



CRFM

CTA / CRFM / CARDI Regional Workshop Report
on
Findings of Organizational Needs Assessment of
Caribbean FisherFolk Organizations

*(Funded by the Technical Centre for Agricultural
and Rural Cooperation – CTA)*

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1. INTRODUCTION

One of the main goals of the CRFM is to promote the co-management of the fisheries resources of the region in order to enhance to sustainable utilization of the resources. That goal calls for the empowerment of the resource user groups through building their capacity to play the role of partners of the government in the collaborative management of the resources. As a continuation of the capacity building programmes targeting the fisher folk organizations, the CRFM conducted an Organizational Needs Assessment of the fisher folk organizations in the region, with the survey aspects concentrated in nine of the member states, namely, The Bahamas, Barbados, Belize, Dominica, Grenada, Guyana, Jamaica, St. Lucia, and Trinidad & Tobago. The instruments used to gather data were a Key Informant and Organization Members' Interview Schedules, complemented by documentary materials. The main purposes were to identify the weaknesses and strengths of the organizations and their needs, in order to generate strategies for addressing the constraints that hinder their development and find ways to strengthen them.

The main output of the study was a Report that is the subject matter of the workshop that has generated this report. This workshop was held in Belize City, 12-14 October 2004. The funds that made this possible was provided by the Netherlands-based Centre for Technical Cooperation in Agricultural and Rural Cooperation (CTA) through its regional office in CARDI, Trinidad & Tobago. The main objectives of this workshop were to provide the participants, mainly composed of leaders of fisher folk organizations from the Caribbean, with the opportunity to examine the findings of the report, validate and or/dispute the findings, generate ideas for furthering the institutional capacities of the organizations, and explore possibilities of establishing networking among them and other relevant organizations in the region and outside the region.

The participants were representatives of fisher folk organizations from Member States, namely Antigua & Barbuda, Belize, Jamaica, St. Kitts & Nevis, St. Lucia, St. Vincent & the Grenadines, and Trinidad & Tobago. There were also representatives from CARDI/CTA, The CRFM, and the Fisheries Department of Belize.

2. PREPARATORY ACTIVITIES

The main elements of planning of the Workshop was contained in a document entitled, ‘Information Note’ in which the background to the event, the rationale, the objectives, activities and expected outputs were clearly enunciated. An annotated agenda was also prepared to highlight the main features of the workshop and the order in which the activities would tentatively follow each other. Copies of these documents appear as Appendices 1 and 2 respectively. Letters of invitation were forwarded through the fisheries administrations in Member States to the fisherfolk organizations to nominate potential participants to represent the national organizations at the workshop. Other logistical arrangements such air travel, accommodation, venue, meals, internal transportation, field work and administrative support, were the responsibilities of the CRFM Secretariat, with the support of the Fisheries Department of Belize.

Excerpts of the report, from the Executive Summary and the Conclusions and Recommendations were forwarded to the selected participants in advance of their traveling to Belize, through the relevant fisheries administrations, for the latter to provide technical assistance to the would-be participants before their arrival for the workshop.

A local press release (that appears as Appendix 3, page 28) heralded the workshop, and the main addresses given by the Executive Director of the CRFM Mr. Hugh Saul, and the Representative of CTA/CARDI, Mr. Selwyn King, appear together as Appendices 4 a and b. These are followed by a copy of the Opening Ceremony Programme, in Appendix 5.

3. PRESENTATION BY THE COORDINATOR: PRELUDE TO DELIBERATIONS

In four previous series of Institutional Strengthening Workshops for Leaders of the fisher folk organizations held in Belize (1998), Guyana (2001), Venezuela (2002) and Guyana (2003) respectively, the incremental development and conceptualization of a model for fisher folk organizations in the Caribbean was formulated through the participatory approach. This model presented in Fig.1, page 6 below, was termed, ‘The Three-Tier Model of Regional Fisher folk Organization’ (Atapattu, 1998). It was unique in its futuristic orientation. The conceptualization process led to the introduction of the concepts of vertical and horizontal networking and the ideas of the short – medium –long- term view portrayed by the model.

The Coordinator’s presentation commenced with a revisit to this model, since not all the participants at this workshop had had any previous knowledge of this model. At the bottom of the three-step model are the Primary or Community-Based Fisher folk Organizations represented by the many Fishermen’s Cooperatives and Fisher folk Associations in the majority of the Member States of the CRFM; horizontally integrated to one another and vertically linked to the National or Umbrella Organizations. The middle level represents the National Umbrella organizations that draw membership from the leadership of the primary organizations, and that, for theoretical purposes, should be accountable to the latter, and that, they would be horizontally integrated to one another, and vertically linked to a regional body. The latter would represent the interests of all the fisher folk organizations at regional decision-making institutions or fora.

The qualification ‘for theoretical purposes’ was used advisably to demonstrate the fact that these networking systems depicted by the model represent ‘what could be’ rather than ‘what is’. They also present challenges for the participants to debate the complex inter-linkages, discern the possible areas for collaboration and cooperation and the possible relations with national governments, NGOs and other institutional bodies, both at the national and the regional levels.

The spirited discussions and side debates that followed the presentation of this model, led to some preliminary conclusions, namely, that at the primary level, the community-based organizations could possibly develop day-to-day operational and policy developmental linkages

with the national fisheries administrations, environmental Non-Governmental Organizations (NGOs) and possibly local educational and research institutions. Second, they stand a better chance of having a more focused voice in national decision-making by relying on national Umbrella organizations as their Advocates.

The main output of the discussions by the participants of the workshop however, was the recommendations reached by consensus, suggesting a major modification to the model, that they had in principle initially accepted. The following are the modifications agreed upon:

- The Model, for now, should be restricted to the short – to - medium term in its life span.
- The Model should still retain the three-tier structure but with slightly different components, namely, a Primary level still representing the Primary or Community-based organizations; a Secondary level, also representing the National Fisher folk organizations, and a tertiary level representing, "The Caribbean Network of Fisher folk Organizations". See a representation of the new model in Fig. 2, page 7 below.

It is instructive to note that participants argued successfully that the concepts of 'federation' and 'union', as in the Model in fig. 1 should be scrapped for historical and political reasons in the CARICOM context.

According to this Model, the network at the tertiary level, would work in close collaboration and cooperation with the CRFM, through the latter's Secretariat and the CRFM Forum, composed of national representatives as an Observer and also as a consultative body. At the secondary level, the national Fisher folk organizations would ensure robust representation of the primary organizations on the National Fishery Advisory Committees and National Fisheries Dialogue Groups in Member States, promoting the interests of the primary organizations and influencing government policy initiatives. It was agreed that check and balances should be built into the system to ensure genuine representation and accountability in institutional arrangements where the national bodies and the regional network supposedly represent constituencies mainly made up of primary organizations and their members.

FIG: 1

**THE THREE – TIER ORGANIZATIONAL
STRUCTURE
OF THE
CARIBBEAN FISHER FOLK
ORGANIZATIONS**

**CARIBBEAN REGIONAL FEDERATION
OF
FISHER FOLK ORGANIZATIONS**

CRFM

**Tertiary
Level**

**NATIONAL UNION OF FISHER FOLK
ORGANIZATIONS**

**Secondary
Level**

**NATIONAL
FISHERIES
ADMINISTRATIONS
ENVIRONMENTAL
NGOs
EDUC. & RESEARCH
INSTITUTIONS**

**PRIMARY
FISHER FOLK
ORGANIZATION**

**PRIMARY
FISHER FOLK
ORGANIZATION**

**PRIMARY
FISHER FOLK
ORGANIZATION**

**Primary
Level**

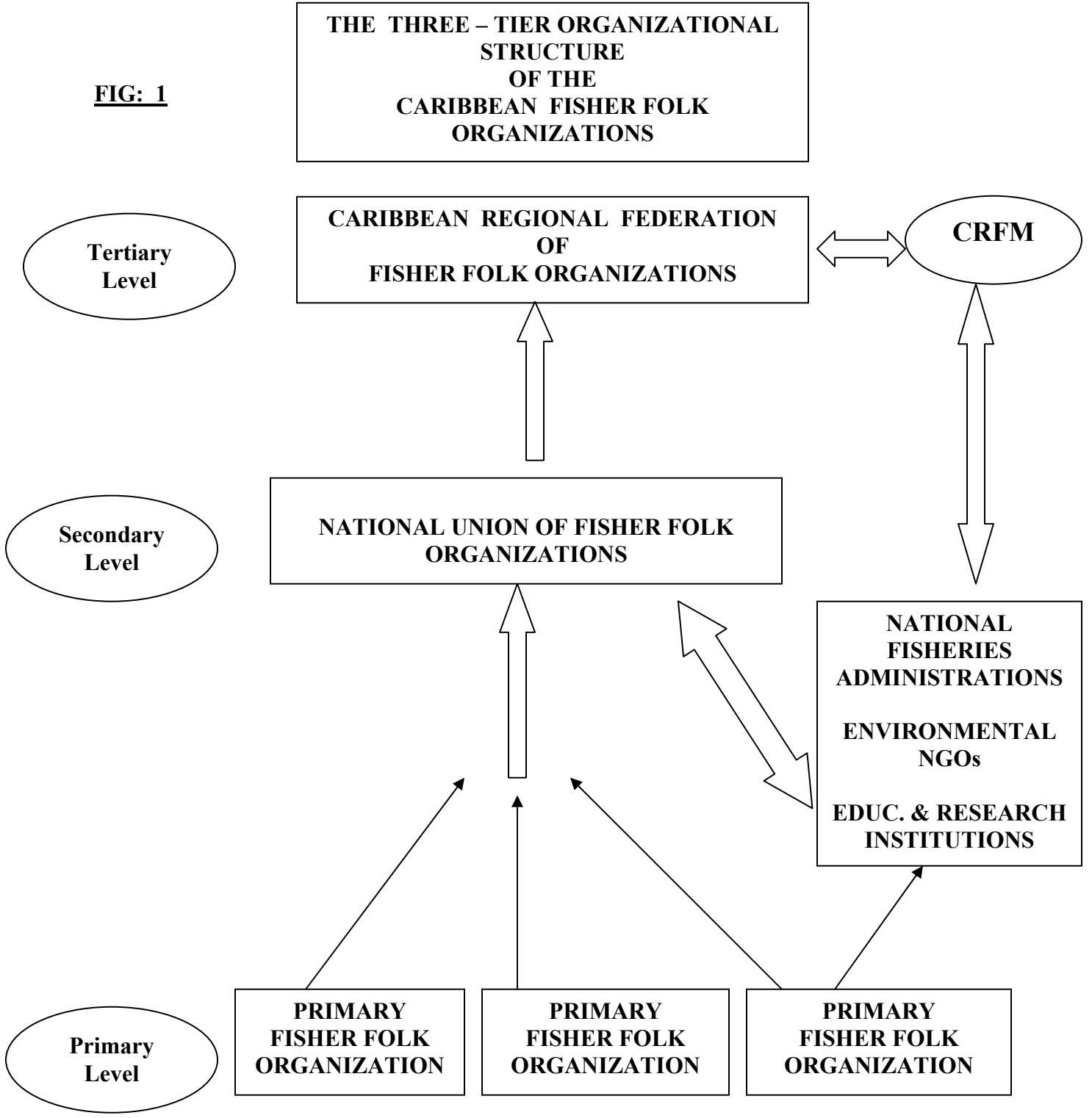
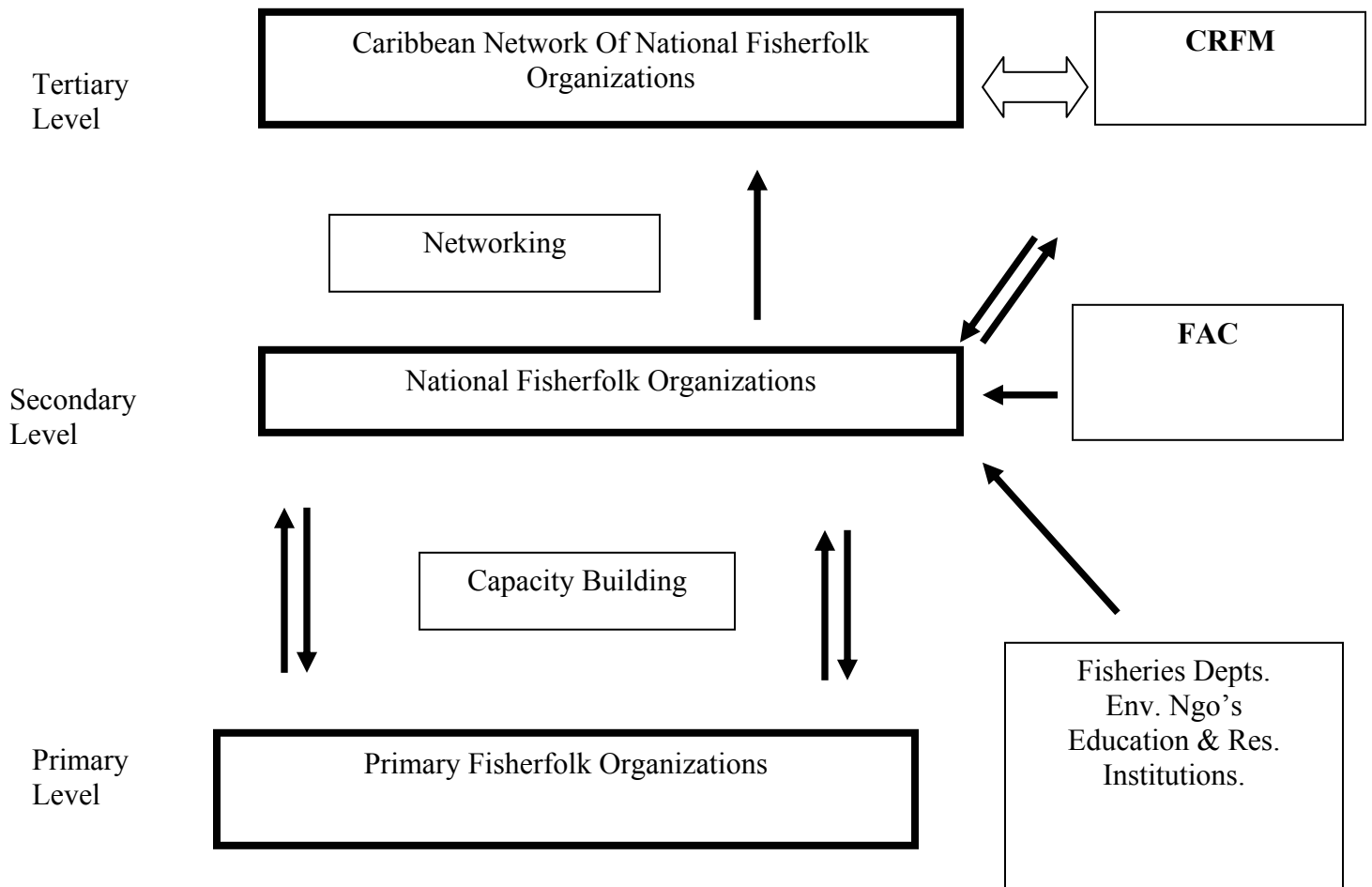


FIG: 2

Three -Tier Model of Fisherfolk Organizations



Regional Workshop on Findings of Organizational Needs Assessment of Caribbean Fisherfolk Organizations, 12-14 October 2004, Belize City, Belize

Details of some of the ideas emerging from the deliberations on this aspect of the Coordinator's presentation on the model were in the area of the comparative functions of the primary and the secondary fisher folk organizations, as presented below.

The Primary Level (Functions)

- Primary Organizations vertically integrated to secondary organizations.
- Elect representatives for leadership and membership of secondary organizations.
- To be consulted by representatives on issues to be dealt with at the secondary level
- Demand feedback and accountability from representatives at the secondary level.
- Develop lateral linkages with other primary organizations for exchange of information, exchange visits and study tours, joint organizing of social activities, collaboration for development of common strategies in dealing with issues of professional and national importance.
- Develop linkages with other primary organizations in other regional states.

The Secondary Unions/ National Umbrella Organizations (Functions)

- Coordinate activities of Primary Organizations.
- Represent primary organizations in negotiations and deliberations of matters of national policy on National Advisory Committees, fisheries legislation and enforcement, government material support for resource user groups etc.
- Develop strong structural and operational linkages with the national fisheries administrations and represent the views of the primary organizations at the national level.
- Deal with conflict situations between/among primary organizations.
- Develop consultative and feedback links with the primary organizations on issues of national and regional importance.

- Develop lateral linkages with other secondary organizations at the regional level for exchange of information and development of common strategies on regional policy matters.
- Develop strong linkages with other research institutions, relevant NGOs, at the national level and internationally.
- Develop strong structural and operational linkages with the Caribbean Regional Fisheries Mechanism (CRFM) through the latter's Secretariat via the national fisheries administrations and the CRFM Forum, to negotiate on matters relating to international and intra-national conflict situations, and management of shared resources.
- Formulate joint regional and sub-regional strategies with counterparts in the region.
- Promote capacity building programs for primary organizations to prepare them for co-management

These lively discussions were followed by a second presentation by the Coordinator of the Workshop on highlights of the Report on the Needs Assessment of Caribbean Fisher folk Organizations, in which the relative strengths and weaknesses of the Primary Organizations vis-à-vis the National Umbrella Organizations were the focal points.

4. SECOND PRESENTATION BY THE COORDINATOR

A document entitled, 'A Guide to Deliberations by Participants,' was distributed among the participants ahead of the deliberations at the Workshop. This document contained summarized forms of the main findings, the needs of the fisher folk organizations as depicted by the report, and the recommendations made by the author of the report to guide future action. The major findings of the study were mainly presented through hypothetical statements in piecemeal fashion using Microsoft Power Point programme. Each piece presented was followed by a few guiding questions to jump-start discussions and guide the direction of the discussions.

Participants were advised to fully participate in the open discussions, and all efforts should be made to prevent the domination of the proceedings by a few, at the expense of the majority. This

worked well and the participation rate was exemplary. The contents of the presentation that guided the discussions are presented below:

Organizational Needs Assessment of Fisher folk Organizations in the Caribbean

Funding Agency: Technical Centre for Agricultural and Rural Cooperation (CTA)

Executing Agency: Caribbean Agricultural Research and Development Institute (CARDI). (Regional Branch Office for CTA).

Implementing Agency: Caribbean Regional Fisheries Mechanism (CRFM) Secretariat.

- Objectives:**
1. To identify the organizational needs of the key Fishers’ Organizations in respective countries of the Caribbean Region.
 2. To identify the major constraints to the development, organization and management of fishers’ organizations in the Caribbean Region.

Sources of Information:

1. Documentary Review
2. Key Informant Interview Schedule
3. Organizational Members’ Questionnaire

Administering of Questionnaires

Countries	# Key Informants Questionnaire	# Organization Members Questionnaire	TOTALS
Barbados	21	21	42
Belize	20	35	55
Dominica	20	20	40
Grenada	20	20	40
Guyana	27	23	50
Jamaica	24	37	61
St. Lucia	20	20	40
The Bahamas	22	53	75
Trinidad & Tobago	20	20	40
TOTALS	194	249	443

A GUIDE TO DELIBERATIONS BY PARTICIPANTS

A. ON THE MAIN FINDINGS

1. **Organized fishers are very important for the long-term development and management of the fisheries.**
 - *Why? (Give reasons)*
 - *What are the problems and difficulties involved in promoting their participation?*
 - *How can the problems be solved?*

2. **Many primary (community-based) fisher folk organizations do not last long.**
 - *Why? (Provide reasons)*
 - *What are the problems and difficulties involved?*
 - *How can these problems be resolved?*

3. **The Fisheries Advisory Committees allow for representatives of the Cooperatives and Associations to participate in discussing matters affecting the fishing industry and to advise governments on fisheries policy.**
 - *Is the FAC operating well in your country?*
 - *If not, why?*
 - *What should be done to improve the situation?*

4. **Fisher folk organizations are expected to participate in the making of decisions that affect their work and their livelihoods.**
 - *How are decisions on the fisheries made in your country?*
 - *Do fishers have a say?*
 - *How can the situation be improved?*

5. **There are several kinds of cooperatives e.g. supply or consumer, marketing or producer, financial or credit, lobby or pressure, service. Multipurpose cooperatives combine two or more of these functions, and are said to be more stable and stronger.**

- *Why is this so?*
- *How can multipurpose cooperatives or associations be promoted in your country?*
- *What would be the problems involved?*
- *What solutions to these problems would you suggest?*

6. **National Umbrella Organizations tend to be more stable and stronger than primary, community-based organizations.**

- *Why is this so?*
- *What difficulties or problems exist in forming national unions?*
- *What solutions are there to solve the problems?*

7. **Ordinary members of many primary organizations are only interested in the immediate benefits they get from being members rather than the long-term goals and objectives.**

- *Do you agree?*
- *If no, why? (Provide reasons)*
- *If yes, why? (Give reasons)*

8. **It has been found that many primary organizations are weak because boat owners tend to benefit more from membership than ordinary members. Ordinary members therefore are less interested in the affairs of the organization.**

- *Do you agree?*
- *How can the situation be improved?*

9. **National Umbrella organizations tend to be able to influence government decision-making and are able to develop networks that improve the livelihoods of fishers in primary organizations.**

- *Explain why.*
- *Explain how.*

10. **Capacity building through education and training is very important for strengthening fishers' organizations for co-management of the fisheries resources.**
- *In what subject areas is this mostly needed?*
 - *Why?*
11. **It has been found that primary fisher folk organizations are unstable and weak because of some major problems.**
- *What are these problems?*
 - *What solutions would you suggest?*
12. **It has been said that fishers' organizations are weak because fishers tend to be individualistic and do not want to cooperate with others.**
- *If this is so, what are the reasons?*
 - *How can this attitude be overcome?*
13. **This research found that national umbrella organizations have certain advantages over primary organizations.**
- What are these advantages?*
 - In what ways would the primary organizations benefit from the operations of the national organizations?*
14. **What are the main stakeholder groups in the small-scale (artisanal) fishing industry?**
- *What do they contribute to the industry?*
 - *How do fishers benefit from these?*
15. **It has been found that more and more fishers are forming Associations rather than Cooperatives.**
- *What are the reasons?*
 - *Will this change in the future?*

16. Many male fishers who are members of fisher folk organizations are opposed to opening membership for females.

- *What are the main reasons?*
- *Should this position be changed?*
- *Would females bring some advantages to the organizations?*

17. It has been found that organizations that diversify their economic investments would be stronger and be more stable than those that do not.

- *What is your position on this?*
- *Why? (Provide reasons)*

18. It is believed that improving the working relations between fishers and government officials will improve the management of the fisheries and the industry.

- *What is your opinion on this?*
- *What would be the problems involved?*
- *What should be the solutions?*

19. Many people believe that co-management would improve the worsening condition of the fisheries in this region.

- *Do you agree?*
- *In what ways could that happen?*
- *What would be the difficulties and problems?*
- *How could these be overcome?*

20. It has been found that easy access to information by fishers' groups and the promotion of information exchange between and among different groups would strengthen the organizations and prepare them for co- management.

- *What are your views on this position?*

21. Many primary organizations communicate with their members through verbal, face-to-face means and through community meetings.

- *What improvements would you like to see?*

22. **Networking among the national umbrella organizations and between them and other regional and extra-regional organizations would equip the national organizations to play a strong role in the management of the region’s fisheries.**

- *Explain how.*
- *What would be the difficulties and problems they might face?*
- *What solutions would you suggest?*

ON THE NEEDS OF THE FISHER FOLK ORGANIZATIONS.

SUMMARY TABLE (for general discussion to generate new ideas)

<u>Major Areas</u>	<u>Details</u>
Management Skills	1. Organizational 2. Financial
Fisheries Development	1. Easy access to credit and inputs 2. Marketing; access and strategies 3. Economic diversification and improved livelihoods
Communication	1. Skills training 2. Modernization
Capacity Building	1. Training and Education 2. Public Awareness Building 3. Information Flow and Exchange

ON THE RECOMMENDATIONS

Participating groups should note that these are for general discussions to generate new ideas, identify the problems and difficulties in implementing the recommendations and suggest solutions.

I) The region should focus on the formation and strengthening of national umbrella organizations in all the CRFM member States.

- Governments should address problems facing the primary organizations through the national unions.

- National Unions should represent all primary organizations on all decision-making bodies or forums.
- National Unions should play the leading role in promoting training and education of members of the primary organizations.
- National Unions should develop effective working relations with the CRFM through its Secretariat and Forum.

II) The development of networks should begin with the creation of a Caribbean Network of National Fisher folk Organizations linked by an integrated electronic communication system.

- What are the components of the system?
- How can it be made operational?
- What would be the difficulties and problems?
- How can the problems be solved?

III) The region should facilitate national-regional –extra-regional networking.

- National Unions to use the Internet to source funds and technical assistance for capacity building and project development and implementing.
- National Unions to reduce dependence of primary organizations on government subsidies, and to become self-reliant.

IV). Introduce feedback, regular consultation and proper representation of primary organizations by national unions on decision-making bodies, and for primary organizations to hold their representatives accountable.

V) National Organizations to provide effective leadership, defend and promote the interests of the primary organizations and influence national and regional policies on behalf of the primary organizations.

5. PARTICIPANTS DELIBERATION SESSIONS

By unanimous decision, participants voted against the original plan to break them up into groups to discuss the issues and present their conclusions to the general group at a later stage. They preferred the alternative of holding the discussions as one group so that all would benefit from all ideas that would contend at the deliberation sessions. In turn they vowed to allow for all ideas to contend and to prevent domination of the exchanges by a few at the expense of the majority. This decision turned out to be more appropriate than the original plan.

The new arrangement produced a suitable atmosphere in which the participants engaged in healthy exchanges and brought the best out of them. The sitting arrangement was turned into a horseshoe formation, with the main Coordinator sitting in the middle to direct the discussions. The presence of a few officials from CARDI/CTA and the CRFM Secretariat turned out to be a plus. Intricate issues were occasionally referred to them to unravel and they played that role splendidly without attempting to dominate the proceedings.

The reporting method here will be based on some of the main issues dealt with and how positions were arrived at on them.

Issue # 1: Why fisher folk organizations are important for fisheries development and management.

This issue was considered by the participants from two angles; a) the view from fisheries developmental standpoint, in which their personal and professional interests are best served, and b) the fisheries management perspective, by which the sustainable utilization of the resources and the protection of the environment became paramount. Hence on the one hand, the response was easier access to services, easier access to, and exchange of information, and the promotion of institutional linkages. On the other hand, it was contended that organizations enhance participation and involvement in management decision-making, and makes it more likely that fishers would adhere to fisheries laws and regulations to protect the environment, and monitoring of adherence to these rules and regulations, would be supported by the resource user groups.

Issue # 2: **The general problems facing primary organizations in the region.**

The response to this issue engendered a litany of woes that are besetting the community-based fisher folk organizations such as lack of financial resources and lack of skills in financial management, as well as organizational management. The question of low participation by ordinary members, compared to boat owners also came in for lengthy discussion. However, as in the report of the needs assessment study, no discernable anger or antagonism was expressed against the boat owners. The weakness in institutional cohesion and lack of cooperation among the members was a matter of concern that some participants blamed on lack of education and training. The suggestion was that members needed more training and awareness building programmes, to overcome some of these problems militating against their progress.

Issue # 3: **The causes of instability of the majority of primary organizations.**

Participants linked this to a number of causes including past negative experiences, exclusion of members from the decision making process, hence the excluded do not claim ownership to the regulations and rules that underlie the foundations of the organization. Other participants blame the perceived paucity of benefit streams that accrue to the generality of the members of some organizations, and that the latter tend not to have access to vital information that are monopolized by the leadership. The suggestion for overcoming these problems, according the various viewpoints expressed, was that more openness and building of the awareness of the members could go a long way in reducing the factors that cause the instability of the organizations.

Issue # 4: **Relative Strength of Umbrella Organizations.**

Participants did not dispute the findings of the Needs Assessment study that national umbrella organizations, formed out of the collective will of the primary organizations, tend to be stronger and more stable than the community-based organizations functioning on individual basis. It was contended that since membership represent the cream of the constituent primary organizations, and bring into the organization diversity of skills and a wider spectrum of stakeholder representation, they would tend to be stronger and more stable. They are better able to influence policy decision making at the national level. Since they are better at mobilizing resources, they are able to attract professional managerial and administrative staff hence they could be better at

managing their organizations. Some participants however, introduced a caveat that some national organizations had fallen by the way side before, and that the argument should only be limited to the probability that umbrella organizations could do better and last longer than primary organizations.

Issue # 5: Fisheries Advisory Committees (FACs) are good for promoting co-management.

There was virtually no dissension on this matter. However, many were disappointed that in practice there was much more to be desired. Some FACs have become moribund or non-existent in some countries. In others they have become rubber stamps of the government policy positions. Some argued that the frequent changes of political officials disrupts continuity of policy and brings in new political appointees who are either unaware of this institutional arrangement or are just not interested in reviving them. The consensus was that the practice of empowering ministers of government to appoint members from the stakeholder groups introduces political favouritism and biases into the system, and that affects the objectivity of what goes on at FAC meetings. It was the consensus that political decision makers should be the next targets for public awareness programmes to bring them to appreciate the importance of this institutional arrangement.

Issue # 6: Capacity Building

It was generally agreed that the solution to the institutional weaknesses of the primary organizations was through building their capacities for co-management. The consensus that came out of the discussions was that training and education and awareness building through access to information, information exchange and communication among the organizations would bring about capacity building. As the Needs Assessment study report showed, participants listed the following subject areas as critical for training and education for institutional strengthening: organization management, financial management, human resource management, responsible fishing and environmental education.

6. CONCLUSIONS

At the close of the deliberations, the participants unanimously passed a resolution accepting the 5 recommendations made by the author of the Needs Assessment Study, namely:

- The region should focus initially on the formation and strengthening of national umbrella fisherfolk organizations in all the CRFM Member States.
- The development of networks should begin with the establishment of a Caribbean Network of National Fisher folk Organizations linked by an integrated electronic communication system.
- The region should facilitate the extension of the network to encompass other relevant national, regional and extra-regional organizations at a later stage, particularly for further capacity building and resource mobilization.
- Introduce feedback mechanisms, regular consultations and responsible representation of primary organizations by national organizations, through representatives of constituent groups on national and regional decision-making bodies, and for the primary organizations to hold their representatives on such bodies accountable, and subject to replacement for performing below expectation.
- National organizations are to provide leadership, defend and promote the interests of the primary organizations and influence national policies in favour of the organizations, and for the network to do same regarding regional policies.

The participants considered the first two of these recommendations as needing follow up action in the short term while the others could be considered as medium to long- term issues. Accordingly, a five-member pro tem Working Group, made up of Antigua & Barbuda, Belize, Jamaica, St. Vincent & the Grenadines and Trinidad & Tobago to draw up the Action Plan and facilitate implementation. A News Release to that effect was prepared and distributed region-wide (see Appendix 6, page 40, for full text of the Regional Press Release).

Following is an evaluation report on the Workshop by the Participants that shows that the exercise was a tremendous success, with 86% - 100% grading of Good to Excellent.

INSERT EVALUATION FORM

**CTA/CRFM Secretariat/CARDI Regional Workshop on Findings of
Organizational Needs Assessment of Caribbean Fisherfolk
Organization Research
12th – 14th October, 2004
Best Western, Belize Biltmore Plaza,
Belize City, Belize**

INFORMATION NOTE

In pursuance of the goal of building and strengthening the region's fisher folk organizations through training, organizational restructuring and systems enhancement in order to empower them with the capabilities and authority to be effective co-management partners with the region's governments, an Organizational Needs Assessment of Caribbean Fisher folk Organizations financed by the CTA, is scheduled for planning and implementing at various scheduled times between February and July 2004. The main aim is to identify the organizations' needs, problems and priorities. The main instruments for the study comprise the administering of an open-ended Key Informant and Focus Group Interview Schedule and a Semi-structured Interview Schedule for Organization members in 9 states. The findings will be the subject matter of this Workshop at which representatives of fisher folk organizations from 15 CARIFORUM will be the participants:

The exercise is geared towards injecting the participatory mode of implementing projects into the process, with the main aim of validating the findings of the research work. Further, it would also ensure that the intended beneficiary groups identify with the outcomes and that they could claim ownership of any further developments emanating from the deliberations at the Workshop. We cannot conclude that the findings of the study represent the actual needs and priorities of the fisher folk organizations unless we provide them with this opportunity to participate in the confirmation and modification of the findings. They will be given the opportunity to identify

their problems, articulate their priorities and think through the causes, seek solutions and gear themselves up to fully participate in any further action emanating from the exercise. This workshop will provide the opportunity to Spokespersons of the Resource User Organizations to consider whether the findings of the study are a true reflection of their needs and priorities.

OBJECTIVES OF THE WORKSHOP

1. To introduce the participatory element into the research and project implementation.
2. To provide participants with the opportunity to validate the findings of the Needs Assessment study.
3. To offer participants the chance to exchange ideas and information towards generating plans for further work in the institution building and strengthening process.
4. To strengthen the possibilities of future networking among the national fisher folk organizations in the region.

MAIN ACTIVITIES

1. Consultant presents the main findings and related recommendations to participants under the following sub-headings: Institutional and Organizational, Social and Economic, Resource Conservation and Management, Capacity Building and Information and Communication at a general session featuring the findings with the Key Informant and Focus Group Interviews and the Semi-structured Interviews and related recommendations for further action.
2. First group deliberation session focusing on the main findings of the study and their validation.
3. Group reports will be presented to the general gathering and summarized in a structured form.
4. Second group deliberation sessions at which the main constraints identified in the study are identified and further strategies and a Work Plan for addressing these constraints will be formulated.
5. Group reports are presented to the general gathering for formal streamlining and structuring.

EXPECTED OUTPUTS

1. A Report on the main findings of the Needs Assessment Study that takes into account the actual needs and priorities of the fisher folk organizations.
2. A second report that identifies the issues and problems to be addressed, with accompanying strategies and a work plan to tackle them.
3. Operational collaboration among the region's fisher folk organizations further enhanced.

INTENDED PARTICIPANTS

1. About 17 leaders of fisher folk organizations from 15 CARIFORUM countries. The countries and the number of participants representing their organizations are: Antigua & Barbuda (1), The Bahamas (1), Barbados (1), Belize (2), Dominica (1) Grenada (1), Guyana (1), Haiti (1), Jamaica (1), St. Lucia (1), St. Kitts/Nevis (1), St. Vincent & the Grenadines (1), Suriname (1), Trinidad & Tobago (2) and the Dominican Republic (1).
2. Others include officials of CTA, CARDI and the CRFM and other interested and/or invited local stakeholders.

SCHEDULE:

Dates: 12 – 14 OCTOBER 2004.

Venue: Belize Biltmore Plaza Hotel (Best Western)

APPENDIX II

**CTA/CRFM Secretariat/CARDI Regional Workshop on Findings of
Organizational Needs Assessment of Caribbean
Fisherfolk Organization Research
12th – 14th October, 2004
Best Western Belize Biltmore Plaza
Belize City, Belize**

AGENDA

Arrival & Registration 11 October 2004

DAY 1 (12 OCTOBER)

OPENING CEREMONY

PROGRAMME

Master of Ceremonies: **Mr. George Myvett**
Senior Fisheries Officer
Fisheries Department
Ministry of Fisheries, Cooperatives,
Commerce and Industry

NATIONAL ANTHEM

9:05a.m. – 9:10a.m. *Invocation Prayer*
Mr. Havelan Honeyghan Chairman,
Jamaica Fishermen Cooperative
Union

9:10a.m. – 9:15a.m. *Welcome Remarks*
Mr. Hugh Saul
Executive Director
CRFM Secretariat

9:15a.m. – 9:20a.m. *Remarks*
Mr. Selwyn King
Representative
CARDI/CTA

9:20a.m. – 9:30a.m. *Feature Address*
Dr. Michael Tewes
Chief Executive Officer
Ministry of Fisheries, Cooperatives,
Commerce and Industry

9:30a.m. – 9:35a.m. *Vote of Thanks*
Dr. David Brown
Coordinator, Advocacy,
Policy and Planning
CRFM Secretariat

9:35a.m. – 10:00a.m.	Refreshments	
10:00 a.m.	Presentation of Findings of the Research I	60 min.
11:00 a.m.	Break	15 min.
11:15 a.m.	Presentation of Findings of the Research II	45 min.
12:00 noon	General Discussion of Report	60 min.
1:00 p.m.	LUNCH	60 min.
2:00 p.m.	First Group Deliberation Sessions	90 min.
3:30 p.m.	COFFEE BREAK	15 min.
3:45 p.m.	Second Group Deliberation Sessions	75 min.
5:00 p.m.	END OF FIRST DAY BUSINESS	

DAY 2 (13 OCTOBER)

9:00a.m.	Third Group Deliberation Sessions	75 min.
11:15 a.m.	COFFEE BREAK	15 min.
11:30 a.m.	Presentation of Group Reports	90 min.
1:00 p.m.	LUNCH	90 min.
2:30 p.m.	Open Discussion of Group Reports	60 min.

3:30 pm.	COFFEE BREAK	15 min.
3:45 pm.	Panel Discussion on Constraints to Institutional Capacity Building	75 min.
5:00 p.m.	END OF SECOND DAY BUSINESS	

DAY 3 (14 OCTOBER)

10:00 a.m.	OFFICIAL VISIT TO BFCA OFFICES AND NATIONAL PROCESSING PLANT (Belize Fishermen Cooperative Association)	
12:30	LUNCH	90 min
2:00 p.m.	General Strategies and Work Plan Formulation for Addressing Constraints	75 min.

4:00 pm - 5:00 pm. CLOSING CEREMONY

4:00 pm.	Master of Ceremonies (Fisher/Participant)	5 min.
4:05 pm.	Invocation – Prayer/Belize Anthem	10 min.
4:15 pm.	General Remarks – CRFM representative	10 min.
4:25 pm.	Impressionistic Remarks- Representative of CTA	10 min.
4:35 pm.	Host Government Representative’s Remarks	10 min
4:45 pm.	Distribution of Certificates of Participation & Appreciation	15 min.
5:00 pm.	Vote of Thanks- Fisher folk Organizations’ Representative	

END OF WORKSHOP

7:00 pm.	COCKTAIL RECEPTION	120 min.
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Regional Workshop
Findings of Organizational Needs Assessment of Caribbean
FisherFolk Organizations
12th – 14th October, 2004
Best Western, Belize Biltmore Plaza
Belize City, Belize

PRESS RELEASE

A Regional workshop to validate the findings of an Organizational Needs Assessment of Caribbean Regional Fisherfolk Organizations was held at the Best Western, Belize Biltmore Plaza, October 12th – 14th, 2004. The Workshop was declared open by Dr. Michael Tewes, Chief Executive Officer, Ministry of Fisheries, Cooperatives, Commerce and Industry at an Opening Ceremony on October 12th, 2004. Opening remarks were made by Mr. Hugh Saul, Executive Director, Caribbean Regional Fisheries Mechanism (CRFM) Secretariat and Mr. Selwyn King, Representative of the Caribbean Agricultural Research Development Institute (CARDI) / Technical Centre for Agriculture and Rural Cooperation (CTA).

The workshop which was attended by Fisherfolk participants from Belize, Jamaica, St. Lucia, Antigua and Barbuda, St. Kitts and Nevis, St. Vincent and the Grenadines, and Trinidad and

Tobago, was funded by the CTA, based in the Netherlands and has its Regional Branch Office at the headquarters of the CARDI, in Trinidad and Tobago. The Workshop is being executed by the CRFM Secretariat which is headquartered in Belize City, Belize, in collaboration with the Fisheries Department, Ministry of Fisheries, Cooperatives, Commerce and Industry, Belize.

The objectives of the workshop are to introduce the participatory elements into research and project implementation; provide participants with the opportunity to review the report and validate the findings of the Needs Assessment Study, generate dialogue and exchange of ideas among Regional Fisherfolk and strengthen the possibilities of future networking among national Fisherfolk Organizations in the Region.

Two workshop reports will be produced by the CRFM Secretariat and submitted to the CTA / CARDI. These reports will include the main findings of the Needs Assessment Study taking into account the actual needs and priorities of the Fisherfolk Organizations, the enhancement of operational collaboration among the Region's Fisherfolk Organizations, and the identification of the issues and problems to be addressed with accompanying strategies and a work plan to tackle them.

The workshop is the first of, hopefully, a series that would not only strengthen regional Fisherfolk Organizations, but also fortify the linkages between funding agencies like the CTA and regional and national executing/implementing organizations to further enhance the management and development of fisheries for the benefit of the people of the Region.

**CTA/ CRFM/ CARDI Regional Workshop on Findings of Organizational
Needs Assessment of Caribbean Fisherfolk Organization Research.**

12th – 14th October, 2004

Belize City, Belize

WELCOME REMARKS

by

Hugh Saul, Executive Director, CRFM

Chairman Myvette; Dr. Michael Tewes, CEO in the Ministry of Fisheries, Cooperatives, Commerce and Industry; Representative of CARDI and CTA, co- sponsors of this workshop; Mr. Selwny King; Fisheries Administrator and staff of the Belize Fisheries Department; other Members of the Head Table; Distinguished Representatives of Fisher-folk organizations of CARIFORUM Member States, specially invited guests; Members of the Press; Colleagues; Ladies and Gentlemen.

I bid you welcome to this CRFM/ CARDI Regional Workshop funded by CTA on *Findings of Organizational Needs Assessment of Caribbean Fisher folk Organization Research*. This welcome is extended to you on behalf of the management and staff of the CRFM Secretariat, and especially Dr. David Brown, Coordinator: Advocacy, Policy and Planning with responsibility for the development of Fishers organization, Community involvement and Education, his efforts were ably supported by CRFM Biologist, Mr. Michael Salton.

Let me thank the CEO for taking time off his busy schedule this morning to be with us and to deliver the feature address originally scheduled for the Honourable Minister who is unable to be here today. I wish to add that the Ministry's endorsement of the Workshop is testament to the high priority that the Belize Government and subject Ministry have given to Fisheries Development and Management within its National Programme.

Mr. Chairman the Caribbean Regional Fisheries Mechanism (CRFM) is an output of the CFRAMP project and was officially inaugurated on 26th March 2003 with its headquarters in Belize and an Eastern Caribbean Office located in Kingstown, St. Vincent and the Grenadines. It is an institutional mechanism to deepen Regional integration in the management of aquatic resources. The guiding principles for the CRFM revolve around capacity building, post harvest technology, building professional competencies, data production and disseminations, public awareness and promotion of community participation, promotion of institutional networking, and promotion of international trade standards.

The mission of the CRFM is to promote and facilitate the responsible utilization of the Region's fisheries and other aquatic resources for the economic and social benefits of the current and future population of the Caribbean region.

At this time in our Region's history, Member States are committed to a Common Fisheries Policy and Regime and this area of work has been given the highest priority in the Region. At the Fourteenth Inter- Sessional Meeting of the Conference of CARICOM Government Heads, the Prime Minister of Barbados, Hon. Owen Arthur, called for the elaboration of a Common

Fisheries Regime and against that background the Heads of Government endorsed the proposals submitted by the Government of Barbados on the imperative of elaborating a Common Fisheries Regime. It also mandated the CARICOM Secretariat to carry out the necessary research with a view to proposing for the consideration of the Twenty Fourth Meeting of the conference a framework for the exploitation and conservation of the fisheries resources in the Region, based on stipulated guidelines. It was agreed that the CRFM would be the lead agency charged with the responsibility for coordinating and managing the process towards a Common Fisheries Policy and Regime.

The challenges facing us in the Caribbean Region are in areas where fisheries resources are either shared or straddling and to establish cooperative arrangements amongst Governments, Fisher Folk, Regional organisations such as U.W.I and other Regional Organizations and institutions dedicated to fisheries management.

The role of fishers and their organizations in promoting the sustainable use and conservation of fisheries resources should not be under-estimated. We at the CRFM see fisher-folk and their organizations as partners in development. They are the corner-stone in promoting sustainable use, development and management of the fisheries resources of the region. It is against this background that this *Regional Workshop on Findings of Organizational Needs Assessment of Caribbean Fisherfolk Organization for representatives of fisher-folk organizations* has been organised.

The Workshop is an output from the Organizational Needs Assessment project funded by CTA with the goal to build and strengthen the fishers Organizations through training, organizational restructuring and systems improvement in order to empower them with the competencies and authority to be effective co-management partners with government.

The workshop, over the next two (2) days, has specific objectives geared towards capacity building and promoting net-working at the national and regional levels. The expected outputs are :

1. The production of a Report on the main findings of the Needs Assessment Study that takes into account the actual needs and priorities of the fisher folk organizations
2. The production of a second report that identifies the issues and problems to be addressed, with accompanying strategies and a plan of action.
3. Operational collaboration among the region's fisher folk organizations further enhanced.

Fisher-folk are the primary partners and stakeholders in our fisheries development effort at the grass root level. We see them as having a direct stake in the health of our aquatic resources, and as such, should share in the responsibility for planning and management, towards sustainable development. For this reason we have been promoting the concept of co-management, and harnessing the energies of fisher-folk, so that it could be directed in support of sustainable resource use and development. .

Mr. Chairman, fisheries co-management can be defined as a partnership arrangement in which government agencies, the community of resource users, non-government organizations and other stakeholders such as fish traders, processors, boat owners, business people in service of fisheries

management, share the responsibility and authority for the management of the fishery. Further, promotion of management partnership between fisher Organizations and other community based Organizations and government officials are facilitated. Co-management is but one alternative strategy for resource management, however as a strategy it is receiving more attention from resource managers, policy makers, development agencies, non-governmental organizations and donors worldwide than the others.

Over the next two days this workshop will benefit from the skills and experiences of CARIFORUM government officers, NGO representatives and consultants in related knowledge based and co-operative management fields. This exposure, the first in a series planned, and hopefully to be funded by CTA, will create the environment for fisher-folk and their leaders to build and strengthen their organizations to better serve their members. We hope that as leaders you will share and transfer the knowledge gained, to your members, thus contributing to vibrant organizations in our region committed to good governance and institutional development.

Conscious of the role of Fisher-folk organizations and its place in contributing towards a Common Fisheries Policy and Regime for CARICOM, we have identified Fisherfolk organizations as being fundamental stakeholders in the CRFM Network. It is recommended in Article 8 (c) (1) of the Agreement Establishing the Caribbean Regional Fisheries Mechanism that Fisher-folk organizations approved by the Ministerial Council be given Observer status on the CRFM Forum (Our Board of Directors).

Mr. Chairman, we must be made aware of the potential of our fisheries resources. That potential must be seen within the context of our sea resources compared to our land resources. The sea resources within the EEZ of Member States are many times that of our land resources. We, in the Caribbean region need to work collectively to raise the profile of fisheries, so as to ensure

that it is given its proper place in our development programmes and profiles. At the global level, Fisheries is the single most important food commodity traded in the world. Over 40 percent of global fisheries production enters World Trade, and of that amount about 50 percent is produced by developing countries. Within national economies worldwide, fisheries as a food source have a higher level of human per capita intake than any other animal protein source. When we add to this, the job creating opportunities at the primary and secondary levels, the domestic and foreign exchange earnings capabilities, in food security elements and its contribution to tourism and sport we can safely conclude that the Industry we serve is both a domestic and export dynamo.

The challenge to our collective wisdom – (both Government and Stakeholder) is that we join hands and hearts in ensuring that we use and manage our aquatic fisheries resources in a sustainable manner, and in service of our peoples.

Thank you.

APPENDIX 4(B)

Regional Workshop for Fisher Folk Organisations October 12-14, 2004 Belize Bilmore Hotel Belize City, Belize

**Technical Centre for Agricultural and Rural Cooperation
CTA**



**Caribbean Regional Fisheries Mechanism
CRFM**



**Caribbean Agricultural Research and Development Institute
CARDI**



Speech delivered by Mr Selwyn E King Public Relations and Communications Manager, (CARDI)

Thank you Master of Ceremonies Mr George Myvett Senior Fisheries Officer First of all allow me to take this opportunity to thank our host the Government of Belize for making this meeting possible.

Chief Executive Officer Dr Michael Tewes in the Ministry of Fisheries, Cooperatives, Commerce and Industry Executive Director of the Caribbean Regional Fisheries Mechanism Secretariat (CRFM) Mr Hugh Saul CARDI Representative in Belize Mr Anil Sinha, Members of the Diplomatic Corp, Distinguished participants, specially invited guests, and staff of the CRFM, Ladies and Gentlemen, Members of the Media.

It is a great pleasure for me on behalf of the Executive Director of the Caribbean Research and Development Institute (CARDI) Dr Wendel Parham to address you on the occasion of the opening of the Regional Workshop on Findings of Organisational Needs Assessment of Caribbean Fisherfolk Organisation Research.

At this time I would also like to take this opportunity to bring greetings to you from the Director of the Technical Centre for Agriculture and Rural Cooperation (CTA) Mr Carl Greenidge. As you are aware funding for this event is provided by CTA with the support of CARDI.

CTA based in the Netherlands is an ACP-EU institution dedicated to the improvement in information management and communications.

The strategic partnership between CTA and CARDI dates back to 1987.

CARDI is the Regional Branch Office for CTA in the Caribbean Region. We have been instrumental in identifying needs in which stakeholders of the Caribbean can benefit from funding for relevant activities within CTA mandate.

We welcome the opportunity to collaborate with CRFM, a sister organisation of CARICOM responsible for Fisheries.

This meeting is in keeping with the global trend of empowering a wide range of stakeholders within the agricultural sector.

In fact, the CTA/CARDI team has also been working with the Caribbean Farmers and NGO network to undertake a similar activity. I am happy to inform you that the Farmers and NGOs have agreed on mechanisms at a similar forum in July this year in Antigua and Barbuda to move the process forward.

In this regard, we also welcome the collaboration among the Region's fisher folk organizations.

Prior to the convening of this forum CRFM had undertaken an assessment of the capacity of Caribbean Fisher Folk Organisations in the Caribbean Community.

The study was to assess the strengths and weakness of the fisher folk organisations in the region, identify their needs and unearth any constraints that may hinder their growth and their capabilities to play the critical role of co-managers of the fisheries resources of the Region.

During the next two days it is envisaged there will be active participation by all stakeholders to find the means to address issues and problems identified in the assessment that significantly challenge economic stability and opportunities for fisher folk organisations.

This however, should be complemented by strategies and a work plan that can be realized based on resources. Ladies and gentlemen the ability of the Caribbean Community (CARICOM) to compete, as well as to contribute to food security, is of paramount concern.

Thus, as the premier agency for agricultural research and development in (CARICOM), CARDI continues to reposition itself in light of the global challenges that confront developing economies.

CARDI and CTA look forward with anticipation to a productive workshop, and final outcome with a view to identify any further assistance if so required. Therefore, I urge participants to take advantage of this workshop in which it will further strengthen and enhance your contribution in the development of the fisheries sector in the Caribbean Region.

I thank you.

18 October 2004.

INSERT APPENDIX 5

REGIONAL PRESS RELEASE

“Towards the establishment of a Regional Network of National Fisherfolk Organizations.”

In furtherance of the drive towards promoting the co-management of the fisheries resources of the Caribbean, the Caribbean Regional Fisheries Mechanism (CRFM) Secretariat, dedicated to the promotion of the sustainable utilization of the marine and other aquatic resources, conducted an Organizational Needs Assessment of Fisher folk organizations in the region, May to August 2004. The main objectives of the study were to identify the strengths and weaknesses of the fisher folk organizations in Member States, identify the constraints that militate against their progress towards institutional capacity building, and make recommendations for addressing them. A feedback workshop in which representatives of the organizations critically discussed the main findings and made recommendations to chart the way forward, was held, October 12th – 14th, 2004 in Belize City.

Both the study and the workshop were funded by the European Union’s, Netherlands-based, Technical Centre for Agricultural and Rural Co-operation (CTA) through its regional branch office at the Caribbean Agricultural Research and Development Institute (CARDI) in Trinidad and Tobago.

Workshop participants engaged in constructive and spirited discussions mainly focusing on the strengths and weaknesses of the organizations and how to address the latter. At the end of the deliberative sessions, participants unanimously accepted, in principle, the main recommendations made in the report, and overwhelmingly passed a resolution on the following initial programme:

1. The acceleration of the process of formation of national umbrella organizations, and building the capacities of all, through awareness building and training programmes.
2. The establishment of a regional network of national fisher folk organizations, linked by an integrated electronic communication system.
3. The expansion of the network to encompass selected regional and extra-regional institutions for the purposes of developing strategic alliances and partnerships, promoting easy access to, and exchange of information, and for resource mobilization.
4. The development a more detailed Medium-Term Plan for implementing the recommendations.

A *pro tem* Working Group comprising Antigua and Barbuda, Belize, Jamaica, St. Vincent and the Grenadines and Trinidad and Tobago was formed. The CRFM Secretariat and the Fisheries Departments in CARICOM Member States will provide technical support.

INSERT APPENDIX 7

LIST OF PARTICIPANTS

**CTA/CRFM Secretariat/CARDI Regional Workshop on Findings of Organizational Needs
Assessment of Caribbean Fisherfolk Organization Research, 12th – 14th October, 2004**

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