



CARIBBEAN REGIONAL FISHERIES MECHANISM SECRETARIAT

SECOND INSTITUTIONAL STRENGTHENING WORKSHOP FOR FISHER FOLK ORGANIZATION

JANUARY 22ND – 30TH, 2001

GEORGETOWN, GUYANA

Funded by the Commission of the European Union
Under Lomé IV - Project No. 7: ACP: RPR: 385

CRFM Secretariat
Belize City, Belize
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OBJECTIVES OF THE WORKSHOP

The Main Objective of the Workshop:

To build the capacities of fisher folk organizations in the region for participation in the co-management of the fisheries resources of the Region.

The Specific Objectives are as follows:

- To train leaders and potential leaders of the fisher folk organizations for their role as future co-managers of the region's fisheries resources.
- To promote dialogue and exchange of information among fisher folk organizations in the region.
- To encourage resource user organizations to learn from one another's strategies, operations, achievements and problems.
- To initiate the forging of alliances and federations among fishermen and their organizations and with other sectors to exert pressure on governments to respond to their needs.

The expected output

Participants familiarized with the organizational and operational strategies of other resource user organizations in the region, and placed in a vantage position to share the experiences and knowledge acquired with their colleagues back home.

PRE-WORKSHOP PREPARATIONS

The overall planning of the Workshop was done from the CFU in Belize. Letters were forwarded to fisheries departments/divisions to nominate candidates for the Workshop. The identification and appointment of Resource Persons, including the preparation of Terms of References (see copies in Appendix 1) and letters of agreement for that purpose, were prepared and forwarded to the relevant persons. All travel arrangements and plans for providing funding for the participants and resource persons were done at the CFU.

Accommodation arrangements, preparation of a list of persons and institutional representatives to be invited, distribution of invitation cards to the invitees and the Media in Guyana, the distribution of copies of the Press Release, and making of other logistical arrangements were shared with the two Liaison Officers from the Fisheries Department in Guyana. The latter did the final preparatory arrangements on behalf of the CFU in the host country. The two officers continued to provide very useful support to the Sociologist and the Administrative Officer throughout the workshop period.

With the exception of the participants from the Dominican Republic who arrived on the 24th January, and one participant from Belize who arrived on the 23rd January, all other participants arrived on the 21st January as planned. For personal reasons one participant from Belize and another from the Bahamas did not show up for the Workshop. In all, 30 fishers drawn from 16 CARICOM & CARIFORUM countries participated in the 9-day workshop.

With their accommodation and breakfast assured, the participants were provided with per diem to cater for their lunches and dinners. This included two

participants from Guyana who came from far outside Georgetown. The one other participant from Guyana, who had private accommodation in Georgetown, benefited from only funds for lunch for the entire period.

Held on the first day of the workshop, the Opening Ceremony brought together the entire participants' group, resource persons, invited guests and a cross-section of the print and electronic media in Guyana. Outstanding among those present were the Hon. Minister of Fisheries, Crops and Livestock, Mr. Satyadoe Sawh, the Permanent Secretary of that Ministry, Mr. Bowhan Balkaran, who chaired the occasion, Mr. Hugh Saul, Project Manager of the CFU, Belize and Mr. Kamoji Wachiira, Head of the CIDA Missions in Guyana and Suriname. The Remarks and Feature Address made by Mr. Saul and Hon. Sawh respectively, set the tone for the remainder of the Workshop.

2ND INSTITUTIONAL STRENGTHENING TRAINING WORKSHOP FOR FISHER FOLK ORGANIZATIONS OF THE CARIBBEAN

Invitation List

1. The Chairman/Manager, Rosignol Fishermen's Co-operative Society
2. The Chairman/Manager, Parika Fishermen's Co-operative Society.
3. The Chairman/ Manager, Upper Corentyne Fishermen's Co-operative Society
4. The Chairman/Manager, Charity In-shore Fishport Complex.
5. The Chairman/Manager, Greater Georgetown Fishermen's Co-operative Society
6. The Secretary-General, Mr. Edwin Carrington, CARICOM Secretariat
7. The Deputy Secretary-General, Ms. Carla Bennett, CARICOM Secretariat
8. The Assistant Secretary-General, Mr. Byron Blake, CARICOM Secretariat.
9. Mr. Ronald Gordon, Deputy Programme Manager, CARICOM Secretariat
10. Ms. Desiree Field-Ridley, Director, Single Market and Sectoral Programmes, CARICOM Secretariat
11. The Hon. Minister of Fisheries, Crops & Livestock, Mr. Satyadeo Sawh.
12. The Permanent Secretary, Mr. Bhowan Balkaran, Ministry of Fisheries, Crops and Livestock.
13. Mr. Nigel Durant, Head, Agricultural Project Cycle Unit (APCU) Ministry of Agriculture
14. Mr. Bruce Vieira, President, Guyana Association of Trawler Owners and Seafood Processors.
15. Mr. Nizam Hassan, General Manager, New Guyana marketing Co-operation
16. Mr. Dindyal Permaul, Permanent Secretary, Ministry of Agriculture
17. His Excellency, Mr. Kamoji Wachiri, The Acting Canadian High Commissioner, Guyana
18. Ms. Anna Isles, CIDA , Guyana
19. The Permanent Secretary, Ministry of Foreign Affairs
20. Mr. Clyde Roopchand, Chief Planning Officer, Ministry of Finance
21. The Manager, Guyana Broadcasting Corporation
22. The Editor-in-Chief, Stabroek News
23. The Editor-in-Chief, Guyana Chronicle
24. The Permanent Secretary, Ministry of Information Information
25. The Head, Guyana Information Services.
26. The Staff, Fisheries Department, Guyana.
27. Mr. Kenneth Jordan, Permanent Secretary, Ministry of Works and Communication, Guyana.

PRESS RELEASE

SECOND INSTITUTIONAL STRENGTHENING WORKSHOP FOR CARICOM/CARIFORUM FISHERFOLK ORGANIZATIONS

The CARICOM Fisheries Unit (CFU) and the CARICOM Fisheries Resource Assessment and Management Program (CFRAMP) in Belize, in collaboration with the Fisheries Department, Ministry of Fisheries, Crops and Livestock, Guyana, and the Fishermen Co-operative Societies of Guyana, are organizing a Second Institutional Strengthening Workshop for CARICOM/CARIFORUM Fisherfolk Organizations (Co-operatives & Associations) at the Main Street Plaza Hotel, Georgetown, Guyana, from 22nd January to 30th January, 2001. About 30 active fishermen, in leadership positions or having the potential to become leaders of their professional organizations, have been invited from the region to participate in the workshop. This is a follow up to the first workshop of its kind that was held in Belize City, Belize in 1998.

The CFU is the regional body set up by the CARICOM Secretariat, with responsibility for the execution of fisheries development and management programs in the CARICOM region. To date, there are four such regional fisheries initiatives dedicated to the sustainable use and management of fisheries resources, namely:

- The EU-funded Strengthening of Fisheries and Biodiversity Management project in ACP countries;
- The Canadian-IDRC funded Community Based Coastal Resource Management Project;
- The EU -funded Fisheries Component of the Integrated Caribbean Regional Agriculture and Fisheries Development Programme (ICRAFD) and,
- CFRAMP

CFRAMP, in existence since 1991-2, is a regional fisheries development and management project, funded jointly by the Government of Canada through the Canadian International Development Agency (CIDA) and 12 CARICOM countries, namely Antigua & Barbuda, Barbados, Belize, Dominica, Grenada, Guyana, Jamaica, Montserrat, St. Kitts & Nevis, St. Lucia, St. Vincent & the Grenadines and Trinidad & Tobago. Participants for this workshop are drawn from these countries, and four other CARICOM/CARIFORUM countries, namely The Bahamas, Haiti, the Dominican Republic and Suriname.

The goal of CFRAMP is to promote the sustainable development and management of the fisheries resources of the CARICOM region. For this goal to be achieved, we need the active participation of the organized resource users and the fishing communities in the decision making process. This includes the co-management of the resources, as a critical prerequisite. Hence the fishers need to form strong professional organizations in order to effectively play the role of resource co-managers.

This training workshop falls under the Community Involvement & Education sub-project coordinated by the Project Sociologist, and is dedicated to strengthening the Extension capabilities of the member countries, and to build up the awareness levels and capabilities of organized resource users to effectively participate in the development and management of the resources.

This is the second in a series of regional workshops of this nature. The overall objective of these training workshops is to strengthen the organizations and encourage technology transfer through the promotion of dialogue among the regional organizations. Participants are also expected to learn from the experiences of one another and share knowledge acquired with their colleagues back home. A foundation will be built for a regional network among the fisherfolk organizations in the region. The CFU will promote the establishment of such a network.

The subject areas for the workshop include, Principles & Methods of Co-operatives, Leadership and Organizational Management, Reviving Fisherfolk Organizations, Fisheries Resource Conservation, Responsible Fishing Methods, Strengthening Fisherfolk Organizations, Organizational Financial Management, Alternative Livelihood Programmes, The Guyana Co-operative Movement, Community Involvement in Fisheries Management, Globalization and the Fishing Industry, and Fisheries Co-Management. Other planned activities include video shows, field trips to fish landing sites, fishing communities, fish markets, processing plants, and may include a 'fishing expedition'.

A cadre of Regional Resource Persons has been identified to lead the classroom discussions. These include specialists from the Guyana Co-operatives, the Guyana Co-operative Union Limited, fisheries experts from Barbados, and technical personnel from the Guyana Fisheries Department and the CARICOM Fisheries Unit. The Ministry of Fisheries, Crops and Livestock in Guyana will provide human resource support for logistical arrangements for the duration of the workshop.

The Opening Ceremony, scheduled for 22nd January, 2001, 9.00am – 10.15am at the Main Street Plaza Hotel in Georgetown, Guyana will be addressed by the Honourable Mr. Satyadeo Sawh, Minister of Fisheries, Crops and Livestock. (The workshop agenda is attached for guidance).

**CARICOM FISHERIES UNIT,
BELIZE.**

**SECOND INSTITUTIONAL
STRENGTHENING**

TRAINING -WORKSHOP FOR

CARICOM

FISHER FOLK ORGANIZATIONS

*TENTATIVELY SCHEDULED FOR GEORGETOWN,
GUYANA*

22ND JANUARY, 2001 - 31ST JANUARY, 2001

Preliminary Plan

By David N. Brown, Ph.D

Sociologist, CFU, Belize.

18 October, 2000.

INTRODUCTION

In line with the goal of the CARICOM Fisheries Resource Assessment and Management Program to promote the sustainable management of the fisheries resources of the region, the active participation of the resource user groups and communities in the decision making process for the (co-) management of the resources, is a critical prerequisite. Their meaningful and effective involvement cannot be realized unless they organize themselves in strong resource user organizations, in concert with other stakeholder groups in the fishing communities.

Accordingly, institutional strengthening and capacity building are critical objectives of the Community Involvement and Public Education sub-project. As part of the package of strategies geared towards the realization of this goal, ten active fishers in leadership roles in fisher folk organizations, and drawn from seven CFRAMP participating countries participated in the first Institutional Strengthening Workshop held in Belize, 22nd June to 1st July, 1998. This experimental event was a success.

A second Institutional Strengthening Workshop, with increased participation, is being scheduled for Georgetown, Guyana, from January 22nd – January 31st 2001. Twenty-four fishers, with similar qualifications as for the first workshop, will be invited to participate. The following is a breakdown of the group:

•	Antigua & Barbuda	2	participants
•	Barbados	2	“
•	Belize	2	“
•	Dominica	2	“
•	Grenada	2	“
•	Guyana	3	“
•	Jamaica	3	“
•	Montserrat	1	“
•	Nevis	1	“
•	St. Kitts	2	“
•	St. Lucia	2	“
•	St. Vincent & the Grenadines	2	“

The relevant fisheries divisions/departments, in collaboration with the executives of the fisher folk organizations in their countries, will be responsible for preparing brief country reports on the statuses of the fisher folk organizations in their respective countries for presentation at the workshop.

Overall Objective

To build the capacities of the resource user organizations, for their role in the sustainable utilization, development and management of the fisheries resources of the region.

Specific Objectives

- To train leaders and potential leaders of the fisher folk organizations for their role as future co-managers of the fisheries in the region.
- To promote dialogue and exchange of information among fisher folk organizations in the region
- To encourage resource user organizations to learn from one another's strategies, operations, achievements and problems.
- To lay the foundation for the development of a network of operations among the fisher folk organizations in the region, and
- To initiate the forging of alliances and federations among fishermen and their organizations, and with other sectors, to exert pressure on governments to respond to the groups' needs.

Expected Outputs

Participants familiarized with the organizational and operational strategies of other resource user organizations in the region, and placed in a vantage position to share the experiences and knowledge acquired with their colleagues back home.

Subject Areas

- Principles and Practice of Cooperatives
- Organizational Financial Management & Accountability
- Co-operatives and Associations Management (Regional Case Studies & Video Shows)
- Resource Conservation and (Co-) Management
- Responsible Fishing
- Fish Handling and Marketing Strategies
- Leadership and Organizational Management
- Forming, Reviving and Strengthening Fisher folk Organizations – Lessons from Barbados.
- Status of Fisher folk Organizations – Country Reports by Participants
- Resource Pressure, Poverty Alleviation and Alternative Livelihood Programs
- Community Organizing and Networking.
- Field Trips.

Resource Persons

- 1) Dr. David N. Brown, Sociologist, CARICOM Fisheries Unit, Belize
- 2) Mr. Phillip Jackman, Extension Officer, Fisheries Division, Barbados
- 3) Mr. Terrence Phillips, RAU Leader, CARICOM Fisheries Unit, Trinidad & Tobago.
- 4) Ms. Sharon Almerigi, People Dynamics Associates, Barbados
- 5) Mr. Mohammed Khan, Chairman, Greater Georgetown Fishermen's Cooperative Society.
- 6) Mr. Charles Conway, Manager, Guyana National Co-operative Union Limited.

Logistical Arrangements

The CARICOM Fisheries Unit, Belize, in collaboration with the Guyana Fisheries Department, is the organizing institution for this workshop. It will be responsible for the air fares, internal travel expenses, accommodation, meals and out of pocket expenses for the Participants and the Resource Persons.

The CFU Administration will also provide the following support:

- Secretariat and Bursary Duties
- Invitation to Participating Countries for nomination of participants
- Air Transportation Arrangements for Participants and Resource Persons
- Financial Arrangements for Accommodation, Meals, Refreshment, Per Diem, Consultancy Fees etc. for Participants and Resource Persons.
- Design and production of Certificates of Participation and Appreciation.

The Fisheries Department, Ministry of Fisheries, Livestock & Co-operatives, Guyana, will assist in the organization of this workshop in the following areas:

- Supportive Secretariat Duties.
- Invitation to Audiences to the Opening and Closing Ceremonies
- Preparation of programs for the Ceremonies
- Accommodation (Hotel) arrangements for 24 participants.
- Rental of Meeting Place (Conference Hall) for the duration of the workshop
- Catering Arrangements for Breakfast, Lunch, Snacks for participants.
- Rental of a 30-seater Bus/Van for internal movements
- Media Coverage Arrangements, including Opening and Closing Sessions.
- Providing a list of convenient Eating Places for Dinner (Evening Meals) for the guidance of participants.

- Field Trips Arrangements (Selected Landing Sites and Complexes, Cooperative Shops, Fish Markets, and Processing Facilities.

The CARICOM Secretariat, Georgetown, Guyana.

To provide transportation, from and to the International Airport, for Participants and Resource Persons.

Follow Up Activities

The relevant fisheries divisions/departments will collaborate with the executives of the fisher folk organizations in assisting participants to prepare workshop reports for presentation to the membership of the organizations back home.



Our File:

December 14, 2000

Mr. Bowhan Balkaran
Permanent Secretary
Ministry of Agriculture, crops and Livestock
Georgetown, GUYANA

Dear Mr. Balkaran:

**SUBJECT: Second Institutional Strengthening Workshop for fisher folk
Organizations in the Caribbean**

The CARICOM Fisheries Unit presents its compliments to you, and through you to the Ministry of Fisheries, Crops, and Livestock.

We refer to an earlier letter (by e-mail) on the above captioned subject forwarded to you by our Sociologist, Dr. David Brown, a copy of which is attached. We wish to officially inform you that, preparations are being made to hold our Second Institutional Strengthening Workshop for CARICOM Fisher folk Organizations in Georgetown, Guyana, from 22nd January, 2001 to 30th January, 2001, and request the support and cooperation of your Ministry in co-hosting same. About 30 active fishermen, nominated by their organizations, drawn from 12 CARICOM countries (including Guyana), currently participating in CFRAMP, and 4 other CARIFORUM countries will be participating. For ease of reference and information, we have enclosed details of the programme activities and background information.

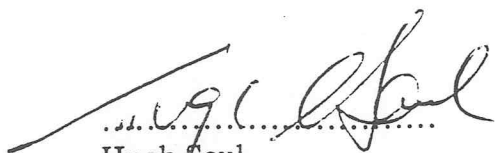
We wish to collaborate with your Ministry to make this workshop a success. CFRAMP will meet total costs. Through the assistance of two of your Fisheries Officers in the Fisheries Department, Ms. Dawn Mason and Mr. Shawn Wiggins, we have confirmed the Main Street Plaza Hotel as the venue for the workshop. It will be greatly appreciated if the two officials will be allowed to continue operating as our contact persons at this preparatory stage, and to provide logistical assistance during the implementing of the workshop activities.

Cont'd.../2

It is our wish that the Honourable Minister of Fisheries, Crops and Livestock address the Opening Ceremony to be held at the Main Street Plaza on the 22nd January, 2001, as the Main Speaker, and also for you to chair the proceedings of this function. A draft program for the Opening Ceremony is enclosed for your perusal.

The CFU avails itself of this opportunity to extend to the Ministry of Fisheries, Crops and Livestock the assurance of its highest consideration, and also wish you and your staff best wishes for the Yuletide holidays.

Best regards,

A handwritten signature in dark ink, appearing to read 'Hugh Saul', written over a dotted line.

Hugh Saul
Project Manager

c.c. Mr. Ronald m. Gordon, DPM, Agricultural Development Section, CARISEC
Mr. Shawn Wiggins, Sr. Fisheries officer (Ag.)



CARICOM FISHERIES UNIT

P.O. Box 642, Princess Margaret Dr., Belize City, Belize, C.A.
Tel: 501-2-34443 Fax: 501-2-34446

Our File:

December 14, 2000

Mr. Byron Blake
Assistant Secretary General
CARICOM Secretariat
Bank of Guyana Building
Georgetown, Guyana

Dear Mr. Blake,

SUBJECT: 2nd Institutional Strengthening Workshop for Fisher folk Organizations in the CARIBBEAN

Please be informed that the CFU, in collaboration with the Guyana Ministry of Fisheries, Crops and Livestock, is organizing the above captioned workshop, which will bring together, about 30 active fishermen drawn from the 12 CFRAMP-participating CARICOM countries and 4 other CARIFORUM countries, as participants in the workshop, which will be held at the Main Street Plaza, Georgetown, 22nd January to 30th January, 2001. Details of the program are provided in the draft documents enclosed.

We are seeking the support of the CARICOM Secretariat to backstop the programme, including providing transportation from and to the airport for the participants, and back-up media coverage for the main events. The Opening Ceremony is scheduled for the 22nd January, 2001 and the Closing Ceremony, 30th January, 2001.

With best regards,

Hugh Saul
Project Manager



CARICOM FISHERIES UNIT

P.O. Box 642, Princess Margaret Dr., Belize City, Belize, C.A.
Tel: 501-2-34443 Fax: 501-2-34446

December 12, 2000
PAID

Mr. Ronald Thompson
Permanent Secretary
Ministry of Commerce, Agriculture and Industry
P. O. Box N-3028
Nassau
Bahamas

**Second Institutional Strengthening Workshop for CARICOM Fisher Folk Organizations,
January 22 – 30, 2001, Georgetown, Guyana**

Dear Mr. Thompson:

The CARICOM Fisheries Unit (CFU) presents its compliments and formally invites you to nominate 2 fishermen in leadership positions or have the potential to become leaders of their organization to the workshop captioned above to be held in Guyana, during the period January 22nd – 30th, 2000. Selected participants will be arriving in Guyana on the 21st January and depart on the 31st January 2001.

The overall objective of this workshop is to build the capacities of the region's fisheries resource user organizations for their role in the sustainable utilization, development and management of the fisheries resources of the region, by training their leaders and potential leaders. Details of the workshop's objectives, expected outputs, and work plan are enclosed for further information.

The selected participants' travel costs, accommodation, meal and per diem allowances will be covered by CFU.

The CFU would be grateful if you could confirm your acceptance of this invitation by December 20th, 2000, to facilitate finalization of accommodation and other workshop arrangements.

Your cooperation in these matters would be greatly appreciated.

Best regards,

Hugh Saul
Project Manager

cc: Director of Fisheries
Scientific Director
Sociologist
Programme Administrator

**SECOND INSTITUTIONAL STRENGTHENING WORKSHOP FOR FISHER- ORGANIZATIONS,
GEORGETOWN, GUYANA, 22ND JANUARY-JANUARY 30TH, 2001
DETAILED PROGRAM**

1. OPENING CEREMONY; 22 Jan. & CLOSING and AWARDS CEREMONY: 30 Jan.

These will be held in the Conference Room of the Main Street Plaza Hotel.

ALL OTHER CLASSROOM ACTIVITIES WILL CHIEFLY TAKE THE FORM OF DISCUSSIONS RATHER THAN LECTURES. LEAD DISCUSSANTS WILL BE ADVISED TO CREATE AN ATMOSPHERE APPROPRIATE FOR FREE DISCUSSIONS AND EXCHANGE OF VIEWS AND IDEAS. AT THE END OF THE DELIVERY OF EACH TOPIC, THE LEAD DISCUSSANT WILL PROVIDE PARTICIPANTS WITH SUMMARIZED NOTES, PREFERABLY, THE NOTES PRESENTED THROUGH THE OVERHEAD AND/OR THE POWER POINT STRIPS.

2. INTRODUCTION TO WORKSHOP (D. BROWN) – 22 Jan.

The Lead Discussant will coordinate the usual self - introduction activities. The Participants will be led through the activities that will be carried out both in the classroom and out-doors. Logistical plans for domestic activities such as per diem, meals, transportation and out-door trips will be expatiated on and discussed. Resource Persons/Lead Discussants and two Errand Officers, and the Secretariat location and officials will be introduced.

3. PRINCIPLES AND METHODS OF CO-OPERATIVES (C. CONWAY) – 22 & 23 Jan.

Participants will be introduced to the 6 internationally recognized Principles of Co-operation namely, Open and Voluntary Membership, Democratic Control, Limited Interest on Shares, ~~Return of Surplus to members~~, Co-operative Education and Co-operation among Co-operators. A comparison will be made with Fisher folk Associations in the region, and the route from one to the other will be explored. How these are established in the various countries of the region and how they operate in different environments will be thoroughly examined and lessons to be learnt will be noted.

4. COUNTRY REPORTS AND VIDEO SHOW (D.BROWN, S.WIGGINS & MASONJ) – 22, 23, 24 JAN.

The main actors will be the Participants, who will share information with the entire group on the formation of fisher folk organizations in their countries, their strengths and weaknesses and factors contributing to the situation; the relationship between the organizations and the government/fisheries departments/divisions and how these relationships could be improved. A free discussion of what could be done in the whole region to improve these conditions will

follow. Video documentaries of the situation with fishers' organizations and fisheries management issues in the region will interpolate the discussions.

5. RESPONSIBLE FISHING (T. PHILLIPS) – 25 & 26 Jan.

Participants will be led through the main features of the Code of Conduct for Responsible Fishing. This will be followed by general discussions relating to what pertains at the country and regional levels, and how the situation can be improved.

6. LEADERSHIP AND ORGANIZATIONAL MANAGEMENT (S. ALMERIGI)- 23 & 24 Jan.)

The Lead Discussant will run the group through the main issues and ideas addressed in her book, "Leadership for Fisher folk," such as the Concept of, and ideas on Leadership, Group Dynamics and Group Work, Leadership and Organizational Skills and Organizing Effective Group Meetings. These will be critically discussed and new ideas noted. Participants will each receive a copy of the book for personal use.

7. REVIVING FISHERFOLK ORGANIZATIONS IN BARBADOS (P. JACKMAN)- 23 & 24 Jan.)

The Lead Discussant will guide participants through the early history of fisher folk organizations; the factors that led to their dissolution; the recent dynamic revival effort that brought several organizations, including a national umbrella organization into being; and the situation now with regards to sustainability. A general comparative discussions vis-à-vis the case of other countries will follow.

8. FISHERIES RESOURCE CONSERVATION & MANAGEMENT (T. PHILLIPS) – 24 - 29 Jan.

The Lead Discussant will introduce participants to a suite of resource conservation measures suitable for various marine environmental conditions and types of species. The Legal aspects such as legislation, surveillance and enforcement relating to the different types of conservation measures and their status in the various countries in the region will be discussed.

9. STRENGTHENING FISHER FOLK ORGANIZATIONS (D.BROWN) – 25-29 Jan.

Participants will be introduced to some of the central concepts relating to the topic, namely, promoting self- governance, establishing and implementing graduated sanctions, techniques of conflict resolution and conflict management, making collective choices and decisions, decision making and empowerment, the creation and maintenance of an enabling, democratic environment, leadership and organizational skills, leadership and accountability,

and techniques of attracting membership into the organization. Various attempts made in the countries of the region along these lines will be examined.

10. FIELD TRIPS 1,11 &111 (D.BROWN, S.WIGGINS & D.MASON) – 26, 27 &28 Jan.

Preliminary arrangements will be made for obtaining permission to visit certain locations, preparing an itinerary and making arrangements for transporting participants to selected places such as fish landing sites, typical fishing communities, fisheries complexes, processing plants and fish markets will be planned and implemented. The possibility of some participants embarking on a fishing trip with their local counterparts on the free day, 28th January will be explored.

11. THE GUYANA CO-OPERATIVE MOVEMENT (KHAN/MOHABIR) – 25 & 29 Jan.

Lead Discussants will outline stages in the history of the co-operative movement in Guyana, the main features of the co-operatives, the services they render to the membership, their relations with government and governmental agencies, their relationship with the private fish processing establishments and the problems they face and how they go about dealing with them. Discussions will focus on comparing the situation with experiences elsewhere in the region.

12. ALTERNATIVE LIVELIHOOD PROGRAMS (D. BROWN) – 29 Jan

Discussions will focus on a definition of the concept, the rationale for establishing such institutions in terms of improving the living standards of the resource users, the links between such programs and resource conservation and management and the strengthening and sustenance of fisher folk organizations. The area of diversifying the economic base of fishers organizations will be explored vis-à-vis the different environmental conditions in the countries of the region.

13. COMMUNITY INVOLVEMENT & EDUCATION FOR FISHERIES MANAGEMENT (D. BROWN)-30 JAN

Discussions will focus on the sub-project under the CFRAMP with the same name dealing with such aspects as, a review of the main features, what it involves, its relationship with empowerment and power sharing, the various areas of involvement by resource users, and the needs of resource users and fishing communities and stakeholders which it is planned to address. An evaluation of the impact of community involvement activities experienced by the CARICOM countries participating in CFRAMP from 1995 to 2000 will be done.

14. FISHERIES CO-MANAGEMENT (D.BROWN) – 30 JAN.

Discussions will focus on collectively arriving at a simple definition of co-management as a tool for sustainable resource conservation and management at both the micro and the macro levels. The various forms and content of different levels or hierarchies of co-management will be examined, and participants will determine and justify what stage of development, the management regimes in their countries, and various projects located in the region, have reached. Lastly, participants will discuss what efforts should be made to promote co-management of the fisheries of the region, and what should be the role of the fisher-folk organizations in that effort.

15. GLOBALIZATION AND THE FISHING INDUSTRY (R. CHARLES)- 26 JAN. & 30 JAN.

The main thrust of the discussions is to raise awareness of the process of globalization, how it could impact on the fishing industry and the livelihood of small scale fishers, and develop a strategy on how to mitigate the negative impacts on the industry. The concept of Globalization, its meaning and the various ways by which it could affect the fishing industry will be discussed. The positive and negative impact of 'free trade', deregulation, free movement of goods and services to and from countries will be discussed and strategies outlined to combat the negative aspects. The mobilization of resources for implementing these strategies will be developed. Plans will be outlined for further action.

**Second Institutional Strengthening Workshop
for CARICOM Fisherfolk Organizations
22nd – 30th January 2001, Georgetown, Guyana**

ANTIGUA & BARBUDA

Mr. Mitchell Lay
President
Antigua and Barbuda Fishermen's
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President
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BARBADOS

Mr. Kurt Baynes
Assistant Secretary and Treasurer
(Oistin Fisher Folk Association) don't
use in address
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Barbados
Tel: 246-420-6190

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**SECOND INSTITUTIONAL STRENGTHENING WORKSHOP FOR FISHER FOLK ORGANIZATIONS,
GEORGETOWN, GUYANA, 22ND JANUARY, 2001 – JANUARY 31ST, 2001.
PROGRAM OUTLINE**

DATES	8.30-10.30	10.40 – 12.40	2.15- 4.15	4.20-5.20	REMARKS
21 Jan	ARRIVAL	ARRIVAL	ARRIVAL	ARRIVAL	Pick up from Airport (CARICOM Secretariat)
22 Jan	OPENING CEREMONY	Introduction to Workshop (D. Brown)	Principles of Co-operatives (C. Conway)	Country Reports and Video Show (D. Brown)	Arrival of Almerigi & Jackman (Barbados)
23 Jan	Leadership and Organizational Management (S. Almerigi)	Principles & Methods of Co- operatives (C. Conway)	Reviving Fisher-folk Organizations in Barbados (P. Jackman)	Country Reports and Video Show (D. Brown)	
24 Jan	Reviving Fisher-folk Organizations in Barbados (P. Jackman)	Leadership & Organizational Management (S. Almerigi)	Fisheries Resource Conservation (T. Phillips)	Country Reports and Video Show (D. Brown)	
25 Jan	Responsible Fishing (T. Phillips)	Strengthening Fisher-folk Organizations (D. Brown)	Organizations Financial Management (C Conway)	The Guyana Co-operative Movement (Khan/Mohabir)	Departure of Almerigi & Jackman (Barbados)
26 Jan	Organizational Financial Management (C. Conway)	Responsible Fishing (T. Phillips)	Globalization and the Fishing Industry (R. Charles)	FIELD TRIP 1	
27 Jan	FIELD TRIP 11	FIELD TRIP 11	FIELD TRIP 111	FIELD TRIP 111	
28 Jan	FREE DAY	FISHING DAY	FREE DAY	FISHING DAY	
29 Jan	Alternative Livelihood Programs (D. Brown)	Fisheries Resource Conservation (T. Phillips)	Strengthening Fisher folk Organizations (D. Brown)	The Guyana Co-operative Movement (Khan/ Mohabir)	
30 Jan	Globalization and the Fishing Industry (R. Charles)	Fisheries Co-management (D. Brown)	Final Session: Prospects for Regional Fishers Organization	CLOSING CEREMONY	
31 Jan	DEPARTURE	DEPARTURE	DEPARTURE	DEPARTURE	Pick up to Airport (CARICOM SECRETARIAT)

PROGRAMME

The Guyana National Anthem	
Chairman:	Mr. Bowhan Balkaran Permanent Secretary, Ministry of Fisheries, Crops & Livestock
9:00 - 9:05	FISHERMAN'S PRAYER Fisherman from Guyana
9:05-9:15	WELCOME & OPENING REMARKS Chairman
9:15-9:30	REMARKS Mr. Hugh Saul Project Manager CARICOM Fisheries Unit
9:30-9:50	FEATURE ADDRESS Satyadeo Sawh Minister of Fisheries, Crops & Livestock
9:50-10:00	VOTE OF THANKS Dr. David Brown Sociologist CARICOM Fisheries Unit
10:00-10:05	CLOSING REMARKS Chairman

REFRESHMENTS

THE GUYANA NATIONAL ANTHEM

Dear land of Guyana, of rivers and plains
Made rich by the sunshine, and lush by the rains,
Set gem - like and fair between mountains and sea -
Your children salute you, dear land of the free.

Green land of Guyana, our heroes of yore
Both boundsmen and free, laid their bones on your
shore;
This soil so they hallowed, and from them are we,
All sons of one mother, Guyana the free.

Great land of Guyana, diverse through our strains,
We are born of their sacrifice, heirs of their pains,
And ours is the glory their eyes did not see -
One land of six peoples, united and free.

Dear land of Guyana, to you will we give
Our homage, our service, each day that we live;
God guard you, great Mother, and make us to be
More worthy our heritage-land of the free.

INTRODUCTION TO THE PRESENTATIONS

There were seven Resource Persons, two from the CFU staff (Sociologist and Senior Biologist, Brown D. and Phillips, T), two from Barbados, one engaged on TCDC terms (Jackman, Phillip, of the Barbados Fisheries Division) and the other, on a consultancy, Sharon Almerigi, and three others from Guyana. These were Mr. Reuben Charles, former Chief Fisheries Officer of Guyana, C. Conway, Manager of the Guyana Cooperative Union Limited, Mr. M. Khan, Secretary/Manager of the Greater Georgetown Fishermen Cooperative Society. Dawn Maison and S. Wiggins of the Department of Fisheries were the Liaison Officers.

All the Resource Persons who made presentations on various subjects exemplified themselves and made a lasting impression on the participants, according to the testimonies of the participants (see Appendices 2 &3). The sessions took the form of open dialogue between the Lead Discussants and the participants and between the latter; some taking the form of lively debates. Mr. Conway gave a very good account of himself in dealing with the practical aspects of the Principles and Methods of Cooperatives and particularly, the financial management aspects of Cooperatives. Ms. Almerigi used practical and lively activity methods in presenting her information on Leadership and Organizational Management. These two were the most outstanding performers, according to the participants.

The following, Mr. Phillips on the Code of Conduct for Responsible Fisheries and Fisheries Resource Conservation; Mr. Charles on the phenomenon of Globalization and its impact on the fishing industry in the region; Mr. Phillip Jackman on the processes and problems of reviving dormant fisher folk organizations in Barbados; Mr. M. Khan on the Guyana Cooperative Movement, and Dr. Brown on Strengthening Fisher folk Organizations and Fisheries Co-Management also put up outstanding performances. Copies of the handouts submitted and distributed by some of the Resource Persons are contained in this section of the report.

A very interesting activity was the opportunity provided to individual participants to give an account of the status of fisheries management and the strengths and weaknesses of the fisher folk organizations in their countries. Interesting accounts were given by a number of the participants, some extemporaneously (Belize, Jamaica, Dominican Republic, Dominica, Suriname and Barbados) and others from prepared notes (Antigua & Barbuda, St. Kitts & Nevis and Montserrat) copies of which are also provided in this section of the report. These sessions provided the participants with the opportunity to learn from one another's experiences and to exchange ideas on new strategies for overcoming their organizational problems.

**FISHERIES CO-MANAGEMENT:
THE ROLE OF THE FISHERMEN**

**By
David Brown**

FISHERIES CO-MANAGEMENT: THE ROLE OF

FISHERMEN

- Involving the resource users (fishers) and other stakeholders in the decision making process.
- Developing a link between the fishing industry and the policy-making establishment.
- Placing the fishers at the center of the resource management process.
- Fisheries management is less concerned with managing the fishes.
- It is more concerned with managing the attitudes, perceptions and behaviour of the fishers.
- It requires the understanding, cooperation, support and collaboration of the fishers.
- Decision makers hold and exercise power and authority over others.
- They need to share this power with the resource users.
- It is a power sharing process- i.e. **empowerment**.

Areas of Involvement

- Involvement in decision making at the national level – Fisheries Advisory Committee.
- Involvement in decision making at the community level – Community-based resource co-management
- Involvement in planning, implementing and monitoring rules and regulations.
- Involvement in formulating Fisheries Management Plans.
- Involvement in conducting research – participatory research.
- Involvement in implementing public awareness programs or campaigns.
- Involvement in organizing training programs.

Needs

- Resource Users need to be mobilized and organized for effective participation.
- They need to form professional organizations: Cooperatives, Associations.

- Need to build their capacity for co-management.
- Their capacities can be built through seminars, workshops, community meetings, group discussions, information dissemination and sharing, excursions, field visits, exchange programs, video and slide shows, cartoons, public debates, radio call-in-programs etc.
- The capacities of the Fisheries Field Officers to provide the technical support to the organized resource users/fishers should be built.

WHAT CO-MANAGERS DO.

- Protect the environment.
- Not to destroy the habitats.
- Fish responsibly.
- Leave enough juvenile fish for the future generations.

Changes in Attitudes

- God will always provide more fish in the fish.
- If I don't catch the young fish, somebody else will do so.

- Why should I obey the rules when others don't?
- I am not ready to report those who do not obey the regulations because they are my friends/relatives/neighbours.

Changes in Behaviour

- Destruction of mangroves, sea grasses and reefs.
- Polluting the waters.
- Using very small mesh sizes.
- Using destructive gear and methods.
- Breaking the regulations.
- Not participating in the affairs of the cooperative or association to which I belong.

STRONG ORGANIZATIONS

- Good for Co-Management.
- Collective decision-making.
- Dialogue with government.
- Self-Reliant.
- Education and training

GLOBALIZATION AND THE FISHING INDUSTRY

By

Reuben Charles

SUSTAINABLE DEVELOPMENT

- = Management and conservation of natural resource base
- = appropriate technological and institutional systems
- = satisfying human needs for present and future generations

GLOBALISATION

Globalisation refers to the current state of the world economy

- closer interrelationships
- improved transport
- improved communications
- electronic information processing and transmission capabilities
- affecting the widest range of human activities

In the Pre-Conference Tutorials of the Third Globalization Management Conference:-

One presenter implied that globalization is “to interact and conduct business effectively across national and cultural boundaries”.

Earle Mardle for the same conference noted the following:

The promise of globalization is that the whole world can achieve similar standards of living to those enjoyed by post capitalist, industrial western economies. The mechanism for this will be free trade across borders on a “level playing field” where each participant will be able, and encouraged to benefit from their unique “competitive advantage”. To achieve this outcome, it is obvious:

- that the poorest economies will have to grow even faster than the wealthy ones
- that the tools of capital investment and business and legal reform must produce for those countries greater wealth, faster than for their investors
- that the impacts of such a process were it to be successful are unlikely to be acceptable to those who currently experience the benefits that the environmental costs of raising global consumption

patterns to anything remotely related to current western levels would be prohibitive

- that it will not happen.

The principal elements of globalization are therefore:

- Trade expansion
- Transportation
- Technology
- Communication – from face to face

Communication and video conferencing into more widespread use of desktop based communication such as email and web technologies.

- Structural adjustment
- Macroeconomic policies such as
 - direct foreign investment
 - increased financial flows
 - market liberalization(reduction in tariff non-tariff business)

Economies whose level of technological, educational and organizational development, social traits and cultural patterns etc enable them to adapt and participate in this process could derive significant benefits from it.(Chakalall and Gummy,2000).

FISHERIES HIGHLIGHTS (PRODUCTION, UTILIZATION, TRADE)

		(million mt)		
<u>Production</u>		97	98	99*
*	Fish, Mollusc Crustaceans	122.4	117.2	123.0
-	Capture	93.3	86.3	90.8
-	Aquaculture	28.8	30.9	32.2
*	Seaweed	8.4		

Utilization

*	Direct Human Consumption	90.3
-	Fresh/Chilled	45%
-	Frozen	30%
-	Salt/Dried/Smoke/Canned	25%
•	Per Capita Consumption	
	Captured	10.9kg per person
	Aquaculture	4.9kg per person
	Together	1/6 animal protein per person
*	Reduction to Meal/Oil	29.0
	Value	US\$0.44 billion

Trade

Total Trade (food & feed)	46.0 (37% prod.)	US\$51.4 billion
Leading Exporter – Norway		US\$ 3.4 billion
Leading Importer – Japan		US\$15.5 billion
USA		USA\$8.1 billion

GLOBAL FISHERIES MANAGEMENT FRAMEWORK

1. United Nations Convention on the Law of the Sea, UNCLOS 111 (1982)
2. Rio Declaration on Environment & Development, UNCED (1992)
3. Agenda 21. Programme Of Action For Sustainable Development (1992)
4. Agreement to Promote compliance with International Conservation and Management Measures by Fishing Vessels On the High Seas, FAO (1993)
5. Convention on Biological diversity (1993)
6. Code of Conduct for Responsible Fishing, FAO Fish (1995)
7. United Nations Agreement (1995) – Straddling Fish Stocks and Highly Migratory Fish Stocks
8. Convention on International Trade in Endangered Species of Wild Fauna and Flora, (CITES) (1973)

Trade Concerns

9. HACCP

Conservation

10. TED

Regional

11. CRFM
12. Shared Resources
13. ICCAT
14. WECAFC

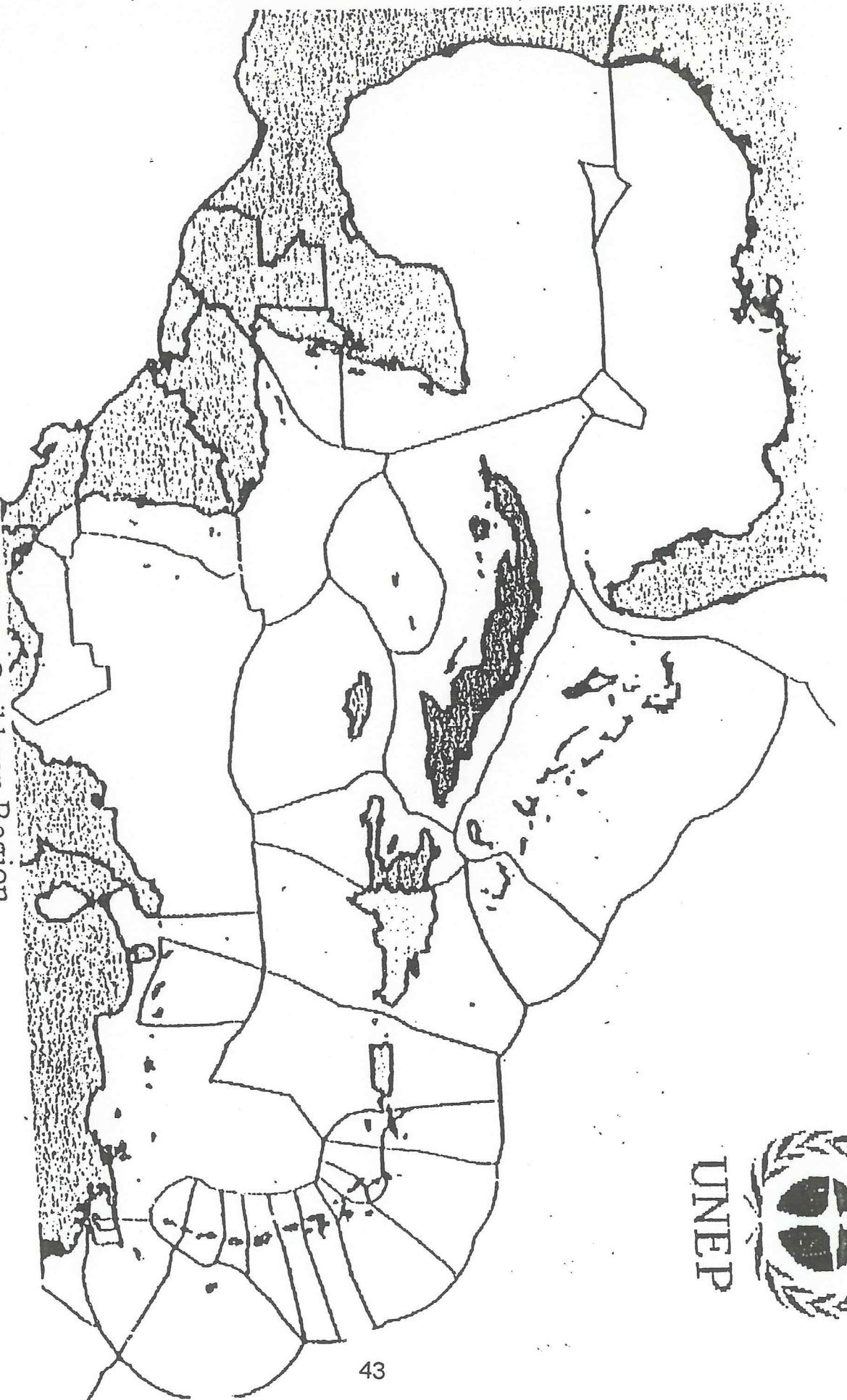


Illustration of the EEZ boundaries in the Wider Caribbean Region

EFFECTS ON FISHERIES

(Mainly in trade, tourism and introduction of new technology)

- **HIGH INTERNATIONAL TRADE STANDARDS, HEALTH IMAGE OF FISHERY PRODUCTS; STRONG PREFERENCE FOR FOOD SAFETY (HACCP, EU REQUIREMENTS)**
- Access to overseas markets
- Demand for more value added products at home
- Improved product quality on domestic market
- Simplified paperwork for regional trade
 - * Without adequate policy and management framework, intense pressure from international demand could:
 - ~ affect fishermen's employment
 - ~ affect fishermen's income level
 - ~ undermine food security policies

~ increase demand lead to higher prices. Organized small-scale fishermen can manage and benefit in the long term. Unorganized fishermen may benefit only in the short term with no technical and economic strengthening of the small-scale fishery sector.

- opportunity to increase contribution to GDP
- only fishermen that exploit the high value commercial species may experience a rise in income
- increase in disposable income
- In the absence of appropriate management measures the sustainability of those resources may be at risk
- Possible violations of fisheries regulations
- Pressure could generate conflicts concerning access to resources.

THE DOMESTIC MARKET

- ~ higher domestic prices if there is no control on ceiling price or supply
- ~ supply of marine products to local consumers limited
- ~ drop in consumption of those species and possibly high demand for others of lower price and greater availability
- ~ nationally countries with high per capita consumption might increase their imports of affordable fishery products
- ~ nutrition and food security threatened.

CHARACTERISTICS OF FISHERIES IN THIS REGION

1. There are firmly established trends in production utilization, consumption and marketing of fish and fish product.
2. There are small-scale fisheries (economically and socially important) and industrial fisheries – more capitalized and export oriented.
3. Resources harvested by both are fully or over-exploited and fishing effort needs to be regulated
4. Straddling stocks may be present
5. Some countries are traditional consumers of fish others are mainly exporters
6. Trade flows are mainly inter-regional.

OPPORTUNITIES FOR INCREASING CATCHES AND INCOME

- improved management of fully or over-exploited resources
- the use of un-exploited or under-exploited resources on a sustainable basis
- the reduction of discards
- higher utilization rates by improved on board handling and preservation methods
- increases in the value added to industrial and artisanal process
- expanding the output of the aquaculture industry.

INSTITUTIONAL AND LEGAL SYSTEMS TO IMPLEMENT TYPES OF MANAGEMENT

(including MCS & Research)

- Shortage of material and human resources
- fisheries must be given serious consideration in macro-economic policies
- strategic planning at sectorial level and management systems appropriate to the economic and social circumstances of each fishery
- fishery research including development of relevant technology
- participation of interested parties in planning.

GLOBALISATION-----not a level playing field

-NON-TARIFF BARRIERS

-TRADE SANCTIONS

-QUALITY STANDARDS

-SUBSTITUTE PRODUCTS

~collapse in the price of fish (fishermen cannot compete)

~input remain high (fuel, motors)

~fish price falling

-INVESTMENT/ CREDIT AVAILABILITY

To protect and maximise the benefits and to limit negative impacts, of globalization states must be proactive. The range of actions considered/recommended include:

- support technology adoption for economic efficiency such as improvement in vessels, processing etc.
- encourage value added processing locally
- facilitate the use of modern communication and transport technology
- foster closer links in trade matters, market information and contacts
- establish reliable supply and assure quality and product safety
- consider price control, protective high tariffs
- invest more into fisheries management to ensure sustainability of fisheries resources and aquaculture development

- development institutional and entrepreneurialship capacities through education and, research, financing, marketing, info technology to meet the social and economic challenges of globalization (get information to industry) or strengthen domestic market in its competition with international markets.

THE CARIBBEAN FISHERIES AGENDA ON GLOBALISATION (CFAG)

The workshop on the Effects of Globalization and Deregulation on Fisheries in the Caribbean, 4-8 December 2000 in St. Lucia decided:

- There is an urgent need for CFAG in order to make fisheries more prominent in the regional and national dialogue and decisions on matters concerning globalization.

Finding a process (“political” strategy) for its implementation

- Strategy for political activation/stimulation
- Technical support and assistance
- Stakeholders – awareness, publicity, information, communication, feedback.
- Sources of funds, resource mobilization
- Linkages

Findings a content (“technical” strategy) for its implementation

- Trade issue

- Macroeconomic policy
- Capacity and Technology
- Sovereignty Issues

STRENGTHENING FISHER FOLK ORGANIZATIONS

By

David Brown

STRENGTHENING FISHERFOLK ORGANIZATIONS

- The strength of the organization lies in being able to make decisions collectively.
- The goal is to transform the organization into a self-governing organization.
- A Self-governing organization is
 - Self Reliant
 - Makes own decisions
 - Builds its capacity
 - Exercises its rights
 - Observes its responsibilities
 - Rules are made collectively by the entire membership

RULE MAKING

- Who can be a member?
- Who cannot be a member?
- Who can participate?
- Who exercises authority?
- How are rules established?
- How are rules enforced?

- Rules should be fair, agreed upon by all and understood.
- Organizational Action to achieve goals and solve problems.
- Individual Action in the day-to-day operations.

SANCTIONS

- System of punishments for rule violation developed by members.
- Formal sanctions e.g. fees and fines
- Informal sanctions e.g. peer pressure
- Sanctions should be known by all
- Should be agreed to by all
- Sanctions should be proportional to offence committed.

RESOLVING CONFLICTS

- Avoid rule breaking and violence in the organization.
- There are formal and informal ways of resolving conflicts.
- These ways of solving conflicts should be known by all members.
- The ways of resolving conflicts should be fair and practical

EMPOWERMENT

- Sharing decision making with the government.
- Authority to resolve problems
- Capacity to co-manage the fisheries in partnership with the government.

PERSONAL STAKE

- All members should feel that they have personal stake in group's success.
- All contribute time, energy and ideas.
- All help to achieve goals.
- All invest in group's business.
- All participate fully in group's activities.
- All share responsibilities.
- All receive benefits proportional to costs.
- Benefits should be higher than costs.

LEADERSHIP SKILLS

- Love and commitment to group's goals.
- Identify with members' needs.
- Respect group's basic values.
- Encourage innovative thinking.
- Be a good listener.
- Practice consensus building
- Promote group's interests.
- Constant consultation with group.
- Lead by example.
- Avoid sectionalism.
- Avoid elitist attitude.
- Share information.
- Be open minded and ready for change.
- Be democratic.

ATTRACTING NEW MEMBERSHIP

- Increase/Expand benefit areas.
- Develop extra income earning projects.
- Encourage information sharing with public.
- Publicize group's achievements
- Leaders should be accountable.
- Organize educational and public awareness programs.
- Promote social activities.
- Form strategic alliances with other organizations.
- Organize membership drive.

Reviving Fisherfolk Organisations in Barbados

**Prepared for the Second Institutional Strengthening Workshop for
CARICOM fisherfolk Organisation, January 22nd – 30th January 2001,
Guyana**

**Philip S. Jackman
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While 1997 was a watershed year in terms of fisherfolk development; the genesis of fishers' associations took place in the early sixties. The chequered career of early fisherfolk associations can be traced to the issues and how they affected fishers. The development of fishing associations in Barbados was spasmodic and centred on events rather than forging links and networking within the industry. The early associations were crisis oriented and reactionary rather than proactive (Jackman and Willoughby, 2001). This presentation will trace the development of fisherfolk associations and the institutional support that led to the renewed enthusiasm and growth of fisherfolk organisations in Barbados.

The Early History of Fisherfolk Associations

The birth of fisherfolk organisations was mooted in the perception that fishermen were being disadvantaged in an industry where they were seen as the principal stakeholders.

Association	Formation	Association	Formation
Christ Church Fishing Cooperative Society	1960	Barbados United Fishing Cooperative	1964
Skeete's Fishing Connerative society l td	1960	Conset Bay Fishing Cooperative	1970
Bridgetown Cooperative Society Ltd	1961	Barbados Fish Processing Ltd	1982
Tent Bay Cooperative Fishing Savings Society	1961	Barbados Fisherman's Association	1985
Eastern Fishing Cooperative Savings Society Ltd	1961	Sand Pit Fishing Community	1989
Northern Fishing Cooperative Society Ltd	1962	Barbados Union of Fishery Workers	1990
St James Fishing cooperative Savings Society Ltd	1962	West Coast Fishermen's Association	1991
Barbados Fishing Vessels Cooperative Insurance Society Ltd.	1962	Barbados United Fisherfolk Association	1994

Table 1: Early Fishing Associations and Cooperatives in Barbados

While the perception of being powerless may have been the root cause for the legitimacy for cooperation and formulation of a group, other factors led to the emergence of fishing associations. The need for cheap inputs; for example, fuel, materials and fishing gear generated the cooperative spirit and hence the formation of associations.

For example, two of the early associations namely, Fishermen's Cooperative Society Limited and Conset Fisheries Cooperative Society Limited listed their main objectives as, the stabilisation of fish prices and a fair return on their investment. It was felt that the achievement of these objectives would lead to an improvement in the economic well being of members (Hinds and Taylor, 1997) of the two cooperatives. Fisherfolk felt that unity among themselves would have enable them to achieve their objectives. Furthermore, fisherfolk shifted their focus to concerns such as access rights in neighbouring territories, conflict resolution with the tourism sector and threats of relocation from traditional landing sites. Later associations emerged as pressure groups either to exact favours or to embarrass and discredit the political directorate.

Failure and Demise of Early Fisherfolk Organisations

Many of the early associations had unattainable objectives; that is, they had no philosophy or strategic plan and were hinged on a single issue, consequently, when the issue or problem had been resolved, the agitators lost their fervour and the grouping faded into oblivion.

The independent nature of fisherfolk, the inability to generate enough capital to finance their development, apathy and weak management skills were some of the contributing factors that led to the failure and demise of fisherfolk associations in the early history of fisherfolk development.

Researchers also concluded (Burtonboy and Jones, 1988) that negative attitudes and the independent character of fishers attributed to the failure of fishing associations.

While it may be easy to apportion blame on fishers, other socio-economic and political considerations impeded the growth of the associations. Concurrently, the fishing industry was going through a transitory period with the movement from sail to motorised vessels and there was a social and economic transformation taking place in Barbados. It was must be noted that fishers are part of the society from which they have emerged and any issues in the wider society would have negatively or positively affected the fisher and by extension the associations.

The lack of the necessary institutional support from government frustrated the efforts of members who saw their association as 'paper tigers'; that is, the association was unable to effectively fight the cause of the membership because of its inherent weak management skills.

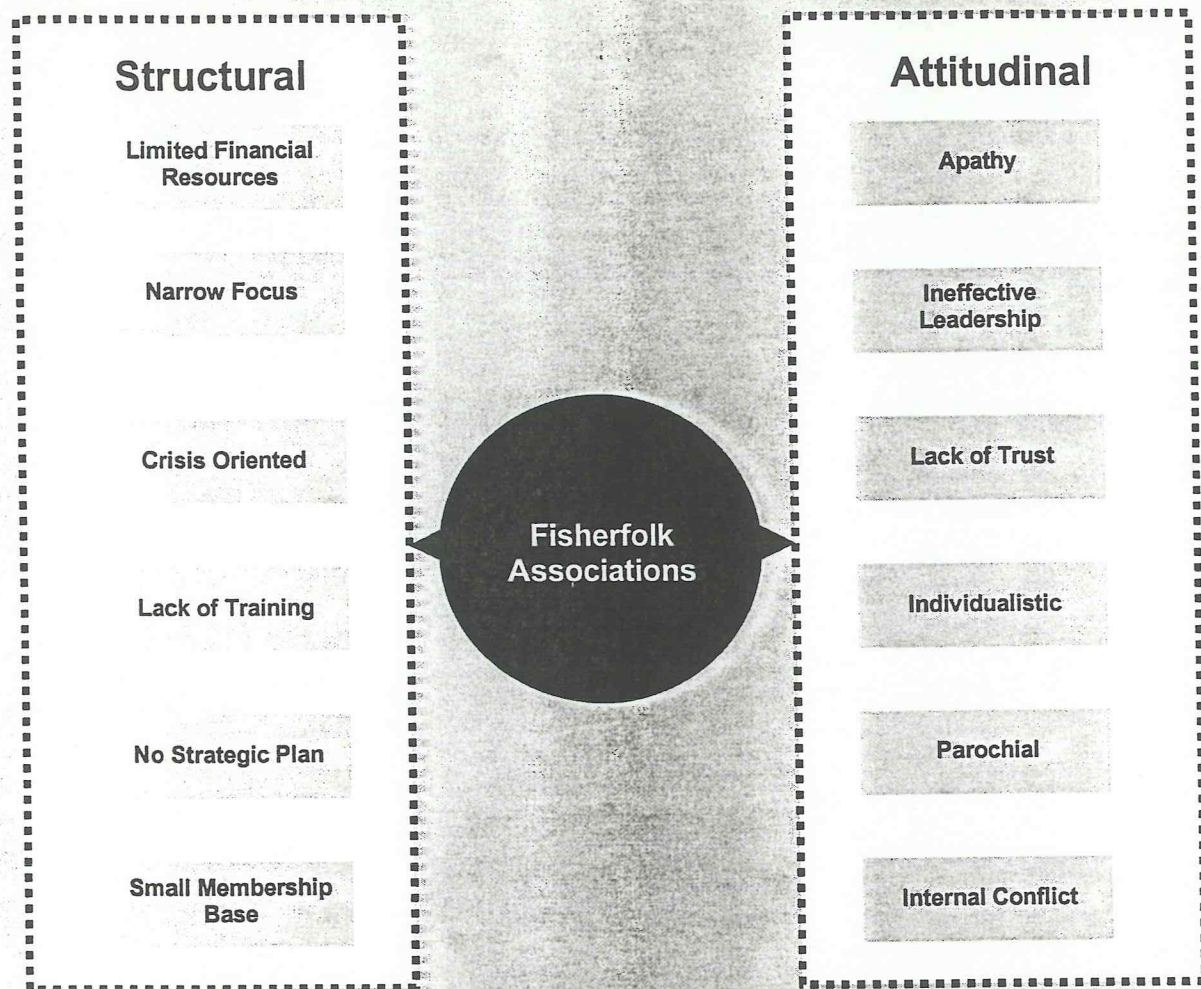


Illustration1: Problems confronting Early Fisherfolk Associations in Barbados
 (Extracted from The Evolution Fisherfolk Organisations in Barbados. (2001) Jackman Philip and Stephen Willoughby.
 Fisheries Division, Ministry of Agriculture and Rural Development. Barbados)

During the period under discussion the majority of the fishing vessels were owner operated; however, fishing was not the only occupation that attracted the attention of fishers. The juggling of tasks such as managing a fishing vessel, administering a fisherfolk organisation and attending to their job proved to be Herculean. Consequently, the association suffered because those persons who were allocated the task of running the association had very little or no time to attend to the affairs of the association.

Another deciding factor in the decline of the associations were internal conflicts, which stemmed from the inability of fishers to trust each other. While members absent themselves from meetings

and preferred not to be involved in the details of running the affairs of the association, they were very quick to cast aspersions on the character of those officers who were elected to manage the affairs of the association. In order to avoid bitterness and confrontations with the general membership, the executive chose not to hold meetings and excluded the membership from the decision making process. Accordingly, members of the association were not aware of decisions that were being made on their behalf.

A small membership base was also one of the contributing factors that led to the decline of fishers associations in the country. Although it was essential to have fishermen involved in the association, many of them saw no need to be part of the co-operative process. Furthermore, most of these early associations were parochial in nature. One individual or a small cadre of persons performed most of the work. Evidently, when the influential members in the association left or migrated, membership waned because the leadership skills were not transferred or passed on.

Revival of Fisherfolk Associations

The year 1997 was an epoch in the development of fisherfolk organisations in Barbados. Government through the assistance from the Commonwealth Fund for Technical Cooperation (CFTC) was able to hire a consultant to work full time on the resuscitation and development of fisherfolk associations. The consultant along with a local counterpart was able to evoke some enthusiasm, which led to the formation of thirteen fisherfolk organisations.

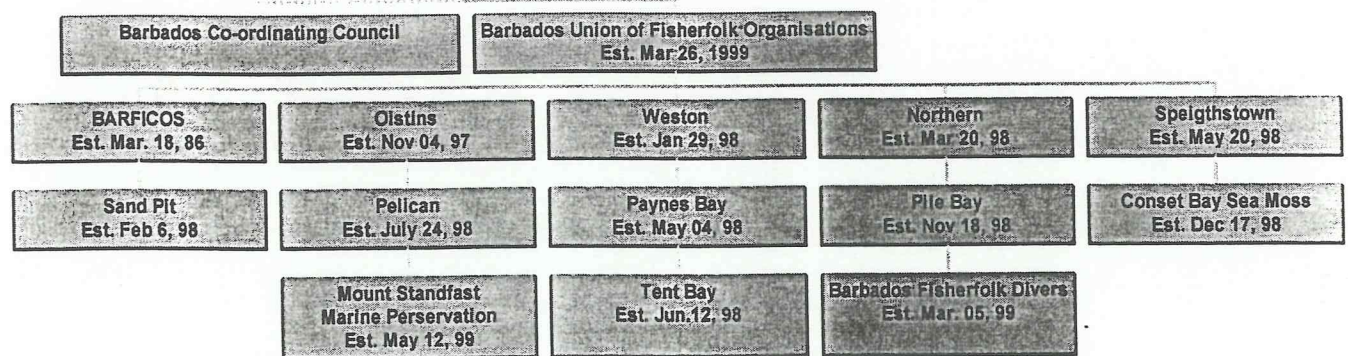


Illustration 1: Fisherfolk organisation and dates of establishment

The growth of fisherfolk associations during this early period can be attributed to the institutional support by government and the assignment of someone dedicated solely to the development of

fisherfolk associations. Under the present staffing arrangements, this would not have been possible. Small Government departments like Fisheries Division (Killick, 1993) are unable to provide this kind of support on a full basis. The revival took the form of holding meetings in the communities and meeting on a one to one basis with the leaders in the community. As part of the strategy for reviving fisherfolk associations, former leaders of defunct associations were contacted. The information gain from these persons was invaluable in the rebirth and formation of associations. Moreover, dialogue with the banking community revealed that the financial sector preferred to deal with a group rather than with individuals. The former Barbados Development Bank, which had a large financial stake in the industry, sponsored the promotion and the development of fisherfolk organisations.

Sustainability of Fisherfolk Organisations

Support in the form of grants, subventions and training were made available to the fisherfolk organisations in Barbados. This effort was seen as a necessity for the survival and development of fisherfolk organisations. For example, an annual grant of twenty five thousand Barbados dollars (\$25 000.00) was made available to enable associations to implement and undertake small projects. This was a first of its kind in the fishing industry and many organisations made use of this initiative by government. Help also came in the form of a subvention of fifty thousand Barbados dollars (\$50 000.00). The objective of this overture was to assist the Barbados National Union of Fisherfolk Organisations to set up an office and pay a full time manager. This was seen as an integral part in the setting up of administrative structures for the establishment of the secondary organisation and the sustainability of fisherfolk associations.

The formulation and adoption of constitutions led to many fisherfolk associations evolving from loose groupings into legal entities with elected executive committees and a formal management structure. With assistance from Fisheries Division, a coordinating council was formed to coordinate the activities of the various associations. After a transitory period, the council regularised its status by adopting a constitution, became the representative body for fisherfolk organisations in Barbados and changed its name to the Barbados National Union of Fisherfolk Organisations (BARNUFO).

BARNUFO was able to secure a compensation package of \$409 775.00 for fishers who suffered loss during the 1999 Fish kill. This achievement saw a growth in membership and finances of the affiliated associations. However, this exercise presented a challenge for the umbrella association and proved that the association did not have the expertise or competence to handle such complicated undertakings. Fisherfolk not understanding the accounting and financial regulations of government accused officials of withholding funds and not carrying out the mandate of cabinet. This misunderstanding was expressed by one member when it was stated that on one hand government appeared to be helping fisherfolk but on the other hand it was destroying the said movement that it was promoting. Nevertheless, it proved that a unified body could achieve more than individuals could and that working in partnership with the stakeholders could be beneficial and financially rewarding. Avenues for training were made available to members of kindred associations. This training was aimed at enhancing the management skills of members of the various fisherfolk associations. For example, the manual "Leadership for Fisherfolk" was the output of a leadership-training workshop entitled "Empowerment of Fisherfolk Organisations in Barbados" co-sponsored by Fisheries Division of Barbados and the Caribbean Fisheries Resource Assessment Management Program (CFRAMP). In addition, officers from Fisheries Division were assigned to assist the associations in the upgrading and enhancement of their administrative procedures.

However, it was observed that training (Seale, 2001) was misdirected, in that persons who had the time and talent were not given the opportunity while active fishermen whose time was mainly spent at sea were being targeted. This resulted in the skills acquired not being utilised for the benefit of the association and its members.

The development of fisherfolk associations is unique but not peculiar to Barbados in that it criss-crosses a number of disciplines and creates challenges for fisheries managers who do not have the necessary skills. The management and coordination of fisherfolk associations encompass the natural, social as well as the behavioural sciences. Therefore, the sustainability of fisherfolk organisations calls for a multidisciplinary approach.

While it maybe necessary and in some cases essential that government provide the necessary mechanism to ensure the sustainability of fishers associations, the thrust of government must not so visible as to make fishers observers in their own association.

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Leadership and Organizational Management

Presented by:

Mrs. Sharon Almerigi

QUALITIES OF LEADERSHIP

A LEADER IS ...

	AGREE	DISAGREE
Someone who stands high above all others in a group.	_____	_____
Someone who encourages others to behave or do things in certain ways without using force.	_____	_____
Someone who has the habit of listening to other ideas.	_____	_____
Someone whose behaviour others would like to follow or copy.	_____	_____
Someone who is respected by all, or the majority of the group members.	_____	_____
Someone who understands the needs and problems of the group and is prepared to help find solutions to them.	_____	_____
Someone who is ready to sacrifice his/her time, effort and energy for the good of the group.	_____	_____
Someone who understands the basic values of the group.	_____	_____
Someone who is flexible and ready to compromise in the interest of the entire group.	_____	_____
Someone who is ready to share information and bring important issues into the open.	_____	_____
Someone who encourages innovative thinking, creativity and the use of imagination.	_____	_____
Someone who includes the general membership in the making of important decisions.	_____	_____
Someone who is committed to the ideals and practices of democracy.	_____	_____
Someone who will admit his/her failures and mistakes.	_____	_____

	1 Low	2	3	4	5 High
1. I am clear about the values of this organization and how and why I am supporting them.	1	2	3	4	5
2. I know how I define leadership within my organization and am clear about my own goals in this regard.	1	2	3	4	5
3. I practise visualizing how I see myself and this organization in 3 or 4 years' time.	1	2	3	4	5
4. I have set up my job in this organization so that it is fun to do.	1	2	3	4	5
5. I am optimistic about what I can accomplish.	1	2	3	4	5
6. I keep all my papers and other work related to my volunteer job in the same place.	1	2	3	4	5
7. I use a daybook to note meetings, phone calls, things to do and also to log the amount of time I spend working as a volunteer.	1	2	3	4	5
8. I keep separate up-to-date files for all expenses.	1	2	3	4	5
9. I know how to say "no" and suggest other resources when people ask too much of me.*	1	2	3	4	5
10. I try to stay tuned in to how I and others in the organization handle the stress of being involved in a FFA.	1	2	3	4	5

Total: _____
 Average Score: _____
 (Divide total by 10)

IMPLEMENTATION SHEET

Accomplishment Title:	Date:
90-day Intent:	
Implementation Steps	Who:
	When:
Coordinator:	
Team Members:	

Meeting of the Bonito Bay Fisherfolk Association
Fisheries Division, Georgetown
Wednesday, January 24, 2001

Agenda

1. Minutes

1. Matters arising from the minutes
2. Treasurer's report
3. Correspondence
4. New developments at the new fishing jetty on the east coast.
5. Discuss how BBFA's will participate in this year's Fisherman's Week
6. Any other business
7. Reflection on the meeting

Minutes of the meeting for the Bonito Bay Fisherfolk Association held 8th December 2000

Present were:

Mr. George Bennett	Chairman
Ms. Ruth Clarke	Treasurer
Mr. Patrick Greenidge	Secretary
Mr. Leo Smith	Member
Mr. Karl Blades	Member
Mr. Donald Hinds	Member
Ms. Karen Rudder	Member

Absent were:

Ms. Carol Webber	Member
Ms. Jane Griffith	Member

Matters arising from the minutes of November 8, 2000

1. The thank you letter to BIDC was sent.
2. Donald reported on the prices of battery chargers.

General Business

3. The Chairman agreed to make a presentation to the Queen's College Assembly about history of fishing in Barbados. **Secretary will contact the school principal to confirm that the presentation will be made.**
4. **The treasurer will open a bank account and obtain a stamp and cheques.**
5. There was some discussion about the young fisher program that will start this summer. It was decided that a poster would be put in all Bonito Bay area schools to invite youngsters to attend. **The secretary will create the poster and send a press release to the newspaper.**
6. Discussion of new fisherfolk organization. Leo, who attended the last Umbrella Group meeting will collaborate on a public reported on the two new fisherfolk organizations: Crab Hill and Foul Bay. These two groups education exhibit for Fisherfolk's Week.
7. The Committee noted the hurricane preparedness plan from the Chief Fisheries Officer.
8. The Committee noted that a new tractor has been ordered as part of the hurricane preparedness plan and that it will be operational by August.

Any other business

9. Karl informed the group about Fisherman's Week which will take place the last week in June.
10. The Committee reviewed the new logbook developed by the Fisheries Division and approved it.
11. The next meeting was scheduled for Saturday, January 24, 2001.

Role play: Chairman

- Open the meeting
- Review the agenda with the group
- Ask if there are any items to be added to “Any other business”
- Adopt the agenda (Do we all agree on this agenda?)
- Approval of minutes – ask for a show of hands of those who approve
- Matters arising - check to see if the action items from the last meeting were done (bold type in them minutes – page 2). If not, ask why.
- Ask for the Treasurer’s report
- Ask for Correspondence from the Secretary
- Deal with general business (agenda items)
- Any other business
- Reflection on the meeting
- Close the meeting

REFLECTION ON THE MEETING

O – What were the main ideas that came up at the meeting today?

R – What part of the meeting did you enjoy the most?

What part was not interesting for you?

I – Did you learn anything new? If so what?

D – What do we need to do next?

Role play: Secretary

- **(Correspondence)** Present letter from Fisheries Division
- **(Matters arising)** You will confirm that you contacted the Queen's College principal.
- **(Matters arising)** You will confirm that you created and sent a press release for the young fisher program but are still working on the poster and will have it ready in by the next meeting. You would have finished the poster but you had to wait for some photos from last years program to be developed.

Role play: Treasurer

You will give a financial report that includes the following:

- You made a deposit to Scotia Bank for \$500
- The cost of cheques was \$38
- The cost of the stamp was \$22
- The balance left in the account is now \$440

Role play: Member

Talk about the recent developments with the new fishing jetty on the east coast.

Role play: Member

- **(Any other business)** You will suggest that the group should talk about whether they want to take part in a training course on Navigation & Rules of the Road and if the group agrees how the Bonita Bay Fisherfolk can be informed about it.

Guyana Fisheries Division
Georgetown, Guyana

January 12, 2001

Bonito Bay Fisherfolk Association
Bonito Bay

Dear Chairman,

The Fisheries Division will present a training course about Navigation and the Rules of the Road for members of all Guyana fisherfolk associations. The course will take place on May 13, 2001, from 8:30 a.m. to 5:00 p.m. in the training room at the Fisheries Division.

Interested persons must register for the course by calling the Fisheries Division before May 1st.

Sincerely,



Jenny Jones
Fisherfolk Training Manager

PRINCIPLES AND METHODS OF COOPERATIVES

By

C. Conway

THE STRUCTURE OF A PRIMARY COOPERATIVE

A Cooperative Society consists of members who elect the Committee of Management who appoints the Manager and Staff. The responsibility of the membership is to elect members of the Committee, provide capital for operation and expansion. Act on Committee reports and amend rules if desirable. The Committee of Management elects officers such as the Chairman, Secretary, Treasurer, appoints the Manager and Supervisory Staff. The Manager hires subordinate staff, and carries out instructions of the Committee of Management.

To compare the Cooperative to a Company, the former is a fusion of human beings whilst the latter is a fusion of capital. The Cooperative runs on limited interest on share capital whilst the company has no limit to interest paid on shares, as much as profit allows. There is one member one vote in the Cooperative, and one share one vote in the company.

Members of the Cooperative own and control the Co-op. They make decision by voting. In the company, the Board of Directors makes the decisions for the shareholders. In the case of the Cooperative the primary aim is to render services to the members. As a business, the Cooperative must ensure that it makes a profit. In the company the primary aim is profit for shareholders. In the Cooperative patronage refund is paid whilst in the Company no patronage refund is paid.

FORMATION OF COOPERATIVES

Organization of a Cooperative Society is based on a felt need among a group of individuals. Generally, individuals act in a way because they wish to satisfy certain needs. That is to say that their actions are determined by self-interest. Man's needs are continuous, for as one need is satisfied, other needs spring up in its place. These needs are not always readily identified, nor are they necessarily of our own choosing. However, man must always put forth efforts to satisfy his needs.

Man as a social being needs food, rest and shelter; his needs are also economic since he wants money to provide the necessary things for self-development and self-respect. In this regard, a Cooperative Society can play a very useful part. The idea of the formation of a Cooperative Society can come from just a few individuals; it does not need a large number of persons to sell the idea. Usually the persons who are interested in forming the Cooperative are a group of friends who have a common economic problem they cannot solve as individuals.

They may be farmers who need markets to sell their produce or farm supplies such as seed and fertilizers or a piece of machinery for development of their farms. Tradesmen who are interested in becoming self employed. They talk the problem over informally and look for others who may have similar problems and who feel that by organizing a Cooperative the problems can be solved.

The next step would be to find out what is involved in forming such a Cooperative and they look around for some one who can assist them in organizing the Cooperative. Such a person is the District Cooperative Development Officer, the Regional Cooperative Development Officer, a Member of Parliament, the Field Supervisor of the Regional Cooperative Union or the Chief Cooperative Development Officer.

With the help and advice given, the leader of the group would gather the information necessary to present to the potential members. Opportunity is also taken during the period to inform members within the community and so win support for the idea.

The stage is then set for the promotion of the Cooperative.

THE COOPERATIVE PRINCIPLES

Adopted by the 1995 Congress of the International Cooperative Alliance

Voluntary and Open Membership

Co-operatives are voluntary organizations open to all persons able to use their services and willing to accept the responsibilities of membership without gender, social, racial, political or religious discrimination.

Democratic Member Control

Co-operatives are democratic organizations controlled by their members, who actively participate in setting their policies and making decisions. Men and women serving as elected representatives are accountable to their members. In primary co-operatives, members have equal voting rights (one member, one vote) and co-operatives at other levels are organized in a democratic manner.

Member Economic Participation

Members contribute equitably to, and control democratically, the capital of their co-operative. At least part of that capital is usually the common property of the co-operative. Members usually receive limited compensation, if any, on capital subscribed as a condition of membership. Members allocate surpluses for any of the following purposes: developing their co-operative, possibly by setting up reserves, part of which at least would be indivisible; benefiting members in proportion to their transactions with the co-operative; and supporting other activities as approved by members.

Autonomy and Independence

Co-operatives are autonomous, self-help organizations controlled by their members. If they enter into agreements with other organizations, including governments, or raise capital from external sources, they do so on terms that ensure democratic control by their members and maintain their co-operative autonomy.

Education, Training and Information

Co-operatives provide education and training for their members, elected representatives, managers and employees so they can contribute effectively to the development of their co-operatives. They inform the general public - particularly young people and opinion leaders - about the nature and benefits of co-operation.

Co-operation among Co-operators

Co-operatives serve their members most effectively and strengthen the co-operative movement by working together through local, national, regional and international structures.

Concern for Community

Co-operatives work for the sustainable development of their communities through policies approved by their members.

MEETINGS OF FISHERS ORGANIZATIONS

ADVANTAGES/BENEFITS OF MEETINGS

- Pooling of ideas
- Mutual discussions and exchange of information
- Stronger decisions are made.
- Better coordination of activities and communication.
- Bringing various points of view together.
- Clearing up of misunderstanding and confusion
- Creating a sense of loyalty to the group.
- Generating a feeling of responsibility and participation.
- Reaching acceptable conclusions
- Keeping the membership in touch with developments
- Help the group to keep its goal in focus.
- Help to unite the group.
- Provide opportunities for individual growth through learning experiences.

What Makes a Good Meeting?

- It must communicate.
- It must have a purpose.
- It must get people involved.
- It must advance the well being of each member
- It must be led, not be dictated to.

How can meetings be improved?

- Start promptly.
- End on Time
- Plan the meeting
- Have an Agenda
- Keep the meeting moving along
- Consult the membership.

The Chairman of a Meeting

- Should have poise and self control.
- Needs tact, courtesy and common sense.
- A sense of humour, and a sense of proper dignity.
- Speak well and keep silent on occasion.
- Make himself/herself heard by all.
- A quick thinker, resourceful and careful.
- Not a dictator but a leader, to guide others.
- Knows the purpose and objective of the meeting and keeps those in focus.

PRESENTATION ON ANTIGUA & BARBUDA

By

Mitchell Lay

PRESENTATION ON ANTIGUA AND BARBUDA

Submitted by Mr. Mitchell Lay, Antigua and Barbuda

Fisher Organization

Fishermen tend to be independent, and attempts to encourage development of fishing cooperatives have not been very successful. Ninety-seven percent of the fishers are not members of any fisheries organization. Currently there are three fishers organization:

- ❖ Fishermen Alliance
- ❖ St. John's fishermen Co-operative Society Ltd
- ❖ The Barbuda Fishermen Cooperative

The Antigua and Barbuda Fishermen Association which is formed in 1982 with the main objective of improving the living standards of the fishers is no longer functioning.

With the exception of the St. John's Fishermen Co-operative which was established in 1994, the other two groups were established essentially as protest groups, to counter the incursion of foreign fishers into the fishing grounds of Antigua and Barbuda.

The principal aim of the St. John's Fishermen Co-operative which was established in 1994 is to improve the economic welfare of its members utilizing their united funds and efforts for the better taking, processing and marketing of fish and fish products, and the development of fishing methods on co-operative principles and for performance of services in the interest of its members in the most economical way. The Co-operative has not been functioning effectively.

The Antigua and Barbuda Fishermen's Alliance was formed in January 1997 as a result of a rift caused by the St. John's Fishermen co-operative executives with respect to the issue of Guadeloupian fishermen in Antigua and Barbuda's waters. The alliance was formed particularly to ensure adequate representation of all local fishermen, in the light of the ongoing controversy surrounding this issue. One of the main objectives was to represent its member at a national level on all matters pertaining to the fishing industry.

The Barbuda Fishermen Cooperative was formed in April 1997.

For obvious reasons fishers need to be organized for their own benefit, but the stimulus for organization should not be a specific issue which may or may not promote longevity.

REGIONAL AND INTERNATIONAL AGENCIES

CARICOM Fisheries Resource Assessment and Management Programme (CFRAMP)

Antigua and Barbuda is an active participant in CFRAMP, the goal of which is to promote the management and conservation of fishery resources of CARICOM countries to permit their exploitation on a sustainable basis. It was an eight-year programme which was initiated and is funded jointly by the Canadian International Agency (CIDA) and the participating CARICOM countries. The main purpose of the Programme is to set up and enhance the basic information and institutional capacity necessary to manage and develop fisheries in CARICOM region. The main areas of activity of the CFRAMP and Fisheries Management and Data Systems, Fisheries Resource Assessment and Fisheries Resources Management.

Since its inception Antigua and Barbuda has benefited in the following ways:

- Training at the masters level for two fisheries officers
- Several short term attachment training in other CARICOM countries in data collection
- Participation in other short term training workshops
- Assistance in completing a five-year management plan
- Assistance in re-establishing the Fisheries Advisory Committee
- Establishing a catch and effort and biological data collection system
- Survey of ciguatoxic areas around Antigua and Barbuda and identify potential ciguatoxic species
- Habitat mapping
- Conch Abundance survey
- Education and Community Involvement projects

Organization of Eastern Caribbean States Natural Resource Management Unit (OECS/NRMU)

The OECS/NRMU has assisted in the following areas:

- Training of staff in short and long term courses
- Training of fishermen
- Assistance in developing and funding small projects

JICA

With the assistance of the Japanese Grant aid, a fisheries complex has been constructed at the West Bus Station. The estimated cost of the project is EC\$40 million. The main objective is to stimulate the development of the sector through the provision of better facilities for wholesaling and retailing of fish, cold storage and ice making facilities, berthing facilities for fishing vessels, and a fisheries Development Center on the second floor.

Fisheries Credit and Loan Facilities and other Incentives

Some years ago the Fisheries Division offered small loan facilities to fishermen for the purchase of outboard engines, gear and equipment. However, these have now been discontinued.

The Antigua and Barbuda Development Bank (ABDB) and the national development Foundation (NDF) are the two main agencies that provide loans to fishers. The commercial banks also provide loans to the sector. The majority of loans were disbursed by NDF, approximately 12% of its loan portfolio of EC\$2.4 million for 1996.

The NDF provides credits and training for micro-enterprises, which includes fisheries. Most of the NDF loans to fishers are for the purchase and repair of equipment and gear.

Fishers' assets are tied up in their business and the high risk nature of their job restricts their ability to borrow the amount they need. In most cases, they do not have insurance on their vessels and lack the collateral to guarantee a loan.

The ABDB and NDF would accept cash, household furniture, land, property, life insurance and a bill of sale on houses, boats or engine, as collateral. Each loan application is evaluated based on its own merit. The ABDB sets a ceiling of EC\$30,000 on loans. The NDF does not have a ceiling but evaluates each application before determining a ceiling. The current interest rate is between 10 - 12% on a reducing balance while commercial banks charged approximately 15%.

Repayment among fishers has in the past been described as good. However, the recent hurricanes have put a strain on the industry. An increasing number of fishermen have been defaulting on loan payments. This has resulted in the ABDB putting a hold on all new loans.

The initial fees charged by the lending institution are considered by fishers to be high. For example, a flat fee EC\$750 (approximately US\$280) is charged if a mortgage is taken out on a fishing boat. If the boat is to be insured before a loan is disbursed, it has to be surveyed by a marine surveyor whose fees are usually US\$1,500 per hour.

Concessions, Incentives and Subsidies

Bona fide fishers qualify for duty-free vessels, engines, gear and equipment. The privilege may be extended to cover the purchases of vehicles if used primarily for work in the industry.

In the absence of any accurate register of fishermen and the failure to verify the bona fide status of applicants for duty-free concessions, the scheme is reported to be badly abused with all manner of applicants receiving duty-free concessions to which they should not be entitled.

PRESENTATION ON MONTSERRAT

By

Carlton O'Garro

PRESENTATION ON MONTSERRAT

Submitted by Mr. Carlton O'Garro, Montserrat

History of Montserrat Fisheries Co-operation

The Co-op was formed in the 1960s and registered. From the records that were recovered it appears as if any person could have joined the cooperative, as there is no reference to any law governing the Coop.

It is quite possible that in those days there was no real urgency for a fisheries Cooperative as the island was self sufficient in production of fish and most equipment used in the fishing industry could have been obtained locally. E.g. ropes were made from wild vines, traps from bamboo, buoys were made from selected wood etc. while the boats were built locally.

The Co-op went through several phases before it was fully revived. In 1981 through the efforts of the cooperative officer and the fisheries division a CFTC. Regional Fisheries Advisor was engaged to assist with the drafting of bylaws which were eventually approved by the membership and the registrar of Cooperatives. These bylaws are still in use even though there are several shortcomings, as a result it will be reviewed and ratified at the next annual general meeting. Two areas that will be given special attention are the qualification for membership and the shares of member who have died.

In 1992 the Co-op received a major boost when it received a grant of \$5,000.00 which was used to purchase some fishing gears used by fishermen.

In 1995 the executive of the cooperative took a decision to order a shipment of wire to meet the needs of its members. This was financed through a loan guaranteed by the members of the executive. This was the turning point for the Fisheries Cooperative, at that point it had a membership of 43. Today the membership stands at 73.

Difficulties

The cooperative had to interface with Government over a number of issues.

- ✓ Assistance to fishermen who suffered losses
- ✓ Duty free concessions
- ✓ Use of Port Facilities
- ✓ Dealing with the Volcanic Crisis
- ✓ Reviewing the new Fisheries Legislation
- ✓ Assisting members who suffered loss of boats, etc.

1999 was one of the most difficult years for the fishing industry after Hurricane Lenny virtually wiped out the fishing industry. Many fishermen lost their boats gears etc. while at the same time having to cope with finding a place to live.

After a meeting with his Excellency the Governor, the Cooperation received a grant of \$65,000.00 to assist its members. The government later released \$100,000.00 to assist fishermen with similar losses. The co-op made the decision to combine the \$100,000.00 and \$65,000.00 to assist the fishermen.

After a consultation with the fisheries division, it was agreed that each fisherman would receive 1/3 the value of their losses in materials and 1/3 in cash of lost boats and engines, once that receipts could be provided to show that they had already replaced the vessel.

The Co-op ordered the fishing equipment while the distribution was done in conjunction with the fisheries division. In addition the Government was persuaded by the Co-op to wave all charges on fishing boats arriving from overseas from the date Hurricane Lenny passed until December 31st, 2000.

Use of Port Facilities

The current volcanic situation in Montserrat has created difficulties for fishermen. As they are now required to use the Port's facilities, the Co-op is presently in discussion with Government over the use of the port facilities by fishermen.

In addition, discussions are presently taking place over the citing of a new fisheries facility to urgently ease some of the difficulties of fishermen i.e.

- Storage of gears
- Provision of ice
- Selling and storage of fish

The Co-op for the first time was able to pay out dividends to its members in 2000 after putting aside 25% in to a reserve fund. This was welcomed by the members, as some members used their funds to assist with the rebuilding of their boats traps, etc. Others reinvested monies in the Co-op to further strengthen it. It is expected that this year's payments will be made to the members and 25% will go into the reserve fund.

Future Plans

- The Cooperative is planning to host a fishing competition during the first half of 2001. It is presently seeking prizes, etc.
- Work much closer with the fisheries division on a number of projects.
- To have a storeroom of its own where all equipment belonging to the Cooperative can be stored.
- Assist with the observance of Fisherman's Day June 29th as in previous years.
- Assist the fisheries division with the training of fishermen workshops, etc.

The Cooperative sees itself as being complimentary to the government while at the same time meeting the needs of its members as well as other fishermen.

PRESENTATION ON ST. KITTS & NEVIS

By

Peter Drew

PRESENTATION ON THE ST. KITTS' FISHERIES

By Mr. Peter Drew (Participant)
Station St. (Ext.)
Old Road
St. Kitts (West Indies)

My name is Peter Drew; I was born in the Federation of St. Kitts and Nevis. I am the owner of a fishing boat, an open pirogue built in Trinidad. It is powered by two 70hp evinrude engines, registration # V4-219BE. The equipment on board consists of depth sounder, GPS, radio call sign, built in compass etc. The boat measures 31 ft with a beam of 9ft 6", draught 2ft 6".

Our finance can be had from (FND) and the SKN Development Bank. Input from the fisheries management unit is required before the loan is granted. In general fisheries prefer to use the FND, due to the fact that the SKN Development requires much more security for the loan.

Fiscal Incentive (Duty-Free Concession)

For new Projects fishing equipment are assessed individually by the Fisheries management Unit and the recommendation is sent to the Ministry of Finance, any legitimate Project that targets under utilized project are encouraged.

Trends

Since 1988, the size and type of boats remain the same for some fisheries e.g. the boats used for coastal pelagic fishery are still the traditional wooden pirogues with 25hp – 48hp engines. There is also no change to the net. Large pelagic fishery has experienced significant changes in the boats and equipment used; younger fisheries between the ages of 20 – 35 also dominate this fishery. The introduction of FADs and longline technology has resulted in the investment of bigger, faster and better equipped vessels.

Constraints

Because of the lack of repair and hauling facilities in St. Kitts for workboats, there is a general reluctance for anyone to invest in vessels over 35ft. Simple repairs and maintenance can be costly if vessels have to travel to nearby islands for changing props, painting bottoms etc. Shelters in protective bays during storms are also a constraint for larger vessel.

Market Profile

There is no organized marketing system specifically for fish in St. Kitts. Almost all fish are sold fresh when the boats arrive to shore, in this case fishers do the marketing for themselves. Vendors are also used to sell fish along the roadway, many of the fishers have arrangements with particular hotels or restaurants.

In St. Kitts registered boats range in length from 10 – 30 ft, 38% are between 16 – 20 ft. Vessels larger than 25ft are just about 7%. Approximately 95% of fishing vessels use outboard motors ranging from 40 – 48hp, while 14% of the vessels have power from 75% or more.

The Fisheries Management Unit in the Department of Agriculture is responsible for fisheries Management in St. Kitts and Nevis. Management strategies exist for each of the imported fisheries such as lobster, conch, reef and pelagic fishes, statistics are compiled and analyzed by the Unit. Extension services also play an important role in the Unit's function.

On Wednesday 19th January, 2000 fishermen in St. Kitts benefited from a seminar held at Sandy Point Fishing Coop Building organized by the Department of Cooperatives, a short ceremony preceded the seminar during which Permanent Secretary, Mr. Raphael Archibald made a brief address to twenty (20) attendees and declared the seminar officially opened.

During his brief address, Mr. Archibald hinted to fisherman that his Ministry's plan to develop a modern fisheries complex at Newtown and other fisheries developments to follow in Old Road, Sandy Point and Dreppe Bay.

Alternatives to Fish and the Threats to Local Fishermen

Immediately following the opening ceremony, Mrs. Sylvine Henry from the Planning Unit discussed the topic "alternatives to fish and the threats to fishermen". To stir interest Mrs. Henry presented statistics on local fish landing over the last five (5) years. (This table is shown below)

Table: Statistics on Local Fish Landing

YEARS	1995	1996	1997	1998	1999
TOTAL LBS	236,400	235,200	321,860	620,170	583,050

She explained that although fish landing has been favorable over the years, the figures for Sandy Point are on the decline, the point was made that the demand for local fish, far exceeds the supply and as a result people have turned to alternatives. However, because the demand is far greater than the supply of fish, consumers are forced to turn to alternatives such as imported fish.

COMMENTS AND CONCLUSIONS

In introducing the presentations we showed how successful they were and how the country reports even added more interest to the proceedings of the workshop. Additionally, video shows were used to illustrate important points and to provide information and in some cases, entertainment thereby creating even more interest in the participants.

Video Shows

The video shows involved showing participants vivid examples of resource conservation and management and fisher folk organizational matters in various CARICOM countries, giving the participants the chance to exchange ideas and to provide comparative analogies to the situations in their countries of origin. Videos on management of lobsters and conch and cooperatives in Belize; two co-management projects in Jamaica, run by NGOs; a video on the Guyana Cooperative Movement; a video on Sea Moss harvesting in Barbados; a video on Traditional Beach Seine Fishing in Grenada; a video on Study Groups of fishermen in Dominica; and two videos on the Soufriere Marine Management Area in St. Lucia, were among the many shown and discussed by the participants. At some point video documentaries were used to interpolate long sessions of presentations by Resource Persons to avoid boredom, or to illustrate some important issues being discussed.

Field Trips

These were almost entirely arranged by the Liaison Officers in Guyana (Maison & Higgins) prior to the opening of the workshop and finalized during the workshop period. Participants were provided the opportunity to witness first hand some of the issues discussed during the classroom sessions through their visits to the Cooperative Shop where fishing gear are sold to members of the cooperatives in Guyana. Some participants seized the opportunity to purchase items that are cheaper in Guyana than in their countries.

Visits were made to two fishing processing and exporting facilities, landing sites in Greater Georgetown, a fisheries complex in Rosignol and of course, they were given the chance to take a ride over the Demerara Bridge. On Sunday, the free day, some participants accepted the invitation of one of the local participants to visit the Parika Fisheries Complex and to view the busy traffic on the Essequibo River. They reported having had new experiences that they were going to recount to their colleagues back home.

Regional Confederation of Fisher folk Organizations

The idea of one day forming a Regional Umbrella organization in the Region to operate in cooperation with the proposed Caribbean Regional Fisheries Mechanism (CRFM) and other relevant organizations, was

broached at the Workshop. Participants enthusiastically welcomed the idea, and discussed it at length in terms of the rationale, the likely objectives and the form and content of the proposed regional body. However, bearing in mind that those present at this workshop did not have the mandate to act decisively on behalf of their countries, it was agreed that they would introduce the concept to allow for further consideration in member states.

Conclusion

The Workshop can be considered a success, as it maintained the attention of the participants as well as got them to focus on the various issues facing fisher folk organizations; developing fisher folk organizations as viable business operations, and creating an awareness of the need for a more participatory approach to fisheries management. The testimonies of some of the leading participants attest to this position (see for example Appendices 3 & 5).

APPENDICES

Appendix 1

*Feature Address by the Hon. Satyaddeow Sawh.
Minister of Fisheries, Crops and Livestock, Guyana. at the Opening Ceremony*

2nd Institutional Strengthening Workshop for CARICOM Fisherfolk Organisations: - January 19, 2001

Fishery is very important to the economy and to the social well being of countries of the CARICOM Region. The living marine resources in the waters around us represent substantial potential for income generation, foreign exchange earnings, employment opportunities and a source of high quality protein to feed present and future generations in the region.

There are over 43,000 fishermen in the region who land over 80,000 metric tones of fish annually. A major portion of this fish is supplied by artisanal fishermen who comprise over 20% of the total population of active fishers in each country.

The artisanal fishery consists of approximately 1300 vessels and over 5200 fishermen. A large percentage of the artisanal fishermen are members of fishermen's co-operative societies and linked to the eight Government owned Fish Port Complexes, which are leased to Co-op Societies and other local investors.

The fishermen's co-operatives are essentially service oriented, as they are not actively involved in fishing but provide all the necessary services to their members such as dry docks, fuel, ice, etc. These co-operatives continue to play a crucial role in the mobilization of the artisanal fishermen in areas like education, training in maintenance of vessels and post harvest management of fish landing sites.

The fisheries sub-sector is important to the economy and social well being in Guyana. Its economic importance has increased in recent years. Fish is a major source of protein and contributes significantly to the Guyana's Gross Domestic Product. Over 10,000 jobs depend directly on the fishing industry (harvesting and processing) while many more depend on fishing related operations such as boat building and repair, fishing gear and supplies.

A significant number of persons (mainly women) are also employed in the processing industry, which at present includes five (5) state of the art plants. Women also play a key role in the marketing of fish and fish products in the domestic markets.

The fisheries sub-sector also contributes to government revenues through export taxes, licence fees and consumption taxes. In order to compliment this benefit, we are hoping that very soon, we will be able to access the lucrative markets for our products in the European Union.

Fisheries resources, although renewable are not infinite and they need to be developed and managed in a responsible and sustainable manner for the benefit of our people and the social and economic development of our countries, now and for future generations.

In order to realize the full potential of the fisheries resources of the region in a sustainable manner, the principles of responsible fishing and sustainable fisheries management needs to be promoted. The Code of Conduct for Responsible Fisheries, adopted in October 1995, provides a framework for national and international efforts to ensure sustainable exploitation of living aquatic resources in harmony with the environment. It establishes principles and standards applicable to the conservation, management and development of all fisheries. Fishermen and fishing communities need to play a more active role in the decision making process. In order to achieve

this, fishers need to form strong professional organizations in order to effectively play the role of resource co-managers.

Governments of the countries of the CARICOM region recognize the important role that fisheries play in their respective countries and are committed to ensuring continued contribution to present and future generations.

In Guyana, the fundamental orientation of fisheries policies is to promote a gradual shift in emphasis in the sector, so that areas with greatest potential are encouraged to expand and at the same time safeguards are put in place to ensure that important species are not overexploited or exhausted and as a result, deprive our fishermen of a source of livelihood.

Emphasis is now being placed on development of the aquaculture industry as a means of supplementing the declining production of the captured fisheries. Construction of an Aquaculture Demonstration Farm and Training Centre is now underway at Mon Repos and is due to be completed in April. This facility will assist in the training of fishermen in aquaculture, with the hope that some diversification of their operations can occur and subsequently reduce pressure on the marine resources.

Fishermen have some very important responsibilities and should be assisted to organize themselves into active groups. The existing fishermen's groups should be strengthened through intensified training and education of its members to take up their role in the fisheries management process. Fishers can also, in the long term, be trained in processing, fish handling (HACCP), marketing and other areas.

Promotion of the co-management of the fisheries resources of the region is necessary. Rather than for government to remain actively in fisheries management, there should be the creation of a "level field" through which various stakeholders are given a means to articulate their demands for access to a certain good or service and where actions result from consensus, or at least majority agreement among a group of stakeholders.

This democratic element would be infused in the process of such empowerment and benefits to respective groups would be realized. It would also assist in garnering the involvement and support of fishers and other stakeholders for measures geared towards the sustainable management of the resource.

**Second Institutional Strengthening Workshop
for Fisher-folk Organizations
22nd – 30th January, 2001, Georgetown, Guyana**

WELCOME REMARKS

by

Hugh Saul, Project Manager, CFU

Mr. Permanent Secretary and Chairman; Minister Sawh, Ministry of Fisheries, Crops and Livestock; Representative of CIDA and the Government of Canada; Representative of the European Union; Senior Fisheries officer and staff (Guyana); Members of the Head Table; Distinguished Representatives of Fisher-folk organizations of CARIFORUM Member States, Distinguished representatives of the Co-operative fraternity in Guyana; Representatives of the CARICOM Secretariat; specially invited guests; Members of the Press; Colleagues; Ladies and Gentlemen.

I bid you welcome to the Second Institutional Strengthening Workshop for Fisher-folk Organizations in the Caribbean. This welcome is extended to you on behalf of the management and staff of the CARICOM Fisheries Unit

(Belize), and especially Dr. David Brown, Sociologist and co-coordinator of the CFRAMP sub-project with regional responsibility for the development of Fishers organization, Community involvement and Education.

Let me thank the Honourable Minister and his Ministry for agreeing to co-host this workshop, which for the first time welcomes participants from the sixteen CARIFORUM States. Your Governments endorsement of this workshop is testament to the high priority Fisheries and its development is given in your development programme.

Mr. Chairman the CARICOM Fisheries Resource Assessment and Management Programme – CFRAMP, is a Project funded jointly by the Canadian Government through CIDA, and the Government of CARICOM Member States. It's regional objective is *“To promote the management and conservation of fishery resources of CARICOM countries to permit their exploitation on the basis of sustainable yield”*. The commitment of the Government of Canada and CARICOM Member States to the CFRAMP project over the past nine years, represent a sustained effort to advance and consolidate regional cooperation and institution building for fisheries management. This development has been made possible by the commitment

of CARICOM and the Canadian governments through financial contributions in excess of Cdn\$25 million and an understanding that the skills of trained staff in the departments of fisheries of Member States, will be at the disposal and shared by others through the project's initiatives. This co-operative understanding referred to as Technical Cooperation among Developing Countries (TCDC) has enabled the CFU to deliver the CFRAMP project in a cost effective manner, while at the same time further developing skills and expertise resident in fisheries departments of Member States. We wish to recognize also input funding under the European Union funded Fisheries Component of the Lome IV Integrated Caribbean Regional Agricultural and Fisheries Development Programme which now compliments and adds vigour to activities initiated by the CFRAMP project.

Under the E.U. funded program, the technologies and other outputs developed by the CFRAMP project will be transferred to four new countries, namely The Bahamas; Dominican Republic; Haiti; and Suriname. It is under the auspices of the above named EU project that representatives of those four CARIFORUM Member States are participating in this Workshop. To them I say – a special welcome to their first CFU training workshop.

The role of fishers and their organizations in promoting the sustainable use and conservation of fisheries resources should not be under-estimated. We at CARICOM Fisheries Unit see fisher-folk and their organizations as partners in development. They are the corner-stone in promoting sustainable use, development and management of the fisheries resources of the region. It is against this background that this Second Institutional Strengthening Workshop for representatives of fisher-folk organizations has been planned, and is being held here in Guyana.

The workshop has specific objectives geared towards capacity building and promoting net-working at the national and regional levels. The expected outputs are that "Participants will be familiarized with the organizational and operational strategies of other resource user organizations in the region, and placed in a vantage position to share the experiences and knowledge acquired, with their colleagues and members back home in their respective countries.

Fisher-folk are the primary partners and stakeholders in our fisheries development effort at the grass root level. We see them as the persons with a direct stake in the health of the marine resources, and as such, should share

in the responsibility for planning and management, towards sustainable development. For this reason we have been promoting the concept of co-management, and harnessing the energies of fisher-folk, so that it could be directed in support of sustainable resource use and development.

Mr. Chairman, fisheries co-management can be defined as a partnership arrangement in which government agencies, the community of resource users, non-government organizations and other stakeholders such as fish traders, boat owners, business people etc., share the responsibility and authority for the management of the fishery. Co-management is but one alternative strategy for resource management, however as a strategy it is receiving more attention from resource managers, policy makers, development agencies, non-governmental organizations and donors worldwide than the others.

Over the next nine days this workshop will benefit from the skills and experiences of CARICOM and regional government officers and consultants in related knowledge based and co-operative management fields. The team of specialists is from Guyana and the Caribbean. This exposure, the second in a series planned, will create the environment for fisher-folk and their

leaders to build and strengthen their organizations to better serve their members. We hope that as leaders you will share and transfer the knowledge gained, to your members, thus contributing to vibrant organizations. The CFRAMP Project is now at the mature stage in its life cycle. One of the specific outputs of CFRAMP is the establishment of a Caribbean Regional Fisheries Mechanism. The goal of this mechanism is *“To promote sustainable use of fisheries and aquaculture resources in and among Member States, by the development, management and conservation of these resources in collaboration with stakeholders to benefit the people of the Caribbean region.”*

Conscious of the role of Fisher-folk organizations, it is recommended in Article 13 (b) of the draft Legal text of the Caribbean Regional Fisheries Mechanism that Fisher-folk organizations be given Observer status at meetings of the Ministerial Body and the Forum of Caribbean States. It is hoped that the CRFM will be established during this programme year 2001/2002.

Mr. Chairman, we must be made aware of the potential of our fisheries resources. That potential must be seen within the context of our sea

resources compared to our land resources. The sea resources within the EEZ of Member States are many times that of our land resources. We, in the Caribbean region need to work collectively to raise the profile of fisheries, so as to ensure that it be given its proper place in our development programmes. At the global level, Fisheries is the single most important food commodity traded in the world. Over 40 percent of global fisheries production enters World Trade, and of that amount about 50 percent is produced by developing countries. Within national economies worldwide, fisheries as a food source have a higher level of human per capita intake than any other animal protein source. When we add to this, the job creating opportunities at the primary and secondary levels, the domestic and foreign exchange earnings capabilities, we can safely conclude that the Industry we serve is both a domestic and export dynamo.

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

Thank you.

Appendix 3

PARTICIPANTS' IMPRESSIONS ON THE WORKSHOP

By Mr. Havelan D. Honeyghan, Jamaica

Master of Ceremony, Ladies and Gentlemen

It is with one consensus that I present to you our review of the workshop over the past nine days.

Indeed we have all agreed that the forum was of a tremendous dimension covering a wide range of areas such as leadership roles, co-management and a full understanding of regional and globalization affairs.

The proper development of our fisheries, marketing and preservation of our resources and a whole host of important matters that are cause for concern within our region.

We were made aware of some of the strengths and weaknesses of our countries and to make the necessary recommendations to foster a better relationship through communications. There are some recommendations coming out of this group that a committee be set up to take us into the CARICOM community which is a way forward for the fishing industry.

Time will not permit me to mention all the good things that came out of this workshop. But one thing of great concern that must be mentioned is the kind of love and brotherhood, the care and respect that we have developed for each other have never before been witnessed in this Region.

We all will be leaving here more rounded individuals with the true meaning of togetherness.

Ladies and Gentlemen how could I conclude without making a special mention of Dr. David Brown? Some doctors kill their patients for unknown reasons by Dr. Brown with that kind of uniqueness was able to preserve our lives and give us the strength and courage towards achieving our goals and objectives in building a better and safe community. The region will surely be able to benefit from the Wisdom of this dedicated servant of our time.

MAY CFRAMP CONTINUE

Our path to success was made dim by darkness but today we have seen the light we are going to stand up for our right.

PROGRAMME

The Guyana National Anthem

Chairman:
Mr. Ronald M Gordon
Deputy Programme Manager
Agriculture Services
CARICOM Secretariat

4:30 - 4:35

OPENING PRAYER AND WELCOME
(Participant)

4:35 - 4:45

REMARKS
Mr. Ronald M Gordon
Chairman

4:45 - 4:50

REMARKS
Participants Impressions
on the Workshop

4:50 - 5:10

Remarks
Kamoji Wachiira
Head of CIDA, Guyana/Surinam

5:10- 5.25

DISTRIBUTION OF CERTIFICATES
Mr. Ronald M Gordon
Chairman

5.25- 5:30

VOTE OF THANKS
(Participant)

5:30

COCKTAIL RECEPTION

THE GUYANA NATIONAL ANTHEM

Dear land of Guyana, of rivers and plains
Made rich by the sunshine, and lush by the rains,
Set gem - like and fair between mountains and sea -
Your children salute you, dear land of the free.

Green land of Guyana, our heroes of yore
Both bondsmen and free, laid their bones on your
shore;
This soil so they hallowed, and from them are we,
All sons of one mother, Guyana the free.

Great land of Guyana, diverse through our strains,
We are born of their sacrifice, heirs of their pains,
And ours is the glory their eyes did not see -
One land of six peoples, united and free.

Dear land of Guyana, to you will we give
Our homage, our service, each day that we live;
God guard you, great Mother, and make us to be
More worthy our heritage-land of the free.

Appendix 5

VOTE OF THANKS CLOSING CEREMONY

*By Mr. Samuel Peter Drew
St. Kitts and Nevis*

Master of Ceremony, Distinguished Guest, fellow Participants, Ladies and Gentlemen.

I am given the privilege of giving the vote of thanks this evening, but I do so with a heavy heart knowing that a vote of thanks is only required at the end of a session.

I have been moved by the presenters, with their presentations throughout this workshop period. You know that this is not an easy task to single out any one in particular, because of the high quality of each of the presenters.

Today's ending of this workshop have no doubt bind the Caribbean Fisherfolks in no uncertain way and have opened a new horizon for the development for the development of Caribbean Fisheries. Over the past nine days we transformed our ideas into reality, which can now only be bettered fort the region becoming one people.

The CARICOM Fisheries Unit and its hard working staff should be acknowledged for the effort and all the resources that made this workshop a reality; without these personnel it would have been highly impossible to achieve the goals and the objectives as we witness here today. We also want to recognize the input of the Ministry of Fisheries, Crops and Livestock, Fisheries Department who have provided us with the opportunity to visit their country and the warm embrace of its people.

For theses and other reasons we want to thank the government and people of Guyana for their kind hospitality and their fellowship with is throughout the period. We wish to thank the Minister of fisheries who in his opening remarks provided us with the words of encouragement and inspiration.

- | | | |
|----|-----------------------|--------------------------------------|
| 1. | Mr. Reuben Charles | Fisheries Consultant |
| 2. | Mt. Shawn Wiggins | Senior Fisheries Officer |
| 3. | Ms. Dawn Maison | Fisheries Officer |
| 4. | Mr. Charles Conway | Manager Guyana Co-operative |
| 5. | Mr. Phillips Jackman | Senior Fisheries Assistant |
| | | Fisheries Division Barbados |
| 6. | Mr. Mohammed Khan | Secretary/Manager |
| | | Greater Georgetown Fisherman's Co-op |
| | | Society |
| 7. | Ms. Sharon Almerigi | Principle Associate People Dynamic |
| | | Associate Barbados |
| 8. | Mr. Terrence Phillips | Resource Assessment Unit, Leader |
| | | Biologist, CFRAMP |

9. Dr. David Brown Sociologist CARICOM Fisheries Unit,
Belize
10. Ms. Natalie Fuller Administrative Officer, CARICOM
Fisheries Unit

We also wish to thank Mr. Denvanand Baldeo, Chairman Fisherman Parika Guyana (lunch)

Mr. Premchand Ramgobin member/fisherman #66 Inshore Fish Complex

Mr. Harry Ramnarine Chairman/Manager Rosignol Fisherman Co-operative Society Guyana (lunch)

We wish to thank every one who made this workshop the success it has been, especially the management and staff of the Main Street Plaza Hotel.

Hotel who have provided us with such excellent service both in the dining room and all other areas of accommodation and sometimes going beyond the call of duty to make us happy.

Ladies and Gentleman, we are looking forward with God's Blessings to see you again sometimes next year and **May God BLESS YOU.**



THE CARICOM Fisheries Unit

in association with

The Ministry of Fisheries, Crops and Livestock, Guyana

awards this

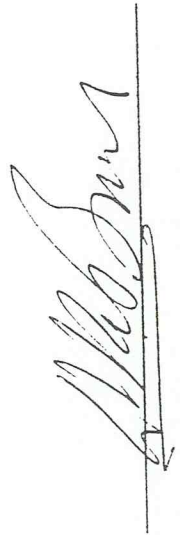
Certificate of Participation

to


For participating in the
Second Institutional Strengthening Workshop
For Fisherfolk Organizations
In the CARICOM Region

held in

Georgetown, Guyana
January 22 – 30, 2001



Sociologist, CFU



Project Manager, CFU





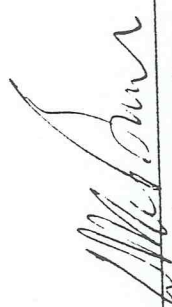
THE CARICOM Fisheries Unit
in association with
The Ministry of Fisheries, Crops and Livestock, Guyana
awards this

Certificate of Appreciation

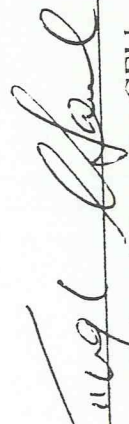
to

as a Resource Person at the
Second Institutional Strengthening Workshop
For Fisherfolk Organizations
In the CARICOM Region
held in

Georgetown, Guyana
January 22 – 30, 2001



Sociologist, CFU



Project Manager, CFU

Appendix 7



2nd Institutional Strengthening Workshop for Fisher folk Organizations

TERMS OF REFERENCE FOR RESOURCE PERSONS

RESOURCE PERSON: Charles Conway, Manager, Guyana National Co-operative Union Limited, c/o Fisheries Department, Georgetown, Guyana.

INTRODUCTION

The CARICOM Fisheries Resource Assessment and Management Program (CFRAMP) is a regional program designed to promote the management and conservation of fishery resources in twelve (12) English speaking CARICOM countries, and to permit the exploitation of these resources on the basis of sustainable yield. The participating countries are Antigua and Barbuda, Barbados, Belize, Dominica, Grenada, Guyana, Jamaica, Montserrat, St. Lucia, St. Kitts and Nevis, St. Vincent and the Grenadines and Trinidad and Tobago.

CFRAMP's purpose is to provide these countries with the basic information and institutional capacity necessary to manage and develop their fishery resources.

BACKGROUND

In line with the goal of the CARICOM Fisheries Resource Assessment and Management Program to promote the sustainable management of the fisheries resources of the region, the active participation of the resource user groups and communities in the decision making process for the (co-) management of the resources, is a critical prerequisite. Their meaningful and effective involvement cannot be realized unless they organize themselves in strong resource user organizations, in concert with other stakeholder groups in the fishing communities.

Accordingly, institutional strengthening and capacity building are critical objectives of the Community and Public Education sub-project. As part of the package of strategies geared towards the realization of this goal, ten active fishers in leadership roles in fisher folk organizations selected from seven CFRAMP participating countries, participated in the first Institutional Strengthening Workshop held in Belize, 22nd June to 1st July, 1998. This is the second workshop scheduled for Georgetown, Guyana, from January 22nd – January 31st, 2001.

PURPOSE

Your services are needed for preparing and making presentations on specific subjects in which you have specialty. The presentation should be tailored to meet the needs and standards of understanding of the participants, who are fisher folk selected by the 12 CFRAMP participating

countries and four other CARIFORUM countries, namely Suriname, Bahamas, Dominican Republic and Haiti.

THE APPROACH

You are being contracted to make presentations on the following subjects and the specific times indicated below:

- Topics:** 1. Principles & Methods of Co-operatives
2. Organizations' Financial Management

Time Table:

1. 22nd January, 2001: 2.15pm – 4.15pm
2. 23rd January, 2001: 10.40am-12.40pm.
3. 25th January, 2001: 2.15pm-4.15pm
4. 26th January, 2001: 8.30am-10.30am

You will also be expected to provide related technical support at the workshop.

ACTIVITIES AND EXPECTED OUTPUTS

1. You will be expected to prepare notes on the required presentation.
2. Forward the notes to the Sociologist at least a week prior to the date of presentation for review and approval.
3. Prepare all educational aids and make arrangements for the provision of other equipment that would be needed for the presentation, prior to the stipulated time for the presentation.
4. Make the presentation(s) at the time(s) indicated above, and on the Program Outline attached, in accordance with the relevant directions provided in the Detailed Program also attached.
5. Make copies of the notes, preferably those presented through the Overhead or Power Point medium, available to the Participants for their personal records.

SCHEDULING

The scheduling of your presentations is indicated above and on the Program Outline attached.



2nd Institutional Strengthening Workshop for Fisher folk Organizations

TERMS OF REFERENCE FOR RESOURCE PERSONS

RESOURCE PERSON:

Mohammed Khan, Chairman, Greater Georgetown Fishermen's Co-operative Society, Houston, Georgetown, Guyana c/o Fisheries Department, Guyana.

INTRODUCTION

The CARICOM Fisheries Resource Assessment and Management Program (CFRAMP) is a regional program designed to promote the management and conservation of fishery resources in twelve (12) English speaking CARICOM countries, and to permit the exploitation of these resources on the basis of sustainable yield. The participating countries are Antigua and Barbuda, Barbados, Belize, Dominica, Grenada, Guyana, Jamaica, Montserrat, St. Lucia, St. Kitts and Nevis, St. Vincent and the Grenadines and Trinidad and Tobago.

CFRAMP's purpose is to provide these countries with the basic information and institutional capacity necessary to manage and develop their fishery resources.

BACKGROUND

In line with the goal of the CARICOM Fisheries Resource Assessment and Management Program to promote the sustainable management of the fisheries resources of the region, the active participation of the resource user groups and communities in the decision making process for the (co-) management of the resources, is a critical prerequisite. Their meaningful and effective involvement cannot be realized unless they organize themselves in strong resource user organizations, in concert with other stakeholder groups in the fishing communities.

Accordingly, institutional strengthening and capacity building are critical objectives of the Community and Public Education sub-project. As part of the package of strategies geared towards the realization of this goal, ten active fishers in leadership roles in fisher folk organizations selected from seven CFRAMP participating countries, participated in the first Institutional Strengthening Workshop held in Belize, 22nd June to 1st July, 1998. This is the second workshop scheduled for Georgetown, Guyana, from January 22nd – January 31st, 2001.

PURPOSE

Your services are needed for preparing and making presentations on a specific subject in which you have specialty. The presentation should be tailored to meet the needs and

standards of understanding of the participants, who are fisher folk selected by the 12 CFRAMP participating countries and four other CARIFORUM countries, namely Suriname, Bahamas, Dominican Republic and Haiti.

THE APPROACH

You are being contracted to make presentations on the subject indicated below and on the program outline attached. You will also be expected to provide related technical support at the workshop.

TOPIC: The History of the Guyana Co-operative Movement

TIME TABLE:

1. 25 January, 2001: 4.20pm – 5.20pm
2. 29 January, 2001: 4.20pm – 5.20pm

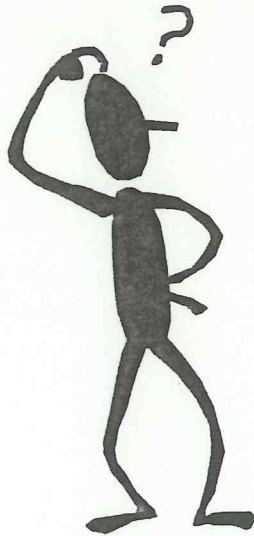
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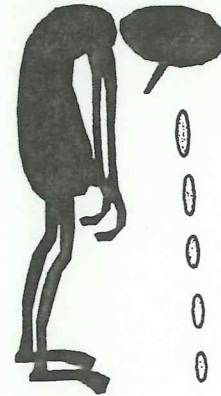
WHY BE PART OF A FISHERFOLK'S ORGANIZATION



It is easier to have your
concerns heard as a group,



than
as an
individual

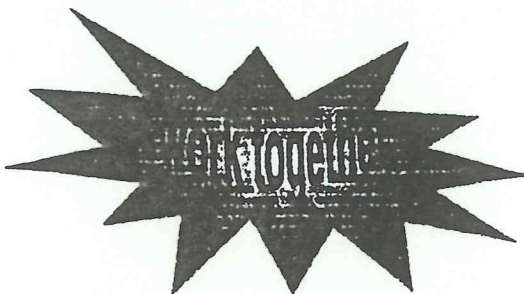


The members of a fisherfolk's organization can rally together to have various issues addressed, such as:

- establishment of market and storage facilities
- concessions on fishing vessels and gear
- regional and international markets
- future of the fishing industry
- education programmes
- disaster preparedness
- compulsory savings
- easier credit
- insurance

if you think it would be a good idea to have a fisherfolk organization in your community, here are a few tips:

1. Get together with the other fisherfolk in our community and discuss the benefits of such an organization.
2. Discuss the possibility of forming an organization.
3. Get more information about fisherfolk organisations and how they operate. The Extension Division will be willing to help with this.



Fisherfolk refer to
fishermen/women, fish vendors,
boat owners, boat builders, their
families and others involved in
fishing and fishing related
activities.

A Member's Pledge

I pledge to do my part as a good member-patron, and assume responsibility in the cooperative association that has been voluntarily established to serve my community.

I WILL:

- Be loyal, and consider myself a part of, and not apart from, my cooperative association.
- Recognize the financial needs of the association and as a good member-patron willingly furnish my share of the required capital.
- Support my cooperative association with my patronage, to the fullest extent possible, and encourage others to do likewise.
- Help establish and vote for policies for the association which will be fair to all.
- Vote for and urge the election of directors, including both older experienced and younger members, who are capable, progressive and willing to give close attention to the affairs of the association.
- Urge the board of directors to adopt policies and procedures which will improve the efficiency of the association and the services rendered to patrons.
- Carefully read and study the articles of incorporation and by-laws and sincerely try to comply with the provisions in these "guidelines," and with the policies adopted by the board of directors.
- Seek full information about the association and study the problems so that I can confer, advise, and vote intelligently, and help adopt up-to-date and effective methods and procedures.
- Do independent and careful thinking and express my honest opinion, but be open-minded and a teamworker.
- Curb emotion and apply reason and common sense to all association affairs.
- Remember that membership in the association carries with it the obligation to abide by the decisions of the majority, even when I am in the minority.
- Pay cash, if possible, for all goods or services obtained from the association and in any event pay my accounts promptly in accordance with the established credit policy.
- Be prompt and attentive at all association meetings and prevent a loss of time.
- Participate actively in meetings of the association, but take only a reasonable and proportionate share of the time for discussion so that other members may also have an opportunity to express their views.

I WILL NOT:

- Consider my cooperative as just another place to buy or sell.
- Expect privileges from the association that are not available to other members.
- Insist that my ideas shall always prevail.
- Permit the same directors to be reelected by voice vote each year.
- Approve the employment of close relatives of directors and executives in the association.
- Unfairly criticize the directors, the management and other employees, or members of the association.
- Carry grudges against members, patrons, directors, the management, or employees.

The Six Principles of Co-operation

A co-operative society should have for its object the economic and social betterment of its members by means of the exploitation of an enterprise based on mutual aid. In 1966, the International Co-operative Alliance adopted six principles as guidelines for co-operatives. Those principles are:

Open and Voluntary Membership

Membership in a co-operative should be voluntary and available without artificial restriction or any social, political or religious discrimination to all persons who can make use of its services and who are willing to accept the responsibilities of membership.

Democratic Control

Co-operatives are democratic organizations. Their affairs should be administered by persons elected or appointed in a manner agreed by the members and accountable to them. Members of primary co-operatives should enjoy equal rights of voting (one member - one vote) and participation in decisions affecting their organizations. In other than

primary co-operatives, the administration should be conducted on a democratic basis in a suitable form.

3. Limited Interest on Shares

Share capital should receive only a strictly limited rate of interest, if any.

4. Return of Surplus to Members

Surplus or savings, if any, arising out of the operations of a co-operative belong to members and should be distributed in such a manner as would avoid one member gaining at the expense of others. This may be done by decision of the members as follows:

- a) by provision for development of the business of the co-operative;
- b) by provision of common services;

- c) by distribution among the members in proportion to their transactions with the co-operative.

5. Co-operative Education

All co-operatives should make provision for education of their members, officers, and employees, and of the general public in the principles and techniques of co-operatives, both economic and democratic.

6. Co-operation Among Co-operators

All co-operatives, in order to serve the interests of their members and their communities, should actively collaborate in every practical way with other co-operatives at local, national, and international levels.

It is important to note that not every co-operative subscribes to all six principles. For example, some co-operatives are designed specifically by religious, community, or ethnic groups for their exclusive use. However, these basic principles are generally subscribed to by most Canadian co-operatives.

A Director's Pledge

I pledge to do my best for my cooperative association and for the member-patrons who have elected me to serve in a position of honor and trust.

I WILL:

Above all things be honest and diligent.

Place the interests of the association above my own personal interests.

Give as careful attention to the affairs of the cooperative as I give to my own business.

Strive to keep this a members' cooperative and not let it become a directors' or managers' cooperative.

Represent the association in its entirety and not just the members from my local community

Do all in my power to have the association controlled democratically, including the election of directors.

Give the necessary time to directors meetings, and to other deliberations.

Be prompt and attentive at all meetings of the directors so that there is no loss of valuable time.

Do independent and careful thinking, express my honest opinion, and not be a rubber stamp.

Be open-minded and a teamworker and realize that the views of individual directors cannot always prevail.

Remember that the majority rules and that the minority must fall in line.

Present the views of the board of directors to fellow members, rather than my own, whenever I speak for the association.

Study the business and problems of the association, and the broader considerations that affect its welfare.

Strive for continued and increased efficiency in the association.

Be a good listener to the reactions of the members and patrons as a means of better shaping the policies of the association.

Welcome new ideas or "new blood" as a means of keeping life in the association and the service to the patrons at a high level.

Do everything possible to inform members and patrons of established policies and programs of the association.

Curb emotion and apply reason and common sense to all problems.

I WILL NOT:

Expect any special privileges from the association because I am a director.

Become financially interested in any business or agency that has interests adverse to those of the association.

Interfere with management, but will limit myself to the formulation of business and management policies.

Approve the employment of close relatives of directors and executives in the association.

Discuss the affairs of the association with employees, other than the management, unless delegated by the board of directors to do so.

Carry grudges against other directors, the management, employees, members, or patrons.

Consider myself indispensable.