p>	<ol style="list-style-type: none"> <li>1. BARNEP conducted their workshop on strengthening fisherfolk leader-organisations using info from the workshop.</li> <li>2. I learn more how to be a effective</li> <li>3. Everyone seemed waiting for this part. The exercises we made can show that.</li> <li>4. I learned a lot, and how to deal with people gaining confidence after every workshop.</li> <li>5. The exercises wee well presented but more experiences is also welcomed.</li> <li>6. This portion of the workshop has greatly improved my skills and knowledge of the overall objection of the workshop.</li> <li>7. Acquired valuable tools that will used going forward.</li> <li>8. Longer workshop we will get a better understanding</li> <li>9. Lots of information</li> <li>10. I am able to put into practice immediately the methods learned in the workshop through group experiences.</li> <li>11. Access resources business planning, financial management</li> <li>12. There are still some skills I have to improve on, and that of my local organization</li> </ol>
<ul style="list-style-type: none"> <li>• input into the development of a strategy and action plan for the formalisation of the CNFO;</li> </ul>	<p>2,4,3,3.5,3,2, 3,2,2,3,3,4,3,3 ,4,3,3,3</p>	<ol style="list-style-type: none"> <li>1. The exercise was a bit rush</li> <li>2. Input came from all member countries</li> <li>3. My input in development strategy action plan was important</li> <li>4. Now we know clearly what will be done and what need to be done.</li> <li>5. As for now we talk and on less we see the implementation it will not be satisfactory</li> <li>6. The urgency of CNFO to be formalized is there, but CRFM, CANARI or CARICOM should back up for the legal status.</li> </ol>

		<ol style="list-style-type: none"> <li>7. This will assist greatly in the overall strategy.</li> <li>8. The importance of CNFO</li> <li>9. Looking forward to Grenada workshop.</li> <li>10. Very critical.</li> <li>11. Management plans</li> <li>12. Still some work to be done especially on the qualifications of a n organisation to be a member of the CNFO.</li> </ol>
<ul style="list-style-type: none"> <li>• revisit the strategy and action plan for the CNFO;</li> </ul>	<p>2,2,3,3.5,3,2, 3,2,2,4,4,3,3,3 ,2,2,3,3,3</p>	<ol style="list-style-type: none"> <li>1. Some persons were not clear about the role of CNFO</li> <li>2. Some issues need to be address</li> <li>3. Very good insights were given.</li> <li>4. Strategy is noted but we have to meet again in the same setting.</li> <li>5. Can only enhance the present situation.</li> <li>6. The view of the fisher should be important and not be influenced.</li> <li>7. With haste so that we can finalise and legalise the organization.</li> <li>8. We did elements</li> <li>9. CNFO should be formed now.</li> <li>10. More feedback of communication.</li> <li>11. Still some work to be done.</li> </ol>
<ul style="list-style-type: none"> <li>• participate in the analysis of key policies and determine the implications for sustainable small-scale fisheries development in the Caribbean;</li> </ul>	<p>3,4,3,3.5,3,2,3 ,3, 3, 3,3,3,4,2,4,3</p>	<ol style="list-style-type: none"> <li>1. Many areas were look at in policy making</li> <li>2. I know now how to do it effectively</li> <li>3. Has made tremendous influence in policy and show how to organize small scale fishery.</li> <li>4. The workshop is too far apart. Follow up is needed.</li> <li>5. We need to continue to address this issue.</li> </ol>

		6. Some of the policies in places needed to improve upon.
<ul style="list-style-type: none"> <li>input into the draft communication and advocacy strategy and action plan for the CNFO and its members to enhance personal skills and knowledge about how to effectively communicate to influence policy;</li> </ul>	4,4,4,3.5,4,3,3,3,2,3,4,2.5,3,2,4,2,2,2	<ol style="list-style-type: none"> <li>I had a good understanding of how to communicate my message to influence policy in my country.</li> <li>Videos were just one of the many ways to communicate</li> <li>I love it</li> <li>More communication is needed.</li> <li>Has enhanced present skills and knowledge.</li> <li>Realise the need.</li> <li>The method is there but need to be utilized more.</li> <li>Very useful information</li> <li>We did elements</li> <li>This has expanded our methodology in terms of establishing our PFO's.</li> <li>Development</li> <li>Lot of work to be done members not seeing eye to eye.</li> </ol>
<ul style="list-style-type: none"> <li>contribute to the development of a participatory video with a local fishing community in The Bahamas.</li> </ul>	4,4,4,2,3,4,4,4,3,4,4,3,3,4	<ol style="list-style-type: none"> <li>My capacity was built in the uses of the video and how to do interviews to get my message across to influence policy and represent fisherfolk interest and also to use the exercise as a tool.</li> <li>Camera</li> <li>We had done very good shots</li> <li>I did not get the right people to interview.</li> <li>Get a feel of the frustration position</li> <li>That was the fun part but a lot have been learned.</li> <li>It has enhanced to the understanding off and concerns of the local fishermen.</li> <li>Hearing the view as and concern of local fishermen.</li> <li>So far so good.</li> <li>We had very good participation</li> </ol>

		11. Enjoy the experience can relate to challenges of Bahamian fishers.
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2. What is the most important thing that you learned / understood / felt from this workshop?
  1. I learnt how to conduct workshops. Understand that not everyone will agree on the same issues.
  2. The workshop had a good atmosphere among fisherfolk.
  3. Better ways to develop policies
  4. How to draft an advocacy strategy
  5. Process of developing a participatory video
  6. I see all the island on the Caribbean area are facing almost the same problems.
  7. I also realize that we all want to take action in order to create and promote a better livelihood for everyone in the fisheries industry particularly the fisherfolks.
  8. The most important thing is that as a region we need to come together for a common goal.
  9. That we are all experiencing the same problems both from a political and or fish related point of view.
  10. Learned was the action learning process. This is something you need to be completely aware of.
  11. The understanding that the CNFO has and is making a major contribution to the development of PFO's and NFO's.
  12. Group consultation and interaction produces positive results.
  13. The focus of getting the CNFO registered: I understand that the process was not as clear cut as I first thought.
  14. That the experience of fishers are similar throughout the Caribbean as we realize that as a Caribbean, we must confront our issues together.
  15. Although we come from many different countries and culture, our problems are very similar and the solutions proposed can work as long as policy makers/enforces and partners work together. We can achieve all that we set out to do.
  
3. What did you like about this workshop?
  1. I like the comrade among fisherfolk.
  2. I also like the fact that our partners are working with fisherfolk to build their capacity to represent their countries.
  3. I like the fact that participants did not get a lot of paper.
  4. Input of all in attendance
  5. The venue was incredibly wonderful
  6. Very practical, hands-on, knowledgeable facilitators
  7. Every participant has shown respect to each other. We were well treated and CANARI made its best to the success of that workshop. Everyone was kind.
  8. The communication was better than those before.
  9. The comadery amongst the participants.
  10. The participatory video.
  11. Most informative, most interesting and can see the clear objective.
  12. The participative and dissemination of the information.
  13. It was very interactive and the host took very good care of the participants.
  14. The delivery by facilitators was to the point and on target.
  15. The help I get will make build my co-operatives.

16. The discussions were intense and all the leaders and partners present knows what they were talking about and knows the answers.
4. What did you dislike about this workshop?
    1. I dislike when persons take your different opinions to mean that you have something against another participant.
    2. In order to incorporate day time-free time carry one or two sessions into the night
    3. It was too much full time working.
    4. The time is to short from the amount of work.
    5. No time for ourselves. I appreciate that the workshop was condensed to minimize extra expense but I, as I am an aged person, need space to rejuvenate.
    6. Not applicable.
    7. Nothing / Room too cold.
    8. Too compact.
    9. Nothing.
    10. Participants were not afforded any down time.
    11. Nothing, the workshop was a one. Thank you for you information.
    12. We did not have much time for ourself, the country was very beautiful but we did not get a chance to see it.
  5. Which sessions did you find particularly useful:
    1. I like all the sessions – I find them useful and informative.
    2. All
    3. Day 5 video
    4. Day 1
    5. Sessions # 4, #5, #10 and # 11
    6. Session 6 – Development of a strategy and action plan for the formalization of the CNFO.
    7. The policy brain storming and the video base on the information.
    8. The putting together of the constitution for the CNFO.
    9. Each sessions was useful, besides the cold air condition, I never felt sleepy.
    10. Action leering and visiting the local market along with the visit from the minister.
    11. Field outing interacting with the affected persons.
    12. The action learning sessions and the process of looking at what could be done to register the CNFO.
    13. All.
    14. Action learning on challenges facing leaders of the fisherfolk organizations.
    15. The planning and the Action learning sessions and field trip.
  6. How could the workshop have been improved?
    1. Not sure what more could have been done.
    2. I believe the evaluation sheet could be shorter.
    3. More video with fisherfolk
    4. Snack should be in the afternoon instead of the morning.
    5. Few things need to be improved and it is all about timing. We should finish at 3 or 2 instead of 4:30.
    6. After so much work in shot timing, you need a minute for solcialising.

7. By re arranging the starting time, we could start at a later time ending later, to allow participants to get to know the island on a country and do a little shopping for souvenirs to take back home e.g. we could start after lunch on certain days and end later say 8pm. This would allow us to do the above without compromising the essentials of the workshop.
8. The set up was very good. Some discussions were too long, but the discussion later were well prepared and were able to cut those people down.
9. Make videos
10. Nothing else could be done all possible was done.
11. More communication and strengthening NFO, PFO.
12. The workshop went well, some participants especially the senior ones took some stance and did not move even when shown their stance was not the best

7. How would you rate the following areas of the workshop structure and delivery? Please tick one for each area.

	Very Good	Good	Fair	Poor
Clarity of objectives	8	8		
Content	6	9	1	
Materials	5	10	1	
Facilitation	7	8	2	
Relevance to your needs	6	8	1	

Do you have any additional comments on the above?

1. No.
2. Please ensure that all slides where possible, are made available to participants.
3. No.
4. CNFO has to be discussed further, at least with the group that is now acting as the core group.
5. I only wish more of our Government and fisher folk could have been here.
6. No.
7. Not at this time.
8. None.

8. What is one thing that you will apply from the workshop in your organisation's work?

1. I will try to do a PV for one of our primary organisation.
2. How to get organisation to function.
3. More time for all NFO and FFO
4. Participatory video
5. Action learning process
6. More advocacy
7. Try to brain storm
8. All
9. I will share the information from here with the fisher folk.
10. Organising the PFO's and pressing the Government policy on sustainability.
11. Section learning group involvement.
12. Setting up of Barbuda PFO and the NFO.

13. Using the action learning tool
  14. PV
  15. Development policy
  16. I will try to make my organization a member of the NFO in my country/share with my members the benefits of being in the NFO.
9. What would prevent you from applying the ideas discussed in this workshop?
1. The participation of the fishers.
  2. Lack of co-operation from local fishers.
  3. Time (time management and personal works)
  4. Money and participation.
  5. Nothing
  6. That fishers do not always make the time to be present at the meeting.
  7. Nothing, will seek to remain in contact with the CNFO and the other members.
  8. Resources.
  9. Nothing
  10. Nothing
  11. Time and resources.
  12. How to get stirring issues.
  13. I see no problems applying the ideas discussed in this workshop in my part, however convincing my Fishery minister is another issue.
10. What recommendations would you like to make for this project?
1. I would like to recommend that the last session would be shorter, especially since some fisherfolk have to leave very early the next morning
  2. The EU continues to support fisherfolk participation in fisheries governance.
  3. More meeting with fisherfolk and NFO.
  4. One hour to highlight the significant issues or challenges posed by the regional and international policy documents/instruments signed to by CARICOM.
  5. Much more survey
  6. Keep in touch with the participant and track what they are doing.
  7. We need an hour or two for socializing, shopping.
  8. Re-organise workshop time 8-5 is not necessary 1pm-8pm is suggested.
  9. Save some of the budget for CNFO to get them started. They CNFO need a secretariat to keep in contact with the other members.
  10. Develop a strategy for the high schools.
  11. We as the FFO need to follow-through so we can fulfill our objectives and goals.
  12. Continue the process even though the process is slow.
  13. Building and strengthening fisherfolk and PFO. How to go forward.
  14. Strong follow up on policies and suggestions/recommendations made during the workshop must be done by all stakeholder/participants or the workshop/project will be in vain.