

**Report of the National Workshop on Human Resource  
Development for Fisheries Management in Vietnam  
5-6 October 2005, Hai Phong, Vietnam**



**Southeast Asian Fisheries Development Center  
The Secretariat**

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**REPORT OF THE NATIONAL WORKSHOP ON  
HUMAN RESOURCE DEVELOPMENT FOR FISHERIES MANAGEMENT  
IN VIETNAM**

**Hai Phong, Vietnam  
5-6 October 2005**

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**I. INTRODUCTION**

1. The National Workshop on Human Resource Development for Fisheries Management in Vietnam was co-organized by SEAFDEC and the Ministry of Fisheries (MOFI) in Hai Phong Province from 5 to 6 October 2005.
2. The Workshop was organized as part of the SEAFDEC activities of Sida support project on “Capacity Building for Human Resource Development on the support to the Implementation of the Code of Conduct for Responsible Fisheries in the ASEAN Region”.
3. The participants attended the Workshop were fisheries officers from the MOFI including Department of International Cooperation, Department of Personnel, Department of Planning and Finance, Fisheries Informatics Center and Department of Fisheries (DOFI) of Hai Phong, Quang Binh and Kien Giang provinces. The Workshop was also participated by resource persons from projects related to fisheries management (STOFA, NORAD, UNEP/GEF/SCS, FAO/Sida) as well as representatives from SEAFDEC Secretariat. The list of participants appears as Annex 1.

**II. OPENING OF THE WORKSHOP**

4. Dr. Magnus Torell, Senior Advisor of SEAFDEC Secretariat, in his introductory remarks, welcomed the participants and resource persons to the Workshop. He outlined the pilot process of the SEAFDEC-Sida project in four representative countries – Cambodia, Indonesia, Thailand and Vietnam. The project is considered a reflection of Swedish support to the implementation of the Code of Conduct for Responsible Fisheries (CCRF). He stated that the experience gained from the project will clarify extent of implementation of the CCRF at various levels in the respective ASEAN countries. With support and experience from various projects and initiatives, he wished the Workshop a success.
5. Dr. Vu Van Trieu, Acting Director of International Cooperation Department, MOFI and concurrently SEAFDEC Alternate Council Director for Vietnam outlined key development directions of fisheries industry in Vietnam. He also stressed the importance to put in place fisheries management particularly in the coastal areas of which it is estimated that about 82,000 fishing vessels are in operation. This has led to drastic depletion of coastal fisheries resources and poor livelihoods of coastal communities. The problem has been pressurized by the recent increase in fuel oil price.

6. Along this line, Dr. Trieu stressed on the strong intention of the Vietnamese government to rectify fisheries practices in line with the CCRF which was adopted in 1995. He referred to the SEAFDEC support in the regionalization of the CCRF including the formulation of four sets of regional guidelines for responsible fisheries covering fishing operation, aquaculture, fishery management and post-harvest processing and trade. He also expressed appreciation to the SEAFDEC-Sida project for the HRD for fisheries management and requested all participating in the Workshop to exchange view and experience so as to assist in the enhancement of human capacity for the development of fisheries in Vietnam.

### **III. ADOPTION OF AGENDA AND ARRANGMENT OF THE WORKSHOP**

7. The agenda and arrangement of the Workshop, which appears as Annex 2, was adopted.

### **IV. BACKGROUND AND RATIONALE OF THE WORKSHOP**

8. Mr. Nguyen Van Thuan, Member of Working Group on Regional Fisheries Policy (WGRFP) from Vietnam, SEAFDEC Secretariat, give a brief background of SEAFDEC-Sida project on Capacity Building for Human Resource Development on the support to the implementation of the Code of Conduct for Responsible Fisheries (CCRF) in the ASEAN Region (Annex 3). He outlined the project background, objectives and process for enhancing human capacity to implement the CCRF. He introduced the concept of “pilot process” as an approach to define HRD needs and actions to enhance human capacity at national level, which will provide a basis for sharking of experience at the regional level.

9. As part of a series of project activities, Mr. Thuan explained the objective of this Workshop, which was primarily to provide a national platform for various projects/initiatives working in support of development and management of coastal areas in Vietnam to exchange experience, expertise and lessons learned. This could therefore help enhance coordination among ongoing agencies projects in the coastal zone and to assist in developing national strategic plan/ direction for HRD.

### **V. HUMAN RESOURCE DEVELOPMENT PLAN OF THE MINISTRY OF FISHERIES (MOFI)**

10. Mr. Ngo Duc Sinh, Director of Department of Personnel (DOP), MOFI made the presentation on the topic (Annex 4). He briefly introduced the functions and responsibility of the DOP, which are to develop policy and direction as well as coordination of activities on HRD in fisheries in Vietnam. He stressed the importance and role of HRD in social and economic development of the country.

11. In fisheries, Mr. Sinh outlined four institutional groups, which are the targets for HRD – MOFI (national) and DOFIs (provincial), universities and colleges, vocational training centers, and the fisheries industry. As a major obstacle in the HRD, he stated that HRD capacity and supporting materials are still limited. It is estimated that only 40% of perceived needs for HRD materials could be fulfilled so far. In addition, there is a need to update the content of HRD activities in response to the fast development

of the fisheries sector. Another major limitation for the HRD is that HRD activities are still conducted in the conventional class-room methods/techniques which is considered as less effective compared to other participatory/learning by doing approaches.

12. Mr. Sinh briefly introduced the national fisheries HRD plan covering the period from 2006 to 2015 which, among others, includes:

- Development of a clear national policy and coordination mechanism on fisheries HRD.
- Securing investment for HRD facilities.
- Improving quality of training delivery and trainers.
- Coordination and support of training at provincial and district levels
- Encouraging on-site training at community level, which should be tailored to local needs to support fishery development at the local level.
- HRD activities should give priority to fishery management staff and fishery development experts in various sub-sectors of fisheries.
- Balancing content of HRD activities not only technical aspects (capture fisheries, aquaculture, post-harvest processing) but also socio-economic and environmental aspects.
- Establishing close collaboration and coordination among universities and colleges as well as involving communities in planning and conduct of HRD activities.
- Collaborating with international/regional organization in the support to HRD activities and facilities.
- Use of Information Technology to enhance delivery of some HRD activities.
- Developing curriculum scheme at various competency and hierarchical levels.
- Developing incentive scheme to encourage fishers particularly in remote areas to take part in the training activities.
- Encouraging trained personnel or graduates to work in remote areas to enhance capacity at the local level

13. Mr. Sinh ended his presentation by outlining expected targets of the HRD plan by 2015 at various levels of human resources in fisheries. He stressed the need to expand educational and training institutional capacity to respond to the increased needs including the pipeline project to establish a new fisheries university in Kien Giang province in the South of Vietnam.

14. In the discussion, there was suggestion that due consideration should be given in the establishment of a fisheries college in Kien Giang province which will greatly assist in fisheries development in the Southern most of Vietnam.

15. Other suggestions were to give due consideration on the development of fish processing and fishery management aspects in Quang Binh province. There is a need to develop competency scheme to ensure that fisheries officers have sufficient/required competence in performing their duties. The role of fishery statistics and information is also important to provide status of the fisheries sector to be used as a basis to plan HRD plan suitable for the provincial level. HRD plan at the provincial level should be incorporated into the overall fisheries development plan. HRD at various levels should cover all major sub-sectors of fisheries – capture, aquaculture,

and processing as well as management of fisheries. The balance among these areas should be made particularly at the university level. In addition, inputs to and needs of HRD activities at various localities should be carefully identified.

## **VI. PROJECT ON STRENGTHENING OF FISHERIES ADMINISTRATION (STOFA) BY DANIDA**

16. Mr. Vincent Martino, HRD Advisor of the project made the presentation on the topic (Annex 5). He outlined the FSPS project supported by Danida, which includes four components - fisheries administration (including HRD), aquaculture, capture fisheries, and processing and export. However, the presentation will be confined to the project support to MOFI in the areas of HRD under the project called “Strengthening of Fisheries Administration (STOFA)”.

17. Mr. Martino explained the envisaged output related to HRD for 2005 of the project as “A HRD policy is in place within MOFI and training programmes have been designed and implemented for staff operating at all levels of fisheries administration”. He stressed on the handing over process of Danida to DOP in the management of support particularly on HRD aspects starting in January 2006. This could be achieved through:

- Support to the formulation of a three part HRD (1) Policy (2) Sector Wide Strategy and (3) Targets and Operational Plan formulated at the National Level within the fisheries administration, i.e. at MOFI & DOFIs, at Fisheries Technical Vocational Schools, at Fisheries Institutes and at Fisheries Enterprises
- A three part HRD Policy/Strategy/Plan formulated at Fisheries Institutes, Departments and Provincial DOFIs within the fisheries administration.
- MOFI Management and staff trained (Short –term training MOFI and DOFI offices
- Support to the development of a plan for total quality management for fisheries administration.
- Support to the development of a Human Resource Information System (HRIS ) within MOFI and DOFIs
- Gender empowerment support through the Committee for Fisherwomen’s Advancement (CFWA) at MOFI and Local levels

18. Mr. Martino outlined components of organizational capacity, which include capacity of a) staff members, b) infrastructure, c) strategic leadership, d) program/process management, e) networking and linkages with other institutions. He further gave an example of HRD plan that has been designed for the Fishery Informatics Center (FICen), MOFI, which applies the six-step process focusing on on-the-job training. The process could be applied not only at the national level but also at various sub-organizational units. They are:

- Setting FICen’s strategies/business objectives until 2010 – What need to achieve in the future?)
- Developing competency frameworks for typical categories of FICen’s employees – Which competences needed to achieve the organizational objectives?)
- Assessing FICen’s capacity – Which are strengths and weaknesses?
- Assessing the current competency level of FICen individuals – What is the current competency level?

- Identifying the gap between necessary competences and current competences – Which competences need to be improved?
- Developing HRD policies including training policies – How to have needed competences?

## **VII. FISHERIES LAW PROJECT BY NORAD**

19. Mr. Lu Minh Tuan presented background of the project (Annex 6). The project was implemented by the Department of Legislation, MOFI under the cooperation between Vietnamese government and Norwegian government in collaboration with FAO covering the period from 2003 and 2004.

20. The project reviewed existing fisheries laws, rules and regulations and identified modification to the fisheries laws so as to correspond with the current fisheries situation. The project also included activities related to dissemination of fisheries laws as well as awareness and capacity building for fisheries officers and stakeholders involved in the fisheries sector so as to enhance relevance of fisheries laws and current fisheries situation and compliance by fishers.

21. Mr. Tuan introduced a wide range of HRD activities within the country and oversea supporting MOFI to strengthen the implementation of fisheries legislation and fisheries management as well as key success indicators adopted by the project. He highlighted the major activities including organizing an international workshop organized under the project titled “Management of Common Resources” to investigate legislative issues in line with the UNCLOS 1982. He stressed the importance of the institutional capacity at various levels which is essential for the implementation of fisheries legislation and laws enforcement.

22. Mr. Tuan ended his presentation by stressing the importance of coordination of projects/initiatives to share experience in achieving the ultimate goal of development of fisheries sector in Vietnam and avoid duplication of efforts.

23. In discussion, Mr. Tuan provided responses, regarding how and extent of the CCRF has been incorporated into the fisheries laws, that in the process of drafting fisheries laws, important international fisheries initiatives and instruments were identified and their essence has been incorporated into the drafting process. Dr. Trieu added that the SEAFDEC regionalization of the CCRF has also helped identified key issues and consideration for Vietnam to assist in reviewing and drafting process of the fisheries laws. It was also cited that involvement of relevant technical institutions in drafting the fisheries laws benefited a lot in the laws drafting process to ensure that the laws take into consideration of actual fisheries situation. It is envisaged that the concept and process mentioned above would be further applied in the drafting of Fisheries Decrees and Circulars in the future.

24. With respect to the awareness building for the new fisheries laws to ensure the effective implementation, it was suggested that the MOFI agency working on extension and community development should coordinate with this project to incorporate fisheries laws as part of awareness building.



## VIII. REVERSING ENVIRONMENTAL DEGRADATION TRENDS IN THE GULF OF THAILAND AND SOUTH CHINA SEA BY UNEP/GEF/SCS PROJECT

25. Dr. Dao Manh Son introduced the project (Annex 7) which started in 2002 until 2007. The objectives of this regional project were to promote collaboration and partnership in addressing environmental problems of the South China Sea among stakeholders at all levels and to enhance capacity of participating governments to integrate environmental considerations into national development planning. The project has six components – coral reef, mangrove, seagrass, wetland, pollution, and fisheries.

26. Dr. Son explained the background and objectives of the fisheries component, which aims at providing fishery information and statistics (status of fishery resources, fishing boats, fishing gear and methods, fishing efforts) required for development planning and management of fisheries in the participating countries.

27. Based on the information collected in Vietnam, it is generally found that fishery resources are over-exploited and environment is degraded. This calls for a need to improve fisheries management. Along this line, the fisheries component focuses on information collection to develop a fisheries management plan.

28. Dr. Son further explained the action plan and activities of the fisheries component in Vietnam, which include:

The action plan of the project activities with following basic principle such as:

- The action plan must suitable with the national economic and social strategy.
- The action plan must suitable with the objective, contents of the regenerative program on fisheries resources, period 2002-2010, Environmental Protection Strategy of Ministry of Fisheries to 2010.

Examples of the project activities

- Strengthen on investigation, considering environment, ecological and fisheries resources, to develop by two projects.
- Research on deterioration of the resources, habitat of fish species and solution for prevent extinction of the endanger species.
- Research on Socio-economic status of fishing communities.
- Research and develop solutions for management, protection and development of fishery resources and conserve habitat of those in coastal water area of Vietnam.
- Sharing of capacity of research vessels to monitor fishing operation and their activities in the sea.
- Strengthening on discernment in union and educate them with the aim at protection of environment and natural biological resources.

29. In discussion, Dr. Son explained the major difference between MPAs of which MPA is referred to no-take zone while fisheries refugia is considered as the conservation areas for coastal and marine habitat by using fisheries management measures. He further explained that MOFI has planned to establish newly 15 marine parks, which are considered as fisheries refugia.

30. As part of the future plan of fisheries component from 2005 to 2007, Dr. Son explained about information and database sharing between MOFI and Ministry of Natural Resources and Environment (MONRE). Currently, Research Institute for Marine Fisheries is currently responsible for the database. MOFI has provided information and report to MONRE for further planning and usage. Dr. Son stressed that priority of UNEP is eco-system not fisheries. The concept of refugia could then be very useful for integrating fisheries into management of eco-system. He further added that the project is multi-sectoral approach. And by using demonstration sites, the project could help explore advantages and disadvantages in the refugia concept.

#### **IX. INFORMATION COLLECTION FOR MANAGEMENT OF COASTAL FISHERIES BY FAO-SIDA**

31. Mr. Duong Long Tri introduced background and objectives of the project (Annex 8) which is to increase capacity for obtaining information and data required for management of small-scale fisheries. The project was developed in response to the lack of information for development planning and management of small-scale fisheries. The project also stressed on the success of fisheries management, which lies on the cooperation between fishery managers and resource users. The project covers four countries namely Cambodia, Thailand, Vietnam and Timor Leste.

32. Mr. Tri outlined the specific objectives of the project in Vietnam, which are to strengthen dialogues of fisheries management and resource users; and reduce conflicts among resource users. Project activities include collecting necessary information for policy formulation and development of policy framework for management of fisheries at the community level.

33. Mr. Tri further explained the pilot demonstration as a model conducted at Van Don District, Quang Ninh province. The pilot demonstration highlighted on the need for enhancing skills in socio-economic data and information collection using participatory approach involving fishing community. The demonstration involves a series of activities including assessment of impacts of training, which can be used for replication in other areas.

34. In discussion, it was stressed that information required for planning and management should not only focus on fisheries sector but also socio-economic aspects of community in order to identify potential alternative/supplementary livelihoods.

#### **X. ESTABLISHMENT OF MARINE PROTECTED AREAS (MPAs) BY DANIDA**

35. Ms. Cao Thanh Thuy presented the project, which is funded by Danida under the environment component (Annex 9). The project implements at two levels – national level by Department of Science and Technology, MOFI and provincial level by Quang Num province with budget amounted 2 million US\$.

36. Ms. Thuy briefly explained definitions of MPAs, which vary from national parks, conservation areas, and natural reserves. In Vietnam, MPAs is under the purview of MOFI and governed by the fisheries laws. She further explained about the

project objective, which was to achieve sustainable management of fisheries resources in coastal areas located in the MPA networks by

- Establishing MPA network in Vietnam
- Formulate legal framework for the multi-sectoral approach for MPAs
- Establish MPA model at the selected local level.

37. Ms. Thuy informed the Workshop that there are 15 planned MPAs based on the survey conducted by the Department of Science and Technology, MOFI. In 2000, the master plan for the MPA network and action plan were developed. Criteria for site selection are biological, socio-economic, and management. Information of each MPA site is documented in the national GIS maps and database. The information is collected through questionnaire surveys and interview by involving local stakeholders. The project established a national steering committee including coordination mechanism represented by a number of ministries whose secretary is the Ministry of Science and Technology.

38. Ms. Thuy also informed the workshop on some outputs of the project as follow:

- Coordination mechanism developed and multi-sectoral mechanism of MPAs is currently used for its management.
- Feasibility study on potential MPA sites and proposed MPA sites to build and management 4 to 5 MPA sites.
- Legal framework for MPAs management formulated.
- Information system supporting management of MPAs established and disseminated.
- Capacity building for staff for management of MPAs is ongoing project activities.

39. Dr. Trieu provided information to the workshop that MPAs in Vietnam was initiated in response to the Vietnam's signing agreement on the CBD convention for the establishment of MPA. Then in 1997, GEF started the pilot project to investigate the needs and possibility for the establishment of MPAs in the coastal areas of Vietnam.

40. Dr. Trieu provided also current issues for development and establishment of MPAs in Vietnam as follow:

- Fees and scale of fees for utilization of resources in the MPA – there is an on-going study and development on this as well as usage of fee for management of MPA in some provinces.
- Alternative/supplementary livelihoods for community members that are affected by the establishment of MPA – currently supported by Danida for the alternative livelihoods study in this respect.
- Establishment of MPA training center in Nha Trang province.
- Inter-agency coordination for management of MPAs.
- There is the directive from Minister to develop a master plan and regulations for management of MPAs which will be supported by National Directorate of Fisheries Resources and Environmental Protection (NADAREP) in collaboration with Department of Science and Technology. It is envisaged that NADAREP will directly responsible agency for the management of MPAs in Vietnam.

## **XI. STATUS OF FISHERIES AND PERCEIVED HRD NEEDS FOR FISHERIES MANAGEMENT IN SOME COASTAL PROVINCES**

### **11.1 Quang Binh Province**

41. Mr. Le Van Thua, Chief for HRD of Quang Binh Fisheries Department presented on nature fisheries condition in the Quang Binh, status and gave some proposes as follow:

- HRD is very important because fishery labours in Quang Binh around 30 %, 86 of 150 villages has activities in fisheries. Fishery activities in Quang Binh has developed but still not meet with the concerns of conservation.
- Status of HRD at present:
  - Staff at the Villages is not trained.
  - Up 50 % fishery Labors are not trained.
- Some proposes:
  - Assist Quang Binh through some projects for HRD, especially training for staffs at Districts, Villages. That is the place where the issues of fishery law is significant to farmers and fishers.
  - Those Projects should develop also from the local level (such as district, or village). It was suggested that the selection might be given to one district to develop as the pilot project such as Quang Trach district.

### **11.2 Kien Giang Province**

42. Mrs. Nguyen Ngoc Phuong, Deputy Director of Kien Giang Fisheries Department presented to workshop some information on fisheries sector in Kien Giang, status on Human resource and gave some proposes.

- Kien Giang province has more than 200 km coastline, 60000 km<sup>2</sup> for sea area including 140 islands. In this area, there are approximately 7300 fishing boats having average catch about 300,000 tons/ year. Around 300,000 labors are working in fishery sectors in the area nearby 5 fishing ports.
- Most of the fishers are not trained (only about 2 % trained). Standard of management officers is not yet meet requirements, there is a need for training.
- Some proposes:
  - Needs project for HRD to training for officers/staffs at Fisheries Department, fisheries offices at Districts, Villages. Focus to training that is management skill, English.
  - Build a pilot pattern on coastal fisheries management. May be choosing a district for development.
  - Build a pilot pattern on fishing port management at Tac Cau port because there are around 15,000 boats in that, fisheries pass the port around 150,000 tons/ year (2004), fisheries service is very big.
  - Support fisherman to change fishing operation.
  - Kien Giang wishes to have a project for sustainable fisheries in Province.

### **11.3 Hai Phong Province**

43. Mr. Nguyen Tu Trong, Deputy Director of Hai Phong Fisheries Department presented some information on status of fisheries sector in Hai Phong and perceived HRD needs for fisheries Management.

- Hai Phong has 120 km coastline with two island districts (Bach Long Vi and Cat Ba Island). 40,000 ha for aquaculture, around 1,000 boats for fishing. Fishery Services system in Hai Phong is very convenient. There are many fishery agencies at Hai Phong such as Research Institute, fisheries technical schools, Fishery Factories, and so on. However, the training for fishers, workers are very limited. The training at present is also not meet requirements for the practical usages.
- Hai Phong needs very much on training for different counterweights as:
  - Immediate Labors, management staff at Department, Districts, Villages, establishments and researcher.
  - Upgrading trainers thought training courses, study tours at the experience places.

## **XII. CONCLUSION AND RECOMMENDATIONS**

### **12.1 Lessons learned from the Projects/Initiatives**

44. It was obviously seen from the presentations at the workshop that there is an immediate need to improve human capacity in fisheries management at all levels, however, it might important at this step to assist them in identifying the gap between ‘necessary competences’ and ‘current competences’ by assessing the current competences level, which the necessary competencies might need to achieve the organizational (MOFI) objectives.

45. It was recommended that close coordination among projects/initiatives to share experiences in achieving the ultimate goal of development of fisheries sector in Vietnam and this will assist in avoiding duplication efforts.

46. It was referred that the global CCRF and the regional CCRF could help a lot in the fisheries law drafting process for Vietnam. It was envisaged that the fisheries law of Vietnam will be effectively implemented through MOFI extension at the community level, together with the effort in close coordination and collaboration among the related agencies/projects/initiatives.

47. It was stressed on the need to look into incorporate fisheries management into national development plan, especially into that of environmental management and development plan. It was recommended that a study/project activity related to alternative or supplementary livelihoods for community members who will be affected by establishment of such MPAs and/or fisheries law should be taken into consideration.

### **12.2 Recommendation for future follow-up action**

48. MOFI will submit soonest the national HRD strategy and plan in fisheries management to SEAFDEC for further sharing with other member countries through

the service of the program entitled ‘regional inventory, data and information collection on HRD in fisheries in the ASEAN region’.

49. Based on the suggestion and recommendation from the workshop, immediate follow-up activity includes preparation of on-site training program, in close coordination with MOFI through Mr. Ngo Duc Sinh to ensure that the on-site training activities are in line with the national priorities. The activities include formulation and preparation of publication of HRD training materials (local and national) by using the framework of the regional guidelines for fisheries management of the Code of Conduct for Responsible Fisheries.

50. To further facilitating the development of such training materials, SEAFDEC may coordinate also with Department of Legislation of MOFI, through Mr. Ding Xuan Thao, and also with the FAO-Sida project on information collection for management of coastal fisheries, through their project coordinator Dr. Theo Ebbers, to make use of their developed awareness materials in capacity building for fisheries officers and stakeholders to enhance the issue related to current fisheries status in Vietnam.

### **12.3 Potential follow-up activities by SEAFDEC including the SEAFDEC-Sida Project**

51. To further promote various human resources development activities on fisheries management in Vietnam as referred to the objective of SEAFDEC-Sida project, the project will step forward to prepare national supporting materials for HRD in supporting the promotion of CCRF and regional CCRF in close coordination with project focal point and other relevance agencies such as FAO-Sida Project on information collection, UNEP/GEF South China Sea Project, Danida project on MPAs.

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for Fisheries Management, from 5 - 6 October 2005, Hai Phong, Vietnam**

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<b>KIEN GIANG PROVINCE</b>	
20. Ms. Nguyen Ngoc Phuong	Kien Giang Fisheries Department



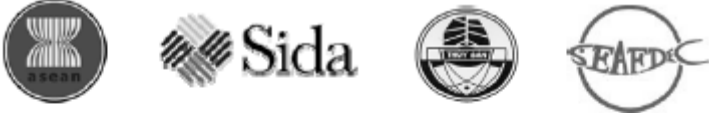
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## Adopted Agenda and Its Arrangement

<b>Wednesday, 5 October 2005</b>		
<b>Time</b>	<b>Activities</b>	<b>Presenter</b>
08.30 - 09.00	Registration	
09.00 - 09.45	Introduce representations and participants	Ms. Nguyen Thi Trang Nhung, MOFI
	Opening of the Workshop	Dr. Vu Van Trieu, MOFI
	Introductory Remark	Dr. Magnus Torell, SEAFDEC
09.45 - 10.15	Cooffe Break and Group Photo Session	
10.15 -10.35	Adoption of the Agenda and Timetable	
10.35 - 10.45	Background, rationale and objectives of the National Workshop	Mr. Nguyen Van Thuan, SEAFDEC
10.45 -11.15	Presentation on human development plan of Ministry of Fisheries	Mr. Ngo Duc Sinh, MOFI
11.15 -12.00	Presentation of STOFA	Mr. Venue Martino, HRD Coordinator of STOFA Project
12.00 - 13.30	Lunch Break	
13.30 - 14.15	Presentation of NORAD	Mr. Lu Minh Tuan, Fisheries Law Project
14.15 - 15.00	Presentation of UNEP	Mr. Dao Manh Son
15.00 - 15.30	Cooffe Break	
15.30 - 16.15	Presentation of FAO/ SIDA	Mr. Duong Long Tri
16.15 - 17.00	Presentation of MPA	Ms. Cao Thanh Thuy
19:00 - 21.00	Reception Dinner	
<b>Thursday, 6 October 2005</b>		
8.30 –10.00	Synthesizing lessons learned, identification of common element and successful approaches	
10.00 – 10.30	Coffee Break	
10.30 – 12.00	Identification of focal areas for the sequence of upcoming workshop/seminar/on-site training based on the “learning-by-doing”	
12.00 -13.30	Lunch Break	
13.30- 15.00	Closing/Clarification of the next step for SEAFDEC-Sida HRD program in Vietnam	
15.00 – 15.30	Coffee Break	
15.30 – 17.00	Closing/Clarification of the next step for SEAFDEC-Sida HRD program in Vietnam (continue)	

**Background and Rationale of the Workshop: Mr. Nguyen Van Thuan**


<p style="text-align: center;"><b>National Workshop on Human Resource Development for Fisheries Management</b></p>
<p style="text-align: center;"><b>Hai Phong, 5 - 6 October 2005</b></p>

<p style="text-align: center;"><b>Background and Rationale</b></p>
<p><b>1. Code of conduct for Responsible Fisheries (CCRF) and Its Regionalization in Southeast Asian:</b></p> <ul style="list-style-type: none"><li>➤ CCRF in 1995: provides norms &amp; principle in the responsible utilization of fisheries resources</li><li>➤ ASEAN-SEAFDEC: Regionalization of CCRF from 1998 - 2005</li></ul>
<p style="text-align: center;"><small>National Workshop on HRD Programs, Hai Phong, 5 - 6 October 2005</small></p>

## **Background and Rationale**

### 2. Human Resources & Fisheries Management

- Major constraint of implementation CCRF: Lack of qualified/trained personnel ⇒ Human Resource Development (HRD) for fisheries management is needed to cope:
  - Deterioration of the coastal environmental and resources
  - Conflicts among the resources users and multiple coastal resources users
  - Concern of policy makers & managers, etc.

National Workshop on HRD Programs, Hai Phong, 5 - 6 October 2005

## **Background and Rationale**

- Regional Technical Consultation on HRD in Fisheries Management, Phnom Penh, June 2004:
  - 1) Plan and Framework for HRD for Fisheries Management: (a) Management of Fishing Capacity, (b) Strengthening the Local Fisheries Communities, and (c) Integrating Fisheries Management into Habitat Management
  - 2) "Pilot Process" in the set of representative countries (Cambodia, Indonesia, Thailand and Vietnam).

National Workshop on HRD Programs, Hai Phong, 5 - 6 October 2005

## **Background and Rationale**

- Preparatory Expert Meeting on Fishing Capacity and HRD, in Bangkok, Thailand from 14 - 16 September 2004:  
Detailed Plan for Pilot Process.

National Workshop on HRD Programs, Hai Phong, 5 - 6 October 2005

## **Background and Rationale**

3. Pilot Process on HRD to Support Fisheries Management in Southeast Asia
  - Consideration: commonality and differences among the countries in the region; and
  - Strategy to draw lessons and experiences from “Pilot process” implementing in the representative set of countries to provide a basis to develop future direction for HRD

National Workshop on HRD Programs, Hai Phong, 5 - 6 October 2005

## **Background and Rationale**

### **Pilot Process:**

- The hope is to be able to catalyze on existing experiences, build upon capacities that has been built - in various agencies and independent bodies – and provide an input in other processes or programmes to be planned.

National Workshop on HRD Programs, Hai Phong, 5 - 6 October 2005

## **Background and Rationale**

### **4. Pilot Process: The Case of Vietnam**

- Planning meeting, Hanoi, 13 July 2005:
  - Explored what steps to be taken, projects to follow up on with regards to HRD to be discussed in National Workshop
  - Designed the thematic background, objectives, and expected outcome & participants

National Workshop on HRD Programs, Hai Phong, 5 - 6 October 2005

## **National Workshop**

- Considerations for developing the national strategic/plan in Vietnam:
  - Aquaculture related HRD needs for development of enterprises in Vietnam.
  - Poverty alleviation based on Vietnamese culture and traditions including development of alternative/ supplementary livelihoods.

National Workshop on HRD Programs, Hai Phong, 5 - 6 October 2005

## **National Workshop**

- Development of National guidelines for responsible fisheries management and aquaculture.
- Development/ establishment of a network for information sharing on aquaculture, quality of port-harvest production, coastal capture fisheries.
- Development of program to support the implementation of CCRF.
- Enhance capacity of planning personnel of MOFI.

National Workshop on HRD Programs, Hai Phong, 5 - 6 October 2005



## **National Workshop**

- Overall Objectives
  - To support the ASIAN - SEAFDEC Member countries if promotion of the HRD fisheries programs and those recommended at the planning meeting (as draw above).
  - Development of detailed plan of implementation for the pilot process in Vietnam.

National Workshop on HRD Programs, Hai Phong, 5 - 6 October 2005

## **National Workshop**

- Specific Objectives:
  - To enhance coordination among ongoing agencies projects in the coastal zone.
  - To assist in developing national strategic plan/ direction for HRD

National Workshop on HRD Programs, Hai Phong, 5 - 6 October 2005

**Human Development Plan of the Ministry of Fisheries (MOFI)**

*Summary of presentation of Mr. Ngo Duc Sinh  
Deputy Director of Department of Personnel, MOFI*

**Contents of the Presentation:**

- 1) Status on human development and its institutions
- 2) Direction of national fisheries HRD plan covering the period from 2006 to 2015
- 3) Solutions
- 4) Recommendations

**1) Status on human development for fisheries and its institutions**

1. Training Institutions
  - Universities: Nha Trang University, Can Tho University, Fisheries Institutes
  - Technical school: Technical school No.1, 2, 4, at Thanh Hoa, Hai Phong
  - Technical worker school.
  - Extension Center at Province.
2. Status on Human Resources Development in the Past
  - Total Labours 4 Million including:
    - Elementary: 9.6 %
    - Intermediate : 5.5 %
    - University, college: 8.1 %
    - Up college: 1.0%
    - Passed training: 5.3 %.
    - Not yet pass training: 21%
  - Most of Fishermen is low standard living
  - Investment building training system is limited
  - International cooperations for training are not very much widely opened
  - Socialization on training is not yet strong development
  - Training policy is not much interesting
3. Status on Fisheries Human at present:
  - Total labours: 4,000,000 labours

**2) Direction of national fisheries HRD plan covering the period from 2006 to 2015**

**Overall Objective:**

Strengthening on training scope, quality, and to break the neck of status un-rationality, short fall to meet requirement industrialization, modernization and internationalization.

**Specific Objective:**

- Development of a clear national policy and coordination mechanism on fisheries HRD
- Securing investment for HRD facilities
- Improving quality of training delivery and trainers

- Coordination and support of training at provincial and district levels
- Encouraging on-site training at community level, which should be tailored to local needs to support fishery development at the local level
- HRD activities should give priority to fishery management staff and fishery development experts in various sub-sectors of fisheries
- Balancing content of HRD activities not only technical aspects (capture fisheries, aquaculture, post-harvest processing) but also socio-economic and environmental aspects.
- Establishing close collaboration and coordination among universities and colleges as well as involving communities in planning and conduct of HRD activities
- Collaborating with international/regional organization in the support to HRD activities and facilities
- Use of IT to enhance delivery of some HRD activities
- Developing curriculum scheme at various competency and hierarchical levels
- Developing incentive scheme to encourage fishers particularly in remote areas to take part in the training activities
- Encouraging trained personnel or graduates to work in remote areas to enhance capacity at the local level

### **3) Solutions:**

- Investment and strengthening training agencies.
- Strengthening on material foundation to training agencies.
- Renovation on training contents, programs, training style
- To heighten trainer amount and quality.
- Build these policies to draw learners; give suitable policies to trainer, investment and finance policies for training agencies.
- To enlarge international cooperation on training

### **4) Recommendation:**

#### **Request to the State:**

- Request the Government to fiat Ministry of Fisheries has a project build some new agencies, especially on technical training.
- To heighten budget to upgrade training agencies, budget to training for agencies under ministry of Fisheries.

#### **Request to International/Regional Organization such as SEAFDEC, etc.**

- To heighten cooperation, support on technical, technology, budget for human training of fisheries sector.
- Assist and invest for training agencies in Vietnam.

**STOFA Project on Human Resource Development**  
*Summary of presentation made by Mr. Vincent Martino,*  
*Human Resource Development Coordinator of STOFA Project*

**1. Expected Outputs:**

- An efficiently functioning and effectively managed fisheries administration, based on a revised Government decree stipulating organization, duties and responsibilities.
- A comprehensive management information system and related administrative procedures are in places that support planning, decision making and supervision within the fisheries sector.
- A reliable multidisciplinary information base is established to monitor, assess and manage Vietnamese marine fisheries.
- A human resource development policy is in place within MOFI and training programmes have been designed and implemented for staff operating at all levels of the fisheries administration.

**2. Project Activities:**

1. Assess necessity on training of Fisheries Sector.
2. Assess capacity on training
3. Review of Vocational Training in Fisheries
4. HRD strategy at sector wide level
5. Short term training
6. Grooming program/Post graduate training
7. Training Administration Information System)
8. Gender Cross-Cutting Issues
9. Introduction of ISO system

**3. Major constraints:**

- The national HRD strategy hasn't yet been in place
- The Master plan of training and education in Fisheries institutions has not yet in place
- Training curricula and methodology at most training and education institutions should be updated to match the changes in the sector
- Limited fund for training
- Capacity of the training division, DOP is limited: 01 vice director and 02 specialists out of which is going to retire soon;
- Lack of staff at all institutions in MOFI
- All these shortages resulted in the insufficient coordination between MOFI counterparts and projects

**4. Recommendations:**

- Priority should be given to the development of the national HRD strategy
- HRD plan should be in place at every institutions in MOFI and DOFI
- Staff should be allocated to the HRD function in DOP to strengthen the capacity of HRD /training division
- Integrate all project activities into MOFI and DOFI's recurrent work

- Coordination between MOFI and projects should be consolidated and strengthened.

**Training, Capacity Strengthening and Implementing the Fisheries Law**  
*Summary of presentation made by Mr. Lu Minh Tuan, Deputy Director of Law Project*

**Contents**

1. Introduction to Fisheries Law Project
2. Main Information on Fisheries Law Project
3. Plan on output 3 of Fisheries Law project
4. Results of output 3 for three years

**Introduction to Fisheries Law Project**

- Agreement between Vietnamese Government and Norway supported on “building Fisheries Law and regulations under the law” has signed on 27 September 1999 at Oslo, Norway, during the trip visited Navy of Vietnam President.
- Activities of Fisheries Law Project in the period I (from November 1999 – December 2004) had successful. That is issued the Fisheries Law.

The agreement on Period II of Project “building Fisheries Law and regulations under the law, period II - Give Law in the life” has signed on 2 November 2004 by Vietnam and Norway Government.

**Main Information on the Project**

1. Name of Project: “Building Vietnam Fisheries Law and Regulations under Law – Period II – Give Law in the life”.
2. Implement Organization: Law Department of Ministry of Fisheries, Vietnam.
3. Overall Subject: Contribution into Sustainable developing of Vietnam Fisheries Sector.
4. Period to implementing Project: From 2005 – 2010
5. The Project including 4 main outputs:
  - Output 1:* Drafting regulations under the Law. To check up regulation at present, submit regulation which suitable with Fisheries Law to issue.
  - Output 2:* To propagandize, generalize and educate to people on regulation of Fisheries Law
  - Output 3:* Strengthening capacity and implementing Law
  - Output 4:* Building Pilot Pattern.

**Plan of Output 3**

1. Training on building draft regulation for officer of Ministry of Fisheries:
  - Organized two training courses on regulation compilation skill for 45 officers of Ministry of Fisheries.
  - Will be organized two training courses on capacity building and generalized the Fisheries Law to officer of Law Department and Fisheries Department at provincial level.
2. Support on training, includes:

- Training on professional: Sent a officer of Law Department (MOFI) is studying Master Program in Vietnam with supported by Project.
- Supporting on study English (content on Law): 7 Officers from Law Department and Project.

To organize workshops on Law in fisheries Management aim strengthening capacity for officer on law in fisheries management.

On April 2005 has organized international workshop on “Common resource management follow bipartite agreement “.

3. Attend conferences on Law, policy on Fisheries Management.  
He attended conference at Bali, Indonesia.
4. From 2006 – 2009 will be sent some officers (working in Ministry of Fisheries) study Master program on International commercial, Sea economic Law.
5. To attend training course, study tour at some countries on Fisheries Management Law as Australia, Korea.
6. To organize workshops on strengthening capacity for offices which implementing Fisheries Law
  - Workshop on fishing licensing
  - Study English with topic on law.
  - Attend conference on Law, ...

## **Reversing Environmental Degradation Trends in the South China Sea and Gulf of Thailand**

*Summary of the Presentation made by Dr. Dao Manh Son, RIMF  
UNEP/GEF/SCS Project*

### **Contents:**

1. Introduction
2. Objective
3. Activities
4. Executive Solution
5. Executive Organization
6. Design of Project

### **1. Introduction**

#### 1.1. Project and fisheries component

- Name of Project: Reversing Environmental Degradation Trends in the South China Sea and Gulf of Thailand.
- Period of Project: From 2002 - 2007 (The Project approved on November 2000)
- Objective of Project: The objectives of this regional project were to promote collaboration and partnership in addressing environmental problems of the South China Sea among stakeholders at all levels and to enhance capacity of participating governments to integrate environmental considerations into national development planning
- Participant of countries: Cambodia, Indonesia, Malaysia, Philippines, Thailand, China and Vietnam. On the fisheries component included: Cambodia, Indonesia, Philippines, Thailand and Vietnam.
- Objectives of the fisheries component, which aims at providing fishery information and statistics (status of fishery resources, fishing boats, fishing gear and methods, fishing efforts) required for development planning and management of fisheries in the participating countries.

#### 1.2. Status quo on fisheries Resource in Vietnam

- Resource for fishing: 3,100,000 – 3,200,000 tons
- Fishing Potential: 1,500,000 tons.
- Total vessels: 87,100 units
- Production:
  - In the year 1990: about 600,000 tons
  - In the year 1996: 1,000,000 tons
  - In the year 2002: 1,400,000 tons

### **2. Objectives: Standpoint and Objectives for the Action Plan**

#### 2.1. Standpoint: The action plan must building base principle as follows:

- The action plan is not aloof the objective, contents of idea on biologic diversification
- The action plan must suitable with the National economic and social strategy.



- The action plan must suitable with the objective, content of protection and regenerative program on fisheries resource, period 2002 – 2010, Environment protection strategy of Ministry of Fisheries to 2010.

## 2.2. Objective:

- Overall objective: Protection, conservation and development on fisheries Resource, biologic habitat aims to fishing operation and using sustainable on natural resource.
- Detail Objective:
  - Strengthening capacity on resource research and assessment of biologic habitat by RIMF.
  - To diminish reasons depression to resource and habitat of them.
  - Management, protection and development on habitat of some fisheries
  - Strengthening capacity on vessels management and monitoring fishing operation.
  - Strengthening on discernment in union, educate those aims environmental protection and biologic resource.

## 3. Activities

- Activity 1: Strengthen on investigation (environment, ecological, fisheries resource, etc.) to be developed by two projects.
- Activity 2: Research reasons depression to resource, habitat of fishery species and solution for preventable, depression bad impacts. Research on socio-economic status of fishing communities
- Activity 3: Research and take out solutions to management, protection and development fisheries resource and habitat of them in coastal water area.
- Activity 4: Borrow capacity of vessels and monitoring fishing operation in the sea.
- Activity 5: Strengthening on discernment in union, educate them aims protection of Environment and Natural Resources and biologic resource.

## 4. Solutions

- State should issues Law and regulation (under Law), approval activities Program and provides budget for some projects to develop.
- To commit on water management for community at local.
- To strengthen collaboration with International Organizations, transfer experience.

## 5. Executing Organizations

- Ministry of Resource and Environment
- Ministry of Fisheries (National Directorate of Aquatic Resource Exploitation and Protection)
- Research Institutes, Fisheries Department at local.
- Other Ministries which has concerning.

## **6. Design of the Projects**

- Project 1: Research on environment; fish, shrimp resources and their relationship.
- Project 2: Research on biologic, transmigrate and habitat of tuna/bonito, white bait in western South Seas in Vietnam.
- Project 3: Research on economic – social issues of fishers in the coastal and some solution to change of craft.
- Project 4: Establish some artificial splits and cast fish, shrimp (spawn) into sea aims new-born and rehabilitation for fisheries resource.
- Project 5: Strengthening capacity on vessels Management.
- Project 6: Strengthening on discernment in union, educate them aims resource, environmental protection

**Introduction to Information Collection for Management of Coastal Fisheries**

*Summary of presentation made by Mr. Duong Long Tri*

*Deputy Director of Information Center*

**Introduction:**

*Period of project:*

January 2005 – June 2006

*Implementing Organization:*

- International Cooperation Department (MOFI)
- Information Center.
- Quang Ninh Fisheries Department
- Van Don economic Division of Quang Ninh province.

**Objective of project:**

*Overall objective:*

- To increase capacity for obtaining information and data required for management of small-scale fisheries
- Stress on the success of fisheries management, which lies on the cooperation between fishery managers and resource users.

*Specific objective:*

- To strengthen dialogues of fisheries management and resource users.
- To reduce conflicts among resource users.
- Collecting necessary information for policy formulation
- Development of policy framework for management of fisheries at the community level

**Expected Outcomes:**

- Fisherman understands the regulations on fisheries management, responsible and function of local agencies on fisheries management.
- Officers at local understand these expectance of fishers/ farmers, their standard and knowledge when has implementing that regulations.

**Activities:**

- Organized the start workshop in Hanoi from 28 – 29 April 2005.
- Organized the consultative workshop in Quang Ninh province on 10 June 2005.
- Organized the consultative workshop in Van Don District, Quang Ninh province, from 1 - 2 August 2005.
- Organized the training course on information collection skill in Ha Long, Quang Ninh, from 19 – 21 September 2005.
- Organized the workshop on policy knowledge strengthen (one day in October 2005)
- Training course on information collection and conversation skill with farmers/ fishers.

- Strengthening knowledge on fisheries policies and direction to change profession.
- Experience recapitulative workshop at Van Don district (two days)
- Recapitulative workshop at Quang Ninh province (will organize on April/ May 2006)
- National recapitulative workshop (will organize on May/ June 2006).
- Prepare to organize regional workshop.

## **Introduction to Marine Project Areas system in Vietnam**

*Summary of presentation made by Ms. Cao Thanh Thuy, MPA Project*

### **Implementing Organization:**

- Department of Science and Technology, MOFI
- Quang Nam People Committee (Cu Lao Cham marine protected areas)
- Period: 2003 – 2006
- Funded: Danida
- Total of Budget: 16,545,960 DKK.

### **Objective of project:**

#### *Long-term objective:*

Sustainable management for marine protected areas system in Vietnam.

#### *Immediate objective:*

- Formulation of legal and policy framework for marine protected areas system in Vietnam.
- Formulation of institution framework aims at developing step of vicinity on multi-sectoral to marine management issues.
- The project at province will successful developed marine protected area at Cu Lam Cham after MPA at Hon Mun.

### **List of the Proposed MPAs:**

1. Dao Trau MPA (Quang Ninh province)
2. Co To MPA (Quang Ninh Province)
3. Cat Ba MPA (Hai Phong city)
4. Bach Long Vi MPA ( Hai Phong city)
5. Hon Me MPA (Thanh Hoa province)
6. Con Co MPA (Quang Tri province)
7. Son Cha Hai Van MPA (Thua Thien Hue province)
8. Cu Lao Cham MPA (Quang Nam province)
9. Ly Son MPA (Quang Ngai province)
10. Hon Mun MPA (Khanh Hoa province)
11. Nam Yet MPA (Khanh Hoa province)
12. Hon Cau MPA (Binh Thuan province)
13. Phu Quy MPA (Binh Thuan province)
14. Con Dao MPA (Ba Ria Vung Tau province)
15. Phu Quoc MPA (Kien Giang province)

### **Outputs of the project:**

- Coordination mechanism – multi-sectoral mechanism for MPAs.
- Feasibility study on potential MPA sites and proposed MPA sites to build and management 4 –5 MPA sites.
- Formulation of legal framework for MPA
- Information system supporting MPA management

**Some efforts:**

- Supported establish the National steering committee for marine protected areas network in Vietnam and Technical Collaborative group.
- Supported and collaborated to MOFI on builds legal deeds.
- Built framework and draft regulation on build files to marine protected areas establish and management.
- Organized some training course and activities on capacity strengthening.
- Built capacity strengthening Program for staffs.
- Studied tour at some countries in the regional and EU.