

## Final Technical Report

### TRAINING IN EAF AND CLIMATE CHANGE FOR THE CARIBBEAN NETWORK OF FISHERFOLK ORGANISATIONS

Project ref. N°: CAR/4.1/B16/neg

Region: Caribbean

Countries: Antigua and Barbuda, Barbados, Belize, Dominica, Grenada,  
Guyana, Jamaica, Saint Lucia, St. Kitts and Nevis, St. Vincent and the  
Grenadines, Suriname, and Trinidad and Tobago

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Caribbean Natural Resources Institute



AFRICA



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PACIFIC

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CANARI would like to record its appreciation for the CNFO and its members for their participation in the design and implementation of this successful project. The Deputy Coordinator, Mr. Joslyn Lee Quay, was particularly supportive and instrumental in the logistical arrangements for the workshop and providing the background documents needed. CANARI would also like to extend its thanks to the members of the Technical Team who took the time to work with us to develop a training course that would suit the fisherfolk of the region. CANARI would like to thank Mr. Sam Heyliger of the Department of Marine Resources in St. Kitts and Ms. Lorna Warner of the St. Kitts and Nevis National Fisherfolk Organisation for assistance in the logistical arrangements for the workshop. Your contributions proved invaluable. CANARI appreciates the support given by Dr. Sandra Grant, Regional Manager for the Caribbean for the ACP Fish II Programme during the project and the support by Dr. Hazel Oxenford from the Centre for Resource Management and Environmental Studies (CERMES) of the University of the West Indies and Dr. Susan Singh-Renton from the Caribbean Regional Fisheries Mechanism (CRFM) for acting as resource persons during the workshop.

## **ABBREVIATIONS AND ACRONYMS**

ACP	African Caribbean and Pacific
CANARI	Caribbean Natural Resources Institute
CCCCC	Caribbean Community Centre for Climate Change
CERMES	Centre for Resource Management and Environmental Studies
CNFO	Caribbean Network of Fisherfolk Organisations
CRFM	Caribbean Regional Fisheries Mechanism
CU	Coordinating Unit
EAF	Ecosystem approach to fisheries management
FAO	Food and Agriculture Organisation of the United Nations
FFOs	Fisherfolk organisations
FTR	Final Technical Report
IICA	Inter-American Institute for Cooperation on Agriculture
KE	Key Expert
NFOs	National fisherfolk organisations
OECS- ESDU	Organisation of Eastern Caribbean States- Environment and Sustainable Development Unit
PFOs	Primary fisherfolk organisations
TNA	Training Needs Assessment
TOR	Terms of Reference
TT	Technical Team

## EXECUTIVE SUMMARY

The Caribbean Natural Resources Institute (CANARI) was hired by the ACP Fish II Programme to help develop the capacity of fisherfolk leaders and organisation members to participate in fisheries policy and other discussions on mainstreaming of EAF and climate change into small-scale fisheries at the national and regional levels in a four and half month project. The 12 participating countries were Antigua and Barbuda, Barbados, Belize, Dominica, Grenada, Guyana, Jamaica, Saint Lucia, St. Kitts and Nevis, St. Vincent and the Grenadines, Suriname, and Trinidad and Tobago. CANARI was asked to deliver training modules and to organise and facilitate a four-day workshop in St. Kitts and Nevis.

The Terms of Reference (TOR) asked that Antigua and Barbuda be the place of posting so that the CNFO Coordinator, Mr. Mitchell Lay, can be intimately involved in the design and implementation of the project. Mr. Lay had limited availability during much of the period and he agreed that CANARI could work with the Deputy Coordinator, Mr. Joslyn Lee Quay, who is based in Trinidad and Tobago. The place of posting was therefore changed to the latter country.

The Technical Team was instrumental to the design and implementation of the project. It was comprised of regional organisations that were stakeholders in fisheries governance. The CNFO was also a member of the Technical Team.

A needs assessment conducted at the start of the project was critical to understanding the fisherfolk's capacity for effective participation in fisheries governance and their knowledge on EAF and climate change. The assessment informed the setting of objectives and design of the workshop. It showed that the national fisherfolk organisations had mixed but low capacity for participation in fisheries governance and understanding of EAF and climate change was limited.

The four day workshop was held at the Bird Rock Beach Hotel in St. Kitts and Nevis from October 16-19, 2012. The methods were very interactive and actively engaged participants in documenting and applying their local knowledge, applying local and traditional knowledge in analyses of practical examples, and building skills and experience in applying tools. This was very effective in ensuring that the objectives of the workshop and the expectations of participants were fully met.

Several communication and visibility activities were undertaken. An Opening Ceremony with media coverage was held at the start of the workshop and a press conference hosted by the participants was held on the last day of the workshop. Communication products were also developed by the participants to be used upon return to their countries. A video produced during the workshop will be hosted on the CNFO's website and CANARI's YouTube page ([http://www.youtube.com/playlist?list=PLtsFHNXX0MTUn\\_vKIaGrnMbEU5SgROfyU](http://www.youtube.com/playlist?list=PLtsFHNXX0MTUn_vKIaGrnMbEU5SgROfyU)).

The two main challenges for the CNFO remained the low capacity of the members and facilitating communication among the members. It was recommended that continued capacity building and support is needed and that innovative ways be used to communicate among the members of the organisation.

## 1 BACKGROUND

The overall objective of the ACP Fish II project is to contribute to the sustainable and equitable management of fisheries in ACP regions, thus leading to poverty alleviation and improving food security in ACP States.

The Caribbean Natural Resources Institute (CANARI) was contracted for the activity training in ecosystem approach to fisheries (EAF) and climate change for the Caribbean Network of Fisherfolk Organisations (CNFO). The purpose of this four and a half month project was to develop the capacity of fisherfolk leaders and organisation members in Antigua and Barbuda, Barbados, Belize, Dominica, Grenada, Guyana, Jamaica, Saint Lucia, St. Kitts and Nevis, St. Vincent and the Grenadines, Suriname, and Trinidad and Tobago to participate in fisheries policy and other discussions on mainstreaming of EAF and climate change into small-scale fisheries at the national and regional levels.

CANARI's consultancy team comprised three persons: Key Expert 1, Keisha Sandy (Fisheries Specialist), Key Expert 2, Nicole Leotaud (Training Specialist), and Celeste Chariandy (a communication and climate change expert who also provided technical back stopping).

## 2 APPROACH TO THE ASSIGNMENT

The team took a participatory approach to the assignment and included stakeholders in the design, organisation and implementation of the workshop. The CNFO Coordinating Unit (CNFO- CU) was asked to approve and suggest members of the Technical Team (TT) of which it was also a member. The TT members were included in the design of the entire project (see Annex 3 for a list of organisations in the TT).

CANARI determined that a needs assessment was necessary to understand the fisherfolk's understanding of EAF and climate change and the strength of their organisations to participate effectively in fisheries governance at the national and regional levels. Data collection for the needs assessment constituted the first phase of the project. This was done through desk review and semi-structured interviews with fisherfolk leaders. A report on the needs assessment was prepared (Annex 6).

The information collected in the needs assessment helped inform the development of workshop objectives and the design of the workshop by showing the gaps that were needed to be filled. The workshop session plans and Training Modules (Annex 8) were developed with this information.

## 3 COMMENTS ON THE TERMS OF REFERENCE

Comments on the Terms of Reference were given in the Inception Report (Annex 3). The project began on July 15, 2012 and was scheduled to end on November 30, 2012. The place of posting was changed from Antigua and Barbuda to Trinidad and Tobago to facilitate working with the Deputy Coordinator who is based in the latter country. A needs assessment was also conducted with to understand some of the gaps in capacity. See Table 4.1 for further information.

## 4 ORGANISATION AND METHODOLOGY

### 4.1 Delivery of Terms of Reference

Table 4.1 Comments on specific activities from the TOR

	<b>Specific activities from the TOR</b>	<b>Comments</b>
1	Briefing with ACP Fish II Programme and the Coordinator of the CNFO-CU in Antigua and Barbuda	<p>The ACP Fish II Programme Regional Manager, Dr. Sandra Grant, met with CANARI's team on August 26, 2012 at CANARI's office in Trinidad and Tobago. Dr. Grant explained the administrative procedure for the project and the structure of the Final Technical Report and Final Report. CANARI explained the need to have the place of posting changed to Trinidad and Tobago.</p> <p>The place of posting was changed from Antigua and Barbuda to Trinidad and Tobago because the Coordinator of the CNFO, Mr. Mitchell Lay, indicated that his availability for the project was limited. CANARI asked that its team work with the Deputy Coordinator, Mr. Lee Quay, who is based in Trinidad and Tobago. Mr. Lay agreed and the CNFO submitted a letter to the ACP Fish II Coordinating Unit to this effect on September 13, 2012. This was approved on a letter dated September 14, 2012 and the place of posting was changed to Trinidad and Tobago. (See Annex 3)</p> <p>The briefing with ACP Fish II Programme was held in Trinidad and Tobago since the place of posting was changed to Trinidad and Tobago.</p>
2	In consultation with the CNFO-CU, establish a Technical Team to coordinate the project	<p>The names of the organisations invited to be part of the Technical Team (TT) were suggested by CANARI and discussed with the Deputy Director of the CNFO-CU, Mr. Joslyn Lee Quay. The organisations were presented with Terms of Reference and were asked to submit the names of the representatives to be part of the TT.</p> <p>At the time of the first TT meeting neither the representative from the Organisation of Eastern Caribbean States nor the Caribbean Regional Fisheries Mechanism responded to the request to join the TT. Both indicated that their availability were limited during the lifetime of the project. Both joined the TT at later dates.</p>

	<b>Specific activities from the TOR</b>	<b>Comments</b>
3	Collaborate with the CRFM Secretariat during the execution of this consultancy to ensure a holistic and integrated approach to regional activities of CNFO-CU	The CRFM did not join the TT until after the first meeting. The organisation was able to provide limited but meaningful contributions to the agenda and possible content of the workshop. A representative of the CRFM also participated as a resource person at the workshop and made very useful input on relevant CRFM initiatives.
4	Meet with stakeholders in Antigua and Barbuda (e.g. Coordinator of the CNFO-CU, members of the Antigua and Barbuda Fishermen Cooperative Society Ltd) and communicate with other members of the Technical Team. The group will review the Terms of Reference, develop and agree on a project work plan, and develop training topics	<p>The CNFO Coordinator, Mr. Mitchell Lay, indicated early in the project that his availability was limited. CANARI asked and Mr. Lay agreed that his Deputy Coordinator, Mr. Joslyn Lee Quay, can fulfil his role in the project. The place of posting was therefore changed to Trinidad and Tobago to facilitate working with Mr. Lee Quay.</p> <p>Mr. Lee Quay was given a copy of the Terms of Reference so that the document could be reviewed. Both Mr. Lay and Mr. Lee Quay participated in the first TT meeting and offered comments on behalf of the organisation at that point.</p> <p>Extensive communication was maintained with Mr. Lee Quay in accessing key documents for the needs assessment and planning the workshop.</p> <p>The first TT meeting was a virtual one held on September 05, 2012 using GoToMeeting. The TT members made input into the date of the workshop, possible locations in St. Kitts and Nevis, tentative workplan for the project and content of the four-day workshop. They also reviewed the needs assessment and recommended workshop objectives and agenda and provided useful recommendations that were used in refining the workshop objectives and agenda.</p>
5	Prepare and submit an Inception Report	The Inception Report was submitted on September 03, 2012. It documented a workplan for the completion of the project and addressed the issue of the place of posting for the project. The strategy for the needs assessment was also included in the document.
6	Review documentation on CNFO, fishermen organisations, etc.	Mr. Lee Quay provided documents on the CNFO that were used to support the formulation of the session plans and agenda and the design of the needs assessment. These are listed in Annex 4.
7	In collaboration with the Technical Team, prepare Training Modules which set	The TT had input into the design of the needs assessment, finalising workshop objectives and agenda for the workshop that were used as

	<b>Specific activities from the TOR</b>	<b>Comments</b>
	<p>out session objectives, content, reference materials etc and ultimately serve as the comprehensive record of the training which may be used in future by the participants at national level as part of advocacy campaigns and raising awareness</p>	<p>information for the Training Modules.</p> <p>Materials used in (e.g. the workshop agenda, slide presentations, session activity plans) and produced from (video interview, press release, slide show) the workshop were included in the DVD and in development of the Training Modules. The DVD also included additional reference materials (e.g. communication toolkits) that the participants could use to further assist them to participate in fisheries policy and other discussions on mainstreaming of EAF and climate change into small-scale fisheries at the national and regional levels.</p>
8	<p>Initial preparation of the workshop in collaboration with the CNFO-CU.</p>	<p>CANARI had discussions with Mr. Lee Quay in drafting of the agenda. Both Mr. Lay and Mr. Lee Quay were sent the draft agenda as part of the TT for their input into the structure of the workshop.</p>
9	<p>In collaboration with the Technical Team, prepare an “Information Note” and organize media/press event to promote the activity and develop awareness of CNFO in the Caribbean.</p>	<p>Members of the TT suggested media houses in St. Kitts and Nevis to approach for promotion of the workshop. The press release was sent to all the media houses with assistance from the Department of Marine Resources in St. Kitts.</p> <p>Dr. Grant provided the Information Note that the ACP Fish II Programme produced for this particular project. This was used as a template for CANARI’s Information Note on this project. CANARI posted the Information Note on its website as a news item.</p> <p>Mr Sam Heyliger, Fisheries Officer in the Department of Marine Resources in St. Kitts, was asked to speak on ZIZ Broadcasting Corporation (ZBC), the national television station, about the workshop on October 11, 2012. CANARI assisted with the preparation for Mr. Heyliger’s appearance. CANARI asked for copies of the recording but none was received.</p> <p>A press release was sent to media in St. Kitts and Nevis and media attended the Opening Ceremony on the first day of the workshop. The workshop was featured on the national television news that evening. Media also covered the press conference hosted by the CNFO at the close of the workshop.</p> <p>All communication products developed during the workshop were given to the participants and they plan</p>

	<b>Specific activities from the TOR</b>	<b>Comments</b>
		to use them in their countries. One of the communication products was used in the press conference held at the end of the workshop. The video produced during the workshop will appear on the CNFO's website and on CANARI's YouTube page at <a href="http://www.youtube.com/playlist?list=PLtsFHNXX0MTUn_vKlaGrnMbEU5SgROfyU">http://www.youtube.com/playlist?list=PLtsFHNXX0MTUn_vKlaGrnMbEU5SgROfyU</a> .
10	Through the Technical Team organize, convene and facilitate a regional training workshop in St. Kitts and Nevis (4 full-days, indicative number of participants is 18)	<p>The TT suggested the two regional organisations that should participate in the workshop as requested in the TOR. These were the CRFM and the Centre for Resource Management and Environmental Studies (CERMES). The CRFM was able to attend the workshop for one day while CERMES was able to attend the workshop for 3.5 days. CRFM and CERMES served dual roles as both resource persons and participants at the workshop and provided useful technical support.</p> <p>The TT also gave possible locations for the workshop including the locally owned Bird Rock Beach Hotel that was chosen as the venue for the workshop.</p> <p>18 participants were present at the workshop from October 16-19, 2012 at the Bird Rock Beach Hotel in St. Kitts and Nevis. Local fisherfolk from St. Kitts, who were not sponsored through the project, participated on three days of the workshop.</p> <p>11 countries participated in the workshop. The participant from Guyana was unable to attend the workshop as his fishing vessel was pirated on the day that he was supposed to travel to the workshop. He will be sent the workshop report with all annexes.</p>
11	Prepare workshop report and evaluation and submit to CNFO-CU and RFU	The workshop report and evaluation is included in Annex 7.
12	Prepare and submit the Final Technical Report (FTR)	The draft Technical Report was submitted to the Regional Manager for the ACP Fish II programme and the CNFO for review and input on October 31, 2012. Comments were incorporated into the Final Technical Report submitted on November 31, 2012.

## 4.2 Conduct and details of the assignment including visibility activities

### *Needs assessment and workshop design:*

The first phase of the project involved conducting the needs assessment. CANARI sent letters to the leaders of fisherfolk organisations in the region and their national fisheries authority counterparts informing them of the project including the needs assessment. A strategy was designed and sent to the TT for comments. The changes requested were included in the final design of the needs assessment.

The assessment was conducted over three days in September 2012. Four national fisherfolk organisations and the CNFO- CU were interviewed. The assessment showed that the national fisherfolk organisations (NFOs) in the region had varying degrees of capacity for effective participation in fisheries governance at both the national and regional levels. It also showed that few of the NFOs understood EAF and climate change. The objectives of the workshop were developed to address these needs. Additional needs were also identified that could not be addressed under the Terms of Reference of this project, for example need for organisational strengthening, strategic planning, and improved governance in the CNFO and NFOs. The needs assessment is presented in Annex 6.

### *Mobilisation and planning:*

The CNFO was asked to invite its members to the workshop. A letter was drafted as a template for the organisation to send to its members. Few organisations had problems identifying its members. The TT was asked to recommend two regional organisations to attend the workshop as

participants. They identified the CRFM and CERMES as participants. The CRFM indicated from the outset that they would only be able to attend the workshop for one day as the organisation was engaged in several other activities at that time. The CERMES participant also indicated that she would only be able to attend the workshop for 3.5 days because of prior commitments.



*Photo 4.2 Participants working on a map of impacts of fishing on resources and other activities on a hypothetical island on day one of the workshop*



*Photo 4.1 Glaston White of Jamaica presents the slide show during the press conference on the last day of the workshop. The slide show was developed by the participants.*

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Keisha Sandy attended a meeting in St. Kitts and Nevis in September 2012 and used the opportunity to meet with the Department of Marine Resources and the head of NFO in St. Kitts and Nevis to apprise them of the project and to ask for assistance in logistical arrangements for the workshop. The NFO leader was interviewed for the needs assessment at that time as well.

CANARI submitted the draft workshop agenda to the TT. The agenda was changed to reflect the recommendations made.

### ***Workshop execution:***

The workshop was held from October 16 to 19, 2012 at the Bird Rock Beach Hotel. The methods used were highly interactive and allowed the participants to use a variety of tools to address different learning styles, to draw on the wealth of local knowledge of participants and to promote experiential learning through practical exercises.

### ***Workshop outputs:***

A report of the workshop was produced, with Annexes:

1. List of participants
2. Workshop agenda
3. Opening ceremony agenda
4. Analysis of issues in fisheries using EAF
5. EAF and CC analysis
6. EAF and CC case study
7. CNFO Communication Strategy
8. Press release
9. CNFO's climate change PowerPoint presentation
10. CNFO workplan
11. Summary evaluation form
12. Workshop presentations

Based on the workshop sessions, Training Modules were produced that included content developed by participants during the workshop. These focus on:

1. EAF
2. CC
3. Communication

As part of the workshop exercises, participants developed outputs that they will use in their communication work:

- Revised and new elements to update the CNFO Communication Strategy (Annex 7 of the workshop report)
- Communication products on EAF and CC for use by the CNFO and fisherfolk after the workshop:
  - Press release (Annex 8 of the workshop report)
  - PowerPoint presentation (Annex 9 of the workshop report)
  - Short video "*Caribbean fishers on climate change*"
  - Video clips of interviews with participants

All communication products developed during the workshop were given to the participants on the CD distributed at the end of the workshop and they plan to use them in their countries.



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The PowerPoint presentation was used in the press conference held at the end of the workshop. The updated CNFO Communication Strategy, the press release, and PowerPoint presentation were all sent to the workshop participants as part of the workshop report. The video produced during the workshop “*Caribbean fishers on climate change*” is on CANARI’s YouTube page along with a playlist of video clips from the workshop ([http://www.youtube.com/playlist?list=PLtsFHNXX0MTUn\\_vKIaGrnMbEU5SgROfyU](http://www.youtube.com/playlist?list=PLtsFHNXX0MTUn_vKIaGrnMbEU5SgROfyU)) and CNFO plans to place it on their website.

### ***Workshop evaluation:***

Several evaluation methods were used at the end of the workshop to determine the participants’ knowledge gained and feelings about the workshop. This included the ACP Fish II written evaluation form and collated responses are in Annex 7. The participants were asked to develop action plans on what they would do to share and apply the knowledge and skills gained from the workshop in their organisations and countries. CANARI plans to ask the participants for updates on implementation of activities in the workplan at the end of 2012.

### ***Visibility:***

Dr. Sandra Grant gave CANARI an Information Note that was developed for this particular project. This was used as a template for the development of another Information Note, a press release and a letter inviting media houses in St. Kitts and Nevis to the Opening Ceremony and a press conference at the end of the workshop.

Mr Sam Heyliger, Fisheries Officer in the Department of Marine Resources in St. Kitts, was asked to speak on ZIZ Broadcasting Corporation (ZBC), the national television station, about the workshop on October 11, 2012. CANARI assisted with the preparation for Mr. Heyliger’s appearance. The Opening Ceremony on October 16, 2012 was attended by the media and the event appeared on the evening news on the national television station. The press conference hosted by the CNFO on October 19, 2012 was also attended by two persons from the media. CANARI hosted the Information Note on its website.

All photos can be viewed on our Facebook page (<http://www.facebook.com/media/set/?set=a.569292949762777.151744.159735514051858&type=1>) or downloaded from our Google Drive link ([https://docs.google.com/folder/d/0Bw4zG0kvova\\_SHNrdVZ0OFU5RjQ/edit](https://docs.google.com/folder/d/0Bw4zG0kvova_SHNrdVZ0OFU5RjQ/edit)).

## **5 CONCLUSION AND RECOMMENDATIONS**

The needs assessment conducted before the workshop was useful in clarifying the gaps that needed to be filled in the workshop. It helped to shape both the workshop and the Training Modules that were developed. It identified several areas where the fisherfolk organisations needed capacity built to make effective contributions to policy. Some areas identified could not be addressed within the scope of a 4-day workshop, but it is recommended that other initiatives focus on addressing these through focusing on organisational strengthening, strategic planning, and improved governance in the CNFO and NFOs.

The project achieved its purpose to develop the capacity of fisherfolk leaders and organisation members in Antigua and Barbuda, Barbados, Belize, Dominica, Grenada, Jamaica, Saint Lucia, St. Kitts and Nevis, St. Vincent and the Grenadines, Suriname, and Trinidad and



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Tobago to participate in fisheries policy and other discussions on mainstreaming of EAF and climate change into small-scale fisheries at the national and regional levels. This purpose was achieved through building knowledge of climate change and the impacts on fisheries and fisherfolk as well as potential adaptation strategies. During the workshop participants were also alerted to several climate change initiatives in the region that fisherfolk can make contributions to. The participants were engaged in several EAF activities over the past few years and the workshop sought to integrate the participants' knowledge of EAF with analysing climate change impacts and adaptation measures. In addition, the project build skills in communicating for awareness and policy influence, which are key capacities needed to participate in fisheries policy and governance. The CNFO Communication Strategy was significantly expanded and refined, with messages on climate change developed and those already developed on EAF and the role of fisherfolk in fisheries governance refined (Annex 7 of the workshop report). Three priority communication products were developed that will be adapted and used by participants in communication in their organisations and countries (Annexes 8 and 9 of the workshop report and the video at [http://www.youtube.com/playlist?list=PLtsFHNXX0MTUn\\_vKIaGrnMbEU5SgROfyU](http://www.youtube.com/playlist?list=PLtsFHNXX0MTUn_vKIaGrnMbEU5SgROfyU)). The participants developed action plans at the end of the workshop on how they would apply knowledge and skills gained in the workshop in their organisations and country to effect change.

The CNFO also held an annual meeting at the workshop. The last time the CNFO Coordinating Unit was physically together was 2008 so this was an important opportunity for them to hold elections and address critical governance and strategic planning issues. It is recommended that opportunities be provided for CNFO meetings during other regional events to enable continued strengthening of the organisation.

The workshop was able to provide the information needed for the fisherfolk organisations to have meaningful contributions to several upcoming initiatives in the region. These initiatives include a possible EU-funded, four-year, CANARI project that seeks to strengthen the capacity of fisherfolk organisations in the region to participate effectively in governance and the CRFM's Climate Change and Disaster Risk Management project. Involvement of CANARI and CRFM in this workshop will enable these initiatives to build on the knowledge and skills developed in this workshop and to address additional priority capacity needs identified in the needs assessment.

It is recommended that the findings of the needs assessment be communicated to these and other support agencies, and that long-term support be provided through a combination of training and coaching in specific knowledge and skills, mentoring, and facilitating peer exchanges and support programmes where CNFO members can be enabled and supported with their own capacity development (including leadership development and enhancing internal communication within the network). This can be achieved by a coordinated and targeted approach combining a series of shorter interventions such as this project with longer-term capacity-building investments.