

**Report of the Fishers Forum
Capacity development in fisher organisations:
involving researchers and managers
and related activities at the
63rd Gulf and Caribbean Fisheries Institute (GCFI)
San Juan, Puerto Rico, 1-5 November 2010**

*Prepared by Mitchell Lay
Chairman, Gladding Memorial Award Committee
for the Gulf and Caribbean Fisheries Institute*



Acknowledgements

The planning committee of the 63rd GCFI Fishers Forum and related activities wish to extend deep appreciation to the following:

- The Government of Finland, through its embassy in Caracas, Venezuela, for sponsoring fishers participation in GCFI 2010, much of which was accomplished with assistance from Emma Doyle
- The Sea Grant College Program of the University of Puerto Rico, and especially Jannette Ramos for organizing the Fishers Field Trip and Ruperto Chaparro for taking the time to visit us.
- Andy Maldonado, 2009 GMA winner from Puerto Rico, for getting the Fishers Field Trip organized
- MARFUND for working with the 2010 GMA winner to ensure that her arrangements were made
- The Nature Conservancy for sponsoring travel to GCFI by Angelica Mendez, 2010 GMA winner
- UWI/CERMES for assisting with the fishers events by providing note-taking and other services
- Barbara Reveles and Ken Lindeman for her dedication to the GMA although they could not attend
- Viridin Brown, Bob Glazer, Alejandro Acosta and many others on the GCFI board for their support

Several other individuals and organizations, too numerous to mention, assisted with the GCFI activities as usual. Fishers' households and crew were strongly supportive behind the scenes. We thank you all.

Contents

1. Background.....	1
2. Fishers forum.....	1
3. Gladding Memorial Award	3
4. Fishers field trip.....	3
5. Strategic planning	4
6. Conclusions	7
7. Appendices	8
APPENDIX 1: AGENDA OF FISHERS FORUM AND RELATED ACTIVITIES	8
APPENDIX 2: PRESENTATION BY P. MCCONNEY.....	9
APPENDIX 3: PRESENTATION BY M. LAY	10
APPENDIX 4: PRESENTATION BY N. ZENNY	13
APPENDIX 5: GLADDING MEMORIAL AWARD WINNER ANGELICA MENDEZ.....	15
APPENDIX 6: PARTICIPANTS FOR FIELD TRIP AND STRATEGIC PLANNING	16
APPENDIX 7: FISHERS FIELD TRIP PHOTOGRAPHS.....	17
APPENDIX 8: STRATEGIC PLANNING PRESENTATION	19

Correct citation

GCFI. 2010. Report of the Fishers Forum “Capacity development in fisher organisations: involving researchers and managers” and related activities at the 63rd Gulf and Caribbean Fisheries Institute (GCFI), San Juan, Puerto Rico, 1-5 November 2010. 21pp.

Disclaimer

The views expressed in the report are those of the author and do not necessarily represent the views of the Gulf and Caribbean Fisheries Institute board, members or sponsors. Unless otherwise stated, this publication may be freely reproduced for non-commercial purposes provided suitable credit is given.

1. Background

From its inception 63 years ago, the Gulf and Caribbean Fisheries Institute (GCFI) has addressed issues of concern to fishers and other fish workers along the fish chain from harvest to postharvest, in addition to the interests of fisheries scientists and marine resource (fisheries and MPA) managers. The fishery scope includes recreational and commercial large and small-scale fisheries of the Wider Caribbean. Over time the focus also changed from development challenges to science, management and conservation. Allied topics such as aquaculture and marine protected areas (MPAs) were added to the programme. The annual meeting of the GCFI is the leading forum at which fishers, resource managers, researchers, students and others interested in regional fisheries and related matters regularly exchange information.

The *Gladding Memorial Award Regional Fishers Summit*, sub-titled '*Fishers Working for Sustainable Fisheries*' was a major event at the 62nd GCFI in Cumaná, Venezuela from 2-6 November 2009. It was an impressive gathering of leading fishers from all parts of the Wider Caribbean. The summit drove home the need to consolidate the several industry-oriented aspects of GCFI into the Fisheries for Fishers Initiative (FFI). A strategic plan was started with the intention of finishing and starting to implement it before the next GCFI. However, this was not possible. So the opportunity was taken to focus on the task at the 2010 meeting. Hence the theme "Capacity development in fisher organisations: involving researchers and managers" intended to reflect a highly inclusive and participatory approach to the strategic planning with a focus on capacity development which was one of the issues plaguing attempts to finish the strategic plan.

The remaining sections report on the Fishers Forum and related activities (GMA awards, field trip and strategic planning session) at the 63rd GCFI held in San Juan, Puerto Rico, from 1-5 November 2010. Appendices provide additional details. This report is available for free download from the GCFI web site (visit www.gcfi.org).

2. Fishers forum

Taking place on Monday afternoon, the forum had the central theme "Capacity development in fisher organisations: involving researchers and managers" (see agenda in Appendix 1). It was to comprise three presentations followed by a highly interactive discussion with the GCFI participants. This discussion was intended to solicit feedback and ideas to advance the strategic planning session on Wednesday.

Abstracts from the presentations are below. The slides are shown in Appendices 2, 3 and 4 respectively.

Abstract

Strategic planning by fishers for capacity development

P McConney, CERMES, Cave Hill Campus, Barbados

Strategic planning a process for identifying an organization's vision or long-term goals and objectives, and then determining the best approach for achieving those aims given the various constraints and opportunities expected to confront the organization over the period of the plan. Over the past decade, fisherfolk organizations, especially groups of fishermen, have been encouraged to engage in strategic planning under various initiatives of collaborating governmental and non-governmental organizations. The development of long-term organizational or network capacity among these groups is typically one purpose of strategic planning. Capacity can be defined and measured in many different ways, but critical here is the ability of fishers to self-organize, learn and adapt in changing circumstances while maintain a strategic direction. It is a feature of organizational or network resilience. This paper unpacks some of the concepts introduced above and suggests a practical participatory approach to strategic planning by fishers for capacity development in the context of the GCFI Fisheries for Fishers Initiative.

Key words: capacity, development, fishers, planning, strategic

Abstract

Fishers Building Capacity for sustainable fisheries

Mitchell Lay, Caribbean Network of Fisherfolk Organisations, GCFI GMA

Caribbean nations rely on fishing industries to contribute to the social, cultural and economic realities of their communities, and to provide an excellent and enjoyable source of protein to their people. Sustainable fishing industries require the involvement of fishers and other stakeholders in all areas from policy development to fishing techniques and practice. The need for information and to build the capacities of fishers in the areas of suitable techniques for sustainable fisheries, communications, advocacy, negotiation and representation has been identified as critical activities that would allow for fisher engagement in sustainable fisheries management and practices.

The Caribbean Network of Fisherfolk Organisations has developed, with the assistance of critical partners from Caribbean Regional Fisheries Mechanism, University of The West Indies Centre for Resource Management and Environmental Studies, Commonwealth Foundation, United Nations Environment Program, Centre Technique de Coopération Agricole et Rurale, Caribbean Natural Resources Institute, Gulf and Caribbean Fisheries Institute and national fisheries departments, strategic goals in relation to capacity building, communications and fisherfolk engagement in fisheries management.

Activities include training modules designed to strengthen and develop fishers and their organisations, fishers exchanges promoting the ecosystem approach to fisheries and sharing of information on sustainable fishing techniques, and the representation of fishers at fisheries management and other related forums.

Keywords: Caribbean, sustainable fisheries, capacity, fisheries management, partners

Abstract

NGOs and Fishers: Meeting in the Middle

Nathalie Zenny, The Nature Conservancy, Caribbean Programme

Fisheries management is not exclusively about the management of the fish but, perhaps more important, it is also about the management of all people involved in fishing and the consequences of their actions. Left to their own devices, the fish will survive. It's how we go about fishing, trading and eating them that determines whether or not we will continue to have them, and have them in abundance. Effective, successful management for sustainable fisheries requires collaboration and capacity among many actors. Fishers are of course one of the key protagonists. NGOs and governments are others. NGOs often use fishers' knowledge and skills, usually with good intentions, but sometimes with no long-term benefits to fishers. This may leave fishers feeling that more has been taken than given, and inequity continues. The Nature Conservancy's (TNC) Caribbean Programme is developing a regional Sustainable Fishing strategy and is seeking to ensure the Strategy includes and enlists fisher networks and fishers as essential and active partners. This presentation outlines a number of objectives, issues and activities within the Strategy and highlights potential challenges for implementation. The presentation also identifies areas where TNC would like to consider engaging with fisher networks and fishers such as the Caribbean Network of Fisherfolk Organisations (CNFO).

The Fishers Forum discussion period involving the conference audience was very short as it was at the end of a long day which extended beyond the conference's scheduled end time due to earlier delays. The major point discussed centred on the question of having scientist and researchers working with fishers as they built relevant capacities. Suggestions for focus areas for future small grants were also sought.

3. Gladding Memorial Award

The GMA was presented immediately upon the close of the Fishers Forum. The GMA Committee chair, Mitchell Lay, presented an overview of the GMA that included information on the 2010 GMA winner, Angelica Mendez Parham of Guatemala (Appendix 5). She is a fisherwoman and much more. Angelica is the first female to receive this award which brings the total number of GMA winners to fourteen.

She was escorted to the podium by Jaime Medina of Mexico, a GMA winner and GCFI board member. He presented her to the conference for her acceptance speech. Angelica expressed her sincere gratitude at receiving such regional recognition for her contribution to fisheries. The award plaque was later presented to Angelica by Mitchell Lay at an award ceremony held during the reception on Thursday evening.

4. Fishers field trip

The 'Fishers Field Trip' is an event eagerly anticipated by both fisheries and others (scientists, students, managers) who work in applied research at or around fishing facilities. It is designed to allow the GCFI visitors to get to know more about fishing in the host country and to interact with fisher folk there to share information and fellowship without language and culture being barriers.

This year's fishers field trip was planned by the Sea Grant College Program in collaboration with 2009 GMA winner, Andy Maldonado. It was executed by Jannette Ramos of Sea Grant and GMA winner Mitchell Lay of the fisher community at GCFI. Notes on the trip were taken by Armando Ramirez a bilingual fisher leader from Belize and Rachel Allen a PhD student from the FORCE Project based at CERMES. Miles Phillips (a CERMES MSc student) kept track of the 26 participants (Appendix 6) as we toured three fishing sites with small fishing areas described below (see map; photos are in Appendix 7).



Setting out by bus from the El San Juan Hotel on Isla Verde Avenue around 0900 on Tuesday, November 2nd, the group headed to La Puntilla in Old San Juan. There a fishers association committee president/chairman Carlos Ramos provided information on the association. We were able to interact with other committee members including vice president/chairman Hector Ebanes and secretary Josefina. The association has a membership of twenty-eight people, between the ages of twenty and sixty, with fifteen really active members, and has been in existence for fifty years.

The site has locker/storage facilities, running water and electricity and a semi-enclosed fish processing marketing area. Fishing methods used included traps and deep sea fishing with small vessels. They enjoy good relations with associations of nearby fishing communities but did not input into local fisheries management. Concerns included lack of government support and the displacement of fishers caused by waterfront development and tourism which took some of their land. There was a small landing/processing shed but infrastructure repairs were needed for the damaged docking area.

Site #2 was La Coal, deep inside Old San Juan harbour. This is a fishing site with docking facilities, eating/meeting area and offices. The group interacted with committee leaders and other fishers. There is a membership of forty-two and they have been in existence for over twenty years. The types of fishing include trap-fishing, trolling, deep sea and net fishing. They have had opportunity to receive help from government in the areas of vessel acquisition and a training school. They have also been able to counter threats from waterfront development initiatives. They are closely linked to three neighbouring sites. The main concern expressed centred on the failure of government programmes, and the perception that government administration is ineffective.



Vietnam, Catano, across the bay was the third site. This is a fishing site with a fishers association of approximately twenty members, and ten boats. Fishing methods included traps, nets, trolling and deep sea red snapper fisheries. The group met the president and other members of the association. We were hosted to a Puerto Rican lunch by the fishers.

It was interesting to meet fisher/middleman, Capt. Tommy Forte (tel 787 390 3112) who appears to purchase and market fishers catch. He also appears to play a role in acquisition of gear, supplies and other inputs for fishers. He is familiar with the northeastern Caribbean fish trade. The tour also met the Director of Sea Grant College Program, Ruperto Chaparro, at this site. Appreciation was expressed to fishers prior to leaving sites and a special thank you was expressed by Angelica Mendez to the Vietnam fishers for hosting us to an excellent lunch. The field trip funded by Sea Grant of Puerto Rico ended at 1300.

5. Strategic planning



The strategic planning session on the GCFI Fisheries for Fishers Initiative was held on Wednesday 3 November. Mitchell Lay welcomed the participants (Appendix 6). It was part of moving the GCFI and GMA fishers forward in a fairly informal but informing process to build on a draft plan started after the 2009 summit. It needed to be completed. Lay went through an outline of the session. The GMA Committee was relying on fishers to give inputs on what is missing and what should be included.

Using some slides (Appendix 8) Lay reviewed the Fisheries for Fishers Initiative (FFI). The GCFI Board recognised having fisher participation was important – hence the regional fishers summit in 2009 – geared to bring fishers concerns to the table and to address their concerns. Bob

Glazer explained that within GCFI there is small grants programme that has been used for exchanging information within the fishing regional community such as on best practices for fishing gear and alternative livelihoods.

Patrick McConney clarified there was a longer history of fisher involvement in GCFI than the GMA. Fishers were at meetings since he began attending in the 1980s. There were more from Belize and the USA than eastern Caribbean. What the GMA Committee was trying to do is to get back to where small-scale fishers played a more active part in GCFI. Fishers were making technical presentations in the main programme and in special industry-focused events organised by gear suppliers and others. That is something the GMA Committee expects fishermen to do, not only listening to scientists and students. Lay reiterated the need to involve fishers and for fishers to want to be more involved. Two fishers are on the GCFI Board.

Lay gave a background to the strategic plan. The process was already started – few goals and objectives identified. They were now looking at the best approach to achieving these, and the constraints and opportunities for the period of the plan. He presented the focus question for the strategic plan. Focus on GMA winners – 14 top fishers from around the region. We see them as leaders in the Caribbean. Want o focus on how to build their contribution, their benefits and their influence on the fisheries of the Caribbean

Bob Glazer said fishers need to articulate where they wanted to be in five years; where they want to see the resources in five years and how they want to get there. He gave an overview of the small grants programme. Small grants are now available for those countries signed on to the Caribbean Challenge. Goal of programme is to develop sustainable fishing practices and diversity for fishers to get funds (can supplement income). Examples of activities already implemented were exchanges between Mexico and Dominican Republic (lobster casitas); Belize and Dominican Republic (fly fishing alternative); CERMES communication project for five countries; CNFO regional workshop on suitable gear and techniques for sustainable fisheries; CRFM strengthening fisherfolk organizations; exchange between St. Lucia and Grenada (development of pelagic long line fishery for tuna); Bahamas and Belize exchange (method for catching and handling lionfish – development of lionfish fishery in Belize). GCFI's goal is to help fishers guide us and to help you identify priorities and get the grants written.

Lay reviewed parts of the document (see slides in Apppendix 8). He asked fishers if the vision reflected their vision. Best fishing practice – must have a measure of success; must have minimal impact on the systems that fish depend on to survive. It was noted that some impacts do not come from fishers. Need to look at what contributes to ecosystems approach to fisheries management – includes other impacts not just fishers. The vision is what in the best of conditions you would like to see. Look to 2015. Next steps look to how to get there and what will stop you from getting there.

Vision focuses a lot on sustainability but needs more on unification among fishers throughout the Caribbean rather than just having a healthy marine ecosystem and good practices. If you do not have organization then it will be difficult to materialize what is there in the vision. Fisher folk are not ignorant to the fact that they need to be sustainable fishing people. If fishers have a strong organization with good practices they will be able to continue to work and protect resources.

In some places fishers ignore the existence of GCFI. They have not seen a lot of effectiveness of what GCFI has done. Fishes said they should use GCFI to exert pressure so that countries could pay attention to them. Fishers don't have degrees. If they try to explain to government, they don't listen because you don't have a degree. To tell other fisher folk is easy, because those of us here at GCFI are convinced that if we don't preserve the little we have, we will disappear along with the resources. Jaime Medina strongly suggested having more managers of fisheries and decision-makers present at GCFI.

Lay went through the SWOT on the slides. Some of these were strengths of the GCFI so he posed questions of how they can be used by fishers. He sought additional weaknesses and opportunities. Using GMA winners, friends of GCFI and friends of fishing was necessary to promote sustainable fishing.

What is the reason fisher folk are brought to GCFI? Participants reflected on the objective of GCFI. Fishers won't understand much of what is going on. Expect to see fishers doing 15 minute talks and a forum earlier in the day. Spice up the thing, and make it more lively and attractive. It would encourage and motivate more fishers. There is a lot that scientists can learn from fishermen. More local fishers need to participate.

Bob Glazer clarified that GCFI's mission is to bring people together so they can talk and exchange information without an agenda. GCFI doesn't make or take positions. The participation of fishers is something we have as a high priority but in most cases we have to find the funds to bring the fishers. Within small grants there are limits to who can be funded. This year was limited to the eastern Caribbean. It would be great to integrate fishers into every session. The structure of GCFI is such that we have to rely on presentations that are submitted. Fishers can make presentations next year or chair sessions.

Nathalie Zenny introduced herself and her NGO background, asked about sessions for fishers presenting with or without scientists that would not require abstracts. This has and can be done— submit an abstract or give a talk. The GMA winners seem to have the most powerful vision for the Caribbean and livelihoods. Two suggestions: if you are a fisher and come to meeting make sure you take the microphone, and if you are a funder make sure the fisher presents. In terms of getting fishers voices widely heard through the region and internationally – fisher exchanges are powerful but they only involve small groups. Making films on fisher exchanges such as Nathalie Zenny, Will Heyman and others are doing is useful to reach larger audiences. Some responsibility has to be on the scientists that go into the field. Scientists should break down the information so that fisherman can understand (give feedback to communities you have received that information from). Armando Ramirez wants to compare fisher knowledge and scientific information.

Patrick McConney introduced CERMES Communications Officer Lyn-Marie Deane and made the point that the discussion had been all about communication. He thinks that fishers should be more pro-active. Tell people what you want communicated. You need to tell us what needs to be communicated and how.

Bob Glazer noted that there are two fishers on the board of GCFI. If fishers have specific comments they should speak to any board member, or if they feel more comfortable, speak to the fishers on the board.

Fishers' organizations have a role to play. Angelica Mendez observed that in Guatemala fisher folk are small group and GCFI is a great opportunity for learning, but there is a language barrier. The discussion diverted to costs and mechanisms for mass and personal interpretation. Another barrier was income. Sometimes fishers need to make income-earning sacrifices to attend events such as GCFI considering the fact that they may gain so much knowledge. However, funders should try to be sensitive to this. Time not fishing is money not earned.

Lay reviewed the strategic directions. There was discussion on the GMA winner selection process – chair sends out invitation to submit proposals for nominations of fishers who have demonstrated sustainable fishing practices and are role models. These are submitted to the committee (fishers and scientists) and a decision is made. Then notification and award procedure begins. Being a winner is a privilege but it also comes with responsibility. Jaime Medina noted that those selected have worked within our communities. Every time he comes to GCFI he realizes that the institution is formed by people that are beyond doing what they do for the money. They come putting out their human side to make a change or improvement.

Bob Glazer asked “How can we take advantage of these people (GMA winners) and their vision influencing things in the region?” A response was that this where the local fisher folk organizations are important. GCFI should work with GMA winners to move them through the levels of industry and serve as ambassadors. Their value is far greater outside of their home countries. If the local winner or other fisher is working along with the regional GMA winner then it will be well received.

Armando Ramirez suggested using the media where the winner is coming from and media where GCFI taking place. The former winner should be responsible to come and carry out the ceremony next year. Have that person be the one to announce the next year's winner. GMA winner information needs to be filtered through to fisher folk organizations. Then the GMA winner will have more credibility. GMA winners should be involved in organization meetings in an ambassador programme funded by small grants. The timing of ambassadorial visits is critical for making the most and most useful impact.

Lay turned to final issues and concerns. A shared concern of fishers was “How can we get a government to recognize fisher folk?” GCFI should work with some local person from the host country for next year and sensitise the country a couple of months before about GCFI. Government officials (managers) must be invited to the fishers session at GCFI. The fishers field trip is used to provide a local perspective on fisheries. This is meant to be a hands-on exchange with the local people. A fisher volunteered to help GCFI with marketing. To the extent that folks here want to volunteer to take the GMA forward is great.

Mitchell Lay invited participants to trust the GMA Committee to put these thoughts into a strategic action plan. Fishers agreed to this. Angelica said she was going back to Guatemala to spread the word. Within

this approach Lay said the Committee would encourage input along the way. During the session Maria Pena and Lyn-Marie Deane kept notes and Patrick McConney modified some of the slides. These would be used in completing the plan. Lay thanked all for participating and closed the planning session.

6. Conclusions

Chair of the GMA Committee, Mitchell Lay, held informal participatory monitoring and evaluation sessions to solicit feedback to be used for learning, adapting and improving for the next Forum. He found that the fisher-driven activities at the 63rd GCFI went fairly well, with all the fishers who participated indicating that being at GCFI was informative and productive. Fishers were able to network with other fishers, scientists and fisheries managers. Some parting comments from participating fishers are provided:

- Timing of the Fisher's Forum (1700hrs on Monday) was not good; preference would be a morning session, Tuesday suggested, with field trip in the afternoon.
- Good meeting with useful information that is mainly scientific, but there should also have been more traditional information.
- Awards ceremony for GMA was good and important, and where practical should involve other GMA winners, especially the previous year's winner.
- Information on the GMA, the selection criteria, and process of selecting winner, is to be shared.
- Strategic planning session was considered a critical activity and should be a regular feature which incorporates participatory monitoring and evaluation.
- Visiting fishers would like to see the local fishing community more represented at the Forum and at other fisher-related activities.
- Fairly inaccessible format of most of the conference information (scientific nature) was an issue. Fisher leaders agreed to convert and share what they learned with their fishing communities.
- Need to have fisher presentations in the main conference, and also have presentations done by scientist/fisher collaboration.
- Fishers would like to be able to influence the direction of research projects based on the practical application of research.
- Fishers Field Trip is a very good feature and should include fishers sharing knowledge and not only receiving from communities visited. Identified that there were low levels of fishing activities at the three sites visited.
- Fishers recognize that some personal (mainly financial) sacrifice is involved when attending meetings such as GCFI, but that there is need to involve a larger number of fishers.
- Strong recommendation that a parallel session for scientists, fishers, fisheries managers and tourism sector to engage each other in exchanges of perspectives be incorporated in the next conference. This would be a half day session which includes a panel discussion.

One major area of concern involves the fact that only four of the fourteen GMA winners were able to attend this conference. This has some implications for planning and continuity. The active involvement of NGOs in sponsoring fisher activities was a good sign, and closer collaboration will be pursued next year.

7. Appendices

Appendix 1: Agenda of Fishers Forum and related activities

Monday: November 1, 2010

GMA REGIONAL FISHERS SUMMIT -- FISHERS FORUM (1700-1800)

- 17:00** Strategic planning by fishers for capacity development—McConney, Patrick
17:15 Fishers building capacity for sustainable fisheries-- Mitchell Lay, GMA winner, Antigua and Barbuda, Chair, GMA Committee
17:30 NGOs and fishers: meeting in the middle—Nathalie Zenny, TNC
17:45 Discussion All presenters, GCFI members and audience
18:00 Close

TUESDAY: November 2, 2010

Concurrent activity: Fisher forum field trip (0900-1200) by invitation *Contact person Andy Maldonado*

Hora de salida del hotel -----8:30 am
Visita a La Puntilla en el Viejo San Juan-----9: 15am a 10:15am
Salida y merienda-----10:15am a 11:00am
Visita a La Coal-----11:00am a 12:30 pm
Salida hacia Vietnam-----12:30
Visita a la Villa pesquera Vietnam en Cataño-----1:00pm a 1:30 pm

WEDNESDAY: November 3, 2010

Strategic planning session ----- 08:30 am -10:00 am

Appendix 2: Presentation by P. McConney

Strategic planning by fishers for capacity development



Patrick McConney
CERMES, UWI
Cave Hill Campus
Barbados



Purpose of presentation

- Unpacks some of the concepts and suggests a practical participatory approach to strategic planning by fishers for capacity development in **GCFI Fisheries for Fishers Initiative**



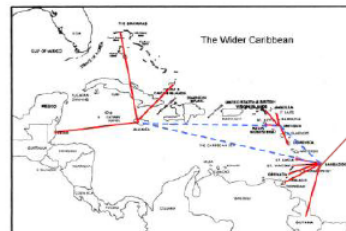
Fisheries for Fishers (F4F) Initiative

- Gladding Memorial Award (annual since 2004, but awarded on basis of merit)
- Fishers Forum (annual since 2007)
- Fishers field trip (annual since 2007)
- Fishers Summit (*ad hoc* only in 2009)
- **What more can F4F do?**
 - GMA fisher ambassadors?
 - Fishers guiding managers?
 - Shaping fisheries policy?



Fisherfolk organizations networked

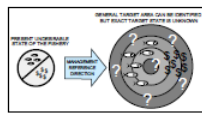
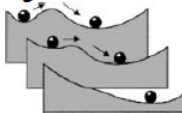
- Development of long-term organizational or network capacity among these groups



Clusters of fisherfolk national organisations link to other clusters in the Caribbean ...multi-clustered network structure

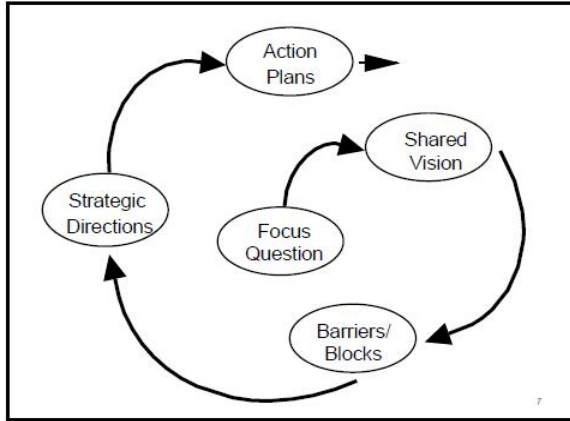
Adaptive capacity development

- Defined, measured in many different ways ... adaptive capacity is favoured
- Ability of fishers to self-organize, learn and adapt to changing circumstances while maintaining a strategic direction
- Organizational or network resilience



What is strategic planning?

- Process for identifying organization's vision or **long-term goals** and objectives
- Determining the **best approach** for achieving these aims
- Given **constraints and opportunities** expected to confront the organization
- Over the **period of the plan** (e.g. 5 yrs)



Focus question

- How can the F4F Initiative assist fishers, especially GMA winners, to develop adaptive capacity for their benefit and for the benefit of the fisheries of the Wider Caribbean?

F4F INPUT FROM GCFI MEMBERSHIP

- What are desirable *vision elements*?
- Where are the *blocks and barriers*?
- Which are the *strategic directions*?
- What are first *action plan priorities*?

Appendix 3: Presentation by M. Lay

Fishers Building Capacity for Sustainable Fisheries

Caribbean Fishers and the CNFO

Caricom Caribbean

The map shows the geographical scope of the Wider Caribbean, including countries like Cuba, Haiti, the Dominican Republic, Jamaica, and others in the Caribbean Sea and surrounding areas.

Caricom and Fisheries

- Caricom community
 - Employs approx. 332,000 fishers
 - Marine production (2007): over 102,000 tons, with total exports being approximately 47,800 tons or 208 M US\$.
 - Food Security
 - Culture/Traditions



Caricom and Fisheries

- Small-Scale
 - Low technology
 - Small boats
 - Hook/Line, traps and nets
- High importance (Critical)
 - GDP Contribution 0.13% to 6.85%
 - Food and Livelihoods
 - Social/Cultural (Street food, Seafood Fest)

Sustaining Fisheries



- National and regional stability
- Preservation of biodiversity
- Ecological health
- Benefits to future generations
- Securing livelihoods

Fisher Involvement Critical

- Impact the resource
- Affected by results
- Have knowledge
- Management success

FAO's Code of conduct for responsible fisheries

Capacity for Participation – CRFM 2004

- | | |
|---|--|
| <ul style="list-style-type: none"> ● Fisheries Policy ● Fisheries Management ● Monitoring and Compliance ● Safe, friendly practices | <ul style="list-style-type: none"> ● Weak fisherfolk organisations ● Exclusive structures ● Inadequate knowledge and information ● Destructive gear and techniques |
|---|--|

Building Capacity



- Strengthening and developing FFO's
- Best practices and complimentary livelihoods
- Engagement in policy and management

Developing FFOs

- CRFM, CTA and Fisherfolk Organisations
- 2004-2006 Fisherfolk leadership training
- 2006 – 2009 National consultations and formation of steering committees
- 2007 – CNFO coordinating unit
- 2008 – Management, comm and advocacy

Fisheries Policy/Management

- CANARI/CTA/CRFM/UWI-CERMES/Commonwealth Foundation
- Workshops on Regional Fisherfolk Organizations Policy Influence and Planning, January 2009, St. Vincent and the Grenadines , April 2009 Dominica
- Regional fisherfolk organisation statement on policies for sustainable fisheries in the Caribbean.

Fisheries Policy/Management

- CRFM, IUCN, UWI-CERMES, GCFI, Embassy of Finland in Caracas Venezuela
 - GCFI conferences 2007 -2010
- UWI-CERMES
 - EBM symposium 2008
- Caricom WTO, CRFM/CFF meetings
 - 2009 - 2010

Work in Progress



Sustainable Gear and Practices

- GCFI/UNEP/CNFO
 - Gear and techniques for sustainable fisheries - 2009
 - Local fishers exchanges (Antigua eg)
- Margov (UWI-CERMES)
 - Developing the adaptive capacity of the CNFO (includes EAF sensitization)

Conclusions

- Fisherfolk participation critical to sustainable fishing industries
- Capacity building is a long term process
- Strategic partnerships are necessary for success.

THANK YOU

Appendix 4: Presentation by N. Zenny

NGOs and Fishers: Meeting in the Middle

"In the end, we will only conserve what we love. We will only love what we understand. We will only understand what we are taught."

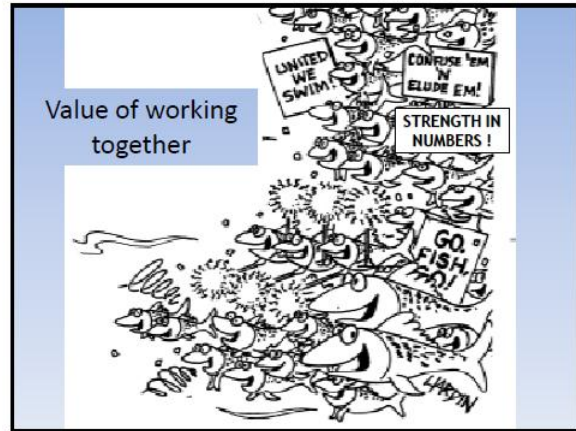
Baba Dioum

Presentation outline

1. Background on The Nature Conservancy (TNC) in the Caribbean
2. Meeting in the middle – the value of fishers and NGOs working together
3. TNC's approach
4. Current fisheries projects/programmes
5. Ideas for potential collaboration

The Nature Conservancy 
Protecting nature. Preserving life.™

Nathalie Zenny
Marine Specialist
Caribbean Programme



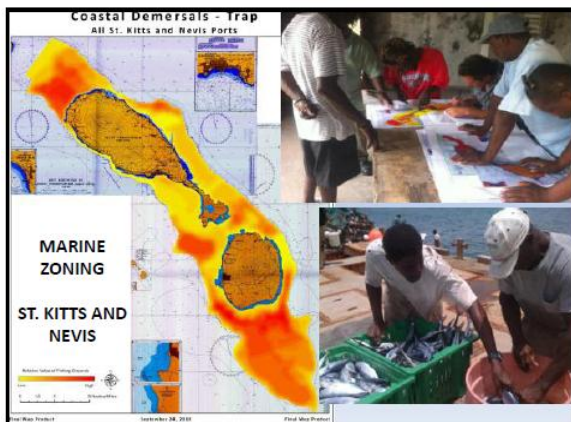
Shared Vision

One Caribbean with
Healthy Fish and
Healthy People



4 regional strategies

1. Protected Areas
2. Climate Change Adaptation
3. Sustainable Tourism and Integrated Coastal Zone Management
4. **Sustainable Fisheries**



Fishery Improvement Project (FIP), Bahamas
GoB, WWF, TNC, Fishing industry, other key stakeholders

Marine Stewardship Council
Certified sustainable seafood

Areas of interest

Capacity building, research and education through

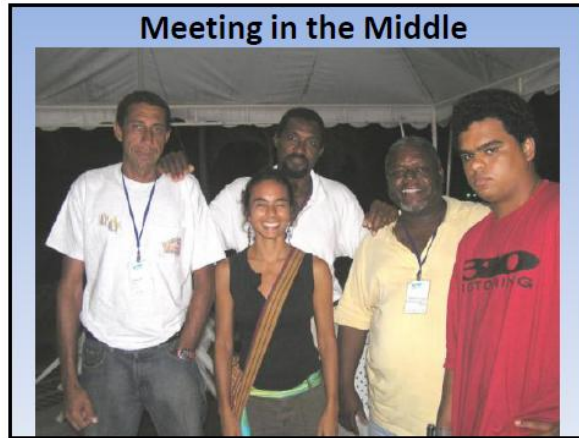
- Fisher exchanges
- Fishers organising
- Development of sustainable fishing gear
- Collaborative planning and zoning
- Adding value to fishery products
- Creating alternative/supplemental livelihoods
- Determining (socio)economic valuation of the resource (direct and indirect)

Questions to keep in mind

- How do we maximise effect, explain the values and benefits of a sustainable fisheries?

How do we CHANGE BEHAVIOUR?

- How can TNC best support and inform the Fisheries for Fishers' Initiative strategic plan ?



Appendix 5: Gladding Memorial Award winner Angelica Mendez

Gladding Memorial Award – 2010

- To ensure that the insight of knowledgeable, conservation-minded fishers is always directly represented at annual GCFI meetings the *Gladding Memorial Award* was created in 2004.
- Winners in prior years come from Barbados, Columbia, Mexico, Florida, Belize, Bermuda, Puerto Rico, Antigua, Jamaica, Venezuela, and the Dominican Republic.
- This award provides full funding for sustainable fishing leaders to attend GCFI conferences. More information on the GMA at www.gcfi.org

Peter Gladding was a model of the master commercial fisher who became a profoundly important conservationist.

His vision of responsible management from an industry perspective helped establish one of the most significant marine reserves in the region - the Tortugas Ecological Reserve in the Florida Keys - and he inspired many others elsewhere.

Patrol Vessel *Peter Gladding* Florida Keys National Marine Sanctuary

Aluminum Hydrofoil Catamaran
 Length: 57' Draft: < 3'
 Top Speed 45 kts
 Range 500 nm
 Crew: 3-4 Officers
 Cross-deputized Fed-State
 Twin 1085HP diesel Hamilton Waterjets

- A state-of-the-art electronic joystick control system & a low-boarding area, allows officers to safely inspect vessels and provide emergency services.
- The primary operating area is the remote Tortugas Reserve 70 mi W of Key West. Because of the long distance, a high cruise speed is required, along with very high sprint speeds during pursuit.



Angélica Maria Méndez Parham,
Guatemala
2010 REGIONAL GMA WINNER



Some of highlights of Angelica's very productive career include:

- Co-founder and current Manager of the Guatemalan Caribbean and Izabal Lake Artisanal Fishers Networks.
- Creating strategic alliances among fishing organizations within Guatemala.
- Treasurer of the Livingston Fishing Association, the Miguel García Granados School Board, and the Creek Chino Village Committee.
- Acting as a spokesperson for the protection of coastal and marine resources and the environment.

Her outstanding achievements in the Guatemalan Caribbean artisanal fishing sector include:

- Promoting the organization and legal establishment of fishing communities in the Guatemalan Caribbean.
- Promoting compliance with fishing regulations.
- Earning recognition, credibility, and respect for the Guatemalan Caribbean fishing sector.
- Building connectivity by sharing experiences and knowledge with differing fishing communities and cultures.

- Fundraising for fishing associations of the Guatemalan Caribbean.
- Consultant or representative for many national and international fishing projects and workshops
- Chairperson of the Parents Patronage from the Augusta Blanco Rubio School, Hindu Women Committee, Gulf of Honduras Artisanal Fisheries Services Center, and the Women Rights Municipal Attorneys Group.
- Earning, as a woman, the respect and recognition of a predominantly male sector.

¡Bienvenidos and congratulations, Angelica!

Appendix 6: Participants for field trip and strategic planning

Name	Field Trip	Strategic Planning	Other identification
Angelica Mendez	✓	✓	2010 GMA winner
Armando Ramirez	✓	✓	Fisher, Field trip note taker
Bob Glazer		✓	Scientist, GCFI Executive Director
David Gill	✓		Student
Hazel Oxenford	✓		Scientist
Ira George	✓	✓	Environmental Awareness Group NGO
Jaime Medina	✓	✓	GMA winner/GCFI board member
Jannette Ramos	✓	✓	Sea Grant trip coordinator
Jim Franks	✓		Scientist, GCFI board member
Johanna Forster	✓		Scientist
Julian Defoe	✓		Fisheries manager, Dominica
Karl Aiken	✓		Scientist
Lyn-Marie Deane		✓	Communication Officer, CERMES
Marc Williams	✓	✓	Fisheries manager, St Kitts and Nevis
Maria Pena		✓	Project Officer, CERMES
Miles Phillips	✓		Student, Passenger counts

Name	Field Trip	Strategic Planning	Other identification
Mitchell Lay	✓	✓	GMA winner/Chair GMA committee
Mitsuhiro Ishida	✓		Development agency, Japan
Nathalie Zenny		✓	The Nature Conservancy, NGO
Norman Norris	✓		Fisheries manager, Dominica
Patrick McConney	✓	✓	Scientist, GMA Committee member
Rachel Allen	✓	✓	Student , Field trip note taker
Rachel Turner	✓		Scientist
Sibly Charles	✓	✓	Fisher, Antigua and Barbuda
Steve Box	✓		Scientist
Steve Canty	✓		Scientist
Todville Peets	✓	✓	Fisher, St Kitts and Nevis
Vikhana Maraj	✓		Student
Will Heyman	✓	✓	Scientist, GCFI board
Winston Hobson	✓	✓	Fisher, St Kitts and Nevis

Appendix 7: Fishers field trip photographs







Appendix 8: Strategic planning presentation

Strategic planning session

GCFI Fisheries for Fishers Initiative
 Wednesday 3 November 2010
 San Juan, Puerto Rico

What we may do 0830-1000

- Review what F4F Initiative is all about
- Brief feedback on conference, field trip
- Review intention of strategic planning
- Share thoughts on planning since 2009
- Get input on missing information, ideas
- Decide on follow-up action, involvement
 - All has to be quick so not to miss reef fish
 - You may decide on final de-brief for Friday

2

Fisheries for Fishers (F4F) Initiative

- Gladding Memorial Award (annual since 2004, but awarded on basis of merit)
- Fishers Forum (annual since 2007)
- Fishers field trip (annual since 2007)
- Fishers Summit (*ad hoc* only in 2009)
- Fisher-oriented small grants (*ad hoc*)
- **What more can F4F do?**
 - GMA fisher ambassadors?
 - Fishers guiding managers?
 - Shaping fisheries policy?

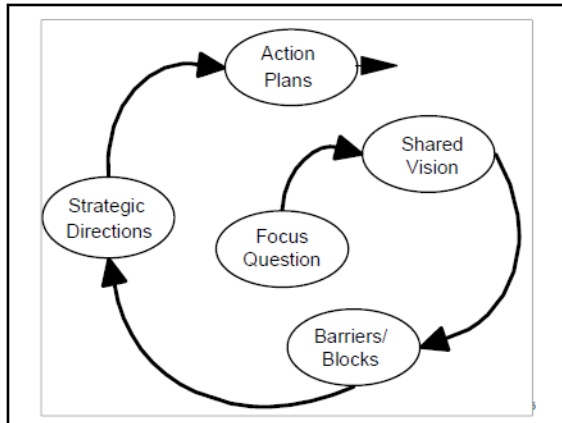


3

What is strategic planning?



- Process for identifying organization's vision or long-term goals and objectives
- Determining the best approach for achieving these aims
- Given constraints and opportunities expected to confront the organization
- Over the period of the plan (e.g. 5 yrs)

4






Focus question

- How can the F4F Initiative assist fishers, especially GMA winners, to develop adaptive capacity for their benefit and for the benefit of the fisheries of the Wider Caribbean?

6

F4F INPUT FROM LEADING FISHERS

- What are desirable *vision elements*?
- Where are the *blocks and barriers*?
- Which are the *strategic directions*?
- What are first *action plan priorities*?

7

Working draft shared vision

- Healthy marine ecosystems that have sustainable fisheries which use best fishing practices, managed within an ecosystem approach to fisheries, that results in fishers enjoying a good standard of living

8

Barriers/blocks or SWOT

Strengths	Weaknesses
Skills in project management	Large number of countries
Linkages to fishers, scientists and fisheries management regimes	Communication and information dissemination
Store of data and information	Non-profit, funding dependent
Getting different groups to one table	Reliance on volunteers' labour

Opportunities	Threats
Identified fishers (GMA winners)	Small scale fisheries (nature of fishery) require support.
Fisher's organizations (CNFO etc)	Fishers lack of skills in advocacy, leadership and representation
Donor relationships (UNEP etc)	Lack of sustained funding streams
Fisheries management regimes with provisions for fishers' involvement	Limited mechanisms to support fishers' involvement in management
Information technology including the world-wide web.	Communication among different countries, languages and cultures

9

- ### Strategic directions
1. Recognize and award fishers, who are conservation oriented and utilize sustainable fishing practices, at the GMA awards held at annual GCFI conferences.
 2. Develop a cadre of fishers with relevant capacities to participate in advocating sustainable fishing practices, conducting and applying research, and engaging in negotiation on fisheries practice and management.
 3. Facilitate and support the exchange of sustainable best practices within fisheries among fishers, and the engagement of fishers at fisheries management forums.
 4. Share data and information on ecosystems approach to fisheries and sustainable fishing practices, including media to promote GCFI and GMA/Fisheries for Fishers.
- 10

Action plan (1)

1. Identify two fishers per annum over the next 5 years for the *GMA* awards and to fund their participation at the annual *GCFI* 5-day conferences.
2. Train 10 fishers in advocacy, negotiation and representation.
3. Develop the skills required for conducting research and applying lessons learned for the cadre of fishers.
4. Conduct fishers' exchanges on sustainable fishing practices and the ecosystems approach to fisheries and assist in the local application of best sustainable fishing practices.

11

Action plan (2)

5. Examine existing fishery management regimes and identify areas for fishers' involvement.
6. Facilitate and support the engagement of fishers in fisheries management forums.
7. Develop promotional media on *GCFI/GMA/Fisheries* for Fishers initiatives and to suitable package for mass media, fishery managers, marine scientists, other marine and coastal zone users and fishers.
8. Collect and disseminate data and information on ecosystems approach to fisheries, sustainable fishing practices and sustainable marine use for other stakeholders.

12