

## **FINAL TECHNICAL REPORT**

# **REVIEW OF THE DRAFT BARBADOS FISHERIES POLICY AND DEVELOPMENT OF RECOMMENDATIONS TO STRENGTHEN ITS APPLICATION DURING AND AFTER COVID-19 AND TO ENSURE INCORPORATION OF THE SSF GUIDELINES/PROTOCOL FOR THE SSF GUIDELINES IN THE CCCFP**

## CRFM Technical & Advisory Document - Number 2021 / 12

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Prepared by

Dr. Shelly-Ann Cox

Consultant, "Shell Manor", 15 Ridgeway Vista, Welchman Hall, St. Thomas, Barbados,  
Email: [shellsalc@gmail.com](mailto:shellsalc@gmail.com)



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CRFM Secretariat  
Belize, 2021

## CRFM TECHNICAL & ADVISORY DOCUMENT – NUMBER 2021/12

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#### **DISCLAIMER**

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The author would also like to express gratitude to the stakeholders of the Barbados Fisheries Industry for their participation in online consultations and providing feedback on the draft Policy.

Special thanks to StewardFish Project national focal point Ms. Joyce Leslie (Chief Fisheries Officer Ag.) and Ms. Vernel Nicholls (President, Barbados National Union of Fisherfolk Organisations (BARNUFO)) for their support in promoting the online sessions and mobilising fisherfolk. Members of the Fisheries Advisory Committee (FAC) were also instrumental in providing feedback and recommendations.

Finally, the author wishes to acknowledge the support of the CRFM Secretariat and other StewardFish regional partners. Special thanks to Dr. Maren Headley and Ms. June Masters for their technical input and continued guidance and support.

By Dr. Shelly-Ann Cox

Photo credits: C. Gittens | C. Nurse | R. Forde | P. Burke | H. Trew | Nation news

## ABBREVIATIONS AND ACRONYMS

AIS	Automatic Identification System
BARNUFO	Barbados National Union of Fisherfolk Organisations
CARICOM	Caribbean Community and Common Market
CCCFP	Caribbean Community Common Fisheries Policy
CCRF	Code of Conduct for Responsible Fisheries
CDB	Caribbean Development Bank
CERMES	Centre for Resource Management and Environmental Studies
CLME	Caribbean Large Marine Ecosystem
CNFO	Caribbean Network of Fisherfolk Organisations
COVID-19	Corona Virus Disease 2019
CPUE	Catch Per Unit Effort
CRFM	Caribbean Regional Fisheries Mechanism
CSME	Caribbean Single Market and Economy
CCA	Climate Change Adaptation
DRM	Disaster Risk Management
EAF	Ecosystem Approach to Fisheries
EEZ	Exclusive Economic Zone
FAC	Fisheries Advisory Committee
FAO	Food and Agriculture Organization of the United Nations
FD	Fisheries Division
FMP	Fisheries Management Plan
GCFI	Gulf and Caribbean Fisheries Institute
HACCP	Hazard Analysis and Critical Control Points
IUU	Illegal, Unreported and Unregulated fishing
ICCAT	International Commission for the Conservation of Atlantic Tunas
MCS	Monitoring, Control and Surveillance
MENB	Ministry of Environment and National Beautification
MMABE	Ministry of Maritime Affairs and the Blue Economy
MoU	Memorandum of Understanding
OECS	Organisation of Eastern Caribbean States
OSPESCA	Central America Fisheries and Aquaculture Organization
PPP	Public-Private Partnership
RFMO	Regional Fishery Management Organization
SPS	Sanitary and Phytosanitary (measures)
SSF	Small Scale Fisheries
UNCLOS	United Nations Convention on the Law of the Sea
UNDP	United Nations Development Programme
USD	United States Dollar
UWI	University of the West Indies
VMS	Vessel Monitoring System
WECAFC	Western Central Atlantic Fishery Commission

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## EXECUTIVE SUMMARY

This technical report presents a review of the draft Barbados Fisheries Policy and recommendations to strengthen its application during and after COVID-19 and to ensure incorporation of the Small-Scale Fisheries (SSF) Guidelines/Protocol for the SSF Guidelines in the Caribbean Community Common Fisheries Policy (CCCFP).

The document outlines a multi-method approach to conducting a review of the existing draft policy. A summary of 3 consultations and their outcomes are presented. Agendas, participants' lists, and copies of the presentations delivered are also included. COVID-19 impacts, and coping and adaptation measures are also outlined. Recommendations including lessons learned and next steps close the report.

Based on the review it was found that the draft Policy aligns closely with the SSF Guidelines and the SSF protocol in the CCCFP. It also integrates the concept of Ecosystem Approach to Fisheries (EAF) and promotes Climate Change Adaptation (CCA) and Disaster Risk Management (DRM). These concepts are the main principles articulated in the SSF Guidelines in an effort to improve the socio-economic situation of fisherfolk within the context of sustainable fisheries management. Minor revisions can be made to the existing draft to enhance the incorporation of the SSF Guidelines.

This information product is a deliverable submitted as part of a consultancy entitled 'Technical Support For Implementation of A Pilot Project to Address Priority Gaps in The Fisheries-Related State Agency – A review of the draft Fisheries Policy and development of recommendations to strengthen its application during and after COVID-19 and to ensure incorporation of the SSF Guidelines/Protocol for the SSF Guidelines in the CCCFP.'

The objectives of the consultancy include:

- To provide technical support for the implementation of a pilot to address priority gaps in the Fisheries-Related State Agency;
- To conduct a review of the draft Barbados Fisheries Policy and provide recommendations to strengthen its application during and after COVID-19; and
- To ensure the incorporation of the SSF Guidelines/Protocol for the SSF Guidelines in the CCCFP in the Barbados Fisheries Policy.

More details on the scope of work and deliverables can be found in the Terms of Reference (see Appendix I). The consultancy forms part of an activity being delivered by the CRFM Secretariat under Component 1 of the StewardFish project.

## **1. INTRODUCTION**

The draft Barbados Fisheries Policy provides a set of principles and guidelines that will serve as an overall framework for guiding public action and related investments in the sector. The Policy has 6 pillars:

Pillar I: Fisheries Governance Framework

Pillar II: Fisheries Management and Resource Conservation

Pillar III: Social Considerations

Pillar IV: Fisheries Value Chains

Pillar V: Responsible and sustainable aquaculture

Pillar VI: Infrastructure

The Policy also outlines 18 statements that highlight mutually-agreed priorities related to promoting a sustainable fishing industry in Barbados.

The Policy's preparation involved convening four consultations with a cluster of public and private stakeholders (23rd, 24th, 27th and 28th January 2020) that were facilitated by the Fisheries Division (FD) and supported by the FAO. A one-day workshop bringing together the stakeholders of all the connected sectors and institutions was also held on 30th January 2020 with the objective of presenting and consolidating the preliminary findings. Following consultations, the first draft of the policy document was circulated widely for stakeholder feedback and revisions were made accordingly.

The revised draft was used as the basis for this investigation. This review is an activity delivered as part of a consultancy entitled 'Technical Support for Implementation of A Pilot Project to Address Priority Gaps in The Fisheries-Related State Agency – A review of the draft Fisheries Policy and development of recommendations to strengthen its application during and after COVID-19 and to ensure incorporation of the SSF Guidelines/Protocol for the SSF Guidelines in the CCCFP.'

This consultancy forms part of an activity being delivered under the StewardFish project. Under Component 1- Developing organisational capacity for fisheries governance, the CRFM Secretariat is responsible for Activity 1.2.2.1 - Undertake pilot projects to address priority implementation gaps and adapt current practices, which is related to Outcome 1.2 Fisheries-related state agencies have capacity to support fishing industry stewardship and specifically related to Output 1.2.2: State agency prioritisation capacity developed to support fisherfolk organisations and roles in stewardship.

This technical report outlines a multi-method approach to conducting a review of the existing draft policy. A summary of 3 consultations and their outcomes are presented. Agendas, participants' lists, and copies of the presentations delivered are also included. COVID-19 impacts, and coping and adaptation measures are also outlined. Recommendations including lessons learned and next steps close the report.

## **2. METHODS**

A multi-method approach which involved primary and secondary data collection was used to guide the review of the draft Barbados Fisheries Policy. Methods employed included document review and thematic analysis, stakeholder consultations and key informant interviews. The use of multiple methods allows for triangulation to produce more comprehensive analyses and robust results.



## **2.1 Document review and thematic analysis**

First a document analysis was conducted; relevant and accessible journal articles, technical reports, newspaper articles, grey literature and policies, plans and legal documents were analysed using thematic analysis with key words and phrases. The subject areas of the SSF Guidelines and SSF Protocol in the CCCFP were used to investigate the extent to which the SSF guidelines had been incorporated into the Policy. Newspaper articles outlining COVID-19 impacts on the fisheries sector were also analysed to determine how fisherfolk were adapting to the pandemic and what coping strategies were being employed.

## **2.2 Online Consultations**

The document review supported the design of the agenda for the consultations and the development of questions to be asked during discussion sessions. Three online consultations were conducted on the 13 & 20 March and the 8 April 2021 via Zoom. The 2-hour sessions were well attended with 68 participants noted at the first meeting and 53 at the second meeting. The third consultation saw the participation of 6 large fish processors. Feedback from participants was very positive with many commenting that the sessions were informative and productive. Agendas, participants' lists and a copy of the presentation delivered are outlined in the following pages.

The fourth online consultation was held on 27th April 2021, seventeen participants representing various government agencies were in attendance. An online workshop is expected to be conducted in the near future to validate findings and recommendations made by stakeholders. This final event will be implemented beyond the timeline of this consultancy, however the feedback and recommendations will be used to support the revision of the policy.

## **2.3 Key Informant Interviews**

Interviews were conducted over the telephone to get feedback on the consultations and seek additional insight on how the policy can be strengthened to support its application during and after COVID-19. Informants provided recommendations and offered suggestions for future consultations.

## **3. RESULTS**

### **AGENDA**

Saturday, 13 March 2021 | 7:30 PM

Welcome and Icebreaker  
Presentation of draft Barbados Fisheries Policy  
Discussion  
Reviewing the policy through a COVID-19 lens  
Wrap up and next Steps  
Vote of Thanks

Click [here](#) to download the Zoom Recording

Saturday, 20 March 2021 | 7:30 PM

Welcome and Icebreaker  
Recap of 1st Consultation  
Presentation of draft Barbados Fisheries Policy  
Discussion

Brief overview of the SSF Guidelines

Discussion on how the incorporation of the SSF guidelines in the policy can be enhanced

Wrap up and next steps

Vote of thanks

Click [here](#) to download the Zoom Recording

## PRESENTATION

Click on the image below to download a copy of the presentation



## PARTICIPANTS LIST

Saturday, 13 March 2021

1. Alex Ince (Bridgetown)
2. Anderson Lorde (Bridgetown)
3. Anthony Moore (Conset Bay)
4. Bernard Seale (Oistins)
5. Bertha Simmons (StewardFish Mentor)
6. Blair Richards
7. Brad
8. Cheryl Hinkson (Conset Bay)
9. Chris Parker (Fisheries Division)
10. Colvin Taylor (Fisheries Division)
11. Corey Gibbs
12. Corey Nurse (Oistins)
13. Delores
14. Diann Willoughby (Bridgetown)
15. Dennis Leslie (Fisheries Division)
16. Donna Moore (Conset Bay)
17. Donville

18. DW
19. Eulene Haynes (Paynes Bay)
20. Ezra Maynard (Ocean Fisheries)
21. F. Ellis
22. Fishery worker
23. Frank Jordan (Ocean Fisheries)
24. Gabrielle Jordan (Oistins)
25. Unidentified (Galaxy J2 Core)
26. Gary Marshall (Conset Bay)
27. Gina Wahid
28. Greg Franklin (Fisheries Division)
29. Henderson Inniss (BARNUFO)
30. Jemma Harris (Bridgetown)
31. Jennifer Jarvis
32. Katrina Chapman (Fisheries Division)
33. Kelvin Carter (Exporter)
34. Kimron
35. Lisa Bascombe (Bridgetown)
36. Maren Headley (CRFM)
37. Margaret Harding (CFPA)
38. Martin Clarke
39. Mercille Earle (Fisheries Division)
40. Melissa Taitt (FAC)
41. Mikey
42. Monica Wilson
43. Patrick McConney (UWI-CERMES)
44. Patsy
45. Christina Pooler (BARNUFO)
46. Ricardo Layne
47. Savia Ferdinand
48. Sheena Griffith (BARNUFO)
49. Shevon
50. Stephen Willoughby (Retired CFO)
51. Sueann Bourne-Walcott (B'town)
52. Sylvia White (BARNUFO)
53. Terrence Phillips (FAO)
54. Theresa
55. Therese Moore (Fisheries Division)
56. Trevor Haynes
57. Trevor Payne
58. Unidentified (User's iPhone)
59. Vernel Nicholls (BARNUFO)
60. Unidentified (Weston)
61. William Brewster
62. Unidentified (Galaxy J3 Prime)
63. O. Moore
64. Gustin (B'town)
65. Delbert Forde
66. Patricia Mapp
67. Joyce Leslie (Fisheries Division)
68. Shelly-Ann Cox (FAC)

Topic: Draft Barbados Fisheries Policy Consultation (PartI)

Time: Mar 13, 2021 07:30 PM America/Barbados

Join Zoom Meeting

<https://zoom.us/j/91014590827?pwd=ZUk5OGlScXh4SCtrcFlhNzdRaFdyUT09>

Meeting ID: 910 1459 0827

Passcode: 691672

## PARTICIPANTS LIST

Saturday, 20 March 2021

1. Agent (Unidentified)
2. Anthony Moore (Conset Bay)
3. Bernard Seale (Oistins)
4. Bertha Simmons (StewardFish Mentor)
5. Blair Richards
6. Brad
7. Chris Parker (Fisheries Division)
8. Corey Nurse (Oistins)
9. Dave
10. David Hood
11. Diann Willoughby (Bridgetown)
12. Donna King (UNDP)
13. Eulene Haynes (Paynes Bay)
14. Fishery worker
15. Franchero
16. Gabrielle Jordan (Oistins)
17. Gary Marshall (Conset Bay)
18. Gina Wahid
19. Greg Franklin (Fisheries Division)
20. Gustin (Bridgetown)
21. Hadley Toppin
22. Henderson Inniss (BARNUFO)
23. Kathy
24. Katrina Chapman (Fisheries Division)
25. Kelvin Carter (Exporter)
26. Lisa Bascombe (Bridgetown)
27. Maren Headley (CRFM)
28. Mike Griff
29. Margaret Harding (CFPA)
30. Maria Pena (UWI-CERMES)
31. Martin Clarke
32. Mercille Earle (Fisheries Division)
33. Melissa Taitt (FAC)
34. Melonie Broomes
35. Norma Weir
36. Patrick Jones

37. Patrick McConney (UWI-CERMES)
38. Savia Ferdinand
39. Sheena Griffith (BARNUFO)
40. Stephen Willoughby (Retired CFO)
41. Steven Bourne (Oistins)
42. Sueann Bourne-Walcott (B'town)
43. Sylvia White (BARNUFO)
44. Terrence Haynes (Catch-22)
45. Terrence Phillips (FAO)
46. Theresa
47. Therese Moore (Fisheries Division)
48. Travis Sinckler (FAC)
49. Vernel Nicholls (BARNUFO)
50. Vincent Jnbaptisite
51. Unidentified (SuperUser)
52. Joyce Leslie (Fisheries Division)
53. Shelly-Ann Cox (FAC)

Zoom Meeting Details:

Topic: Draft Barbados Fisheries Policy Consultation (Part II)

Time: Mar 20, 2021 07:30 PM America/Barbados

Join Zoom Meeting

<https://zoom.us/j/98197946797?pwd=OTBTemFtRXdOenpVOXRrRmNkOHZOUT09>

Meeting ID: 981 9794 6797

Passcode: 891344

## AGENDA

Thursday, 8 April 2021 | 10:00 AM

Welcome and Introductions

Presentation of draft Barbados Fisheries Policy

Review of written comments on draft Policy

Discussion

Reviewing the policy through a COVID-19 lens

Wrap up and next Steps

## Participants List

1. Kyle Harris (Morgans Fish House)
2. Kenny Hewitt (Premium Seafood Ltd)
3. Frank Jordan (Ocean Fisheries Ltd)
4. Ezra Maynard (Ocean Fisheries Ltd)
5. Dave Waite (Atlantis Seafood Inc)
6. David Sumpter (Shorelinez Inc)
7. Joyce Leslie (Fisheries Division)
8. Shelly-Ann Cox (FAC)

Click [here](#) to download the Zoom Recording

Zoom Meeting Details:

Topic: Consultation on the draft Barbados Fisheries Policy (Large Fish Processors)

Time: Apr 8, 2021 10:00 AM America/Barbados

Join Zoom Meeting

<https://zoom.us/j/96526464939?pwd=aW5ZN2plSVdvejF4eDFIUzFoZE16QT09>

Meeting ID: 965 2646 4939

Passcode: 694683

## PRESENTATION

Click on the image below to download a copy of the presentation



## AGENDA

Tuesday, 27 April 2021 | 10:00 AM

Welcome and Introductions

Presentation of draft Barbados Fisheries Policy

Discussion

Reviewing the policy through a COVID-19 lens

Wrap up and next Steps

Closing Remarks

Click [here](#) to download the Zoom Recording

Zoom Meeting Details:

Topic: Draft Barbados Fisheries Policy Consultation (Gov't Agencies)

Time: Apr 27, 2021 10:00 AM America/Barbados

Join Zoom Meeting

<https://zoom.us/j/93946172341?pwd=UGtnZUtmTW9HYnd6MWpEdjNUQ2dlUT09>

Meeting ID: 939 4617 2341

Passcode: 776458

#### **4. RESULTS/DISCUSSION**

COVID-19 is significantly disrupting fisheries across the globe, inflicting economic and social harm on fisherfolk and other stakeholders in the fishing industry.

COVID-19 impacts reported by Barbadian fisherfolk vary and the situation is rapidly evolving:

- Fresh fish supply chains were severely impacted by the closure of the food service sectors (e.g. hotels, restaurants and catering facilities, including school and work canteens).
- The processing sector also faced closures due to reduced/lost consumer demand. This has had a significant impact, especially on women, who form the majority of the workforce in the post-harvest sector.
- The lockdowns implemented by some countries have resulted in logistical difficulties in seafood trade, particularly for tuna exports.
- Large fish processors have been hard hit, resulting in shortened weeks for staff and/or reduced salaries. Sales have declined significantly (>90% in some cases).
- Hotels and other businesses with duty free concessions on the import of seafood are now dominating the market, making it difficult for registered large processors and smaller fish vendors to make sales.

COVID-19 coping mechanisms and adaptive strategies include:

- Fish vendors and large fish processors have created online order forms and/or websites and are offering a delivery service to accommodate their customers.
- Fisherfolk have subscribed to online marketplaces such as Farmfinder and WiFetch to boost sales and reach new customers.
- Online payments are being accepted via Online Banking and digital payment apps e.g. mMoney.
- Fisherfolk are using online web-conferencing platforms to host meetings to articulate concerns about government restrictions.
- Fisherfolk have been participating in regional online training sessions to increase their capacity.
- Large fish processors are exploring more local business in lieu of the reduced demand from the tourism sector.

- The application process for lifeline schemes provided by financial institutions was explored by large fish processors. However, costs far outweighed the benefits and the decision was made not to pursue this any further.
- Registered fish processors have formed an informal group to support policy engagement.

## **5. CONCLUSIONS**

The draft Policy aligns closely with the SSF Guidelines and the SSF protocol in the CCCFP. It also integrates the concept of Ecosystem Approach to Fisheries (EAF) and promotes Climate Change Adaptation (CCA) and Disaster Risk Management (DRM).

These concepts are the main principles articulated in the SSF Guidelines in an effort to improve the socio-economic situation of fisherfolk within the context of sustainable fisheries management.

Minor revisions can be made to the existing draft to enhance the incorporation of the SSF Guidelines.

The integration of DRM in the Policy promoted the formulation of strategies that can be employed in response to hazards such as the ongoing pandemic. The Policy outlines the use of digital technologies along the fisheries value chain to increase efficiency and promote traceability. However, the integration can be more strategic in addressing challenges presented by the pandemic.

Recommendations outlined in the previous section for strengthening the application of the Policy in light of COVID-19 should be taken into consideration in the final revision before submission to Cabinet for approval.

The overall policy exercise is part of the on-going Blue Economy agenda of Barbados. The aim of the Barbados Fisheries Policy is to apply the main general orientations and development objectives of the country to the fisheries sector, but within the constraints and opportunities imposed by the specificities of the fisheries sector.

## **6. RECOMMENDATIONS**

### **STRENGTHENING THE APPLICATION OF THE POLICY IN LIGHT OF COVID-19**

The promotion of digital technologies should be prioritised along the fisheries value chain to increase efficiency and reduce face-to-face interactions.

Strategies that support the transition from fresh fish to value-added processed seafood products where feasible, should be promoted.

Coordination between fish and seafood suppliers and transport, warehousing and logistical services to minimize loss of produce and food waste should be encouraged.

There is an urgent need for the identification of the roles of large fish processors in the industry and the protocols for certification of processors. This will determine the benefits that can be accessed by registered fish processors in light of COVID-19.



Given the current circumstances, consideration should be given to charging registered processors a lower tariff on certain fish e.g. Marlin as the majority of this fish is sold locally to vendors in fish markets, fryers and cookshops.

The fisheries policy should align closely with the forthcoming blue economy roadmap which aims to offer solutions for a sustainable and equitable blue recovery to the COVID-19 crisis.

### Incorporating the SSF Guidelines

Stakeholders agreed that the draft Policy aligns with the SSF Guidelines and the SSF protocol in the CCCFP. Forty percent (4) of respondents in the poll launched at the 2nd consultation indicated that the policy is fine as it is. While 40% (4) suggested that the policy should include all the principles that the SSF guidelines outline including gender equality. One person indicated that the Policy Pillars should be renamed to align with the subject areas outlined in the SSF Guidelines.

Participation in the poll was quite low (18% of attendees) but offered some insight into preliminary recommendations for enhancing the incorporation of the SSF Guidelines in the Policy. Other participants on the conference call made no objections to the results of the poll.

Based on the document review and interviews with key informants the following recommendations were made:

Gender considerations should have more prominence in the document, and the policy should draw on the SSF Guidelines as much as possible especially in the monitoring and evaluation (M&E) of the policy.

### Lessons learned

Online web conferencing platforms e.g. Zoom are great tools for bringing stakeholders together in light of the pandemic. Using interactive features in Zoom including polls and the chatbox allowed participants to provide feedback.

There is a core group of fisherfolk leaders (& fisherfolk) interested in supporting the policy development process. This is evident given their sustained and repeat participation in online consultations.

In future, the timeline for the consultancy should be extended to allow sufficient time for stakeholder engagement.

## **7. NEXT STEPS**

Next steps to support the successful implementation of the policy are outlined below:

- Revise the draft policy document based on feedback from stakeholder consultations and validation workshop;
- Revise the draft policy to incorporate recommendations to address COVID-19 impacts and enhance the incorporation of the SSF Guidelines;
- Host a monthly webinar series to address topics of interest addressed in the policy;
- Officially adopt and ensure the publication of the policy;

- Develop a communication strategy and plan to raise public awareness;
- Monitor and evaluate implementation in collaboration with the FAC, other public institutions and private sector;
- Develop a 3-year action plan; and
- Develop an updated fisheries management plan that integrates EAF, CCA, DRM and gender considerations.

Participatory monitoring and evaluation is essential for effective policy implementation and performance assessment. It is anticipated that the implementation of the policy will be guided by an effective monitoring and evaluation system along with a feedback mechanism to identify aspects of the policy that may need to be revised.

The overall responsibility for monitoring and evaluation (M&E) of the policy lies with the Fisheries Division and by extension the Ministry of Maritime Affairs and Blue Economy (MMABE). However, it is expected that the Ministry will work in close collaboration with the FAC, other public institutions and the private sector to implement the policy and to monitor and evaluate its performance.

It will be essential to ensure that the Fisheries Division is adequately empowered to support the smooth implementation of the Fisheries Policy. In this context, the Fisheries Division urgently needs to undergo a full-fledged institutional strengthening programme that addresses inadequacies and provides the staffing, equipment and budget needed to advance the industry.

While the adoption of the policy will be a significant step, full success in meeting its objectives will depend upon ongoing collaboration between government agencies, fisheries stakeholders and other private sector interests.

## APPENDICES

### Appendix I: Terms of Reference

#### TERMS OF REFERENCE

#### CONSULTANT SERVICES

Developing Organizational Capacity for Ecosystem Stewardship and Livelihoods in Caribbean Small-Scale Fisheries (StewardFish)

Technical Support For Implementation of A Pilot Project to Address Priority Gaps in The Fisheries-Related State Agency – A review of the draft Fisheries Policy and development of recommendations to strengthen its application during and after COVID-19 and to ensure incorporation of the SSF Guidelines/Protocol for the SSF Guidelines in the CCCFP.

#### BARBADOS

#### 1.0 Introduction

The fisheries sector is an important driver of economies in the Caribbean region, and healthy fish stocks are vitally important for the sustainability of coastal communities and rural livelihoods. All the countries exploit fisheries resources in their waters, and some beyond. The fishing fleets and fishing gears used in marine capture fisheries are predominantly small-scale. Fishers operate from landing sites that range from undeveloped beaches, where vessels can be hauled or shallow areas where boats can be safely tied or moored to multi-million dollar fishing facilities with processing areas and cold storage.

In 2013, countries bordering and/or located within the Caribbean and North Brazil Shelf Large Marine Ecosystems (CLME+ region) adopted a 10-year Strategic Action Programme for the Sustainable Management of the Shared Living Marine Resources of the Caribbean and North Brazil Shelf Large Marine Ecosystems (CLME+ SAP). The CLME+ SAP consists of 6 Strategies and 4 Sub-strategies. SAP strategies 1-3, with a focus on governance, are cross-cutting, while strategies 4-6 tackle the three main marine ecosystems (reef, pelagic and continental shelf) in the CLME+ region. The CLME+ SAP aims to contribute to the achievement of the regionally adopted long-term vision of “a healthy marine environment in the CLME+ that provides benefits and livelihoods for the well-being of the people of the region.”

The CLME+ SAP regional and sub-regional attention to transboundary institutional arrangements is necessary, but not sufficient, to address the three transboundary threats of unsustainable fisheries, habitat degradation and pollution at all levels of governance. The dense mosaic of marine jurisdictions, and mobility of fisheries resources and people, also demand the engagement of national and local level, state and non-state, actors to address these threats, and to build resilience in these fisheries socio-ecological systems.

There are a number of challenges that hinder the engagement of fishers and their organizations in the sustainable management of fisheries in the region, including:

- Limited capacity of regional, national and local fisherfolk organizations to participate effectively in fisheries governance

- Fisherfolk have insufficient capacity and knowledge of ecosystem stewardship practices for fisheries sustainability
- Inadequate public awareness of ecosystem approaches to support best practices and ensure compliance
- Poor documentation of successful experiences and practices for sustainable fisheries livelihood strategies
- Inadequate management and collaboration mechanisms to support fisherfolk leaders in monitoring and evaluating projects.

In an effort to address these challenges, the StewardFish project will aim to implement the CLME+ SAP within seven Caribbean Regional Fisheries Mechanism (CRFM) Member States (Antigua and Barbuda, Barbados, Belize, Guyana, Jamaica, Saint Lucia, St. Vincent and the Grenadines) by empowering fisherfolk throughout fisheries value chains to engage in resource management, decision-making processes and sustainable livelihoods with strengthened institutional support at all levels. This will be achieved through implementation of the four project components: 1- Developing organizational capacity for fisheries governance; 2 - Enhancing ecosystem stewardship for fisheries sustainability; 3 - Securing sustainable livelihoods for food and nutrition security; and 4 - Project management, monitoring and evaluation, and communication.

The expected outcomes include the following:

- Outcome 1.1: Fisherfolk have improved their organizational capacity to meet objectives that enhance well-being;
- Outcome 1.2: Fisheries-related state agencies have capacity to support fishing industry stewardship;
- Outcome 2.1: Increased participatory Ecosystem Approach to Fisheries (EAF) application with focus on healthier habitats and pollution reduction;
- Outcome 3.1: Livelihoods throughout fisheries value chains balance development with conservation for food and nutrition security;
- Outcome 4.1: Good governance and learning for adaptation institutionalized among fisherfolk organizations.

The CRFM Secretariat is a project partner, with established and recognized expertise in the region and abroad in such areas as fisheries governance and management, capacity building and participatory monitoring and evaluation, and fisheries co-management arrangements. Under Component 1- Developing organizational capacity for fisheries governance, the CRFM Secretariat is responsible for Activity : 1.2.2.1 Undertake pilot projects to address priority implementation gaps and adapt current practices, which is related to Outcome 1.2 above and specifically related to Output 1.2.2: State agency prioritization capacity developed to support fisherfolk organizations and roles in stewardship.

In order to achieve Output 1.2.2, the CRFM Sec. liaised with CANARI during their implementation of Activity 1.2.1.1- Conduct institutional analysis and organizational assessment in key fisheries-related state agencies in Barbados and recommend priority improvement. The institutional analysis and organizational assessment identified current strengths, as well as opportunities for improvement in the Barbados Fisheries Division, in order to improve its capacity to support ecosystem stewardship by fisherfolk and their organisations.

While the Fisheries Division is considered to be adequately supporting ecosystem stewardship by fisherfolk and their organisations in the capacity area of practices<sup>1</sup>, there are some gaps to be addressed such as the need for inclusion of fisherfolk and their organisations in management initiatives focused on action-based management for e.g. implementation and enforcement of management plans. The COVID-19 pandemic has also negatively impacted fisher livelihoods due to the implementation of safety measures such as lockdowns which have disrupted trade and sale of fisheries products nationally and globally. The CRFM Sec. held subsequent consultations with the key stakeholders which led to approval of the pilot project “A review of the draft Fisheries Policy and development of recommendations to strengthen its application during and after COVID-19 and to ensure incorporation of the SSF Guidelines/Protocol for the SSF Guidelines in the CCCFP.”

## **2.0 Objective, Purpose & Expected Results**

### *2.1 Overall Objective*

The objective of this consultancy is to conduct a review of the draft Fisheries Policy and develop recommendations to strengthen its application during and after COVID-19 and ensure incorporation of the SSF Guidelines/Protocol for the SSF Guidelines in the CCCFP.

### *2.2 Purpose*

The purpose of this assignment is to improve the capacity of the Barbados Fisheries Division to support fisherfolk organizations and roles in stewardship through the review of the draft Fisheries Policy and development of recommendations to strengthen its application during and after COVID-19 and to ensure incorporation of the SSF Guidelines/Protocol for the SSF Guidelines in the CCCFP.

## **3.0 Expected Results**

1. The translation of the organisation core beliefs into actions that support ecosystem stewardship by fisherfolk organisations as it relates to decision making, collaboration and information sharing.
2. A review of the draft Fisheries Policy and development of recommendations to strengthen its application during and after COVID-19 and to ensure incorporation of the SSF Guidelines/Protocol for the SSF Guidelines in the CCCFP.

## **4.0 Scope of Work**

The Consultant will work under the general direction of the Executive Director of the CRFM to undertake this assignment.

Maren Headley, Programme Manager, Fisheries Management and Development, CRFM Secretariat is responsible for management of the project on behalf of the CRFM.

The scope of work covers all activities necessary to accomplish the Expected Results stated. The main tasks/activities are as follow:

### *4.1. Inception activities*

- 1.) Attend an initial virtual briefing with the CRFM Technical Team to discuss the objectives, activities, approach, expected outputs and any other issues related to the the execution of the assignment that require clarification.

2.) Within five (5) days of the briefing meeting, The Consultant will prepare a report of the briefing (inception report) and work plan clearly identifying an outline and timelines for the execution of the actions.

#### **4.2.     *Technical Work***

1.) Using a participatory approach, conduct a review of the draft Fisheries Policy and develop recommendations to strengthen its application during and after COVID-19 and to ensure incorporation of the SSF Guidelines/Protocol for the SSF Guidelines in the CCCFP.

#### **4.3.     *Final Technical Report***

1.) Prepare a final technical report, taking into account comments provided by the CRFM Secretariat. The report would, at least, contain the following sections: Acknowledgements; Abbreviations and Acronyms; Executive Summary; Introduction; Methodology; Results/Discussion; Conclusions; Recommendations (including lessons learned); Annex 1 Terms of Reference; Annex 2 Inception Report; Annex 3 Consultancy Products, namely: Work plan; A review of the draft Fisheries Policy and development of recommendations to strengthen its application during and after COVID-19 and to ensure incorporation of the SSF Guidelines/Protocol for the SSF Guidelines in the CCCFP.

2.) Drafts of each product are to be reviewed by the CRFM, prior to finalization.

### **5.0     Deliverables and Deadlines**

#### **5.1     *Inception report and work plan***

1.) An inception report and work plan clearly identifying an outline and timelines for the execution of the actions.

#### **5.2     *Technical Work***

1.) A review of the draft Fisheries Policy and development of recommendations to strengthen its application during and after COVID-19 and ensure incorporation of the SSF Guidelines/Protocol for the SSF Guidelines in the CCCFP.

#### **5.3     *Final Technical Report***

- 1.) First draft version of a final technical report, which would comprise at least the sections referred to in the scope of work above.
- 2.) Revised and final versions of a final technical report, which would comprise at least the sections referred to in the scope of work above.

#### **5.4     *Deadlines for Deliverables***

Deliverables     Deadline for Submission to CRFM Secretariat

5.1 An inception report and work plan clearly identifying an outline and timelines for the execution of the actions.

5 days after inception meeting

5.2 A review of the draft Fisheries Policy and development of recommendations to strengthen its application during and after COVID-19 and ensure incorporation of the SSF Guidelines/Protocol for the SSF Guidelines in the CCCFP.

Mar 15, 2021

5.3 Final Technical Report (FTR)

- First draft version of the FTR, which would comprise at least the sections referred to in the scope of work above.

Mar 31, 2021

- Revised and final versions of the FTR, which would comprise at least the sections referred to in the scope of work above.

Apr 12, 2021

## 6.0 Assumptions & Risks

### 6.1 *Assumptions underlying the project*

The following assumptions underlie this Terms of Reference:

- 1) The Consultant will receive feedback on documents/products in a timely manner.
- 2) The Consultant will have the support of the StewardFish focal point in each country for the implementation of the pilot projects and development of the appropriate documents/products.
- 3) The Consultant will have the support of the StewardFish focal point in planning and executing the stakeholder consultations. This will include liaising with stakeholders, and confirming their participation in the consultations (virtual/face to face) depending on the national COVID-19 protocols.

### 6.2 *Risks*

The following are anticipated risks:

- 1.) The current COVID-19 pandemic could impact data gathering and consultations with stakeholders.

The Consultant should consider alternative methods and approaches for data collection and consultation should these risks arise, which will enable them to deliver the expected outcomes of this project.

## 7.0 Roles and Responsibilities

The Consultant is responsible for execution of the main Actions and accomplishing the Expected Results and Deliverables as outlined above.

In the conduct of the assignment the CONSULTANT (criteria are given in Article 11 below) will be supported by the CRFM Secretariat, which will provide overall guidance on implementation of the contract. The CRFM Secretariat will assign two (2) staff (fisheries experts) who will work closely with the team at all times. The CRFM Secretariat will also assist in the circulation of documents for regional-level review; and, facilitate the finalization of all documents produced.

The CRFM Secretariat in Belize and St. Vincent and the Grenadines, will provide the assistance to the CONSULTANT in a timely manner, as agreed during the inception meeting and recorded in the inception report:

## **8.0 Reporting**

The CONSULTANT will prepare an inception report and final report. The final technical report should include methodologies used to deliver the various outputs, with lessons learned and recommendations for follow up action, and include final technical deliverables in publisher-ready (in Microsoft Word for Windows) format. The reports should be produced in Microsoft Word for Windows format and submitted electronically to the CRFM Secretariat.

## **9.0 Logistics**

All logistical arrangements pertaining to in-country travel by the CONSULTANT and workshop participants (in accordance with national COVID-19 protocols) are the responsibility of the CONSULTANT.

## **10.0 Duration**

The assignment will require 9 weeks, from the period 15 February 2020 to 16 April 2021.

## **11.0 Criteria for Key Expert- Public Relations Specialist/ Strategic Communications Specialist/Fisheries Expert**

### **Qualifications and Skills**

- a) Post-graduate in Corporate Communications, Communication Studies, Media Studies, Natural Resource Management, Fisheries Management, Organisational Development, Business Administration or Public Administration;
- b) Sound knowledge of Fisheries Governance and Strategic Planning or Results Based Management;
- c) Sound knowledge of development of appropriate Communication products for a variety of stakeholders;
- d) Consultation and facilitation skills;
- e) Excellent command of English Language;

### **General Professional Experience**

- f) At least seven (7) years related work experience;

### **Specific Professional Experience**

- g) Experience in developing communication products (digital media, radio, film and video) for the public sector, private sector and civil society organisations.
- h) Experience working with regional fisheries organisations and national fisheries division, and fisherfolk organisations;
- i) Demonstrated understanding of fisheries governance, co-management and stewardship, ecosystem approach to fisheries and stakeholder engagement and consultations;
- j) Experience in developing and implementing governance structures for organisations;
- k) Knowledge of regional governance and decision making among fisheries-related state agencies;
- l) Experience in working with and strengthening civil society organisations.



## Appendix II: Inception Report

Click on the image below to download





## Appendix III: Review of Policy

Click on the image below to download



The CRFM is an inter-governmental organization whose mission 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 region”. The CRFM consists of three bodies – the Ministerial Council, the Caribbean Fisheries Forum and the CRFM Secretariat.

CRFM members are Anguilla, Antigua and Barbuda, The Bahamas, Barbados, Belize, Dominica, Grenada, Guyana, Haiti, Jamaica, Montserrat, St. Kitts and Nevis, St. Lucia, St. Vincent and the Grenadines, Suriname, Trinidad and Tobago and the Turks and Caicos Islands.

### **CRFM Headquarters**

[secretariat@crfm.int](mailto:secretariat@crfm.int)

Tel: (501) 223-4443 - Fax: (501) 223-4446  
Belize City - Belize

### **Eastern Caribbean Office**

[crfmsvg@crfm.int](mailto:crfmsvg@crfm.int)

Tel: (784) 457-3474 - Fax: (784) 457-3475  
Kingstown - St. Vincent & the Grenadines

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