

**Report of Preparatory Expert Meeting on Development of
National and Regional Training Materials for Human Resource
Development in Fisheries Management
4 – 7 July 2006, Hua-Hin, Thailand**



**Southeast Asian Fisheries Development Center
The Secretariat**

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SEAFDEC Secretariat
Suraswadi Building
Kasetsart University Campus
P.O. Box 1046 Kasetsart Post Office
Bangkok 10903, Thailand

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**Preparatory Expert Meeting on Development of the National and Regional
Training Materials for Human Resource Development in Fisheries Management
4-7 July 2006
Hua-Hin, Thailand**

Key Words: Human Resources Development in Fisheries Management – Experiences and Lessons Drawn from Projects/Initiatives, Structure and Outline of HRD packages, SEAFDEC-Sida HRD Supporting Activities.

I. INTRODUCTION

1. At the invitation of SEAFDEC Secretariat, the Preparatory Expert Meeting on Development of the National and Regional Training Materials for Human Resource Development (HRD) in Fisheries Management was held from 4 to 7 July 2006 in Hua-Hin, Thailand. The Meeting was organized under the SEAFDEC-Sida Project on HRD on the Support to the Implementation of CCRF in the ASEAN Region (2003-2006).

2. To achieve the above output, objectives of the Meeting were 1) to formulate/develop the draft outline for HRD supporting/training materials for countries of pilot process under SEAFDEC-Sida project (Cambodia, Indonesia, Thailand and Vietnam countries; CITV countries), and 2) to facilitate the formulation of the recommended HRD supporting/training for fisheries management in CITV countries and to be used as a basis for further development of regional HRD supporting/training materials.

3. The Meeting was participated by national experts of SEAFDEC-Sida project pilot process countries namely Cambodia, Indonesia, Thailand and Vietnam. The Meeting was also participated by representatives from regional/national projects related to fisheries management and coastal resource management, namely UNEP/GEF/South China Sea Project (SCS), Coastal Habitat and Resource Management (CHARM), Community Based Natural Resources Management – Learning Institute Cambodia (CBNRM-LI), MPA Ministry of Environment Vietnam and SEAFDEC Secretariat. The list of participants appears as **Annex 1**.

4. The Agenda, which appears as **Annex 2** was adopted.

II. BACKGROUND AND RATIONALE OF THE MEETING

5. Under the collaborative arrangement between SEAFDEC and Sida, the “Project on Capacity Building for HRD on the Support to the Implementation of the Code of Conduct for Responsible Fisheries (CCRF) in the ASEAN Region” was initiated since 2003. The project aims primarily at enhancing human capacity to implement the CCRF through the implementation of “pilot process” in four selected countries, namely Cambodia, Indonesia, Thailand and Vietnam. The pilot process is as an approach to define HRD needs and actions to enhance human capacity at national level, which will provide a basis for sharing of experience at the regional level on

future HRD activities to address the need of fisheries management particularly management of fishing capacity.

III. SYNTHESIS OF EXPERIENCE AND LESSONS LEARNED FROM PILOT PROCESS UNDER SEAFDEC-SIDA PROJECT AND OTHER AGENCIES' PROJECT

6. As a basis for sharing experience and discussion on HRD for fisheries management, the following projects/initiatives were presented at the Meeting:

- Review of status of HRD for fisheries management in CITV countries emphasizing on process and recommendations drawn from the implementation of pilot process under SEAFDEC-Sida project (**Annex 3 to 6**)
- UNEP/GEF/SCS: Reversing Environmental Degradation Trends in the South China Sea and Gulf of Thailand (**Annex 7**)
- Current Progress of the Support from CHARM (**Annex 8**)
- Awiq-Awiq the Customary Law, A Tool in Coastal Management: An Experience in District of Lombok (**Annex 9**)
- Overview of CBNRM Learning institute and the Project of CBNRM LI (**Annex 10**)
- In the Experience of Long-term Capacity Building for Community-Based Resource Management in Coastal Area of Cambodia (**Annex 11**)
- Some Thoughts on Capacity Building in Cambodia (**Annex 12**)
- Human Resources Development under the Management of the Department of Fisheries Cambodia (**Annex 13**)
- Capacity Building on Conservation and Management of Marine Endangered Species in Cambodia (**Annex 14**)
- Capacity Building for the Improvement of Fisheries Statistical Systems in the ASEAN Region (**Annex 15**)

7. Mr. Suriyan Vichitlekarn, Policy and Program Coordinator, SEAFDEC Secretariat presented a draft review on HRD for fisheries management: Experience and Lessons Learnt in Southeast Asia (**Annex 16**). The presentation was prepared based on experiences and lessons learnt in planning and implementation of HRD activities for fisheries management from the pilot process of SEAFDEC-Sida project as well as those implemented by other agencies of which the main experience and lessons learnt can be summarized as follows:

Scope and Nature

8. HRD for fisheries management should take into account multi-dimension of capacity building, including:

- Knowledge and skills groupings
 - *Fisheries science* (i.e. fisheries techniques, biology/resources, statistics and information)
 - *Fisheries sector management* (i.e. policy development, sectoral planning, MCS, fisheries economics, laws and regulations)
 - *Societal skills and knowledge* (i.e. conflict management, trade, good governance, ICT, environment)

- Domains – knowledge (indigenous and scientific), skills and attitudes
- Multi-level needs and appropriate focus
 - Individuals – policy, fishery managers, fishers and other stakeholders
 - Institutions – government agencies (central and local), private sector, community
 - Sectors – fisheries and non-fisheries

9. Note was also taken that HRD for fisheries management is a learning process where the concept of “management” should not be referred as “control” but rather “facilitation, joint learning, communication and partnership.”

HRD Materials

10. HRD materials comprise various forms (electronic/audio-visual and printed materials) and usages (i.e. awareness building campaigns, toolkits, learning modules, best practices/ manuals/guidelines (issues or target groups), case studies).

11. In producing any HRD materials, knowing “audience”, “means” and “message” of the materials are among priority consideration. HRD materials should be pilot tested to ensure their relevance and effectiveness. Regarding the translation issue of HRD materials, ones should not limit to the language per se but rather the translation of context. This is to increase accessibility to HRD materials and deepen understanding of audience on the issue particularly on implication for actions.

12. Note was taken that in various countries, there exist materials that can be used for HRD purposes both within and outside fisheries agencies/sector. Attempts for producing HRD materials should not be to “reinvent the wheel” but to “repackage” the materials. Suggestion was also made that there is a need for a clearing house system to identify the available materials and their sources. Need was also expressed for developing (regional) common concepts/purposes to interface the existing materials and practices not a new set of definitions/terminologies, considering different legal provision and institutional responsibilities.

Capacity Development Cycle

13. While noting differences in capacity development cycle, most capacity development cycle includes capacity assessment, training needs assessment and curriculum development, delivery systems, and monitoring and evaluation. Emphasis in capacity development cycle has been made to clear objectives and targets, bridging the gaps of “perceived” and “actual” needs, etc. And application of practical results-based management to capacity development should be given more attention.

14. Several experiences showed the benefits of “national consultation” as a process for capacity development planning, which helps identify, among others, existing HRD needs and gaps, HRD delivery capacity and sources of expertise and materials, priority & target groups, coordination mechanisms, and HRD plan.

15. Considering that in a number of countries, there are projects working on HRD activities, it is therefore worth investigating “mainstreaming” concepts and approaches through pilot process and networking of projects.

16. Suggestions were also made that HRD activities should build upon and widen the knowledge and skills of all stakeholders. It was also pointed out that the better community is organized, the better the community is able to address issues and problems in the area including effectiveness of learning.

17. In considering the sustainability of capacity development, suggestions were made that capacity development should be integrated into national fisheries management program to clarify required competency and levels and ensure sufficient appropriation of facilities and resources. Concerns have been made when any capacity development initiatives go beyond project set-up/arrangement and financing. Comment was also made to investigate the issue of institutional staff planning and turnover as there are several cases of qualified personnel leaving institutions due to limited “incentives”.

Delivery Systems

18. In planning delivery systems for HRD activities, appropriate delivery mechanisms to suit local/specific circumstances should be considered:

- Cost-effectiveness
- Demand-driven initiatives and finding appropriate “incentives”
- Context specific
- From “Conventional Training” to “joint Learning” and ownership
- Comparative advantages/strengths and partnership among agencies and/or institutions
- Use of information and communications revolution
- Combination of capacity development activities (i.e. Awareness building, meetings/workshops, demos and training, study tours, mentoring, participatory research, pilot studies, etc.), considering advantages and limitation of each activity
- Learning from private sector (business and NGOs) driven initiatives

Cooperation and Networking (regional/national)

19. In view of enhancing the planning and implementation of HRD activities, suggestions were made to promote closer cooperation and networking at various levels. The issue of transboundary collaborative arrangements was worth investigated not only in terms of strengthening management measures but expanding knowledge base through sharing of experience and information. Suggestions were also made to explore the usefulness of identification and recognition of national centres of excellence as well as improving cross-sectoral linkages and cooperation (i.e. among government, academic institutions, NGOs, communities).

IV. PRELIMINARY DRAFT OUTLINE OF THE HRD PACKAGE

20. Based on the outcome from group discussion and through documentations, presentations and references that have been included in previous activities/meetings, on-site training/workshop, preliminary draft outline of the HRD package in CITV countries was formulated/developed during the meeting (**Annex 17**).

21. In developing the HRD supporting/training package for CITV countries and ensuring effective facilitation of the formulation of national HRD packages, project supports include 1) regional expert/facilitator, 2) national facilitator, 3) in-country consultation activity, and 4) publication. The Meeting agreed that representatives of the CITV countries, with the agreed TOR (will be developed by SEAFDEC and sent to the national facilitator for comments) for each national facilitator, will submit a finalized action plan and budget for developing the proposed HRD package (suggested structure and outline at this Meeting), to the expert meeting on management of fishing capacity scheduled in the last week of July.

22. Considering the project support to further formulation and development of the regional HRD supporting/training materials, suggested outcome from the group work on HRD packages will be appropriately merged and to be used as an initial input for formulation and development of regional recommendations on HRD for fisheries management and management of fishing capacity to support implementation of the CCRF.

V. CLARIFICATION OF NEXT STEP FOR SEAFDEC-SIDA HRD PROJECT

23. According to the SEAFDEC-Sida project plan and based on the outcome of group discussion, the Meeting was informed of the future planned activities as follows:

National Level

- National Facilitator (NF) for CITV countries will be established, and draft ToR, with timeline and budget, will be sent to the NF and national focal point for comments.
- It was envisaged that a finalized draft outline and structure of the national HRD training package of each country, based on outputs from this Meeting, will be submitted during the expert meeting in Sihanouk Ville schedule during 27-29 July 2006. National facilitators for CITV countries include:
 - Cambodia – Mr. Chun Sophat (NF), Mr. Kim Nong, and Mrs. Rebecca R. Guieb.
 - Indonesia – Dr. Soen'an H. Pernomo (NF) and Mr. Mohamad Ali Syahdan
 - Thailand – Dr. Somsak Boromthanasarat (NF), Dr. Kanit Naksung, and Mr. Pirochana Saikliang
 - Vietnam – Dr. Dao Manh Son (NF), Mr. Ngo Duc Sinh and Ms. Nguyen Thi Trang Nhung
- The project will support documentation of the development and establishment of the local organizations as the success story and some other case study in promoting community based coastal resource management as follow:
 - Awig-Awig the customary law
 - Anchovy fisheries management
 - Satun local organizations
 - Coastal resource management and establishment of “Marine Fisheries Resources Protection Area” in major three provinces of Vietnam
 - Koh Kong, Peam Krasaop wild life sanctuary
 - Marine fisheries reserved (surrounding the islands of Cambodia) in 4 provinces/municipalities (Kep, Kampot, Sihanouk Ville & Koh Kong)

- Coral Reef Protected Areas (Kep & Kampot)
- Seagrass Habitat Management (Kampot & Koh Kong)

ToR for these above support will be further developed by SEAFDEC and National Facilitator for CITV countries

Suggested documents for reference

- National action plan on Coral reef and Seagrass management and conservation in Cambodia (UNEP/GEF/South China Sea Project)
- Community-based coastal resource management in Koh Kong, Cambodia
- Principle Code of Conduct for Mangrove (MOFI – Danida)
- (other proper documents will be added)

Regional Level

- Establishment of ‘Library’ of HRD supporting/training materials based on inputs from the countries as specified in the ToR.
- Support organization of a meeting in Lombok district by inviting people from other countries with the aim to explore application of the Awig-Awig in wider coastal areas (tentatively earlier November 2006).

VI. CLOSING OF THE MEETING

24. Dr. Siri Ekmaharaj, Secretary General of SEAFDEC thanked the regional, national experts from Cambodia, Indonesia, Thailand and Vietnam as well as experts from various agencies.

List of Participants

Regional Experts and Relevance Institutions / Organizations

1. Kim Nong
Project Team Leader, Participatory
Management of Mangrove Resources
Deputy Director of Environmental Education
Department
Ministry of Environment
48, Preah Narodom Blvd., Tonle Bassac,
Chamkarmon, Phnom Penh,
Cambodia
Tel&Fax: +855 2321 4108
Mobile: +855 1277 2878
Email: pmmr@online.com.kh

2. Pich Sereywath
Department of Fisheries
Tel: +855 1230 3255,
Fax: +855 2321 5470
Email: sereywath_pich@yahoo.com

3. Dao Manh Son
National Focal Point for Vietnam
Deputy Director,
Research Institute of Marine Fisheries,
Ministry of Fisheries
170 Le Lai St.,
Hai Phong City,
Vietnam
Tel: +84 3183 7898
Fax: +84 3183 6812
Email: daoson@hn.vnn.vn

4. Somsak Boromthanasat
Coastal Resources Institute (CORIN)
Prince of Songkhla University
Hatyai, Songkhla, 90110
Tel: +66 7421 2800,+66 7421 2752
Fax: +66 7421 2782
Email: bsomsak@ait.ac.th

5. Pen Ratana
Research/Training Assistant
Community Based Natural Resource
Management
Learning Institute
Tel: +855 1224 9459
Fax: +855 2322 4171
E-mail: penratana@yahoo.com,
ratana@cbnrml.org
Website: www.cbnrml.org

6. Christopher Paterson
Fisheries Expert
UNEP/GEF Project Co-ordinating Unit
United Nations Environment Programme
2nd Floor, Block B
United Nations Building
Rajdamnern Nok Avenue
Bangkok 10200, Thailand
Tel: +66 2288 1116
Fax: +66 2288 1094
Email: patersonc@un.org
7. Donald John Macintosh
Senior Technical Advisor, Marine Protected Area
Project
Ministry of Fisheries – DANIDA
10-12 Nguyen, Cong Hoan
Hanoi, Socialist Republic of Vietnam
Tel: +84 4771 4146
Fax: +84 4771 4147
Website: www.mofi.gov.vn/mpanet
Email:
don_macintosh.mpa_mofi@fsps.com.vn,
donald_macintosh@hotmail.com
8. Somsak Chullasorn
Regional Fisheries Experts for
UNEP/GEF/South China Sea Project
45 Wattananiwej 4
Samsean-nork, Huay-khwang,
Bangkok 10320, Thailand
Tel: +66 2277 5015, Mobile: +66 9387 2375
Fax: +66 2693 1828
Email: papasomsak@hotmail.com
9. Pirochana Saikliang
Senior Fishery Biologist
National Fisheries Focal Point for Thailand of
UNEP/GEF/South China Sea Project
Chumphon Fisheries Research and
Development Center
408 Moo 8, Tambol Paknam, Aumphur Moung,
Chumphon Province 86120,
Thailand
Tel: +66 7752 2006, +66 7752 2007
Fax: 66 7752 2006, +66 7752 2007
Email: pirochas@hotmail.com
10. Kamonpan Awaiwanont
Training Coordinator
CHARM
Plodprasob Building, 4th Floor
Department of Fisheries
Kasetsart Campus, Chatuchak
Bangkok, 10900
Thailand

Tel/Fax: +66 2579 8200
Email: kawaiwanont@yahoo.com

11. Rebecca R. Guieb (Mrs.)

FAO-Expert Cambodia/Philippines
TCDC
FAO Capacity Building Project in Coastal
Cambodia
Community Fisheries Development Office
Department of Fisheries
Norodom Blvd. Phnom Penh,
Cambodia
Tel: +855 1260 41350
Email:beckyguieb@yahoo.ca

National Expert

12. Ros Vuthy

Vice Chief of Administration and Personnel
Division, Department of Fisheries Cambodia
#186, Prah Norodom Blvd., Khan Chamkar
Morn,
PO Box 582, Phnom Penh, Cambodia
Tel: +855 1285 7719

13. Va Longdy

Researcher for Marine Working Group
Department of Fisheries Cambodia
#186, Prah Norodom Blvd., Khan Chamkar
Morn,
PO Box 582, Phnom Penh, Cambodia
Tel: +855 1299 5665
Email: maric@online.com.kh

14. Djodjo Suwardjo

Head of Institutional and Educational Personnel
Development Division
Ministry of Marine Affairs and Fisheries
(MMAF)
Jl. MT Haryono Kav.52-53, Jakarta,
Indonesia
Tel: +621 7918 0303
Fax: +621 798 7525
Email: djojosuwardjo@yahoo.com

15. Lilly Aprilya Pregiwati (Mrs.)

Head of Planning Cooperation Sub Division of
Marine and Fisheries Human Resource
Development Agency,
Ministry of Marine Affairs and Fisheries
(MMAF)
Jl. MT Haryono Kav.52-53, Jakarta, Indonesia
Tel: +621 7918 0303 Ext. 4071
Mobile: +62 8129 4795 97
Fax: +621 798 7525
Email: lillya38@yahoo.com

16. Mohammad Ali Syahdan
Head of East Lombok District Fisheries Services
Tel: +62 3762 1156,
Fax: +62 3762 1156
Email: ali_syahdan@yahoo.com
17. Nguyen Thi Trang Nhung (Mrs.)
Expert of International Cooperation Department
Department of International Cooperation
Ministry of Fisheries,
Vietnam
Tel: +84 4831 7693
Fax: +84 4771 6702
Email: nguyentrangnhung@mofi.gov.vn
18. Le Ngoc Quang
National Directorate of Aquatic Resources Exploitation and Protection
Ministry of Fisheries
No.10 Nguyen Cong Hoan
Ba Dinh, Hanoi
Vietnam
Tel: +84 4771 9642
Fax: +84 4 835 3363
E-mail: lenqocquang@mofi.gov.vn
19. Nguyen Giang Thu (Mrs.)
Expert
Department of Science and Technology
Ministry of Fisheries
10-12 Nguyen Cong Hoan
Hanoi, Vietnam
Tel/Fax: +84 4 7714147
Email: giangthu@mofi.gov.vn
20. Taweechai Thanathanee
Human Resources Development Offices
Fisheries Technology Development and Transfer Bureau, Thailand
Tel: +66 6522 9538,+66 2558 0225
Email: noom1961@hotmail.com
21. Pornchai Singhaboon
Senior Fisheries Biologist
Marine Fisheries Research and Development Bureau, Thailand
Tel: +66 2562 0533
Email: pornslek@hotmail.com

SEAFDEC National Focal Point (NFC) on HRD for Fisheries Management

22. Chun Sophat
National Focal Point for Cambodia
Chief Office, Administrative Personnel
Division
Ministry of Agriculture Forestry and Fisheries
186, Preah Norodom Blvd.
PO BOX 582, Phnom Penh, Cambodia
Tel: (855 12) 388 818
Fax: (855 23) 215 470
Email: chunsophat68@yahoo.com
23. Soen'an H. Pernomo
National Focal Point for Indonesia
Secretary of Marine and Fisheries Human
Resource Development Agency, MMAF
Jl. MT Haryono Kav.52-53, Jakarta,
Indonesia
Tel: +621 7918 0303
Fax: +621 798 7525
Email: pusdiklatkan@dkp.go.id
24. Kanit Naksung
National Focal Point for Thailand
Chief of Human Resource Development Group,
Fishing Technology Transfer Division, Fishery
Development and Technology Transfer Bureau
Department of Fisheries, Cherdchai Building,
Chatujak, Bangkok 10900
Tel: +66 2558 0232
Fax: +66 2558 0231
Email: k_naksung@yahoo.com,
kanitn@fisheries.go.th
25. Ngo Duc Sinh
National Focal Point for Vietnam
Deputy Director of Personnel and Labor
Department
Ministry of Fisheries
Vietnam
10 Nguyen Cong Hoan St., Ba Dinh District
Hanoi,
Vietnam
Tel: +84 47717601
Fax: +84 4771 6702
Email: ngoducinh@mofi.gov.vn

SEAFDEC Experts and Resource Persons

26. Suriyan Vichitlekarn
Policy and Program Coordinator
SEAFDEC Secretariat
P.O.Box 1046 Kasetsart Post office
Bangkok 10903, Thailand
Tel: +66 2940 6332
Fax: +66 2940 6336
Email: suriyan@seafdec.org

27. Pouchamarn Wongsanga (Ms.)
Information Program Coordinator
SEAFDEC Secretariat
P.O.Box 1046 Kasetsart Post office
Bangkok 10903
Thailand
Tel: +66 2955 1601
Fax:+66 2940 6336
Email: pouch@seafdec.org

28. Theo Ebbers
Integrated Management Expert
SEAFDEC Secretariat
P.O.Box 1046 Kasetsart Post office
Bangkok 10903
Thailand
Tel: +66 2940 6326
Fax:+66 2940 6336
Email: thebbers@seafdec.org

SEAFDEC Secretariat and Key Organizer

29. Siri Ekmaharaj
Secretary-General
SEAFDEC Secretariat
P.O.Box 1046 Kasetsart Post office
Bangkok 10903
Thailand
Tel: +66 2940 5682
Fax:+66 2940 6336
Email: sg@seafdec.org

30. Somnuk Pornpatimakorn
Administration and Finance Coordinator
SEAFDEC Secretariat
P.O.Box 1046 Kasetsart Post office
Bangkok 10903
Thailand
Tel: +66 2940 6333
Fax:+66 2940 6336
Email: somnuk@seafdec.org

31. Magnus Torell
Senior Advisor
SEAFDEC Secretariat
P.O.Box 1046 Kasetsart Post office
Bangkok 10903
Thailand
Tel: +66 2955 1557
Fax:+66 2940 6336
Email: magnus@seafdec.org

32. Worawit Wanchana
Project Manager
P.O.Box 1046 Kasetsart Post office
Bangkok 10903
Thailand
Tel: +66 2940 6326

Fax:+66 2940 6336
Email: worawit@seafdec.org

33. Martin Bjerner

Associate Expert
SEAFDEC Secretariat
P.O.Box 1046 Kasetsart Post office
Bangkok 10903
Thailand
Tel: +66 2940 6326
Fax:+66 2940 6336
Email: martin@seafdec.org

34. Suy Serywath

Coordinator for Cambodia
Email: suy@seafdec.org

35. Julasak Markawat

General Service Officer
SEAFDEC Secretariat
P.O.Box 1046 Kasetsart Post office
Bangkok 10903
Thailand
Tel: +66 2940 6326
Fax:+66 2940 6336
Email: julasak@seafdec.org

Observer

36. Alistair McIlgorm

Centre Director
National Marine Science Centre
University of New England and Southern
Cross University
Bay Drive, Charlesworth Bay (P.O.Box J321)
Coffs Harbour NSW 2450, Australia
Tel: (02) 6648 3900
Fax: (02) 6651 6580
Email: amcilgorm@mmsc.edu.au
Website: www.mmsc.edu.au

37. Pilaiwan Prapruit (Mrs.)

Researcher
Coastal Resources Institute
Prince of Songkla University
Hat Yai
Songkla 90110
Thailand
Tel: +66 7421 2800
Fax: +66 7421 2782
Email: ppilaiwan@yahoo.com

AGENDA OF THE MEETING

(Plenary Presentation and Discussion)

1. Opening and Introduction
2. Adoption of the Meeting Agenda
3. General discussion:
 - 3.1 Review of the major achievements of the Pilot Process in the set of representative countries (Cambodia, Indonesia, Thailand and Vietnam)
 - 3.2 Current situation of HRD for fisheries management and management of fishing capacity in the set of representative countries
 - 3.3 Current progress of the support from other relevance agencies to human capacity building for sustainable fisheries/resources management in the CITV countries
 - 3.4 Lessons learned from “Capacity Building for Improvement of Fishery Statistics in Cambodia, Loa, Myanmar and Vietnam” initiated by SEAFDEC
4. Proposed framework and preliminary draft outline, structure/elements of the HRD training/supporting materials.
 - 4.1 Proposed framework for formulation of the national and regional training package for HRD in supporting implementation of the Code of Conduct for responsible fisheries management and reduction of fishing capacity.
 - 4.2 Proposed outline of a structure / elements of the HRD training/supporting materials

(Group Discussion)

5. Preliminary draft outline of the HRD training/supporting materials

(Plenary Presentation and Discussion)

6. Group Work presentation: Preliminary draft outline of the HRD training/supporting materials
7. Follow-up activities
8. Conclusion and Closing

Summary of the Major achievements of the Pilot Process in Cambodia

Events organized

- 1) Planning Meeting on Human Resource Development in Fisheries, 17 March 2005, Department of Fisheries Cambodia, Phnom Penh
- 2) National Workshop for Human Resource Development in Fisheries Management in Cambodia, 6-8 July 2005, Phnom Penh
- 3) On-site Training and Workshop on Development of Community-based Fisheries Management in Coastal Areas of Cambodia, 20-23 September 2005, Kampot Province
- 4) On-site Training and National Workshop on Capacity Building for the Establishment of Refugia and Coastal Resources Management, 27-31 March 2006, Koh Kong.

HRD needs

- Fisheries should be integrated into sustainable development and management of coastal areas, which can be considered as a long-term process. It is important that the development balances three important objectives – *social, economic, and environment/ ecological*. There is a need to develop guidelines for best fisheries and natural resources utilization practices for sustainable coastal development. This could assist in fisheries monitoring and control by coastal provinces as well as coastal resource and habitat protection.
- Enhance participation of the fisheries community and other villagers in training (train trainers and planners/managers to adequately included villagers in training and decision making). Training of provincial and central staff in addressing legal, social and economic aspect and to actively involve people in planning and decision making.
- Awareness and understanding of civil society, communities and stakeholders on potential benefits of natural resource management is crucial for ensuring their support, cooperation and compliance of management intervention.
- Data collection technique is important to obtain reliable data and information. Community should be involved in the process to ensure that the results are realistic. This will provide a basis for consensus building in developing solutions to fisheries conflicts and formulation of management intervention as well as to ensure compliance among coastal villagers.
- Awareness and capacity building including information distribution strategies should be regularly monitored and improved to ensure their effectiveness.

Recommendation for future improvement in planning and implementing HRD activities

- There is a need to link the planning and the outputs from initiatives related to “coastal habitat management” with those related to “fishery habitat management” or “fisheries management” to improve the prospects for sustainable development of the livelihoods of local communities and people in coastal areas – and to bridge and coordinate efforts and programs of various agencies, such as the Ministry of Environment and the Department of Fisheries.
- Improvement/development of appropriate indicator to evaluate the impact of training/capacity building organized/conducted for HRD to sustain coastal and inland fisheries management. Indicators that refer to the “functions” of administration and management units at various levels rather than to the projects as such.
- The major roles of Department of Fisheries at the central and local levels are to ensure sustainable fisheries resource utilization as well as management and conservation of critical coastal habitats – it should be noted that the mandate of the

DOF in Cambodia is broader than DOF's in many other countries and includes mangroves, etc (fisheries domain).

- Acknowledge that work are being done by different agencies and NGO's with the same purpose – to ensure improved utilization, sustainable development and poverty reduction in rural (and urban) Cambodia. Cooperation needs to be facilitated.
- To look forward on how to combine and share experiences learned from various initiatives both from inland and marine for further incorporate into the program planning for capacity building in fishery, natural resource management, etc. As the most of the other relevant initiatives in coastal fisheries emphasis on the research/study, it is important to find out on how to link the outputs from these initiatives or interpret them to benefit to the whole fishery management.
- Management and conservation of coastal resources including endangered species should be incorporated into the overall coastal development and management plan.

Capacity building needs and activities for establishment of fishery refugia

- Training on the management of waste both on land and coastal areas
- Understanding of fishery law and supporting law to establishment of the refugia
- Knowledge on sustainable development of infrastructure in coastal areas
- Knowledge on data collection: catch, monitoring and evaluation on the changes of the resources status
- Skill/knowledge of the local community/group of people on Vessel Monitoring System (VMS)
- Skill/knowledge on: mangrove replanting, patrolling (protecting the illegal fishing gear and destructive fishing gear), conflict management (among communities, institution)
- Skill to be a facilitator (effective)
- Formulation and development of guidelines for the establishment (site selection/identification, etc) and sustainable management of refugia for community and other stakeholders.

SEAFDEC-Sida Project on HRD for the CCRF in Cambodia

Background:

- ☞ SEAFDEC-SIDA: developed a regional program on HRD in 2003.
- ☞ RTC in Kuala Lumpur, Feb 2003: HRD in fisheries
- ☞ RTC in Phnom Penh, June 2004: HRD in fisheries management: Strategy & Regional inventory.
- ☞ Expert Meeting on Fishing Capacity and HRD, in Bangkok Sept 2004: Pilot Process is agreed.

Main Challenges and HRD Needed:

- **Challenges:**

- There are constraints and pressures of natural resource uses along the coastal of Cambodia.
- The concerning activities to rectify resources used toward the sustainable development goal.

Main Challenges and HRD Needed: (cont.)

- **HRD Needed:**

- Fisheries integrated into sustainable development and management of coastal areas (a long-term process);
 - Objectives: – *Social, economic, and environment/ ecology*
 - Develop guidelines for best fisheries and natural resources utilization practices for sustainable coastal development
 - Assist in fisheries monitoring and control by coastal provinces as well as coastal resource and habitat protection.
- Enhance participation of the CFs and other villagers (train as trainers and planners/managers on decision making);

Main Challenges and HRD Needed: (cont.)

- **HRD Needed:**

- Awareness and understanding of civil society, communities and stakeholders on potential benefits of natural resource management
- Data collection technique obtaining reliable data and information.
- Awareness and capacity building including information distribution strategies.

Actions of pilot Process: in Cambodia

- The planning meeting on HRD in Fisheries 17 March 2005;
- National Workshop 6-8 July 2005, Phnom Penh;
- On-sit training workshop 20-23 September 2005, Kampot province;
- On-site training workshop 27-31 February 2006, Koh Kong province.

Planning Meeting on HRD in Fisheries
DoF, Phnom Penh
17 March 2005

Objectives:

- To discuss on the existing projects/programs and resource persons available at the coastal areas
- Share recommendations and advices on the naming of suitable people "*Trainers to be trained*"

**Planning Meeting on HRD in Fisheries
DoF, Phnom Penh, 17 March 2005**

Recommendations:

- Training needs assessment should be linked to assessment of capacities built also in other agencies
- Move toward sustainability of resources utilization
- Livelihoods – (rural and urban) in coastal provinces of Cambodia

**Planning Meeting on HRD in Fisheries
DoF, Phnom Penh, 17 March 2005**

Recommendations: (cont.)

- Develop plans (and regulations/laws)
 - DOF Fisheries Forum Plan (how has that plan been developed)
 - CFDO Strategic Plan (how has that plan been developed)
- Indicators developed for the assessment of HRD programmes,
- Sharing experiences and expertise (between agencies and “levels”)

**Planning Meeting on HRD in Fisheries
DoF, Phnom Penh, 17 March 2005**

Recommendations: (cont.)

- Linking/integrating habitat management into fisheries management (or the other way around)
- Coastal aquaculture links to social, economic and environmental implications
Livelihoods – environment – aquaculture – shrimps??
- Training trainers (ToT) – workshops/seminars (people invited from DoF, PFO, CF, CC and relevant agencies)

Planning Meeting on HRD in Fisheries DoF, Phnom Penh, 17 March 2005



**National Workshop for Human Resource Development in
Fisheries Management In Cambodia, Phnom Penh**

6-8 July 2005

Objectives:

- To identify/refine constraints, needs and potentials on HRD in FM
- To develop a strategic direction for HRD in FM based on experiences and lessons learned from ongoing projects/initiatives
- To recommend future implementation and follow-up actions

Outcomes :

- Framework for improvement of existing initiatives
- Identification of activities by organizations concerns including possible support from SEAFDEC-Sida project within available resources



Objectives:

To strengthen local fisheries management capacity and to promote community-based coastal aquatic resources management with an increased focus on legal, economic and social aspects – to sustain human capacity building for coastal resources management in Cambodia

Specific Objectives:

- To develop and outline of a training package HRD on community-based coastal fisheries management in Cambodia by mobilizing the lessons learned from project/initiatives based on the experiences in provinces-municipalities along the coastal area.
- To develop performance indicators to monitor /evaluate the impacts of project/initiatives for sustainable development of coastal resources management in Cambodia.

Outcomes:

- ✓ A strategy/practical of project's activities to formulate guideline for implementation and,
- ✓ An appropriate model of HRD to apply for the local community.
- ✓ The indicators for evaluation/monitoring has been defined of the projects/initiatives in local Community.

**National Workshop on
“ Capacity Building for the
Establishment of Refugia and Coastal
Resources Management in Cambodia”**

**HRD Programs, 27-31 March 2006
Koh Kong province, Cambodia**

Objectives:

- ✓ To develop a plan to further address and implement a process to for establishment of fishery refugia integrated with locally based management (based on the experiences in Koh Kong);
- ✓ To review concepts and basic design for establishment of “fisheries refugia”;

- ✓ To clarify linkage of “fisheries refugia” in the context of locally based coastal resources management;
- ✓ To clarify the role of fisheries refugia in the management of fishing capacity;
- ✓ To identify capacity building needs and activities including HRD material in support of the establishment of fisheries refugia;

- ✓ Outline of a training package HRD on the management of fisheries refugia and locally-based coastal fisheries management in Cambodia;
- ✓ To discuss potential collaborative mechanisms between Cambodia and Thailand in the implementation of fisheries refugia.

Outcomes:

- ✓ A draft plan for the establishment of for fisheries refugia integrating locally-based coastal fisheries management in Cambodia;
- ✓ Suggested collaborative mechanism for the implementation of fisheries refugia in Cambodia, Thailand and Viet Nam;
- ✓ People trained in the concept of fisheries refugia and locally based management of fisheries and coastal resources based on the situation in Koh Kong.

Future Needs and Activities for Establishment of Fishery Refugia

- Training on the management of waste
- Understanding of fishery law and supporting law to establishment of the refugia
- Knowledge on:
 - Sustainable development of infrastructure
 - Data collection: catch, monitoring and evaluation on the changes of the resources status

Future Needs and Activities for Establishment of Fishery Refugia (cont.)

- Skill/knowledge on:
 - Vessel Monitoring System (VMS)
 - Mangrove replanting, patrolling and conflict management
 - Facilitator (effective)

Coming Activities

- Meeting on the future work on "refugia" involving Cambodia, Thailand and Vietnam
- The expert consultation on fishing capacity
(Back to back meetings on 24-29 July 2006, Sihanouk Ville, Cambodia)

Recommendation

- ✓ Management of fishing capacity;
- ✓ Strengthening of local fisheries management capacity;
- ✓ Integrate fisheries management into habitat management;

Recommendation (cont.)

- ✓ Establishment fishery refugia;
- ✓ Participatory fishery resource management through experiences of project activities along the coastal area of Cambodia;
- ✓ Cooperation between Cambodia-Thai & Cambodia-Viet Nam on establishment of fish refugia near the border.

Recommendation (cont.)

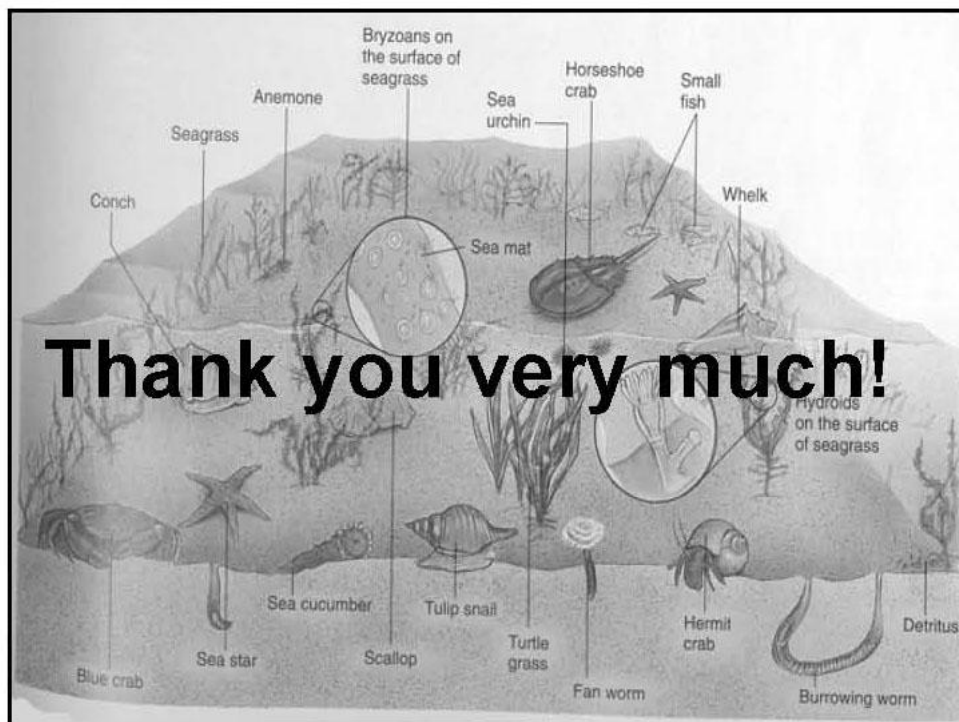
- ✓ link the planning and the outputs from initiatives related to “coastal habitat management”
- ✓ Improvement/development of appropriate indicator to evaluate the impact of training/capacity building
- ✓ Organized/conducted for HRD to sustain coastal and inland fisheries management

Recommendation (cont.)

- ✓ To ensure improved utilization, sustainable development and poverty reduction in rural (and urban) Cambodia.
- ✓ Cooperation needs to be facilitated and acknowledge the roles played by different agencies and NGO's with the same purpose;
- ✓ The major roles of DoF at the central and local levels are to ensure sustainable fisheries resource utilization as well as management and conservation of critical coastal habitats

Recommendation (cont.)

- ✓ Combine and share experiences learned from various initiatives both from inland and marine for further incorporate into the program planning for capacity building in fishery, natural resource management;
- ✓ Management and conservation of coastal resources including endangered species should be incorporated into the overall coastal development and management plan.



Summary of the Major Achievements of the Pilot Process in Indonesia

Events organized

- 1) Planning Meeting for SEAFDEC-Sida Project in Indonesia on Human Resource Development in Fisheries, 28 June 2005, Jakarta
- 2) National Workshop for Human Resource Development in Supporting the Implementation of the CCRF, 28-29 September 2005, Jakarta

Events to be supported

- 1) Study on resource assessment and local wisdom in Lombok to support the implementation of the CCRF

Thematic Conditions of the Coastal Fisheries in Indonesia

- 1) Complexity of capture fisheries in Indonesia, high population density with many people involved in traditional and small-scale fishing activities in **coastal water of Java** vs less people and traditional and small-scale fishing but many companies involved in fishing in **eastern part of Indonesia** implying that different strategies need to be developed to support the implementation of CCRF, and
- 2) Complexity of problems in aquaculture with regards to the heavy population, industries and land usage, especially in Java and South Sulawesi.

HRD needs to support management of fisheries in Indonesia

- Support development of fisheries management plan by strengthening both institution and individuals
- Strengthen local institutions by enhancing the recognition of local wisdom which has been in place based on the local wisdom and traditional practices.

Strength at the community level

“Traditional managements plans has been in place at the community level which developed based on local wisdom and traditional practices. And this has traditionally been implementing in line with CCRF through generation...”

District Model for Capture Fisheries to implement CCRF in Indonesia

- In the case study of Lombok Timur, it has been found that the elements of fisheries management that eventually match with the articles of CCRF in terms of fisheries management, fishing operation, aquaculture development and integration of fisheries into coastal area management has been reflected in the practise of responsible fisheries management through implementation of management plan so called awig-awig in the past.
- The awig-awig is the participative fisheries management approach that is traditionally based on an agreement among local communities about social values in controlling community behaviors to achieve harmonious life within society.

District Model for Responsible Aquaculture Fisheries to support implementation of CCRF in Indonesia

Considering these lessons of the past the model of aquaculture in Pematang was created by firstly determine the vision and mission that essentially implied a direction towards

sustainable marine and fisheries resource management as a source for daily live, income and community welfare through the increase of human capacity, the respect of the carrying capacity of eco-system, conservation of important areas, and the development of alternative opportunities to marine and fisheries resource utilization.

Future needs/directions/promotional consideration for implementation of the capture fisheries district model

The important areas for HRD:

- Developing fisheries database and information including stock assessment and number of boat, fishing gear, and fish seasonal.
- Applying some indicators for fisheries management, for example biology indicator (length-weight parameter, CPUE), economic indicator, and performance indicator for the planned activities to identify the success of implementation on HRD program activities
- Development of networking with formal institution,
- Development the code of conduct based on local wisdom to the formal regulation, e.g. violence to local wisdom rules can be charged to the formal court,
- Training in organizational management
- Developing the awig-awig for subsistence fisheries
- Cooperation for socialization of local wisdom/local rules among fisheries management area around Lombok Timur for implementing the CCRF

Future needs/directions/promotional consideration for implementation of the aquaculture district model

The important areas of HRD for implementing aquaculture district model:

- Apply and demonstrate method/technique for environmental friendly aquaculture
- Socialization of sustainable aquaculture through implementation of CCRF
- Implementation on the concepts of integrated coastal zone planning and management (ICZPM)
- Institution building by creating a forum that will consistently carry out the planning, evaluating and monitoring of legal aspects of the implementation of the CCRF
- Embankment irrigation rehabilitation
- Programs for training, on the job-training, demonstration area on aquaculture
- Counter-part programs
- Programs for enhancing partnerships among the aquaculture entrepreneurs, fish farmer and universities
- Programs that give incentive for stimulations a success implementation of GAP
- Programs that give reward and appreciation, and
- Programs related with the provision of capital.

CCRF in Indonesia

CCRF IN INDONESIA

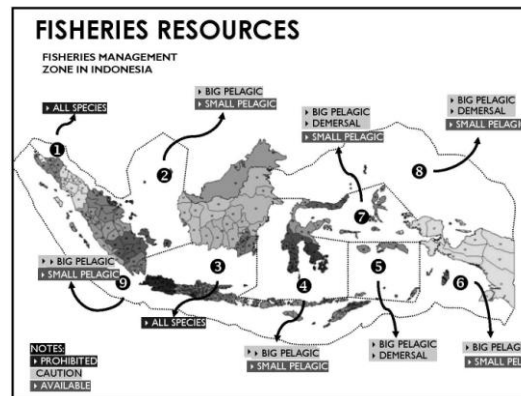
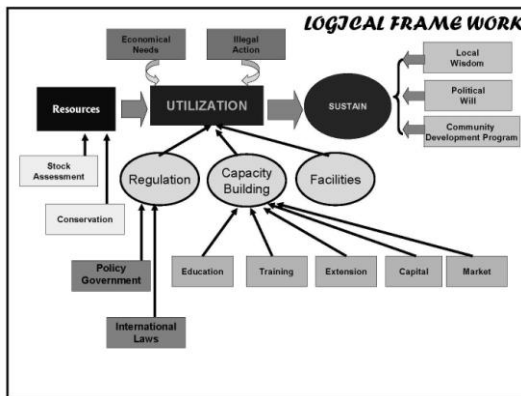


By. Dr. Soen'an H. Poernomo
 Secretary Agency for Marine and Fisheries HRD, MMAF
 SEAFDEC National Focal Point on HRD for Indonesia

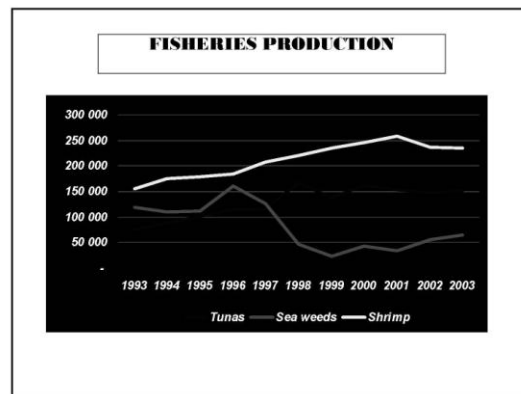
on
 Preparatory Experts Meeting on Development National and Regional
 Training Materials for HRD in Fisheries Management
 Huo-Hin Grand Hotel, Thailand 5-7 July 2005

MINISTRY OF MARINE AFFAIRS AND FISHERIES

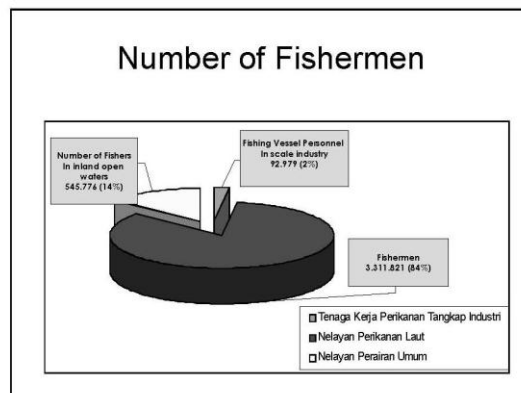
- ### ESTABLISHING DISTRICT MODEL FOR CCRF
1. Planning Meeting for SEAFDEC-SIDA Project in Indonesia on HRD in Fisheries, 28 June 2005, Jakarta
 2. National Workshop on HRD in Supporting the Implementation of the CCRF, 28-29 September 2005 in Jakarta
 3. Workshop on HRD for establishing District Model for CCRF on Aquaculture in Pemalang, Central Java, 19-20 December 2005
 4. Workshop on HRD for establishing District Model for CCRF on Capture Fisheries in East Lombok, 27-29 December 2005



- ### FISHERIES RESOURCES
- 17.504 islands
 - 81.000 km coastal length
 - 5,8 million km² sea territory
 - 80 % industry and 75 % big cities are located in coastal area
 - 140 million (60%) of population are in coastal area.
 - 80% of the population living in coastal area and depend on marine and fisheries resources
 - 297 Districts among 440 Total District in Indonesia are located in coastal area.
 - 6,4 million tons (MSY) of capture fisheries,
 - 5,12 million tons (TAC)
 - 4,8 million tons production
 - 1,2 million Ha aqua culture resources



Number of marine fishing units
 by type of fishing gear, 1993 - 2003



Programme for CCRF

• Legal Aspect

Fisheries Law No.31/2004
 Local Government Law 32/2004
 Coastal Management Law (proposed)
 Fisheries Extension Law (proposed)
 District Regulations for Fisheries
 Establishing the Fisheries Courts



• Activities

- Stock assessment
- Education and training
- Publication and Extension services
- to establish fisheries inspectors
- relocation of fishermen
- conservation activities
- to combat IUU fishing
- Community Based Coastal Management
- Log book programme
- MCS
- Establishing district model of CCRF implementation



• Facilities

- Procurement of Patrol Boats
- Establishing VMS
- Establishing Working Unit for controlling
- Transportation facilities



Needs for implementing CCRF

1. Stock assessment by Marine and Fisheries Research Agency
2. Establishing district regulations by Local Government
3. Conducting education and training by Agency for Marine and Fisheries HRD
4. Alternate income generation by DG of Marine, Coastal and Small Islands
5. Empowerment of the fisheries communities by DG of Capture Fisheries, DG of Processing and Marketing, and DG of Aquaculture
6. Procurement of the fisheries inspector facilities

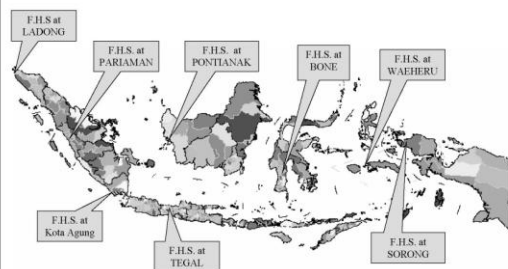


MARINE AND FISHERIES HRD
 WORKING UNIT IMPLEMENTATION

FISHERIES HIGH SCHOOLS (FHS)

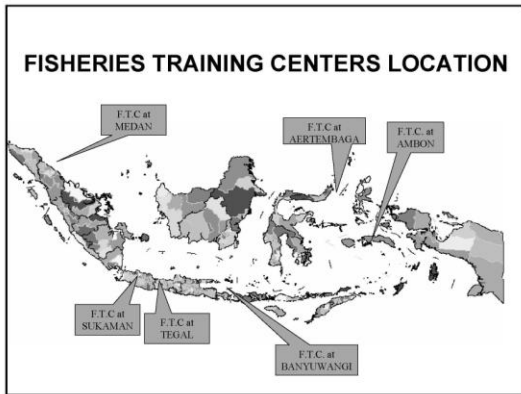
- Ladong FHS
- Pariaman FHS
- Kota Agung FHS
- Tegal FHS
- Pontianak FHS
- Bone FHS
- Waeheru Ambon FHS
- Sorong FHS

FISHERIES HIGH SCHOOLS LOCATION

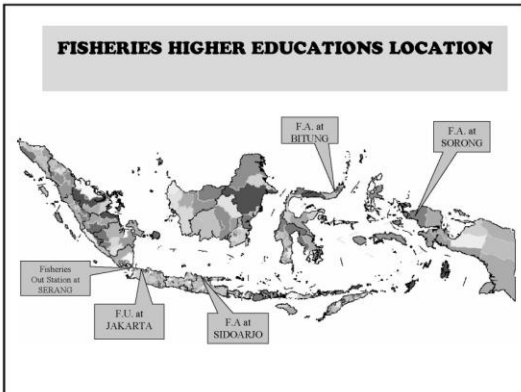


Fisheries Training Centers (FTC)

1. Belawan FTC (North Sumatera)
2. Tegal FTC (Central Java)
3. Banyuwangi FTC (East Java)
4. Bitung FTC (North Celebes)
5. Ambon FTC (Maluku)
6. Sukamandi FTC (West Java)



- ### Fisheries Higher Education
- Fisheries University of Jakarta
 - Fisheries Academy of Sidoarjo (East Java)
 - Fisheries Academy of Bitung (North Celebes)
 - Fisheries Academy of Sorong (Papua)



- ### Marine and Fisheries HRD Strategy
1. Internationalization of Education :
 - Curricula, facilities, teaching staffs, QSS
 - IMO/ STCW – F 1995, HACCP
 2. Democratization of training
 - Curricula, facilities, instructors, QSS
 - International, National, Regional, Local needs.
 3. Extension Reformation
 - institutions, extension system and method, material, facilities, law and regulations

Summary of the Major Achievements of the Pilot Process in Thailand

Events organized

- 3) Planning Meeting on Human Resource Development in Fisheries, 30 June 2005 at 0930 h, at SEAFDEC Secretariat in Bangkok.
- 4) National Workshop on Human Resource Development for Coastal Fisheries Management “Issues, Strategies and Future Directions” in Thailand, Koh Chang, Trat Province, 2-4 August 2005.
- 5) On-site Training and National Workshop on Capacity Building for Coastal Resources Management, Trang Province, 14-16 March 2006
- 6) On-site Training and National Workshop on Human Resource Development for Responsible Coastal Resources Management, 27-30 June 2006, Satun Province

Key elements achieved from above sequence of events

1. Major issues and problems encountered in the management of coastal fisheries
 - Over fishing capacity
 - Illegal and destructive fishing particularly push nets and trawls in coastal areas;
 - Limited capability for alternative/supplementary livelihoods
 - Debt and financial management of small-scale fishers
 - Unorganized policy for development and management of coastal resource use and weak translation of the policy into action
 - Unclear institutional arrangement and weak institutional capability for coastal fisheries management particularly at the local level
 - Ineffective implementation of existing management measures and law enforcement
 - Limited coordination among agencies concerned
 - Limited participation of resource users and local administrative organizations in development planning and management of coastal resource use
 - Lack or less information to support future management or implement activities related to HRD for fisheries and/or resources management
 - Limited of the budget to implement and/or support HRD activities
 - Less involvement of actual stakeholders in the process in formulating policy for co-management of the coastal resources
 - Group(s) of local villagers, especially the resource outside-users, are lacking of awareness to look after and to utilize the use of the coastal resources

2. Priority HRD needs and directions for various stakeholders at various levels for future implementation
 - Management of fishing capacity
 - Understanding and awareness in the areas of laws, rights, and responsibility of the local villagers/communities related to that of coastal resources management.

- Strengthen capacity to understand the idea of local resource conservation in their village, and
- Data and information management system (collection, storing and retrieval, analysis, reporting, dissemination and user-friendly presentation)
 - Multi Criteria Analysis (MCA)
- Research on issues/site specific with community involvement
 - Local data collection and Participatory Rural Appraisal (PRA).
 - Capacity to integrate new knowledge into their local knowledge for resources conservation and enhancement.
 - Make use of GIS for management and planning.
- Participatory decision-making and project planning
 - Improve capacity in writing proposal and technique for project proposal in achieving budget support.
 - Finding directives and working method/module that could support for the use of budget from the central government in addition with that of local budget.
- Local organizations and networking
 - Improvement of skill/knowledge of the local villagers/community leader to facilitate/cooperate locally coastal resource management with all stakeholders.
 - Capacity to communication and coordination skill. And the coordinator (s) needs to have characteristics of: leadership, flexibility, transparent, and high level of acceptance.
 - Improvement of people's characteristics to act as the leader and being coordinator among the stakeholders at the same time in the villagers/communities.
 - Capacity to negotiate in the consultation process.
 - Capacity to analyse that who are the actual stakeholders in coastal resources management, and skill for them to work together with the stakeholders
 - Establishment and association for improving coordination and information exchange among the agencies concerned who provides the support in management of coastal resources that could help in reduction of duplication effort
 - Support and/or provide a platform for villagers/communities to establish group of villager/community by providing them knowledge on their rights in managing coastal resources.
 - Use of informal education to provide as an incentive for local villagers to improve their skill and capacity in management of the coastal resources.
 -
- Financial management for fishers and fisher's groups
- Alternative/supplementary livelihoods

3. Recommendation for future improvement in planning and implementing HRD activities

- Local knowledge, expertise, initiatives and networking of organizations should be mobilized. For instance, integrating local knowledge and experience of the villagers/communities with new technology for improvement and development of curriculum for training on management of coastal resources.
- Clear objectives and goals should be defined and measurable. And target goal and strategy for management of coastal resources of the agencies concerned should be connected and streamlined.
- Create enabling environments and conditions for sustainable/continuous learning process
- Key stakeholders should be actively involved in the whole process of HRD to ensure relevance of needs and selection of target groups. And all importance stakeholders have clearly co-responsibility that could lead to joint allocation of their budget taking into consideration to avoid replication of the effort/activities.
- Detailed HRD plan should be tailored to specific needs
- Available HRD resources and expertise among various competent agencies (DOF, DMCR, SEAFDEC and Projects – CHARM, UNEP/GEF/SCS, Mangrove Action Project) should be shared and fully mobilized.
- Practical monitoring and evaluation including performance indicators of HRD activities should be developed
- Where appropriate, learning by doing
- Use of rehabilitation and/or resources enhancement programs as a core/center for improvement and better planning for human capacity building by integrating ecological management into the existing local knowledge.
- Formulation and establishment of association in Satun province case could be used as a case study for further sharing with wider communities in other area or countries.

The Pilot Process Implementing on HRD for Coastal Resources Management in Thailand: Major Achievements

The Pilot Process Implementing on Human Resources Development for Coastal Resources Management in Thailand: Major Achievements



June 30, 2005: Planning Meeting on Human Resource Development in Fisheries at SEAFDEC Secretariat in Bangkok

August 2-4, 2005: National Workshop on Human Resources Development for Coastal Fisheries Management "Issues, Strategies and Future Directions" in Koh Chang Island, Trat Province

March 14-16, 2006: On-site Training and National Workshop on Capacity Building for Coastal Resources Management in Trang Province

June 27-30, 2006: On-site Training and National Workshop on Human Resource Development for Responsible Coastal Resources Management in Satun Province



Major Issues and Problems in Coastal Fisheries Management

Local Fishermen

- Limited capability for alternative livelihoods
- Debt and financial management of small fishers
- Lack of awareness to properly utilize and look after the coastal resources by local villagers and resource outside-users



Major Issues and Problems in Coastal Fisheries Management (continued)

Management

- Over Fishing Capacity
- Illegal and destructive fishing practices in coastal areas
- Ineffective implementation of existing management measures and law enforcement
- Unorganized policy and weak translation of policy into action in management and development of coastal resource use
- Unclear institution arrangement and weak institutional capability for coastal management, esp. at the local level



Major Issues and Problems in Coastal Fisheries Management (continued)

- Limited coordination among agencies concerned
- Limited participation by resource users and local administrative organization in planning development and management of coastal resource use
- Less involvement of actual stakeholders in policy formulation process for co-management of the coastal resources



Major Issues and Problems in Coastal Fisheries Management (continued)

- Lack or less information to support future management/ implement activities related to HRD for fisheries/resources management
- Limited budget to implement /support HRD activities



Priority HRD needs and directions for future implementation

- **Management of fishing capacity**
 - Understanding and awareness of laws, rights and responsibility related to coastal resource management by local communities and villagers
 - Strengthening capacity to understand the idea of local resource conservation



- **Data and information management system**
- **Issues/site specific research with involvement of local community**
 - Participatory Rural Appraisal (PRA)
 - Integration of scientific knowledge and local knowledge
 - Use of GIS for management and planning
- **Participatory decision-making and project planning**
 - Proposal writing and presentation skill for achieving budget support
 - Finding directive and working method to support the use of governmental budget



- **Local organization and networking**

- Facilitating and cooperating knowledge & skill for working with stakeholders in coastal resource management
- Communication and leadership skill
- Negotiating capacity in the consultation process
- Stakeholders identification skill
- Skill for networking and information sharing with concerned agencies in coastal management
- Providing knowledge in coastal resources management rights to support /provide platform for establishment of villagers or community groups



- Use of formal education to improve coastal resources management capacity and skill of the local villagers
- Financial management
- Alternative/ supplementary livelihoods



Recommendation for Future Improvement in Planning and Implementing HRD Activities

- Mobilizing local knowledge, expertise, initiatives and organization networking
- Defining clear and measurable goals and objective
- Creating enabling environment and conditions for sustainable and continuous learning process
- Actively involving key stakeholders in the whole process of HRD to ensure relevant needs and target groups
- Detailing HRD plan to suit specific needs



- Fully mobilizing and sharing available HRD resources and expertise among various agencies (such as DOF, CHARM, DMCR)
- Developing practical monitoring and evaluation of HRD activities
- Learning by Doing
- Using resource rehabilitation and enhancement programs as a core for improvement and better planning for human capacity building
- Using formulation and establishment of association in Satun case as a case study for further sharing with wider communities in other areas or other countries



Summary of the Major Achievements of the Pilot Process in Vietnam

Events organized

- 7) Planning Meeting for SEAFDEC-Sida HRD in Fisheries Management, 13 July 2005 at Ministry of Fisheries, Hanoi.
- 8) National Workshop on Human Resource Development for Fisheries Management in Vietnam, 5-6 October 2006, Hai Phong Province.
- 9) On-site Training and National Workshop on Capacity Building for the Establishment of “Fisheries Refugia” and Coastal Resources Management, 14-16 June 2006, Phu Quoc.

Future Plan Event

- 10) On-site Training and National Workshop on Capacity Building for Coastal Resources Management, 1-3 August 2006, Quang Binh.

HRD priorities and needs to support fisheries management

- Enhance human capacity in fisheries management at all levels
- Improve close coordination among projects/initiatives to share experiences in achieving the ultimate goal of development of fisheries sector in Vietnam. This will also assist in avoiding duplication efforts.
- Incorporate fisheries management into national development was stressed especially with respect to environmental management and development plans.
- A study or project activity should look into alternative or supplementary livelihoods for community members who will be affected by the establishment of MPAs and/or by the implementation of the new fisheries.

Synthesis of Experience and Lessons Learned from Coastal Resource Management with Emphasis Given to Fisheries Refugia/Marine Protected Areas

- The concept of fisheries refugia has in fact been recently introduced to give due consideration to the livelihoods and sustainable utilization of resources in Vietnam.
- CRM, MPAs, Fish Refuges, and Fisheries Refugia are used to refer to a generic and flexible management tool, which is spatially and geographically defined, marine or coastal areas in which specific conservation and management measures (i.e. gear restriction and seasonal closure) at various degree of restriction are applied to sustain important species [fisheries resources] during critical stages of their life cycles, for their sustainable use. Experiences show that well-managed MPAs help preserve critical coastal habitats (mangrove forests, seagrass beds, and coral reefs), which are important to various stages (i.e. spawning and nursery) of fish life cycles. However, a common understanding of this concept and its linkage with CRM is not necessarily shared by concerned stakeholders. For future reference and promotion, the Training/Workshop agreed to refer the terminology in Vietnamese as “Fisheries Resources Protection Areas.”
- Successful MPAs
 - Should be integrated into a CRM framework with appropriate legislative support and appropriate management measures;
 - Should be supported by capacity development at all levels to ensure understanding and cooperation of concerned stakeholders, enhance local initiatives and ownership,

- which will lead to increasing of management compliance and long-term effectiveness of MPAs;
- Should be supported by practical data, information and index/indicators, which can be derived from statistics, administrative records and research. Besides biological and resource aspects, social and economic aspects should be given due consideration;
 - Depends on/requires good knowledge from live cycle research, which can be used to support appropriate site selection and identification of appropriate management measures for MPAs;
 - Helps support applied research including life cycle analysis of commercially exploited species;
 - Provide incentive for active community involvement and to ensure sustainability of the initiatives. This will lead to striking a balance between local livelihoods and habitat/aquatic resource conservation. In other words, while certain access to certain critical habitats are prohibited or regulated, access to alternative areas should be made available; and
 - Should consist of several smaller core areas, which function better than a single larger area, provided they are inter-linked via life cycle migration patterns.
- The Training/Workshop noted that conservation and management of aquatic species should be incorporated into the coastal resource management plan, which includes the use of fisheries refugia as a management tool. Single species conservation and management in the context of tropical multi-gear/species may not be appropriate. However, species conservation as “flagship” species for conservation (i.e. sea turtles and dugong) helps enhance better understanding and recognition on the concept of conservation and management of aquatic resources. This would then lead to higher cooperation and compliance of stakeholders in conservation and management of coastal resources including management of MPAs.
- Capacity development supporting materials (training curriculum and modules, toolkits, guidelines, codes of conduct, etc.) for MPA and CRM developed by various projects/initiatives are readily available; these provide useful referential sources for planning and implementation of future capacity building activities. While noting that various projects/initiatives related to MPA/Fisheries Refugia apply similar principles and concepts, there are diverse usage of terminologies, common understanding on the concept and principle could help interface various sets of materials to allow better usage by various users.
- Key challenges that still need to be addressed are:
- Strengthening coordination mechanisms (among agencies and at various levels) for CRM, including MPAs;
 - Mainstreaming approaches among CRM projects into national policy and strategy including linking MPA to ICM and converting project initiatives to nation-wide program/long-term implementation – a need for a national CRM master plan;
 - Assessment of effectiveness and impacts of MPAs in coastal resource management;
 - Simple and practical index/indicators as a tool for communication among stakeholders particularly at local level as well as for decision making and management of coastal resources;
 - Life-cycle research on the species for which MPAs are being developed;
 - Improvement of measures for addressing destructive fishing gear and practices;
 - Sustainable financing of CRM and MPA – what works, what doesn’t, and why?;
 - Considering critical stages of life cycle, transboundary collaborative mechanisms for MPAs among provinces and neighboring countries;
 - Integrating approaches and objectives of biodiversity, livelihood and economic valuation assessments in fisheries refugia; and
 - To clarify the role of fisheries refugia in the management of fishing capacity.

Establishment of Fisheries Refugia in Phu Quoc Island

For the successful implementation of MPA programs. The plan and procedures based on the experience by the MPA Project (starting from identification of MPA sites, establishment of MPA management board, development of MPA management plan and system, and identification of future required supports and activities) has been developed. In addition, reference was made to the Regional Guidelines on the Use of Fisheries Refugia for Capture Fisheries Management in Southeast Asia. These references and related experience are expected to give guidance for future planning of other MPA sites in the country.

Among several supporting activities required to support the establishment of fisheries refugia in Phu Quoc Island, the following were highlighted:

- Awareness building for stakeholders on the importance and role of fisheries refugia in coastal resource management; and
- Capacity development for fisheries refugia managers as well as community strengthening and organization in the planning and management of fisheries refugia.

Potential Collaborative Mechanisms between Vietnam and Cambodia in the Implementation of Fisheries Refugia

In view of better management of fisheries refugia particularly where the sites are located along the country boundaries (i.e. Vietnam and Cambodia), the concept of establishing collaborative mechanisms between Kampot and Kien Giang provinces was welcomed. Together with existing experiences in both countries, the following were identified as potential collaborative mechanisms:

- Establishment of a joint management mechanism
 - Management board (chaired by Governors of Kien Giang and Kampot Provinces) to work on management aspect
 - Technical Advisory Group (chaired by the Cambodian Department of Fisheries and Vietnam MOFI) to work on technical aspect
- Development of policy and cooperation framework for the connected fisheries refugia between the two countries
- Conduct of joint annual meetings for both the management board and technical advisory group;
- Development of collaborative research including:
 - Identification of important migratory species (dugong, dolphin, sea turtle)
 - Study on possibility to establish fisheries refugia between the two countries
- Development of common management measures for fisheries refugia including
 - Stop illegal trade of threatened/endangered species i.e. dugong, sea turtles, coral reef and sea grass). The attempt should be promoted in close collaboration with other related authorities (i.e. the Custom Department) within the two countries.
 - Reduce or stop completely the use of illegal fishing activities within the demonstration site
- Development of guidelines for resource assessment and monitoring
- Development of joint GIS database
- Training on common approaches to management of fisheries refugia and coastal resource management

Clarification of Next Step for SEAFDEC-Sida HRD Program in Vietnam

National Level

- A training/workshop on establishment of fisheries refugia and coastal resource management to be held in Quang Binh Province in the near future. The training/workshop

will be planned based on the issues and requirements identified at the national workshop on HRD support to fisheries management held in Hai Phong from 5 to 6 October 2005.

Regional Level

- Preparatory Expert Meeting on HRD Supporting Materials for Fisheries Management to be held in Hua Hin, Thailand to discuss the compilation of HRD supporting materials for fisheries management in the four pilot process countries
- SEAFDEC-Sida and UNEP/GEF/SCS Joint Workshop on Establishment of Fisheries Refugia to be held in Sihanouk Ville, Cambodia to discuss on common issues in the establishment of fisheries refugia and collaborative mechanism for the management of fisheries refugia among Koh Chang – Thailand, Cambodia, and Phu Quoc, Vietnam
- Regional Technical Consultation on HRD Support to Fisheries Management in Southeast Asia to be held in Phuket, Thailand to present experience in the four pilot process countries and identify recommendations for future support from SEAFDEC-Sida collaboration

Sida-SEAFDEC HRD Activities in Vietnam

SIDA –SEAFDEC HRD activities in Vietnam



Presented by Mr. Ngo Duc Sinh
and Mrs. Nguyen Trang Nhung

Main activities

- Planning meeting for SEAFDEC-Sida HRD in Fisheries Management in Hanoi on 13 July 2005
- National Workshop on Human Resource Development for Fisheries Management, Hai Phong, Vietnam, 5-6 October 2005
- On-site Training/National Workshop on Capacity Building for the Establishment of Fisheries Refugia and Coastal Resources Management in Phu Quoc, Kien Giang, Vietnam, 14-16 June 2006.

Planning meeting in Hanoi on 13 July 2005

- Defining the objective and scale for implementing pilot activities in Vietnam
- Selecting 3 provinces representing 3 regions (North, Central and South) in Vietnam. They are Hai Phong, Quang Binh and Kien Giang
- Agreed principles for HRD implementation
 - Management of overfishing capacity for Vietnamese inshore waters;
 - Strengthening of local fisheries management capacity; and
 - Integrating fisheries management into habitat management environmental management and development plan.

National Workshop on Human Resource Development for Fisheries Management, Hai Phong, Vietnam, 5-6 October 2005 (1)

Objectives

- To enhance coordination among ongoing agencies projects in the coastal zone of Vietnam aimed at developing a common direction for coastal resources management in Vietnam; and
- To assist in developing national strategic plan/direction for HRD in fisheries management.

National Workshop (2)

Outputs

- More than 35 Participants: MoFI, Fisheries Projects, and representatives from 3 selected provinces
- Sharing experience in the field of fisheries management, fishing capacity, and coastal fisheries management
- Defining the needs to support for Hai Phong, Kien Giang and Quang Binh
- Recommendations for MOFI future activities in HRD
- Recommendations for following-up SEAFDEC-SIDA activities in Vietnam

National Workshop (3)

Outputs

- Improve close coordination among projects/initiatives to share experience in achieving the ultimate goal of development of fisheries sector in Vietnam

Workshop in Kien Giang (1)

Objective (1)

- Develop a plan to further address and implement a process to for establishment of fishery refugia integrated with locally based management based on the experiences in Phu Quoc, Kien Giang Province;
- To review concepts and basic design for establishment of “fisheries refugia”;
- To clarify linkage of “fisheries refugia” in the context of locally based coastal resources management;

Workshop in Kien Giang (2)

Objective (2)

- To clarify the role of fisheries refugia in the management of fishing capacity,
- To identify capacity building needs and activities including HRD materials in support of the establishment of fisheries refugia;
- Outline of a training package HRD on the management of fisheries refugia and locally-based coastal fisheries management in Vietnam; and
- To discuss potential collaborative mechanisms between Vietnam and Cambodia in the implementation of fisheries refugia.

Workshop in Kien Giang (3)

Output (1)

- People trained in the concept of fisheries refugia and locally based management of fisheries and coastal resources.
- Suggested collaborative mechanism for the implementation of fisheries refugia in Vietnam and Cambodia (cooperation mechanism between Kien Giang provinces (VN) and Kampot Province (Cambodia))

Workshop in Kien Giang (4)

Output (2)

- Future activities for Refugia establishment in Phu Quoc Island in particular and in Vietnam in general.
- Providing information about the important programs for fisheries resources protection and providing guidelines for implementation.
- Synthesis of experience and lessons learned from Coastal Resource Management with emphasis given to Fisheries Refugia/Marine Protected Area.
- Clarification of next step for SEAFDEC-SIDA HRD program in Vietnam.







Thank you very much

**UNEP/GEF/South China Sea Project: Reversing Environmental Degradation
Trends in the South China Sea and Gulf of Thailand**



REVERSING ENVIRONMENTAL DEGRADATION
TRENDS IN THE SOUTH CHINA SEA
AND GULF OF THAILAND

WWW.UNEPSCS.ORG

PARTICIPATING COUNTRIES

**CAMBODIA, CHINA, INDONESIA, MALAYSIA,
PHILIPPINES, THAILAND, VIET NAM**

FOCAL MINISTRIES ARE MINISTRIES OF ENVIRONMENT

**12 GOVERNMENT DEPARTMENTS, 14 UNIVERSITIES
AND RESEARCH INSTITUTES AND ONE NGO ENGAGED
AS SPECIALISED EXECUTING AGENCIES**



REVERSING ENVIRONMENTAL DEGRADATION
TRENDS IN THE SOUTH CHINA SEA
AND GULF OF THAILAND

SOUTH CHINA SEA PROJECT COMPONENTS

- **HABITAT DEGRADATION AND LOSS**
(Mangrove, Coral Reefs, Seagrass, Coastal wetland)
- **OVER-EXPLOITATION OF FISHERIES IN THE GULF OF THAILAND**
- **LAND-BASED POLLUTION**
- **REGIONAL CO-ORDINATION**



REVERSING ENVIRONMENTAL DEGRADATION
TRENDS IN THE SOUTH CHINA SEA
AND GULF OF THAILAND

The overall goal of the UNEP/GEF South China Sea Project:

17. The overall goals of this project are: to create an environment at the regional level, in which collaboration and partnership in addressing environmental problems of the South China Sea, between all stakeholders, and at all levels is fostered and encouraged; and to enhance the capacity of the participating governments to integrate environmental considerations into national development planning.



REVERSING ENVIRONMENTAL DEGRADATION
TRENDS IN THE SOUTH CHINA SEA
AND GULF OF THAILAND

Several forms of training and capacity building were envisaged in the original project and can be grouped into three broad categories:

- Support for Young Scientists working in the demonstration sites;
- Study Tours to demonstration sites;
- Training courses and workshops.



REVERSING ENVIRONMENTAL DEGRADATION
TRENDS IN THE SOUTH CHINA SEA
AND GULF OF THAILAND

During 2005, the UNEP/GEF Project Co-ordinating Unit conducted a survey of training needs and existing opportunities:

- 40 government nominated members of the project's Regional Working Groups responded;
- 91 training needs identified;
- 116 existing training initiatives;
- Results of the survey contained in the Reports of the Sixth Meetings of the Regional Working Groups <www.unepscs.org>.



REVERSING ENVIRONMENTAL DEGRADATION
TRENDS IN THE SOUTH CHINA SEA
AND GULF OF THAILAND

Development of the South China Sea Project
Training Programme

- Regional Scientific and Technical Committee (RSTC) (December 2005),
- Meeting of the RSTC Sub-Committee (Feb 2006),
- RSTC approval of the SCS Training Programme (May 2006),
- Training Programme includes 7 regional training courses, 49 national seminars, exchange of staff between the project's demonstration sites, study tours, and participation in conferences/workshops.



REVERSING ENVIRONMENTAL DEGRADATION
TRENDS IN THE SOUTH CHINA SEA
AND GULF OF THAILAND

Training Courses (comprised of Regional Training Courses and National “Echo” Seminars):

1. Management models and strategies for coral reef and seagrass ecosystems
2. Mechanisms for sustainable production/use of mangroves and other wetlands
3. Community-based resource management
4. Establishment and management of fisheries *refugia*
5. Fish early-life history science and larval fish identification
6. Economic valuation and sustainable financing
7. Project design, planning, and financial management

Current Progress of the Support from CHARM

**Preparatory Expert Meeting on
Development of the National and Regional
Training Materials for Human Resource
Development in fisheries Management**

Current progress of the support

from

Coastal Habitats and Resources Management



(CHARM)

Background

CHARM means Coastal Habitats and Resources Management, is a 5 year project (2002-2007) of the Royal Thai Government co-funded by the European Union.

Project objective:

To promoting a co-management approach at the national, provincial and Local levels between the Royal Thai Government, private sector and local communities

Project areas :

- Ban Don Bay in the Gulf of Thailand (Suratthani province)
- Phang-nga Bay in the Andaman Sea (Phuket, Phang-nga, Krabi, and Trang province)

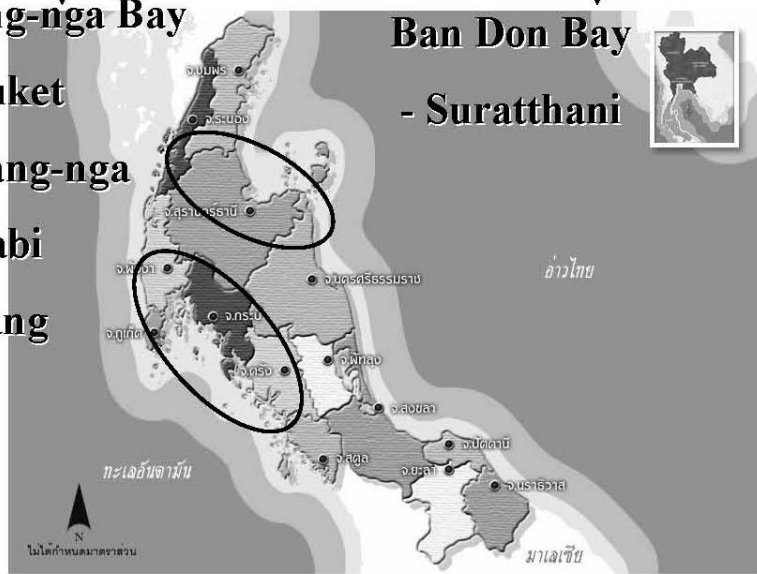
CHARM

Phang-nga Bay

- Phuket
- Phang-nga
- Krabi
- Trang

Ban Don Bay

- Suratthani



Number of Building capacity

Activities	2002	2003	2004	2005	2006	2007
Workshop	1	12	7	11	3	
Training	-	4	12	32	3	
Meeting	-	4	5	6	2	
Total	1	20	24	49	8	

Training Activities

- **Livelihood development activities**
- **Awareness and conservation activities**

Some training subject

- **Co-management**
- **Group organization**
- **Accounting**
- **Risk Assessment**
- **Marketing**
- **Civic participation in local Governance**
- **Guide and website**
- **Cage culture**
- **Log Frame for Project Implementation and Monitoring**

Some training materials issued

- **Co-management manual**
- **Manual of vulnerability mapping both Ban Don bay and Phang-nga bay**
- **Fund model package handbook: micro-business development for coastal community**
- **A manual for assessing progress in coastal management**

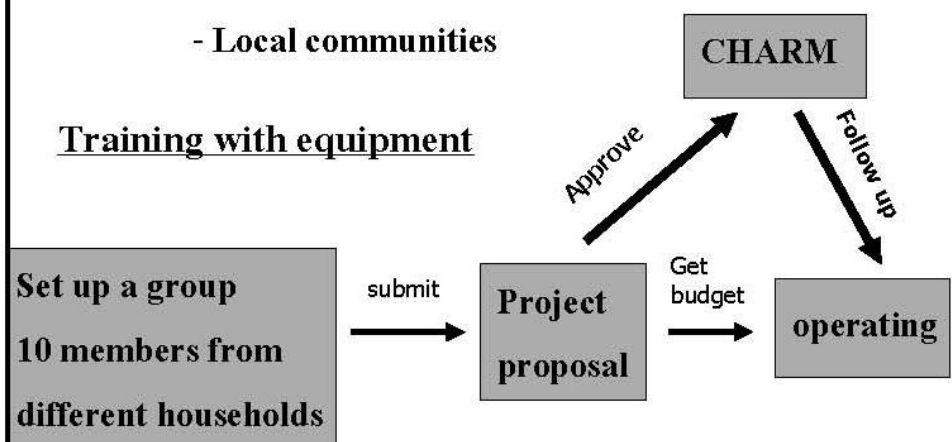




Stakeholder involved for training

- Government officer
- Non-government officer
- Local communities

Training with equipment



**Awig-Awig The Customary Law, A Tool in Coastal Management: And
Experience in District of Lombok Timur – Indonesia**

Ali Syahdan **

ABSTRACT

Local Government Law No. 32/2004 formerly No. 22/1999, provides opportunities for District Government to creatively acts for exploration, exploitation , conservation and management of marine resources within 4 (four) nautical miles. Since 2001, District of Lombok Timur manages artisanal fisheries collaboratively with coastal communities, and manages commercial fisheries on its own management has been effective to implement CCRF at district level. The participative management of coastal fisheries is carried out by establishing two community institutions ; KPPL and KKPK. The District Marine Affair And Fisheries Services (DMAFS) handed-over some management authorities to 6 KPPL established on 6 management areas. Each KPPL receive authorities planning management measures and implementing the management plan promoted as the customary law (awig-awig) of participating villages. The DMAFS of Lombok Timur, however, retains, control on the management plan and on the efficiency of the KPL organization. Institution of KKPK is an advisory committee assisting DMAFS with resolutions on issues of fisheries management.

At present, all coastal waters of DLT have been managed using awig-awig by KPPL. There are 6 awig-awigs on coastal fisheries resources management, 5 awig-awigs on fish sanctuary management and 2 awig-awigs on marine protected area management. In early 2006, the Regent of DLT issued Regent's rights No. 02/2006 about Participatory Coastal Management. Later on mid June 2006, The District Government issued 2 (two) District Regulations, firstly District Regulation No,11/2006 about Participatory Coastal Management, and secondly District Regulation No, 12/2006 about Local Marine Conservation Areas. (Kawasan Konservasi Laut Daerah). By the two District Regulations , DLT has formally evident the be of customary law (awiq-awiq) and it's institutions (KPPL and KKPK). It's a new paradigm in coastal management.

I. Preamble

1. According to the Law No. 32/ 2004 about the Local Government, District Government has an authority to manage marine resources, including exploration, exploitation, conservation and management of marine resources, in coastal waters below 4 nautical miles (nm). The Law No. 32/2004 gives mandate to District of Lombok Timur (DLT) about 1074 km² coastal waters.
2. Fisheries sector in District of Lombok Timur, provide significant contribution to Product Domestic Regional Bruto (PDRB). There are two major fish landing centers, i.e. Tanjung Luar Fish Landing Center, and Labuhan Lombok Coastal Fishing Port. They were the biggest one in Nusa Tenggara Province. The DLT took an important role in the Fisheries development of the Province.
3. Hence, the population of DLT more than one million people and 19% were living in Coastal Villages. In general, many of coastal communities are under the poverty line. Education is generally poor, with 73% of literacy. The healthy does too, with life expectancy about 54 years old.
4. Since 1976, the pelagic fish species (stolephorus sp) seems had been over fished. Especially in the Alas Strait. In the late of 1986, Squids (loligo spp) production has decreased. In the past, the two species above were the major fish production in DLT. The decreasing of the production probably caused by population of traditional fishing gears is too high and not equal to the fish stock.
5. Nowadays, there are about 3000 fishing vessels in DLT, but 93% of them are subsistence (<5 GT). This makes coastal fisheries have been crowded. District Marine Affairs and Fisheries Services (DMAFS) are therefore to reduce the fishing pressures in coastal waters. Shifting fishing pressure to off –shore fisheries is never been easy, but there are not many choose. Another solution being done so far is reducing fishing activities by offering Mari culture. At present, growing lobster, grouper, seaweed, and cockle are promising activities.
6. Given this typical Indonesian district background, DLT find some alternative ways to manage the coastal waters. One of them was by integrating customary law with formal regulation. By the integrating, we can implement Code of Conduct for Responsible Fisheries (CCRF). On many cases, there have been significant improvements in the reduction of illegal, unreported and unregulated fishing practices. These succeeds are most likely due to the implementation of participative management in DLT since 2001.

II. Responsible Fisheries In The District of Lombok Timur.

7. The main issues in the DLT since 1990s were destructive fishing practice including blast and poisonous fishing in all in-shore waters. There had been many regulations against the blast fishing, either military, environmental, or fisheries Laws. Very few, however, blast fishers can be punished and put in jail. Law enforcement is

very weak to cope with blast and poisonous fishing. The most common situation was that when blast fishers caught by artisanal fishers and handed over to the policeman; they could be free on the next day. Lack of proves and witness is the main reason for their release. Artisanal fishers were very angry with the blast fishers, but they could not do anything to stop it.

8. Coastal Community Development and Fisheries Resource Management is a six-year innovative joint project (co-fish), between Government of Indonesia and the Asian Development Bank, incorporating coastal community development concerns with participatory resources management efforts. There were many discussions carried about how to stop blast fishing. Finally, we found the way to stop it by implementing participative fisheries management. On this new management paradigm, not only blast and poisonous fishing are prohibited, but also trading of blasted fishes. This approach is to make blast fishing has higher cost and no longer economically beneficial.

9. Protection for subsistence fishers was used to be very weak. A ministerial decree had been issued in 1976 that protected fishig rights of artisanal fishers from intervention of commercial ones, within 3 nm inshore waters. Implementation of this regulation, however, never been happened in the DLT. There were many conflicts remained unsolved. Regulation without implementation was no longer an odd situation, in 1990s, as this also happened in all districts in Indonesia. The conflict finally can be resolved after introduction of participative coastal fisheries resources management.

10. Conservation of habitats was also introduced by the Co-fish Project. At present, DLT has established five fish sanctuaries and two marine protected areas. The size of the sanctuaries however is small, as many fishers rejected the idea of having bigger fish sanctuaries that the project could not compromise with institution. At present nearly 1200 ha of fish habitats are under management of KPPL. Restocking of pearl oyster spats has been done on the reefs within fish sanctuaries, although the results show unsatisfactory.

11. Integration of fisheries management plan into coastal management plan is quite unique in the DLT. At present, DMAFS does not have any coastal zone management. DMAFS divides coastal waters into six management areas. Each area is managed participative by a KPPL. The KPPL have authorities to make a management plan and to implement the managements plan was declared as an awig-awig for all villages within the management area. The awig-awig is also applicable to visitors using resources within the area.

12. Basically, six awig-awigs in the six management areas are very similar. Several variations can be found in the number of maximum lights being used for several fishing gears, and the use of compressor aided spear fishing. Most violations are sanctioned fine. The nominal value of fines is also slightly varied among management areas. In case of destructive fishing practices. Formal enforcement by police is prioritized. Whenever there is no sufficient evidence and witness to put in a district court, enforcement using awig-awig is a must.

III. Participatory Coastal Fisheries Resource Management (PCFRM) in DLT

13. The success of fisheries management depends on the degree to which people participate and accept their role as partners in the decision making process. Regional fisheries agencies therefore need an institutional framework to support and facilitate this participation. The institutional framework is one of co-management partnership linking communities, fisherman, government, and other fishing sectors together in the fisheries management process. These partnerships are needed to support government intervention in the small scale fishing sector to achieve specific agree objectives

14. Guiding principles of PCFRM includes:

- a) District Marine Affair And Fisheries Services and Province Fisheries Services are responsible, under Regional Government, for the management of the coastal fisheries resources.
- b) Stakeholders of participatory coastal fisheries resource management are the coastal communities, private sectors and government agencies.
- c) Stakeholders are partners in fisheries management.
- d) Stakeholders have obligations for the stewardship and management of coastal fisheries of resources.
- e) Participation is a two-way decision-making process for reaching agreement and conflict resolution.
- f) Community awareness is keys to the sustainable use of fisheries resources.
- g) Coastal fishing communities have fishing rights.
- h) Fisheries management is a continuous process based on better knowledge.
- i) Transparent decision-making processes.
- j) Coastal fishery plans are the basis of fisheries management.
- k) Cross-jurisdictional challenges require a network of fisheries management.
- l) Legislation and law enforcement are the basis of fisheries management.

15. Elements of the PCFRM Framework as follows;

- a) District Fisheries Management Advisory Committee is a stakeholders committee organized by District Marine Affair And Fisheries Services consisting of democratically elected members representing stakeholders groups, and other nominated or invited members. This is a consultative body set up to advice District Marine Affair And Fisheries Services and other stakeholders in matters related to PCFRM. In DLT it is recognize as KKPK (Komite Kelautan dan Perikanan Kabupaten). It was legalized by the Regent Decree No.188.45/87/KP/2003 date April 15, 2003. With the members of 23 person. The members of KKPK in Lombok Timur are representatives of six KPPL leaders, small-scale fishermen (<5 GT), seaweed, lobster and grouper marine-culturist, post harvest women's group, the fisheries businessmen group, Faculty of Fisheries Gunung Rinjani University, Agency for Capture Fisheries Development, District Development Planning Board, District Transportation Service, District Marine Affair And Fisheries Services , and District Secretary..
- b) Local Area Fisheries Committee is an independent stakeholder committee consisting of democratically elected members representing stakeholder groups and other nominated or invited members. This is s a management body set to planning and implementing coastal fisheries management. In

DLT, It is recognize as KPPL. Each KPPL manage one of management area. Nowadays, there were six management areas. KPPL legalized by the head of District Marine Affair And Fisheries Servicess Decree and valid for three years. The whole members of the KPPL are about 187 persons. The authority of KPPL are making and implementing their own plan management through an awiq –awiq for all the villages within their management area. The awiq-awiq set in place in partnership with local government is also applicable to visitors using resources within the area.

- c) Fishing Gear Associations is an independent group of fishermen using the same type of fishing gears set up to further the common interest and aspirations of fishermen, and to be a negotiating partner with other stakeholder in fisheries management.

IV. Integrating Formal and Customary Law

16. Its believed that in Lombok, participative management can only is carried out by using “awiq-awiq” or traditional agreements as the preferred management tool. The role of the community in co-management is to plan management measures and implement the management plan. The management plan is than declared as an awiq –awiq applicable to anybody within a defined region.

17. Awig-awig is a form of traditional agreement among local communities about social values in controlling community behaviors to achieve harmony life within society. These customary laws were intended to reduce conflicts among community members. Although the concept of awig-awig was originally imported from Bali during the colonial era, most villages in Lombok Island have set up their own awig-awigs now. They usually consist of regulations regarding marriage and security. Some villages, however, also have awig-awigs on traditional ceremonies, or even on how animals should be kept. Awig-awigs are usually unwritten. Socialization of a new awig-awig may be carried out after Friday prayer. Traditionally these laws are formulated by a community of an island, village, or sub-village, and can only be applied to that community and people doing activities with the community’s defined area. Many villages, however, have the same or similar awig-awigs, particularly those that deal with marriage ceremonies.

18. The institution of co-management in this writing, it is probable by the process of the arrangement of awig-awig in the managing the coastal resources in Lombok Timur. Here are the steps;

- a. First; socialization of the plan of the arrangement of awig-awig which is done orally by bringing together a group of public figures in the sub of village’s house. In the Focused Group Discussion (FGD) meeting, the community gets some informations about the plan of the arrangement of awig-awig to the coastal resources in Lombok Timur. Their aspirations are gathered about which is the important part to regulate, and which is not important to regulate in awig-awig.

Socialization is also done by making writing information, which is publicized in the public areas and the sub of village's house. From the results of the FGD in some villages, we will know what the community wishes is. If they have the same wishes, the regulation will be easy to agree. But if their wishes are different, it will be a little bit difficult to agree, and it will be an agenda to revising the awig-awig in the future.

- b. Second; the organizing process of awig-awig as a plan to managing the coastal resources by the local KPPL in the general meeting. Every single decision in the meeting is socialized to the community by the media of posters which is stickled in the public areas.
- c. Third; the legalization and socialization of awig-awig which have been agreed, is fixed as the local awig-awig in a local meeting which is attended by the sub of village and some representatives from the villages in the same regional. The legalization of awig-awig is done by the signed of the local awig-awig by all chairman of Village Representatives Board (Badan Perwakilan Desa / BPD). The socialization of awig-awig is by spreading the posters which is stickled in the information boards.

19. Awig-awig on fisheries management is believed not to be a recent practice on Lombok, and is similar to “sasi” in Maluku (Moluccas), “ondoafi” in Irian Jaya and “mane’e” in Sulawesi (Celebes). In Lombok Barat, several villages in two sub-districts (Kecamatan Bayan and Kecamatan Gangga) had applied awig-awig to fisheries management in colonial times. These laws prohibit fishing during one month every year, although it is unclear whether this is for fisheries management reasons or simply for the safety of fishers. As the authority of formal institution strengthened during the 1960s, this awig-awig disappeared, perhaps even more rapidly than sasi had disappeared from Maluku.

20. There were at least three existing awig-awig related to coastal fisheries management in Lombok Timur before Law No. 22 about Local Governance was issued in 1999. The oldest awig-awig known in the district is ‘saving the sea’. It is unclear when it was started, but all villages along the southern coast of Lombok Timur have this customary law. The awig-awig prohibits fishermen from going fishing for three days every three years. During these three days, there is a ceremony to provide offerings to the sea spirits. The awig-awig is strictly obeyed by all fishermen, although its relation to fisheries management is not very clear.

21. Another awig-awig, in Sewere Bay, was established in the early 1980s, and prohibits the logging of mangrove trees in the Bay. This awig-awig was unwritten, like a traditional awig-awig. It is considered to be very effective, as no violation has ever been observed.

22. A study of these customary laws shows that not all community initiated agreements can be successfully applied and enforced. For example, the awig-awig of the village of Tanjung Luar, in the District of Lombok Timur, was a written rule, demarcating fishing zones for artisanal and commercial fishers and artisanal fishers continue, with predominantly

commercial fishers violating the area demarcated for their artisanal counterparts. One of the probable reasons for the failure of this law is the lack of a clearly assigned authority to prosecute and sanction violators. With the initiative of the Co-fish project, this awig-awig became progressively more successful.

V. Towards A new Paradigm in Coastal Management

23. Decentralization has become a most issue in Indonesia in the late 1997s. One highlight of decentralization is the issued of law no.22/99. About local government, this is providing for district government to creatively manage its coastal fisheries within 4 nautical miles. Later, the law no 22/99, has revised and changed with the law no 32/2004. About local government.

24. Through such given mandate, DMAFS which is facilitated by Co-Fish Project, introduce participation management on coastal fisheries resources. A sequence discussions since 1999 to 2000, resulted in the establishment of a committee responsible for fisheries management, which is called KPPL (komite pengelolaan perikanan laut = committee for marine fisheries management). There are three management areas: Ekas, Serewe, and Jukung bay.

25. The KPPL achieved its legal status and received on authority from the district marine affairs and fisheries services in planning and implementing Coastal fisheries management on their own area in 2001. Discussions of KPPL in each three management areas produced three drafts of coastal fisheries management plan. The drafts are than reviewed by government authority; head of villages, head of Sub district administration, and head of DMAFS. Finally the management plan of three bays are signed and declared as awiq-awiq of each management area.

26. Implementation of these three awiq-awiqs shows some success stories, since its implementation in late 2001. Within two management areas, the Ekas and Serewe Bays, blast fishing can be reduced by 100%, in 2002. In The Jukung Bay,blast fishing can be reduced by 85% in 2002, and 95% in 2003. In 2004, there was no more blast fishing occurred in the three management areas. These success implementations are likely owing to high motivation of most fishers to stop blast and poisonous fishing. The awig-awig also successfully can resolve traditional conflict between artisanal and commercial fishers. Moreover, in Tanjung Luar the awig-awig can reduce the trade of blasted fishes by 100% within two years implementation. But in Serewe, the trade of blasted fishes is apparently still untouched by the awig-awig. This is because most of blasting fishers live in Serewe.

27. The similar awig-awigs regulating the management of three fish sanctuaries were also established in each three management areas; Ekas, Serewe, and Jukung Bays. No violations recorded on fish sanctuary management at Ekas and Serewe Bays (Karnan and Santoso, 2004), but there are some minor violations accured on the fish sanctuary Gusoh Sandak at Jukung Bay. It is likely that the distance of the sanctuary from the

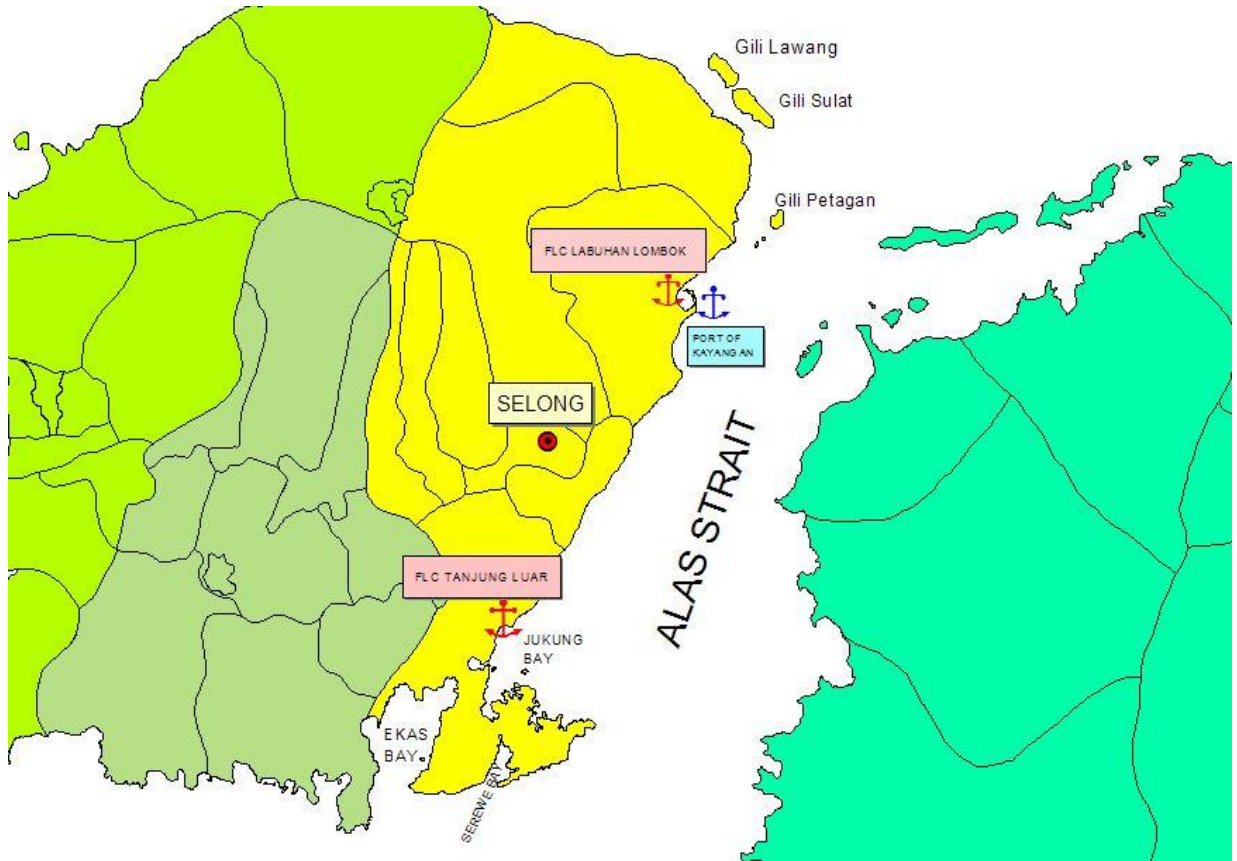
management committee is one of important factor the success of the awig-awig at Ekas and Serewe Bays.

28. Experiences from the southern coast of DLT convinced the DMAFS to start a new mission moving northward. New management areas are defined in 2003, i.e. Labuhan Haji-Sakra Timur, Pringgabaya and Sambelia. These three new management areas are open coastal waters facing the Alas Strait. Comparing with three previously management areas which are sheltered bays, the new management areas is an experiment coping with more difficult situation. In early 2004, three new management plans were promoted as three awig-awigs of coastal fisheries management.

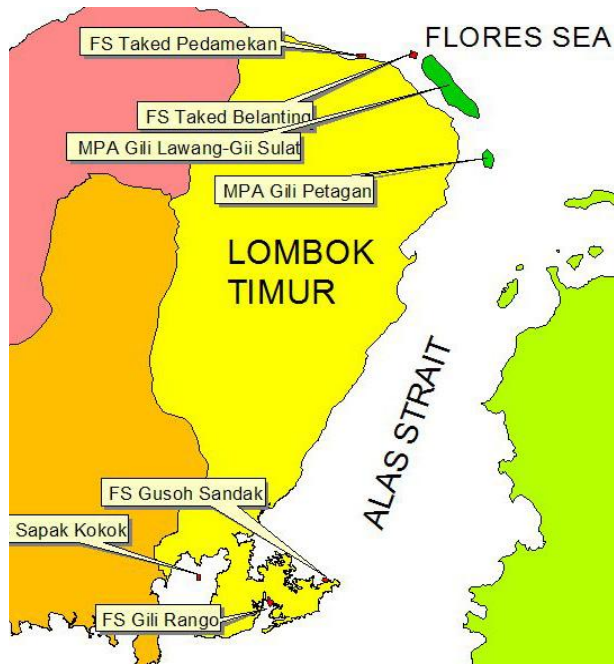
29. Implementation of these awig-awigs resulted in the decrease of blast fishing by about 70%. Fishing gears conflicts between artisanal fishers with compressor aided spear fishing can also be settled using the awig-awig. This results show that participative fisheries management can also be implemented in an open coastal waters.

30. At present, all coastal waters of DLT have been managed using awig-awig by KPPL. There are 6 awig-awigs on coastal fisheries resources management, 5 awig-awigs on fish sanctuary management and 2 awig-awigs on marine protected area management. In early 2006, the Regent of DLT issued Regent's rights No. 02/2006 about Participatory Coastal Management. Later on mid June 2006, The District Government issued 2 (two) District Regulations, firstly District Regulation No,11/2006 about Participatory Coastal Management, and secondly District Regulation No, 12/2006 about Local Marine Conservation Areas. (Kawasan Konservasi Laut Daerah). By the two District Regulations , DLT has formally evident the be of customary law (awiq-awiq) and it's institutions (KPPL and KKPK). It's a new paradigm in coastal management.

Appendix 1 of Annex 9. Map of DLT



Appendix 2 of Annex 9. 2001-2003 DLT established 7 marine conservation area



- 2001, DLT established 3 fish sanctuaries in southern coast.
- 2003, DLT established 2 MPA and 2 fish sanctuaries, at northern coast.
- Now, DLT has 1192 ha conservation area, covering coral reefs, mangroves and sea grass meadows.
- All conservation area are managed by KPPL.
- 2005, PERDA (district regulation) of marine conservation area is being proposed.
- It acknowledges the conservation areas and hands-over management authority to KPPL.

Appendix 3 of Annex 9 DLT has 6 management areas (MA)



KP=management area (MA)

- Each MA is managed participatively with KPPL.
- 2001, DLT established 3 MA at southern coast.
- 2003, DLT established 3 additional MA at eastern coast.
- Gear conflict can be resolved.
- Destructive fishing can be significantly reduced.
- 2005, PERDA (district regulation) on this participative management is being proposed.
- It will acknowledge the fisheries management plans (awig-awigs), and participative institutions (KPPL and KKPK)

Appendix 4 of Annex 9.
 Contents of the awig-awig on coastal fisheries
 management. P=prohibited, R=regulated,
 F=fined, DC=district court.

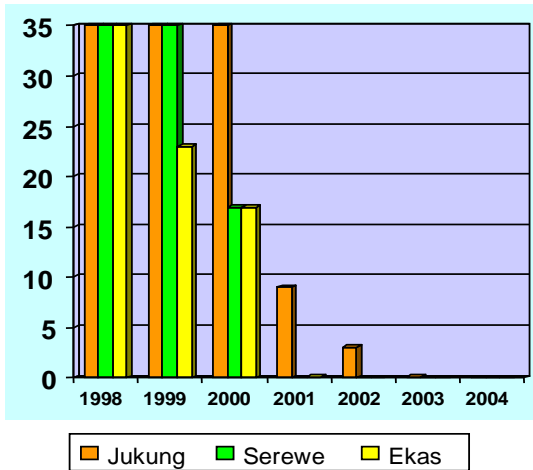
Activities	EB	SB	JB	LH	PI	SA	Sanction
Commercial fishers in Zone-1.	P	P	P	P	P	P	F
Fishing/trading endangered species.	P	P	P	P	P	P	F
Blast-/poisonous fishing practices.	P	P	P	P	P	P	DC, F
Trading blasted/poisoned fishes.	P	P	P	P	P	P	F
Compressor-aided spear-fishing.	R	R	R	P	P	P	F
Conflicting fishing-gears.	R	R	R	R	R	R	F
Location of mariculture rafts, long-line.	R	R	R	R	R	R	F
Mangrove logging.	P	P	P	P	P	P	F
Sand and coral mining.	P	P	P	P	P	P	F

Appendix 5 of Annex 9

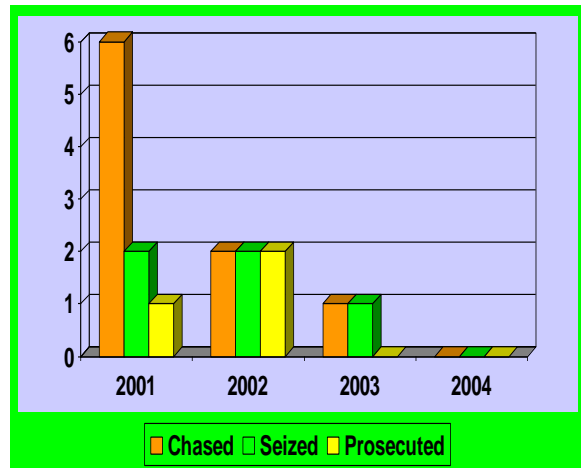
KPPL efforts to stop destructive fishing



Frequency of blast fishing per month (estimation of fishermen)



Prosecution of trading of blasted fishes at Jukung Bay.



AWIQ-AWIQ THE CUSTOMARY LAW, A TOOL IN COASTAL MANAGEMENT: AN EXPERIENCE IN DISTRICT OF LOMBOK TIMUR -INDONESIA



Ali Syahdan

District Fisheries Services of Lombok Timur

PRESENTATION OUTLINE

1. Preamble
2. Responsible fisheries in DLT.
3. Particifatory coastal fisheries resources management in DLT.
4. Integrating Formal and Customary Law
5. Towards A New Paradigm In Coastal Management

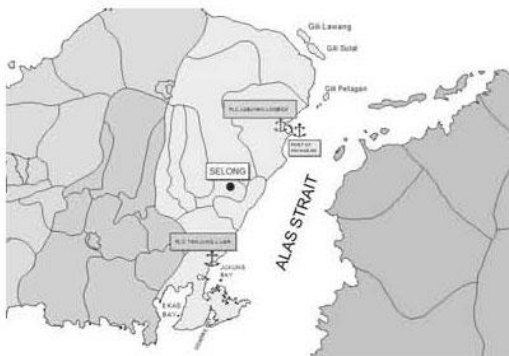


Where about is the District of Lombok Timur (DLT)?

- In the province of Nusa Tenggara Barat (NTB).
- Located at eastern coast of Lombok Island (east of Bali Island).
- About 2 hours flight from Jakarta + 80 minutes drive from Mataram.



Introduction to DLT



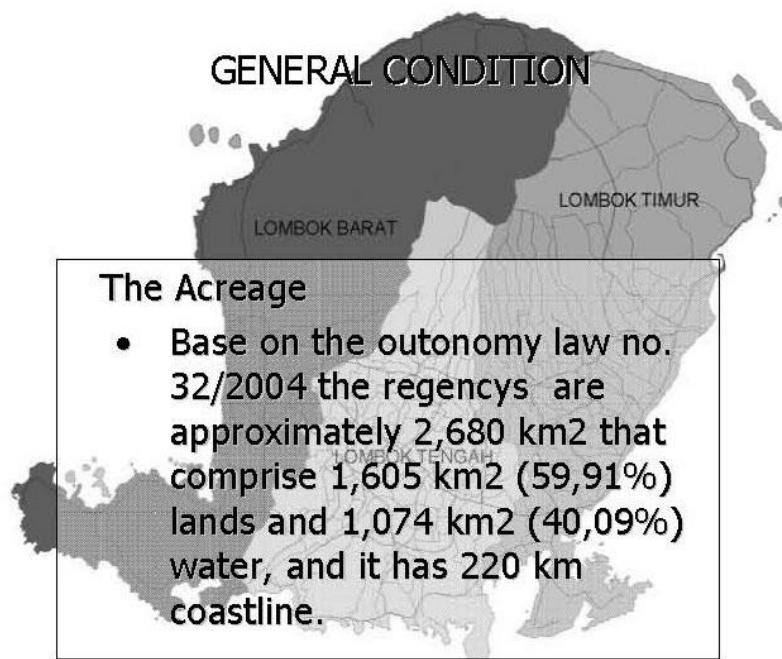
- Population about one million, 19% living in coastal villages.
- Fishing vessels more than 3000 units, 93% are under 5 GT, mostly artisanal fishers.
- Two major fish landing centers: Labuhan Lombok and Tanjung Luar.
- Mariculture (lobster, grouper, Sea weed and cockle) is rapidly increasing.

About Lombok Culture

- Religious leader is more influential than formal leader.
- Obedience to customary law (awig-awig) is higher than to formal law.
- Awig-awig is a traditionally unwritten community agreement in solving social problems.
- Each village in Lombok has awig-awig, particularly regarding marriage or community safety.
- Awig-awig in coastal area is not only obeyed by Sasak community, but also by Bajo and other fisheries communities.



GENERAL CONDITION



The Acreage

- Base on the outonomy law no. 32/2004 the regencys are approximately 2,680 km² that comprise 1,605 km² (59,91%) lands and 1,074 km² (40,09%) water, and it has 220 km coastline.

CAPTURE FISHERIES

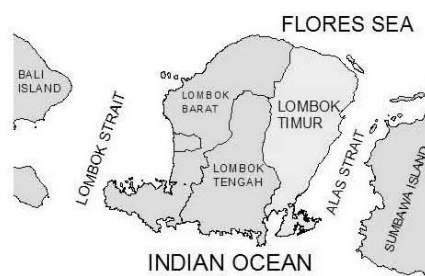
- Fisheries stock

- * Total stock : 22.800 ton
- * Pelagic fishes : 9.104 ton
- * Demersal fishes: : 13.696 ton

- * Maximum Sustainable Yield : 11.400 ton
- includes : pelagic fishes : 4.557 ton
- demersal fishes : 6.843 ton

Fisheries management in DLT and national Laws

- Law 32/2004 gives mandate to district government in coastal zone management (<4 nm).
- DLT has jurisdiction on 1074 km² of coastal waters.
- Law 32/2004 provides opportunity for district government to creatively manage its fisheries resources under its jurisdiction.
- DLT implements participative management by integrating coastal fisheries management into customary law (awig-awig).



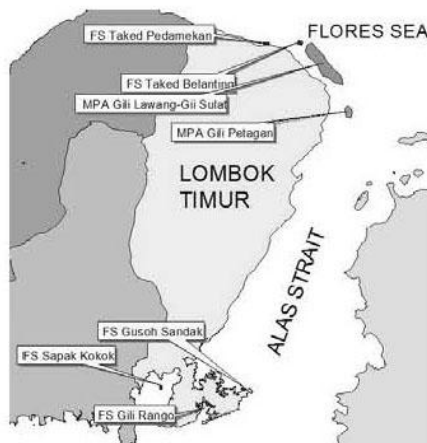
Responsible Fisheries in DLT

District Marine Affairs and Fisheries Services (DMAFS) has put a lot of efforts in:

- Reduction of destructive fishing practices.
- Protection for artisanal fisheries.
- Conservation of fish habitats and restocking.
- Mitigating impact of over fishing.
- Integration of fisheries management into coastal zone management.



2001-2003 DLT established 7 marine conservation area



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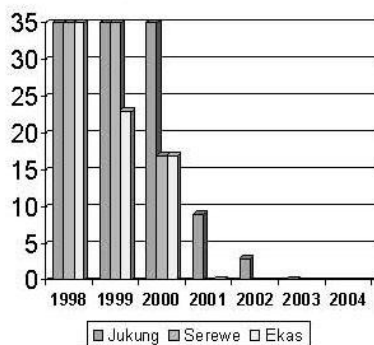
Contents of the awig-awig on coastal fisheries management.

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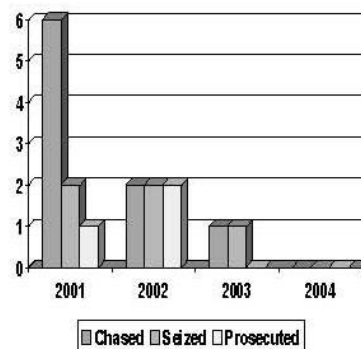
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Blast-/poisonous fishing practices.	P	P	P	P	P	P	DC, F
Trading blasted/poisoned fishes.	P	P	P	P	P	P	F
Compressor-aided spear-fishing.	R	R	R	P	P	P	F
Conflicting fishing-gears.	R	R	R	R	R	R	F
Location of mariculture rafts, long-line.	R	R	R	R	R	R	F
Mangrove logging.	P	P	P	P	P	P	F
Sand and coral mining.	P	P	P	P	P	P	F

KPPL efforts to stop destructive fishing

Frequency of blast fishing per month (estimation of fishermen)



Prosecution of trading of blasted fishes at Jukung Bay.



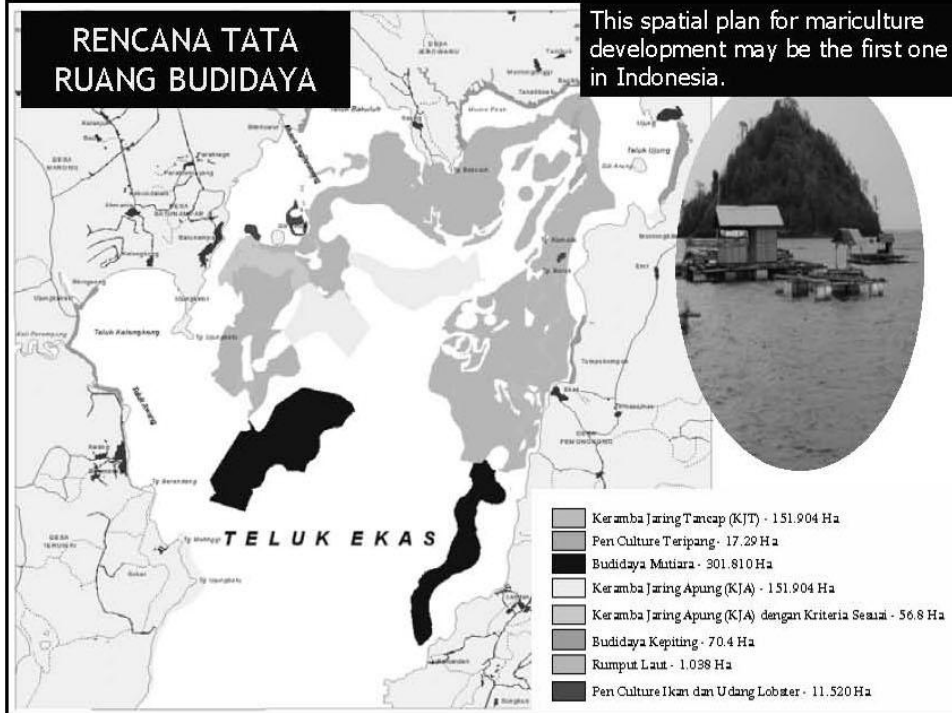
Mitigation impact of overfishing: mariculture

- 2001, DLT introduced mariculture of lobster and grouper at Ekas, Serewe, and Jukung Bays.
- 2002, the mariculture was very successful that many coastal community imitate the fish-cage mariculture at Ekas Bay.
- 2003, since the number of mariculture cages rapidly increasing, DLT needed to study carrying capacity of the bay.
- 2004, the study was carried out in cooperation with PKSPL IPB (Bogor Agricultural University).
- 2005, Spatial Plan for mariculture development was established, based on carrying capacity of the bay.



RENCANA TATA RUANG BUDIDAYA

This spatial plan for mariculture development may be the first one in Indonesia.



Initiation of Participative Management in Lombok Island

- Colonial era, in Bayan and Gangga (District of Lombok Barat-DLB). One month stop fishing per year. The awig-awig has already been forgotten in 1960-s.
- Colonial era to present, in Tanjung Luar-Batunampar (DLT), awig-awig of saving the sea, 3 days stop fishing per three years.
- COREMAP, 1998, introduced community based management for coral reefs in DLB, produced 'awig-awig of coral reef management in the Gili Indah'.
- LMNLU, 2000, produced 'awig-awig anti blast and poisonous fishing'.
- Co-Fish Project, 2001-2005, produce 14 awig-awigs addressing fisheries management (Overall coastal resources management, fish sanctuaries and marine protected area management).

Awig-awigs on Fisheries Management in DLT

1. AA of coastal fisheries management in Ekas Bay.
2. AA of coastal fisheries management in Serewe Bay.
3. AA of coastal fisheries management in Jukung Bay.
4. AA of coastal fisheries management in Labuhan Haji – Sakra Timur (2 awig-awigs, same content administratively different).
5. AA of coastal fisheries management in Pringgabaya.
6. AA of coastal fisheries management in Sambelia.
7. AA of fisheries management at Fish Sanctuary of Sapak Kokok.
8. AA of fisheries management at Fish Sanctuary of Gusoh Sandak.
9. AA of fisheries management at Fish Sanctuary of Gili Rango.
10. AA of fisheries management at Fish Sanctuary of Taked Belanting.
11. AA of fisheries management at Fish Sanctuary of Taked Pedamekan.
12. AA of fisheries management at MPA of Gili Sulat-Gili Lawang.
13. AA of fisheries management at MPA of Gili Petagan.

Institutions and Coordination

- DMAFS has mandate to manage coastal fisheries.
- DMAFS hand-over some of the mandates to KPPL (fisheries management committee).
- KPPL has authorities, with approval of DFS, to make management plan and to implement the plan in day-to-day management.
- DMAFS has control on management measures in the plan, and on the efficacy of KPPL.
- KKKPK (district management advisory committee) provides recommendation and resolution on present problems and issues related to fisheries management.

KPPL

- Based on management area (MA), 6 MAs.
- Composed of representatives of all stakeholder groups from all bordering villages in a management area.
- Each village is represented by 6 people from 6 stakeholder groups: fishermen, post-harvest woman, mariculturist, youth leader, religious leader, village government.
- It has mandate to plan and carry out day-to-day management: monitoring, surveillance, enforcement (limited on awig-awig violation).



KPPL

FACILITIES

- A unit of KPPL Post at each MA.
- A unit of 60 HP speed boat at each MA.
- Handy-talky, one at each coastal village.
- A repeater at Timbanuh and a link-repeater at Labuhan Lombok.
- Uniform, 4 pieces for each MA.



KPPL of Jukung Bay



KPPL of Jukung Bay received first medal of community surveillance group from the President, in 2004.



KKPK

- An advisory committee on fisheries management.
- Composed of representatives of community stakeholder groups and government agencies.
- Community groups: KPPL of each MA, post harvest woman, artisanal fisher, commercial fisher, seaweed grower, mariculturist (lobster, grouper), fisheries businessman, university (fishery faculty).
- Government agencies: Dislutkan (district marine affair and fisheries services = DMAFS), Bappeda (development planning board, KSDA (conservation agency), Dishubpar (transportation and tourism agency), Setda (district secretary), BPPI (fishing technology development center).

Members of KKPK Lombok Timur



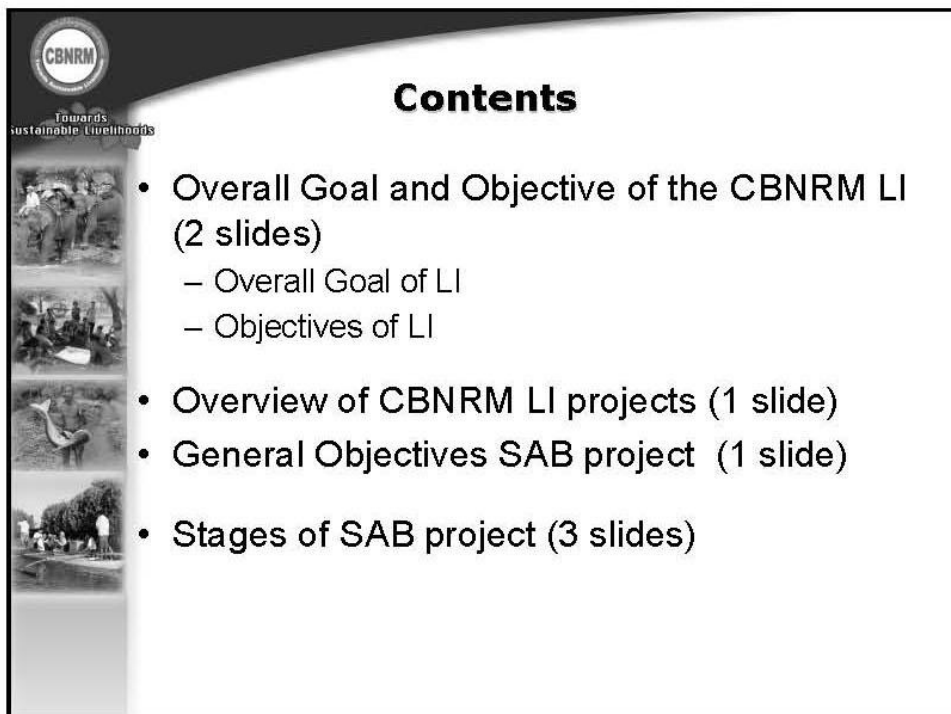
Remaining Issues of DLT

- Coral mining is a crucial issue involving about 200 people of the lowest-income group. They must be treated very carefully.
- Mariculture is a strategic option to reduce fishing pressures and destructive fishing practices in coastal waters. This must be developed very carefully, however, to ensure do not exceed carrying capacity.





Overview of CBNRM Learning Institute and the Project of CBNRM LI





Towards
sustainable livelihoods



Overall Goal and Objectives of the CBNRM LI

The overall goal of the Learning Institute is to analyze and improve CBNRM as an integral component of the poverty alleviation, sustainable livelihoods and resource management, conservation, and decentralization policies and strategies of the Royal Government of Cambodia.

The CBNRM Learning Institute works towards the following objectives:

Human Resources Development – To build conceptual, analytical, research, and documentation skills of facilitators, researchers and practitioners within relevant NGO and Government partners at national, provincial and local levels.



Towards
sustainable livelihoods




Overall Goal and Objectives of the CBNRM LI (Cont.)

Knowledge Building and Sharing – To identify, analyze, and share lessons and experiences of various approaches to community based natural resource management across the country.

Partnership Building – To build networking linkages among organizations and institutions supporting community based resource management strategies at local, national and regional levels.

Institutional Arrangements and Policy Support – To improve institutional capacity and understanding of the policy context which influences community based natural resource management practices at the field level



Overview of CBNRM LI projects



In order to reach the 4 objectives CBNRM LI has many projects:

Human Resources Development – Skill and Awareness Building, Training Component, NGO Forum Case Study Writing, Participatory Research Project, CBCFM, etc.

Knowledge Building and Sharing – Community Forestry Database, Communication Unit, EVNRM, Perceptions of CFI, CFRM, etc.


Partnership Building – LeaRN Regional Network, CF Research contact group, University partnership, etc.

Institutional Arrangements and Policy Support – CPA Prakas Development, CFI Guidelines, etc.

General Objectives of SAB project

- The Skills and Awareness Building (SAB) project aims to strengthen the managerial and leadership capacity of core groups of motivated and competent change agents associated with the Tonle Sap Initiative that they are the junior and middle government officers, commune council, community leaders and representatives
- This Project starts from Sept 2005 to April 2007
- 70 courses will be delivered





Towards
sustainable livelihoods

Stages of SAB Project

There are 5 stages of SAB Project:

Stage 1: Stakeholder Analysis, Needs Assessment, and Team Formation

- Identify relevant stakeholders and target audiences
- Determine capacity building needs
- Form the SAB team

Stage 2: Capacity Building Strategy and Work Plan Development

- Develop a clear capacity building strategy, and monitoring and evaluation system
- Prepare a detailed action work plan and finalize project agreements



Towards
sustainable livelihoods

Stages of SAB Project (Cont.)

Stage 3: Preparation and Validation of SAB Modules (and other capacity building innovations)

- Design SAB educational products and course content
- Pilot test SAB educational products and course content
- Validate and make improvements to SAB modules

Stage 4: Implementation, Monitoring, and Improvement of SAB Project

- Deliver SAB courses
- Conduct mid-term monitoring and evaluation
- Revise course content based on feedback and lessons learned derived from mid-term evaluation, and continue to deliver SAB courses



Towards
sustainable livelihoods

Stages of SAB Project (Cont.)

Stage 5: Feedback, Reporting, and Next Steps

- Ongoing monitoring and evaluation throughout course content development and delivery
- Prepare draft reports
- Conduct final feedback workshop
- Finalize SAB project and feedback reports



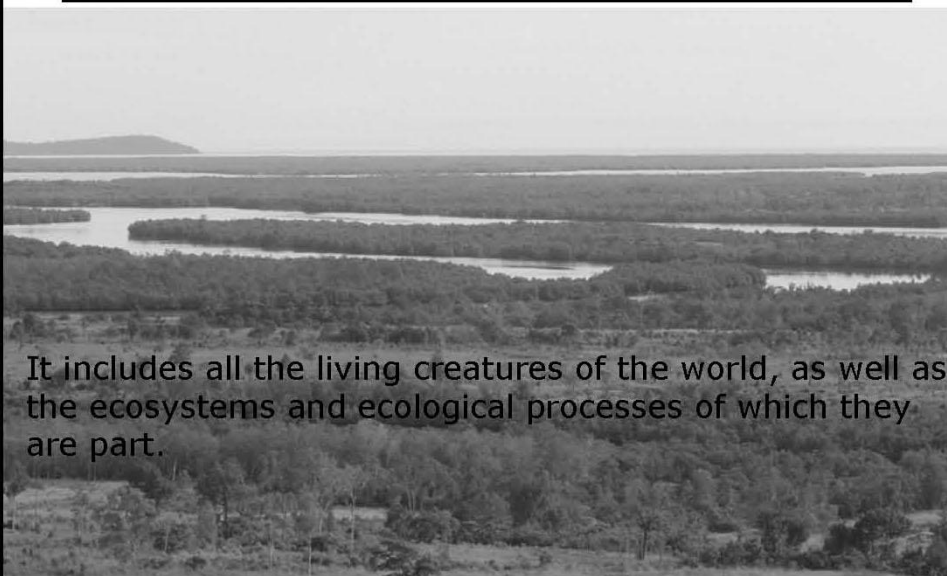
**In the Experience of Long-term Capacity Building for Community-Based
Resource Management in Coastal Area of Cambodia**



***In The Experience of Long Term
Capacity Building for Community-
Based Natural Resource
Management Coastal Area of
Cambodia***

Kim Nong
Deputy Director of EE Department, MoE
And PMCR Project Leader,

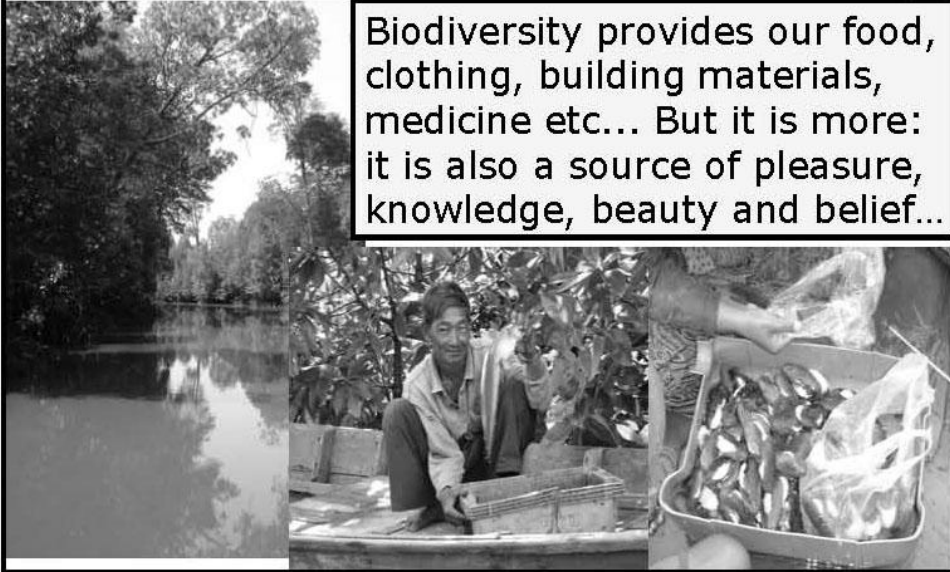
**What is the Value of Coastal
Biodiversity Resources?**



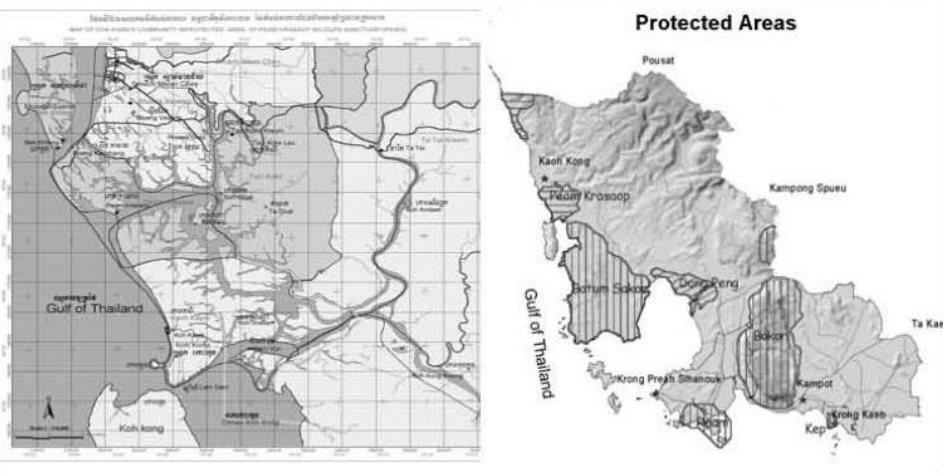
It includes all the living creatures of the world, as well as the ecosystems and ecological processes of which they are part.

The Value of Environment and Economic

Biodiversity provides our food, clothing, building materials, medicine etc... But it is more: it is also a source of pleasure, knowledge, beauty and belief...



There are six PAs designate along the coastal area by the Royal Decree of November 1993. They include four National Parks, a Wildlife Sanctuary and a Multiple Use Area

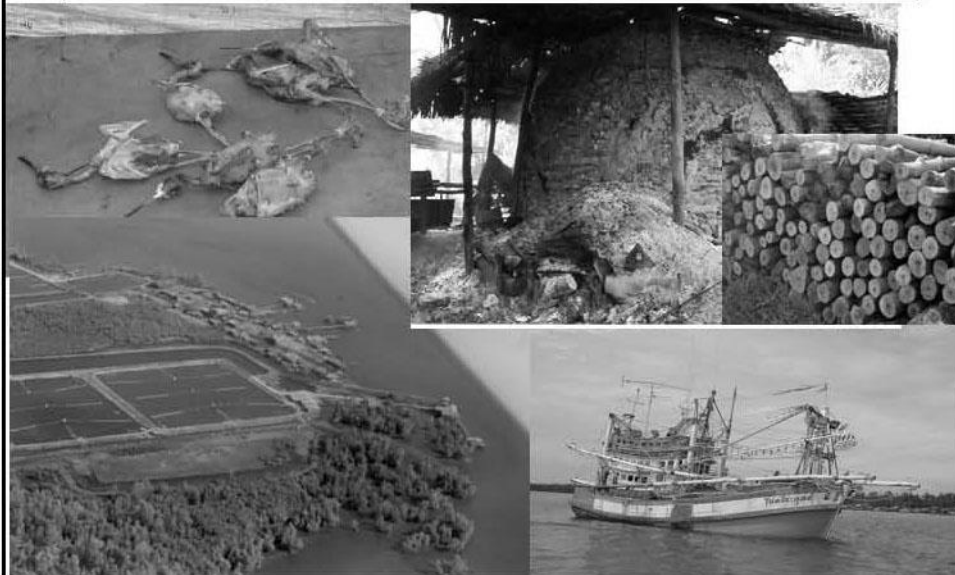


Trend and Issues of Coastal Cambodia in 1990s

- Opening up of export market
- Fish catch began to decline as population increased
- Forest and mangrove destruction activities increased (esp. for logging shrimp farming, charcoal producing and other consumptions...)
- Poor management due to political crisis
- Fewer people have access to modern fishing gears...



Trend and Issues of Coastal Cambodia in 1990s



Scope of Participatory Management of Coastal Resources Project

Main Objectives:

- CBNRM capacity building at the different scales and levels
- Integration of CBNRM into commune level plans
- Outreach and advocacy to decision-makers on CBNRM
- Sharing experience, skill and attitudes to community development workers (with focus on resource planning and management; small scale livelihoods activities community organizing and conflict resolution inside and outside the protected area)

Networking and Capacity Building of Human Resources for NRM

- Multi-disciplinary research team (different technical departments) working at different scales (international, national, provincial, commune and local) i.e. cross-scale;
- Focus on researching how to support local level institutions for resource management and on enhancing livelihoods.



Priority Partnerships in Resources Management



- Local authorities
- Provincial Technical departments
- Respected elders
- Long-time residents in area
- Group of indigenous knowledge or environmental experiences
- Newcomers to PKWS
- General population

Why Do We Think Local People First?

- Local communities are at the heart of coastal resource management
- They depend on the natural resources for their way of life; their in-dept knowledge of the environment is key for conservation.
- Their decisions will have the greatest impact on the natural environment.
- Local inhabitants should be involved in the management of the natural resources and benefit most directly from long-term conservation of their habitat.

Common Tools in Human Resources Development

- PRA (eg. historical times line, resource mapping, problem tree, seasonal calendar, venn diagram, semi-structure interview....)
- Trainings (values and beneficial of coastal ecosystem, concepts of CBNRM etc...)
- Workshops (sharing and discussing on research information and perception of government civil society and private sectors on coastal resource management...)
- Study tours (in and outside country)
- Learning and sharing of need
- and other tools etc....

Tips

Facilitation in capacity building of human resource is a bit like medicine: It depends on how the doctor administers this medicine. If a facilitator is good then the process will be effective, if the facilitator is not so strong then the process will not be so useful.



Learning by Doing and Doing With Learning

- Villagers (with facilitation from PMMR) formulated their own VMC and management regulations, and action plane include mangrove replanting patrolling, home gardening, cleaning village and conflict resolution etc...



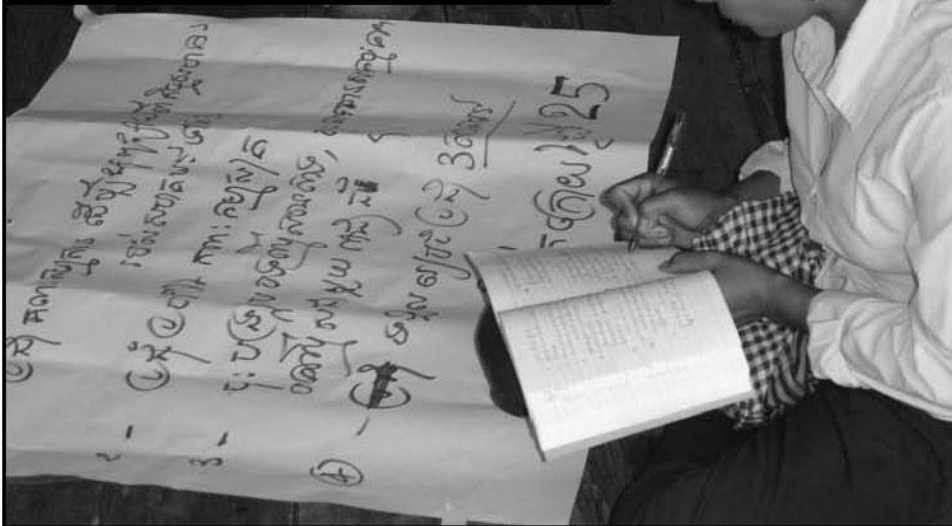
Key Learning of HRD on Sustainable CRM

- Clearly identify objectives and study with participatory analysis;
- Discussion and get support from the inter-institutions (technical and financial support);
- Identify and spend time with key persons discussing ideas for the management;
- Have the community decide and consideration on what they are interested doing and managing;

Key Learning of HRD on Sustainable CRM (con't)

- Organizing committees and develop management regulation and guideline;
- Boundary demarcation of the community management area with support by relevant institutions;
- Dissemination of these regulations and guideline and have the community involving with management planning and implementation;
- Monitoring of activities, Evaluation and review of the community 's management plan; etc.

Using CBNRM Approach is help to sustain social economic and environment



The Impact of PMCR Research Project

- The pressure on natural degradation have been reduced such as: mangrove degradation, illegal fishing, hunting, environmental pollution & etc..
- The village and commune development planning is more easies (most villagers provide good comment for conservation and development of their own local resources)
- The supporting from other sources have been increased, both in and out side community. e.g. mangrove replanting, cleaning village, stop illegal fishing, infrastructure development: school, pagoda, wells, and other alternative livelihoods, etc...

- Policy and legal framework reform such as: to enhance local community on learning, sharing knowledge and perception, negotiating, and taking role and responsibility for NRM and participation in policy and legal framework development, etc...
- Creation of a study area for students and community development workers to understand what work and what do not work on the ground of CBNRM
- Networking expansion for implementation of CBNRM with CZM, MREM-Seila, CBNRM-LI and other CBNRM projects and programs.

The Challenge In Wider Implementation of Sustainable CBNRM

- Institutional conflicts;
- Legal framework support is limited;
- Understanding of the beneficial CBNRM approaches from stakeholders (esp. national and international) is limited;
- Time of learning and adopting is not appropriate;
- Linking local knowledge and scientist knowledge is still big gap (need to fix outside knowledge with local knowledge/experiences);

- Negative impact of modern fishing gears on small scale fishing community area
- Cross boundary issues on fishing activities (eg. Provincial boundary and country boundary...)



Some Thoughts on Capacity Building in Cambodia

**SOME THOUGHTS ON
CAPACITY BUILDING IN
CAMBODIA**

Rebecca Rivera-Guieb

**SOME THOUGHTS ON THE
CAPACITY BUILDING PROCESS**

- TNA is a common process of determining capacity building needs. But there is a need for simpler but more rigorous tools and materials. In addition, rather than just a list of generic needs, it is more important to identify core competencies as they relate with overall goals of capacity building.

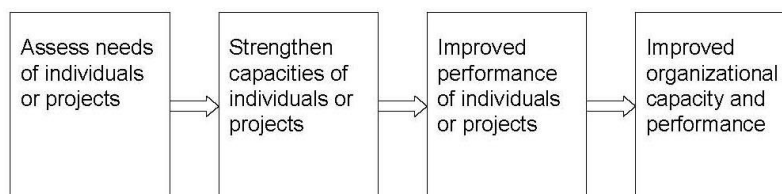
SOME THOUGHTS ON THE CAPACITY BUILDING PROCESS



- Training is used to refer to different meanings in Cambodia. Meetings, consultations, feedback sessions are sometimes referred to as trainings. There is a need to clarify that training connotes more structured learning processes with definitive training materials and packages.

SOME THOUGHTS ON THE CAPACITY BUILDING PROCESS

- There is an assumption that individual capacity-building will lead to changes in both individual and organizational capacity and performance. This is not always the case, especially if there are no clear organizational mechanisms that would ensure that improved individual performance will lead to improved organizational performance



SOME THOUGHTS ON THE CAPACITY BUILDING PROCESS

- PRA tools and methods are commonly used in capacity-building. To a large extent, facilitators and community extension workers are skilled in the “techniques” of PRA. The most difficult part of PRA for them is understanding why PRA is needed. There is also a need to provide stronger support for data summarization and analysis.



SOME THOUGHTS ON THE CAPACITY BUILDING PROCESS

- Monitoring and evaluating changes in terms of knowledge, skills, learning and behavior needs to be improved.

CORE COMMON NEEDS IN COMMUNITY FISHERIES IN CAMBODIA

- Community fisheries management
- Support for livelihoods diversification
- Networking and partnership building
- Leadership and planning
- Project management and proposal development

Who are included?

- Community Fisheries Development Office (CFDO) of the DoF and in the context of decentralization in Cambodia, also the Provincial Fisheries offices and the Community Fisheries Development Units
- Community Fisheries Committees
- Commune Councils
- Provincial line agencies

Not yet included: universities and schools

HRD under the Management of Department of Fisheries Cambodia



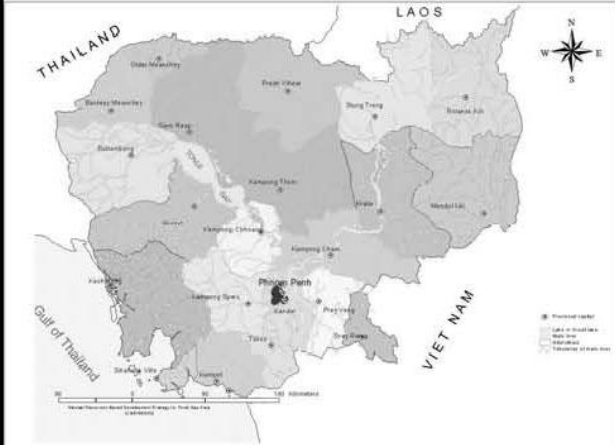
Human Resources Development Under the Management of the Department of Fisheries



Prepared by:

Ros Vuthy: Vice Chief of the Administration and Personnel Division
Va Longdy: Researcher for Marine Working Group of the DoF

Introduction



Management

1. DaFF: Administration System (Vertical Management)
2. DoF: Technical Term (Horizontal Management)

Fishery Law

- Fishery Administration Law, 17 chapters, 109 articles, was signed by the King on 21st May 2006
- DoF proposed to Maff to change its name to Fishery Administration.
- Proclamation have to be signed by Minister of Maff on the Establishment and Process of the Units/Divisions and its role and function under the Fishery Administration.

Role and Function

Administration and Personnel Division plays an importance role in the management and providing training courses to the fishery staff

Policy for HRD

- **Strengthening the fishery management through:**
 - Capacity building to fishery staff, especially provincial fishery staff
 - Cooperation with national and international NGOs and other stakeholder

International Cooperation

- | | |
|--------------------|---------------|
| ■ MRC | ■ FAO/Bulgium |
| ■ ADB | ■ WCS |
| ■ World Bank | ■ JICA |
| ■ Danida | ■ EU |
| ■ WorldFish Center | ■ DFID |
| ■ AIT/Sida | ■ UNEP |
| ■ WWF | ■ APHEDA |
| ■ UNDP | ■ AusAID |
| ■ SEAFDEC | ■ IUCN |

Statistic of fishery staff in the year 2005

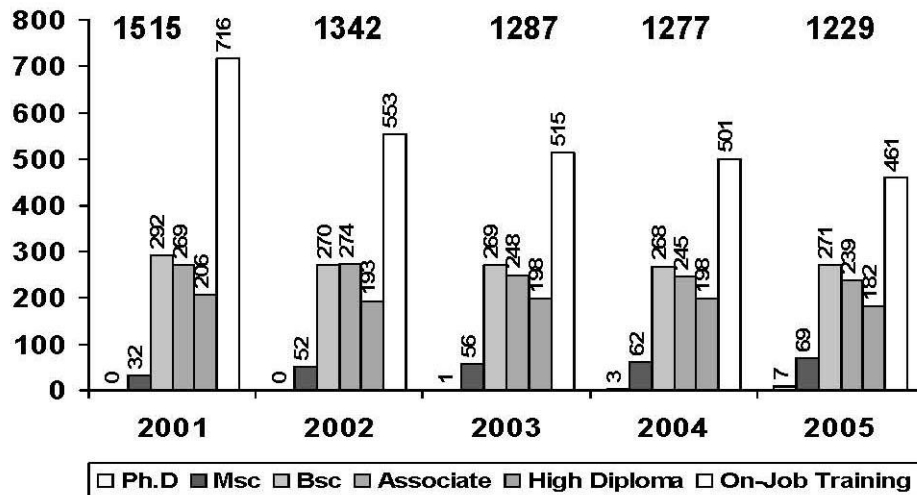
Unit	Men	%	Women	%	Total	%
DoF	416	83.70	81	16.30	497	40
Provinces	636	87.48	96	12.51	732	60
Total	1052	100	177	100	1229	100

HRD through Education & Training

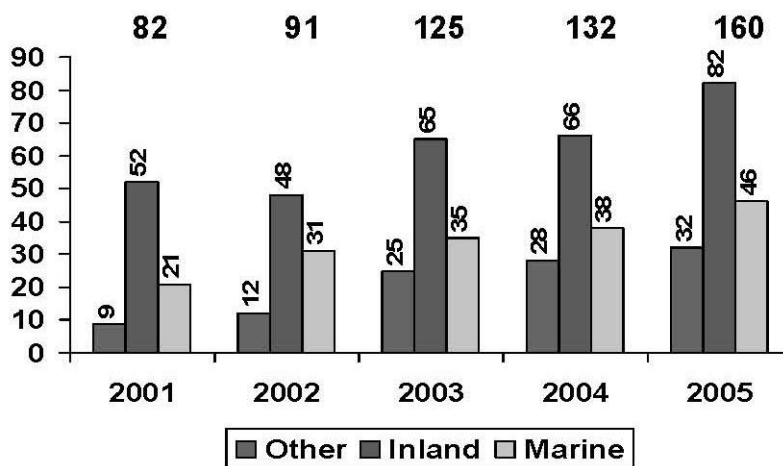
■ Short and Long Training Course

- 1 = Local Training
- 2 = Internal training
- 3 = Regional Training
- 4 = On-Job Training
- 5 = Practical Training
- 6 = Study Tour
- 7 = Workshop
- 8 = Training Seminar
- 9 = Technical Symposium
- 10= International Conference

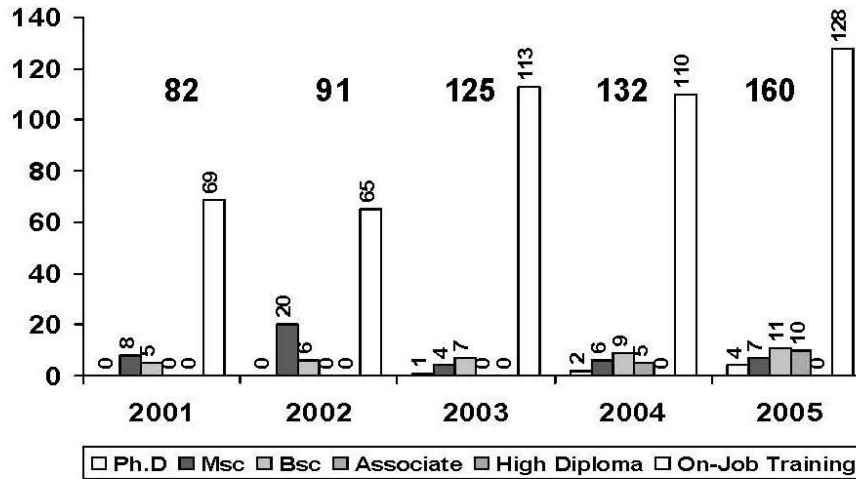
Statistic on Educational Level of Fishery staff (2001-2005)



Capacity Building on Major Courses (2001-2005)



Capacity Building of Fishery Staff by Educational Level



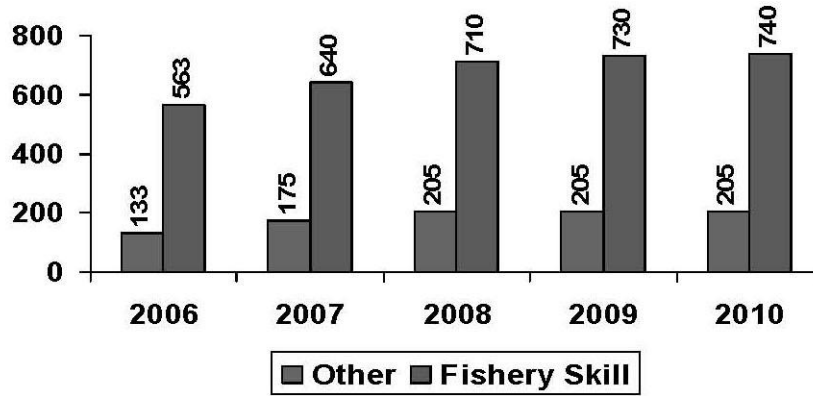
Goals for 5 years (2006-2010)



- DoF will be changed to Fishery Administration
- The proclamation on establishment and process of the Unit/Division will be signed by the Maff's Minister. This proclamation is also include the structure of new fishery management:
 - 1-Fishery Administration
 - 2-Inspectorate
 - 3-Cantonment
 - 4-Division
 - 5-Sangkat/Commune
- Announce for examination in order to select 100 students as fishery staff by 2010

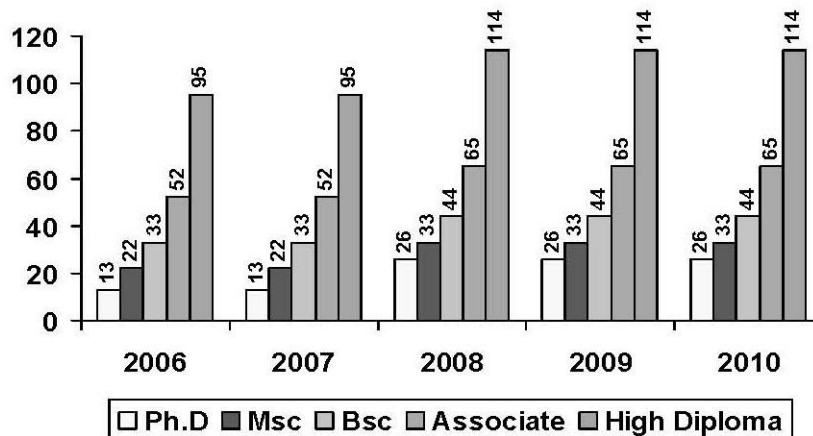
Training Plan for 5 years (2006-2010)

Short Training Course



Training Plan for 5 years (2006-2010)

Long-Term Training



Constraint

- Most of the fishery staff have limited education: Fishery skill, English language and Computer...etc
- Living standard of the staff is very limited and they do not have any fund support to attend the private universities.



HRD through Education & Training


■ Short and Long Training Course

- On-job training
- Participate in the meeting, discussion, workshop (inside and abroad)
- Short training course at Training Centre (inside and abroad)

■ Long-term Training Course

- Academic education
- Work experience

Capacity Building on Conservation and Management of Marine Endangered Species in Cambodia



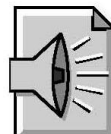
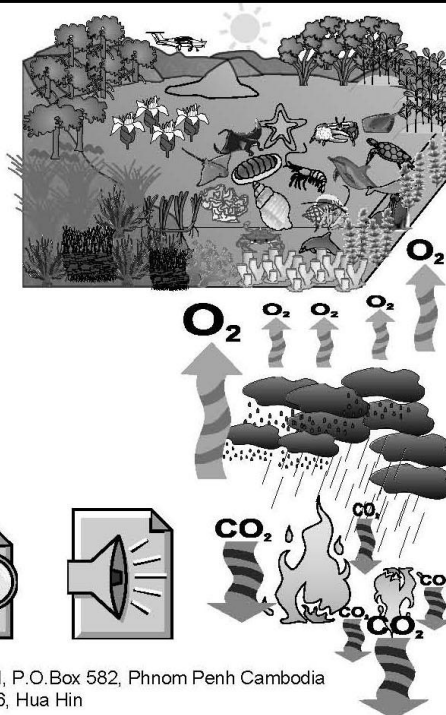
Capacity building on Conservation and Management of Marine Endangered Species in Cambodia

Pich Sereyath

Department of Fisheries, # 186 Norodom Blvd, P.O.Box 582, Phnom Penh Cambodia
04-07 June 2006, Hua Hin

Outlines

- Why build on conservation program ?
- Future Consideration
- Suggestions and Needs to be done



Department of Fisheries, # 186 Norodom Blvd, P.O.Box 582, Phnom Penh Cambodia
04-07 June 2006, Hua Hin

Why build on Conservation and Management ???

Threats

- * By-catch
- * Habitat degradation through destructive fishing & illegal things
- * Believe generates black market

Less Capacity building and Cooperation

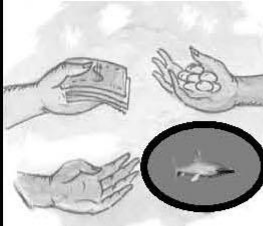
- * Education and Awareness building, in terms of good management is limited.
- * Poor cooperation from all level

Sustain face of endangered species, fisheries resources

- * Overexploitation
- * Poor law enforcement
- * Community base endangered species conservation

Responsible to Global Concerns

- * Response to International, regional and national concerns



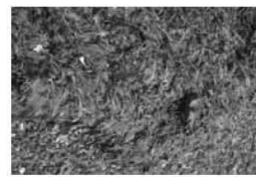
Why build on conservation... (con't) ?

Threats

-By catch:



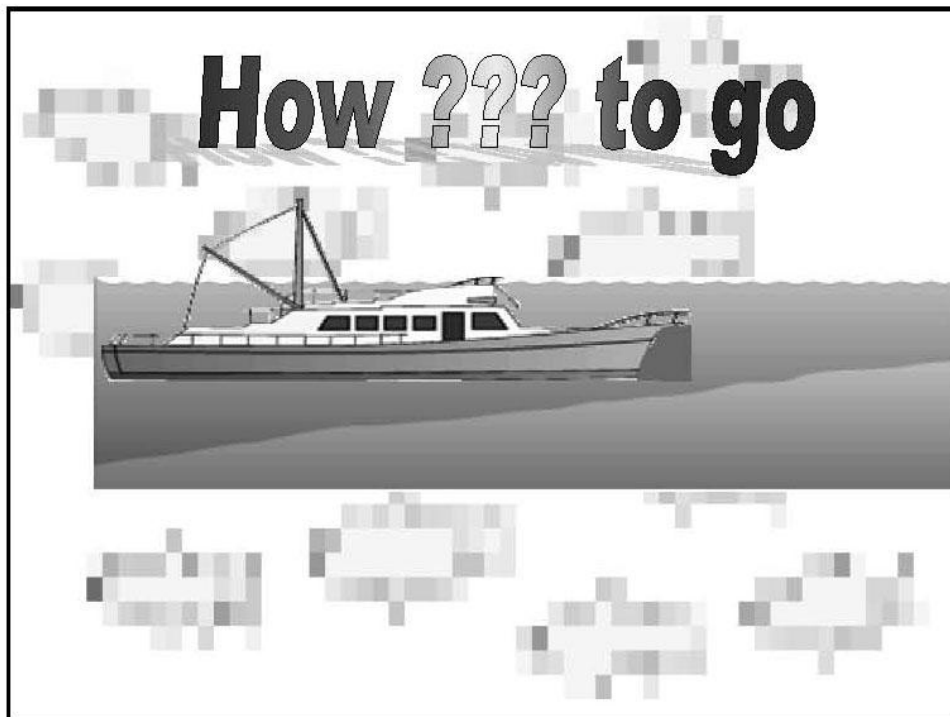
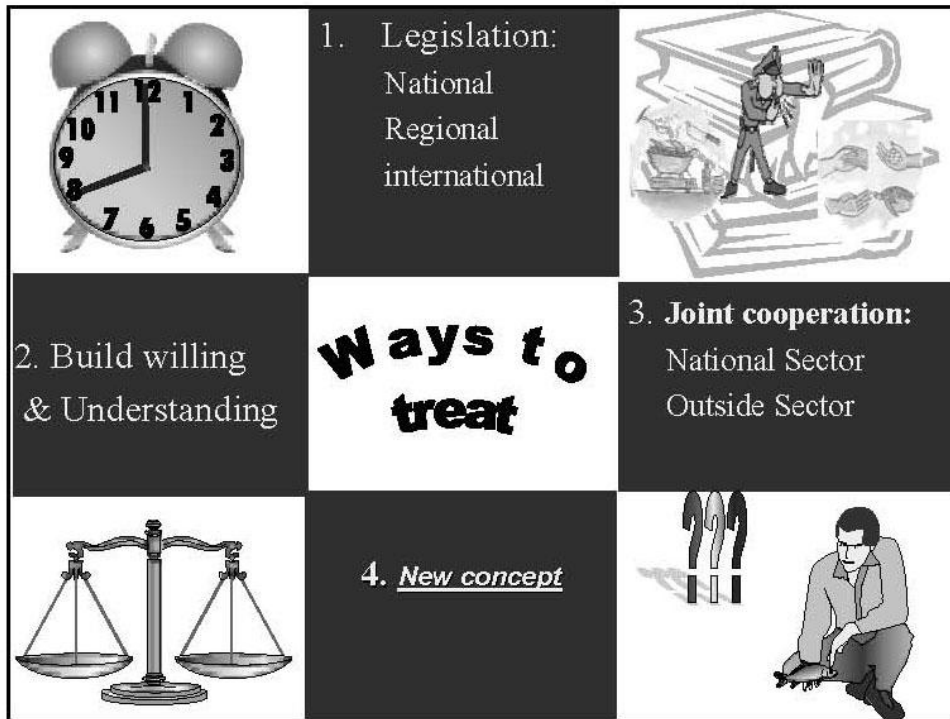
-Habitat degradation



-Belief causes market



-Lack of capacity building



1. Legislation:

❖ National level:

❖ Adoption on new fisheries law : 21 May 2006

- ❖ Sub-degree on Endangered species, list all endangered species
- ❖ Sub-degree on protected area on coral reef and seagrass habitat

❖ National CITES authority

❖ Inspired existing legislations



Series of regulation support

1....(con't)

-Proclamation No. 359 of the Ministry of Agriculture, Forestry and Fisheries on the identification list of the nationally threatened wildlife species for which shooting is prohibited. This proclamation was signed and came into force on 1st August 1994.

-Proclamation No. 1563/533 of the Co-Ministry of Agriculture, Forestry and Fisheries and the Ministry of Environment on prevention and protection of all wildlife in Cambodia. This proclamation was signed by the Minister of Agriculture, Forestry and Fisheries and the Minister of Environment and came into force on 20th September 1996.

-Declaration No. 3837 of the Ministry of Agriculture, Forestry and Fisheries on prohibited trade of wildlife in Cambodia. This declaration was signed on 14th August 2001.

- Letter No. 033 of the Department of Fisheries and Cambodian CITES Scientific Authority for fisheries and aquatic animals to the CITES Management

❖ Regional/international level

- ASEAN's MoU- Sea turtle Conservation and Protection on 30/04/1999
- Convention on Biological Diversity on 09/02/1995
- CITES- 2nd December 1997, and
- Others

2. Build WILLING and Understanding

Public Education and Awareness Building

- * Improved Education : built people to be aware on **What is Endangered species** and its importance through training/ workshop.

- Sea turtles
- Dugong
- Coral and seagrass habitat
- Other marine animals



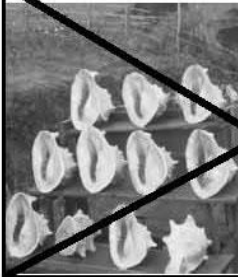
- * Developed Awareness tolls for conservation purpose

- * Distribution and Detailed Explanations



. Personnel Consultation

2...con't...



. direct activities



. law enforcement



3. Joint cooperation

Knowledge and Information Sharing

-Built networking: more national/international cooperation: exchanges, legislation, enforcement, training, meeting, capacity building and awareness.

-Encouraged participation from all levels, especially policy maker to be involved in conservation and management program on endangered species

- Spreaded out Concepts on **public Awareness Extension** and **decentralized, community-based conservation**

- Collaborated with NGOs

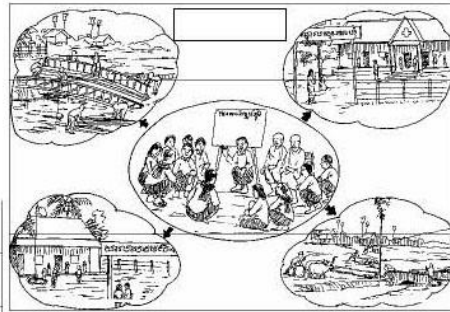
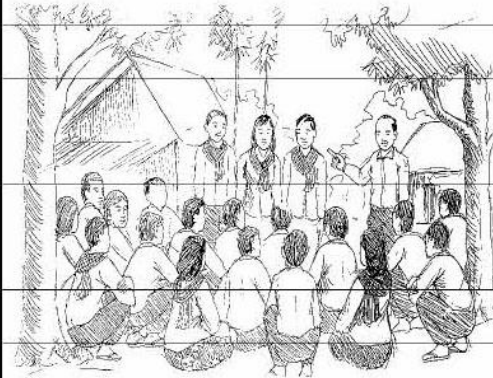


Collaborated within govt. line agencies and local communities/authorities, navy, police, etc.



4. New concept

- Decentralized, community-based conservation scheme:
 - . Co-fisheries management
 - . Others...



- Establishment of Community
 - . **Community fisheries**
 - . Community forestry
 - . Nature community



- To sustain
- Reduce

Community activities



Future Consideration



Research Activities

Possible habitats, **Coral reef** and **Seagrass**



- * **Select Habitats or refugia for to be protected zone**
- * **Open more collaborative study between and within countries**

More Education and Awareness Building

- **Generate and inspire Communicating Sciences effectively**
- **Activate knowledge building to all levels**

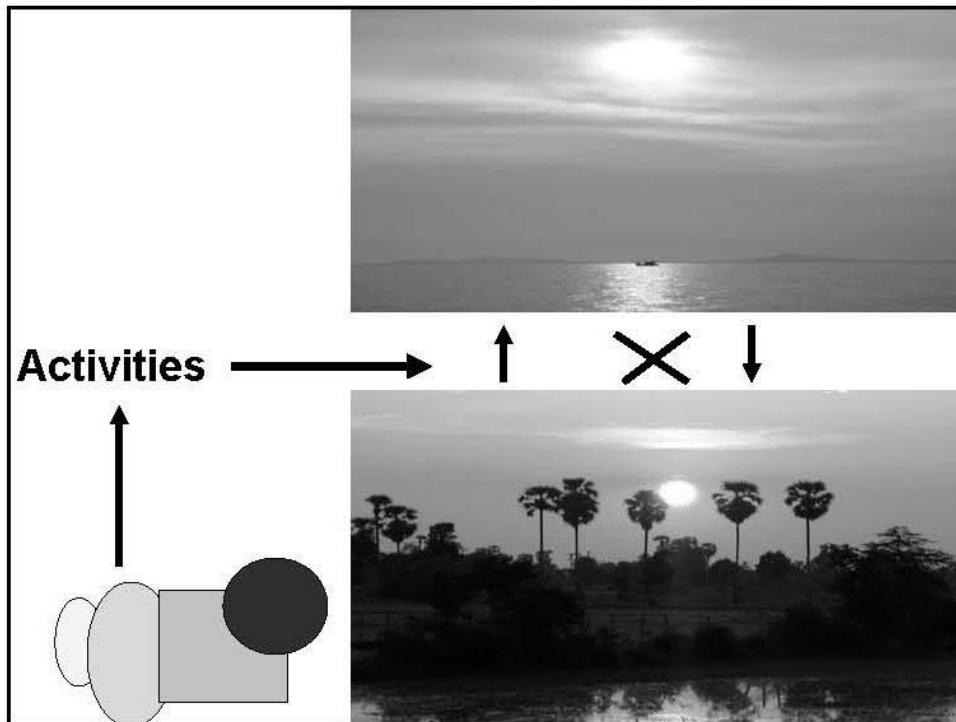


Inland Fisheries



Coastal Fisheries





SUGGESTIONS

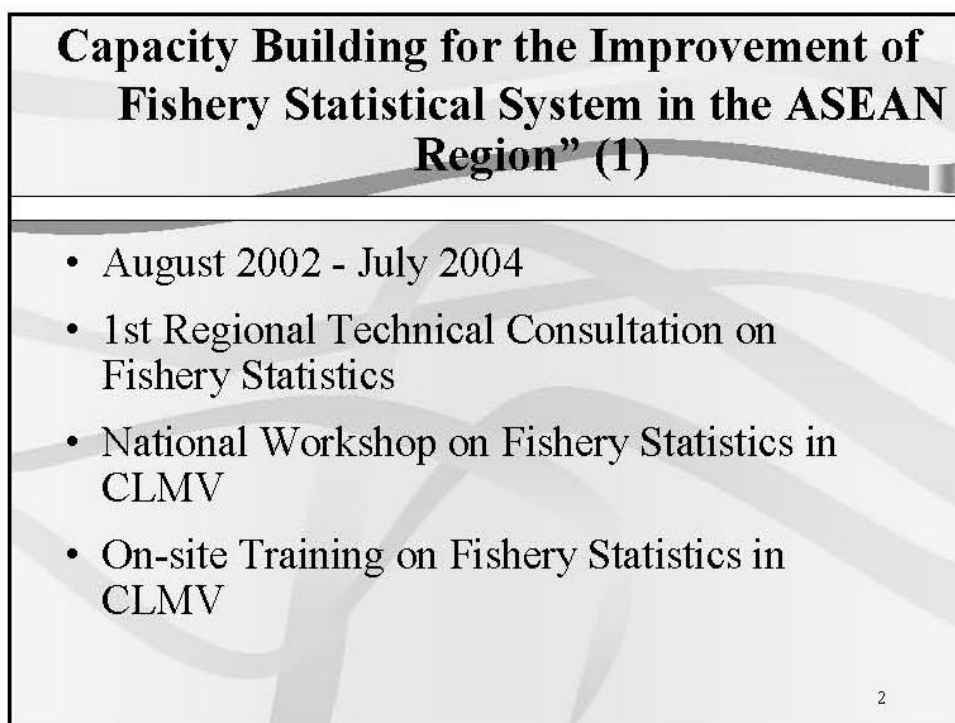
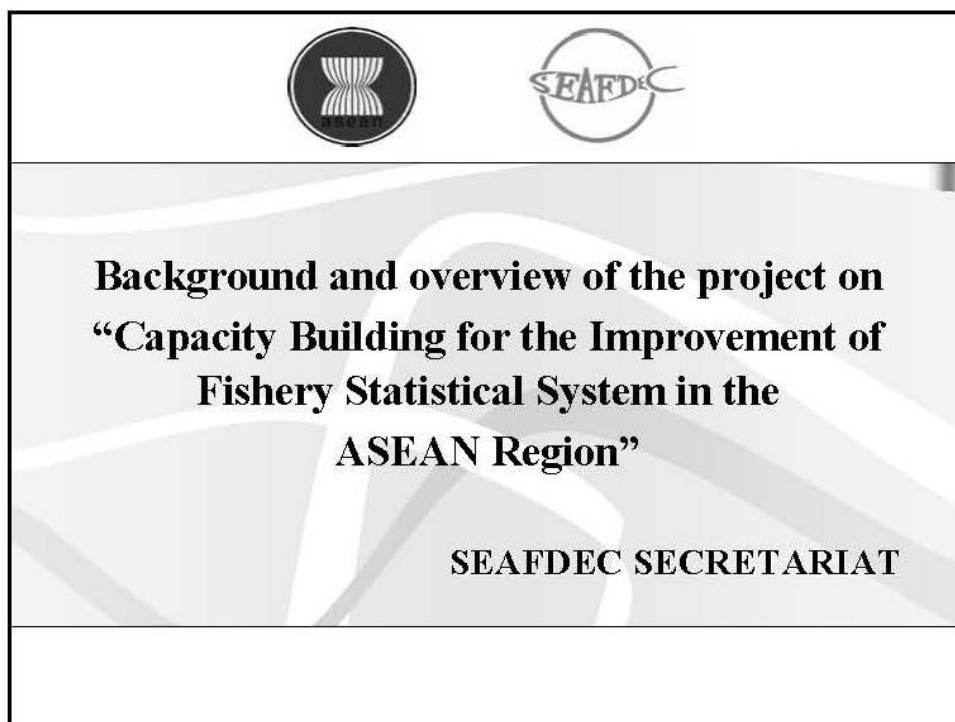
- Conservation and management program should be fully accessed to all areas, typically national educational program and grassroots
- Capacity building to country on the importance of conservation and management **Endangered species as well as fisheries goods and service** should be more focused.
- More Collaboration program should be enhanced.

needs:



- Co-management and benefit sharing in inside or outside sector.
- More either financial or technical support is the major way to enable to overcome all constraints.
- NGOs, relevant stakeholders and line agencies should proceed and access their **activities and goals** in association with responsible projects

Capacity Building for the Improvement of Fisheries Statistical Systems in the ASEAN Region



“Capacity Building for the Improvement of Fishery Statistical System in the ASEAN Region” (2)

- To assist the Member countries in the implementation of Resolution and Plan of Action from the Millennium Conference in November 2001 on the Improvement of Fishery Statistics, the ASEAN-SEAFDEC Collaborative project was initiated
- The project carried out by SEAFDEC and the ASEAN Member Countries - Collaborative arrangement: regional cooperation with emphasis on SEAFDEC and CLMV Countries with financial support from the ASEAN Foundation (Japan-ASEAN Solidarity Fund)

3

“Capacity Building for the Improvement of Fishery Statistical System in the ASEAN Region” (3)

- The project aims to mobilize regional technical cooperation and promote human resource development in order to reduce disparities and promote solidarity among ASEAN Member Countries
- Capacity building project → to assist CLMV for the improvement of fishery statistics.
- Capacity building in CLMV: one national workshop and two on-site training

4

Regional Technical Consultation on Fishery Statistics (1)

- Organized in June 2003
- Addressed the importance and needs for improving fishery statistics with particular emphasis on the aspects of capacity building
- Raised the importance to involve and coordinate a wider spectrum of stakeholders, including policy makers and researchers, national or regional organizations, and even the industry sector

5

Regional Technical Consultation on Fishery Statistics (2)

- The Member Countries are encouraged to evaluate and possibly redesign their national fishery statistics through clarification of :
 - Clear objectives;
 - Data needs and usage;
 - Appropriate data production methodologies;
 - Supporting resources; and
 - Areas for future improvement.

6

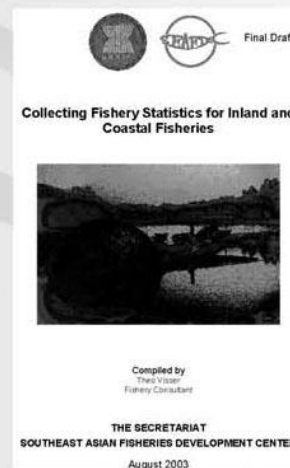
Regional Technical Consultation on Fishery Statistics (3)

- Linkages between routine and non-routine data collection
- Horizontal and vertical coordination
- Co-management
- Information technology

7

Guidelines on Collecting Fishery Statistics

- Regional Guidelines on “**Collecting Fishery Statistics for Inland and Coastal Fisheries**”
- Considered as a regional and national reference for capacity building and statistical improvement.
- To be finalized accommodating experience from various countries.



Step Wise Approach for Statistical Improvement

- Needs to evaluate and possibly redesign national fishery statistics system on:
 - Status of existing system;
 - Target users and their requirements;
 - Clear objectives and usage;
 - Data needs (sustainable minimum system);
 - Appropriate data production methodologies;
 - Supporting resources (financial, HR, coordination);
and
 - Generating statistical information.

9

“Capacity Building for the Improvement of Fishery Statistical System in the ASEAN Region”

- National Workshop on Fishery Statistics in CLMV (2003-2004)
- On-site Training on Fishery Statistics in CLMV (2003-2004)

10



Capacity Building for the Improvement of Fishery Statistical Systems in the ASEAN Region

**Expert Meeting on Development of the National and Regional Training
Materials for Human Resource Development in Fisheries Management**
4-7 July 2006, Hua Hin, THAILAND

OUTLINE

- I. Importance of Fishery Statistics,
Information and Indicators for
Management of Fisheries**
- II. Experience and Lessons Learned**
- III. HRD Supporting Materials**
- IV. Areas/Issues for Future Direction**

2

I. Importance of Fishery Statistics, Information and Indicators for Management of Fisheries

- Fishery statistics is widely accepted as a tool to provide a basis and being crucial to the determination of national fisheries policies, the formulation of national management frameworks and actions or even as a basis for understanding the status and condition of fisheries resources.

3

I. Importance of Fishery Statistics, Information and Indicators for Management of Fisheries (2)

- Better understanding of status and trends of tropical fisheries – fishery statistics, information and indicators
 - Knowledge of the status and trends of fisheries - a key to sound policy-making and responsible fisheries management.
 - Information on the status and trends of fisheries - obtained through routine data collection (fishery statistics) and non-routine data collection (research)
 - essential for assessing the validity of fisheries policy and for tracking the performance of fisheries management.
- Fishery statistics should not be developed in an isolated manner but rather be part of a broader fishery data and information system

4

I. Importance of Fishery Statistics, Information and Indicators for Management of Fisheries (3)

Regional Directions & Issues

- Statistics → poorest among the poor
- Clear objectives and usage at various levels
- Statistics for management requirements
- Linkages and coordination between routine and non-routine data collection → data and information management system
- Capacity building on fishery statistics

5

II. Experience and Lessons Learned

- Project: Improvement of Fishery Statistical Systems and Mechanisms (2002-2005)

6

Project: Improvement of Fishery Statistical Systems and Mechanisms – (2002-2005)

Sub-Project I: Capacity Building for the Improvement of Fishery Statistical System in the ASEAN Region

- Emphasized on capacity building of fishery statistics in the ASEAN region with particular emphasis on the human resource aspect in support of sustainable development and management of fisheries.
- To reduce the gap of fishery development and management among the ASEAN Member Countries, priority was given to the CLMV (Cambodia, Lao PDR, Myanmar and Vietnam) in capacity

Sub-project II - Improvement of Fishery Statistical Systems and Mechanisms in the ASEAN Region

- Aimed to support and facilitate the Member Countries in improving their national fishery statistical system through the revision and improvement of the compilation and production of the current *Fishery Statistical Bulletin for the South China Sea Area*, which has been published since 1978.

7

“Capacity Building for the Improvement of Fishery Statistical System in the ASEAN Region” (1)

- August 2002 - July 2004
- 1st Regional Technical Consultation on Fishery Statistics
- National Workshop on Fishery Statistics in CLMV
- On-site Training on Fishery Statistics in CLMV
- 2nd Regional Technical Consultation on Fishery Statistics

8

“Capacity Building for the Improvement of Fishery Statistical System in the ASEAN Region” (2)

- To assist the Member countries in the implementation of Resolution and Plan of Action from the Millennium Conference
- Financial support from the ASEAN Foundation (Japan-ASEAN Solidarity Fund)
- The project aims to mobilize regional technical cooperation and promote human resource development in order to reduce disparities and promote solidarity among ASEAN Member Countries
- Promote capacity building particularly on human resource aspect → to assist CLMV for the improvement of fishery statistics.

9

Project Events and Activities

- 1st RTC
- Finalization of project arrangement and training materials
- National Workshops in CLMV (Q3-2003)
- 1st On-site Trainings in CLMV (Q4-2003)
- 2nd On-site Training in CLMV (Q1-2004)
- Preparation of final training packages for fishery statistics
- 2nd RTC

10

Regional Technical Consultation on Fishery Statistics (1)

- June 2003- addressed the importance and needs for improving fishery statistics
- To develop directions and plan for capacity building of fishery statistics in the region, considering both institutional and human resource aspects - emphasis on capacity building.
- Raised the importance to involve and coordinate a wider spectrum of stakeholders - policy makers and researchers, national or regional organizations, and the industry sector
- Outcome - provided the basis, directions and plan for further implementation of the national workshops and two on-site trainings for the CLMV Countries.

11

Regional Technical Consultation on Fishery Statistics (2) - Outputs

- Basic Arrangement for Capacity Building developed based on project experience
- Training Packages for fishery statistics
- Regional Handbook for Collecting Statistics for Inland and Coastal Fisheries
- Future directions and actions for capacity building

12

National Workshop in CLMV Countries (1)



- To clarifying needs and directions for improvement of fishery statistics in response to the country's fisheries situation and the existing capacity at both national and local levels.
- The outcomes of the national workshops concluded issues/problems areas as well as directions/approaches for improvement of fishery statistics system in each CLMV Countries.
- Identify topics and approaches for the on-site training

Capacity Building for the Improvement of Fishery Statistical System
in the ASEAN Region



13

National Workshop in CLMV Countries (2)



14

National Workshop _ CLMV

On-site Training in CLMV (1)

- Two on-site trainings:

- To strengthen human capacity in CLMV countries based on the outcome of NWS and readiness of the country.

- To enhance the capacity of the officers who responsible for design and planning of fisheries statistics data system including survey design as well as techniques of survey planning- administrators, managers and statisticians

- Conducted by Expert Group including with training materials, the Draft Regional Handbook on Collecting Fishery Statistics for Inland and Coastal Fisheries

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On-site Training in CLMV (2)

- To enhance common understanding and knowledge on fishery statistics system.

- To formulate a national data system for inland and marine fisheries

- To clarify concepts and definitions of terminologies as well as classifications of marine and inland fishery statistics

- To introduce the survey designs, data collection methodologies and techniques as well as production process.

- To develop recommendations for improvement of fishery statistics system in CLMV countries

- To identify future follow-up actions and activities for improvement of fishery statistics in CLMV countries.

16

Project Outcomes and Achievement (1)

- Enhanced Awareness and Improvement of Capacity Building in the ASEAN Region
- Approaches to Better Addressing Capacity Building on the Improvement of Fishery Statistics

17

Project Outcomes and Achievement (2)

- Approaches to Better Addressing Capacity Building on the Improvement of Fishery Statistics
 - Standard Training Package on Fishery Statistics and
 - Regional Handbook on Collecting Fishery Statistics for Inland and Coastal Fisheries
 - Developed, used during the on-site training in the CLMV Countries.
 - Based upon the experience in using these two documents - were finalized and will be used in future activities to promote capacity building for the improvement of the fishery statistical system in CLMV and other ASEAN-SEAFDEC Member Countries.

18

Project Outcomes and Achievement (3)

- **Lessons learned through capacity building activities**
 - Identified needs and directions for improvement of fishery statistics in response to the country's fisheries situation and existing capacity,
 - Identified issues/problem areas, directions/approaches to strengthening the improvement of fishery statistics system (CLMV Countries).
 - Clarified approaches and arrangement within the ASEAN Member Countries.
 - Identified future directions and ways to enhance capacity building in the ASEAN Countries in the better way.

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III. HRD Supporting Materials (1)

- **Regional Standard Arrangement for Capacity Building for Fishery Statistics**
 - Regional Handbook for Collecting Fishery Statistics for Inland and Coastal Fisheries
 - Regional Standard Prospectus (RSP) for National Workshop on Fishery Statistics
 - Regional Standard Training Curriculum (RSTC) for On-site Training on Fishery Statistics

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III. HRD Supporting Materials (2)

- **Regional Standard Training Packages for Capacity Building for Fishery Statistics**
 - Regional Handbook for Collecting Fishery Statistics for Inland and Coastal Fisheries
 - Workshop Prospectus
 - Training Curriculum
 - Activities Program
 - Training Materials,
 - etc.



21

III. HRD Supporting Materials (3)

- ✚ **Supplementary Guidelines for Fisheries Management : containing issues for fishery statistics and the use of indicators – reference document**



22

IV. Areas/Issues for Future Direction (National Level)-1

- Review national fishery statistics and information systems to define areas of improvement in response to priority requirements of fisheries planning and management as well as coordination mechanisms among agencies who produce statistics and information related to the fisheries sector;
- Develop in-country coordination mechanism within the concerned fishery agencies to identify sources of fishery statistical data and information as well as mechanism for data and information sharing;
- Capacity building for data collection methodologies, handling techniques, analysis, processing, reporting and dissemination of statistical information;

23

IV. Areas/Issues for Future Direction (National Level)-2

- Possible use of co-management approach for management of small-scale fisheries with emphasis on its role to support data and information collection;
- Application of Information Technology (IT) in fishery statistical activities to improve efficiency of exploring and utilizing statistical information;
- Use of statistics to support fisheries planning and management;
- Investigate the applicability of the Regional Guidelines for Fishery Statistics for Capture Fisheries to aquaculture and where appropriate made adjustment so as to fit with the nature and requirements of aquaculture.

24

IV. Areas/Issues for Future Direction (Regional Level)-1

- Strengthen collaboration among countries and concerned regional/international organizations such as SEAFDEC, FAO, and the ASEAN Secretariat by mobilizing the ASEAN Network on Fishery Statistics;
- Harmonizing standard definitions and classifications reflecting the multi-species/gear tropical fisheries nature to facilitate sharing of fishery statistics and information in the region as well as to contribute them to similar development at the global level;
- Improvement of framework of fishery statistics in the Fishery Statistical Bulletin for Southeast Asia;

25

IV. Areas/Issues for Future Direction (Regional Level) -2

- Development of manuals for data collection methodologies, which are common to all countries in the region;
- Improve the timeliness in the compilation and production of Fishery Statistical Bulletin;
- Dissemination of the Supplementary Regional Guidelines for Fishery Statistics to agencies concerned of countries in the region and raising awareness on the role of fishery statistics in planning and management of fisheries to high-level authorities to ensure their understanding and support to fishery statistics.

26

Review on HRD for Fisheries Management: Experience and Lessons Learnt in Planning and Implementation of HRD Activities for Fisheries Management

  
<p><u>Draft</u></p> <p>HRD for Fisheries Management: Experience and Lessons Learnt in Southeast Asia</p> <p>By Suriyan Vichitlekarn Policy and Program Coordinator, SEAFDEC Secretariat</p>
<p>Presented at Preparatory Expert Meeting on Development of Training Materials for HRD in Fisheries Management 4-7 July 2006, Hua-Hin, Thailand</p>

Background & Introduction (1)

- Change of fisheries situation (resource utilizations, problems & conflicts, national administrative systems, legal provision, etc.
- International/regional fisheries instruments/ initiatives towards sustainable development → WSSD, CCRF (incl. IPOAs, Strategies, Guidelines), RES & POA, etc.
- Insufficient capacity in addressing changes and new requirements

Background & Introduction (2)

- SEAFDEC-Sida Project on HRD on the Support to the Implementation of CCRF in the ASEAN Region (Fisheries Management) (2003-2006)
- Strategy for Human Resource Development in Fisheries in the ASEAN Region (2004)
- Strategic Framework for Human Capacity Development in Fisheries (2005)

3

Human Capacity Development (HCD) in Fisheries

“The process by which individuals, groups, organizations, institutions, and societies develop their abilities – both individually and collectively – to set and achieve objectives, perform functions, solve problems and to develop the means and conditions required to enable this process”. (FAO 2005)

4

Experience and Lessons Learnt (1)

Scope and Nature

- Balancing knowledge and skills groupings
 - **Fisheries science** (i.e. fisheries techniques, biology/resources, statistics and information)
 - **Fisheries sector management** (i.e. policy development, sectoral planning, MCS, fisheries economics, laws and regulations)
 - **Societal skills and knowledge** (i.e. conflict management, trade, good governance, ICT, environment)
- Domains – knowledge (local & scientific), skills and attitudes

5

Experience and Lessons Learnt (2)

Scope and Nature (cont'd)

- Multi-level needs and appropriate focus
 - Individuals – policy, fishery managers, fishers and other stakeholders
 - Institutions – government agencies (central and local), private sector, community
 - Sectors – fisheries and non-fisheries
- Capacity building is a “learning process”
- Management? – from “control” to “facilitation, joint learning, communication and partnership”

6

Experience and Lessons Learnt (3)

HRD Materials

- “Translation” issue;
 - Language – to increase accessibility
 - Context – to deepen understanding particularly on implication for actions
- “Reinventing the wheel” vs. “repackaging”
 - Available materials by fisheries and non-fisheries agencies
 - Need for a clearing house system to identify the available materials and their sources
 - Pilot testing of modules and packages
- Knowing “audience”, “means” and “message”

7

Experience and Lessons Learnt (4)

HRD Materials (cont'd)

- Need for developing (regional) common concepts/purposes to interface the existing materials and practices
 - Not a new set of definitions/terminologies (considering legal provision and institutional responsibilities)
 - Specificity of HRD materials
- Information resources and materials
 - Electronic/audio-visual and printed materials
 - Various forms of materials i.e. awareness building campaigns, toolkits, learning modules, best practices/ manuals/guidelines (issues or target groups), case studies

Experience and Lessons Learnt (5)

Capacity Development Cycle

- Generic capacity development cycle
 - Capacity assessment
 - Training needs assessment and curriculum development
 - Delivery systems
 - Monitoring and evaluation
- Clear objectives and targets
- “Perceived” and “Actual” needs
 - At local level – training providers and target groups
 - At national level - external supports come in a “package”

9

Experience and Lessons Learnt (6)

Capacity Development Cycle (cont'd)

- Mainstreaming concepts and approaches through pilot process and networking of projects
- National consultation as a process for capacity development planning
 - Existing capacity, needs and gaps → status, priority & target groups, plan
 - Capacity development supporting systems – sources of expertise and materials (within and outside fisheries sector), coordination (vert. & horiz.), etc.
- Community/fishers organization and learning

10

Experience and Lessons Learnt (7)

Capacity Development Cycle (cont'd)

- Build upon and widen the knowledge and skills of all stakeholders
 - Understanding new requirements and implication for actions
 - Matching new requirements and existing knowledge/skills and practices (i.e. traditional management system, customary laws)
 - Identify gaps and strategy to fill them
- Application of practical results-based management to capacity development

11

Experience and Lessons Learnt (8)

Capacity Development Cycle (cont'd)

- Incorporating capacity development into national fisheries management program to
 - Clarify required competency and levels (i.e. Malaysia - qualification standards & scheme, Vietnam)
 - Ensure sufficient appropriation of facilities and resources
- Sustainability of capacity development
 - Beyond project set-up
 - Financing
- Institutional staff planning and turnover

12

Experience and Lessons Learnt (9)

Delivery Systems

- Appropriate delivery mechanisms to suit local/specific circumstances
 - Cost-effectiveness
 - Demand-driven initiatives and finding appropriate “incentives”
 - Context specific
 - “Conventional Training” → “Joint Learning” and ownership
 - Comparative advantages/strengths and partnership

13

Experience and Lessons Learnt (10)

Delivery Systems (cont'd)

- Information and communications revolution → ICT
- Combination of capacity development activities (i.e. Awareness building, meetings/workshops, demos and training, study tours, mentoring, participatory research, pilot studies, etc.)
- Learning from private sector (business and NGOs) driven initiatives

14

Experience and Lessons Learnt (11)

Cooperation and Networking (regional/national)

- Development of capacity development network/communication at various levels, including
 - Transboundary collaborative arrangements both local and central levels)
- Identification and recognition of national centres of excellence
- Improved cross-sectoral linkages and cooperation (i.e. among government, academic institutions, NGOs, communities)

15

HRD in Fisheries Management – Proposed Packages for Cambodia

HRD Training Package Program in Fishery
Management

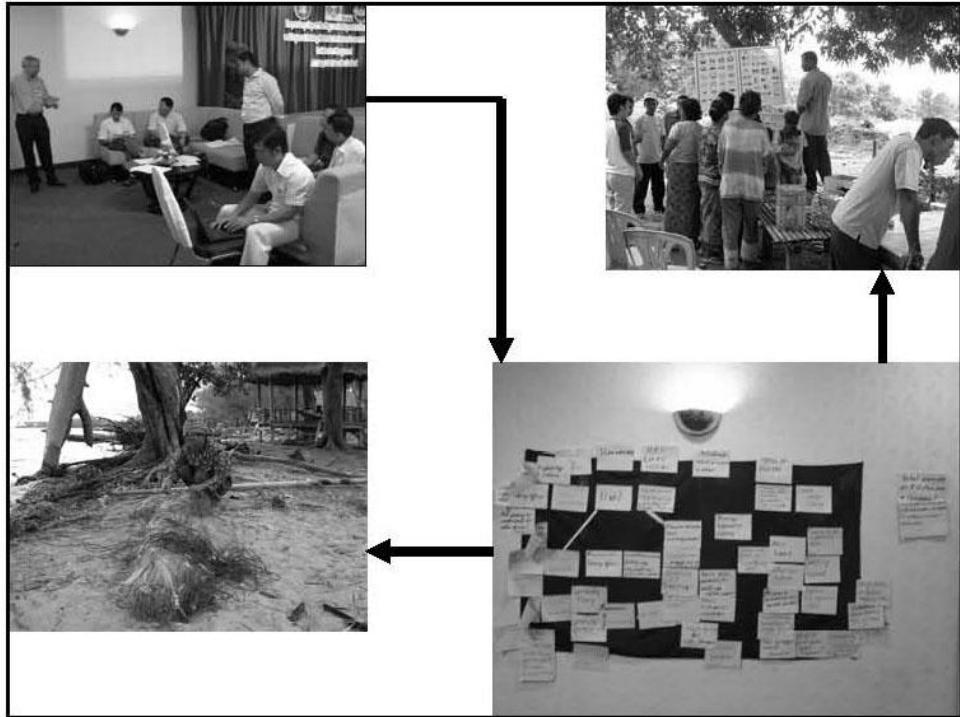
Cambodia's Group Discussion

Facilitator: Dr. Theo Ebbers

1. Chun Sophat
2. Ros Vuthy
3. Suy Sereywath
4. Va Longdy
5. Kim Nong
6. Pen Ratana

**HRD Training for Fishery
Management in Cambodia**

- Process of Skill and knowledge improvement of all stakeholder who influent on how aquatic resources utilization.

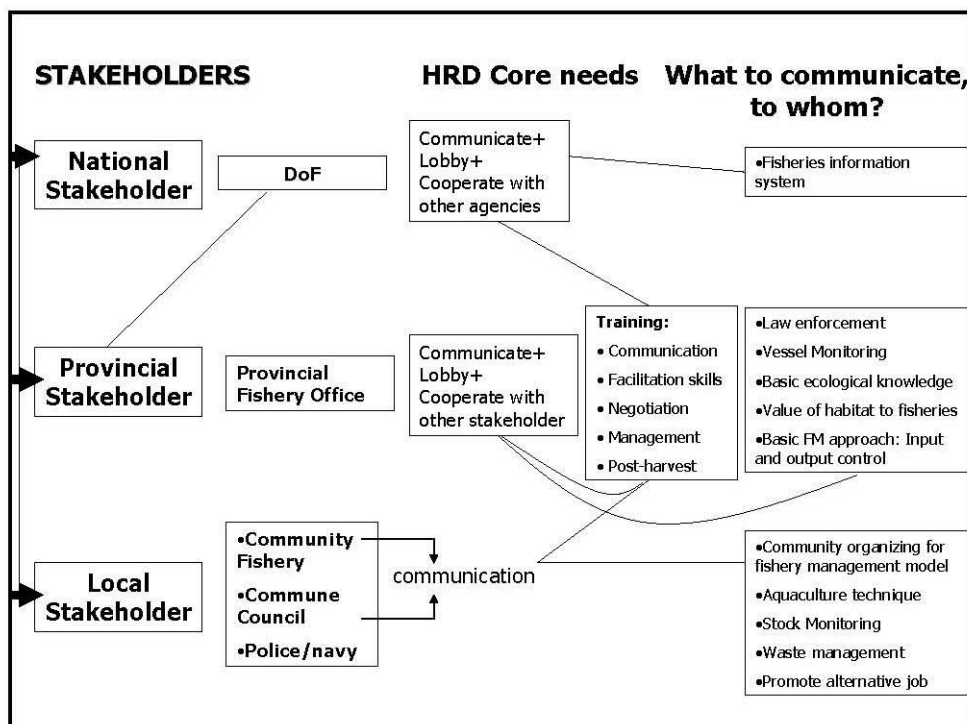


Who are the key stakeholders?

- **National Stakeholder:** Fishery officers (DoF), Universities, NGOs, Foreign consumer, private sector
- **Provincial Stakeholder:** fishery officer, universities
- **Local Stakeholder:** fishers, domestic consumer, tourist, commune council, community fishery, middlemen, post-harvest

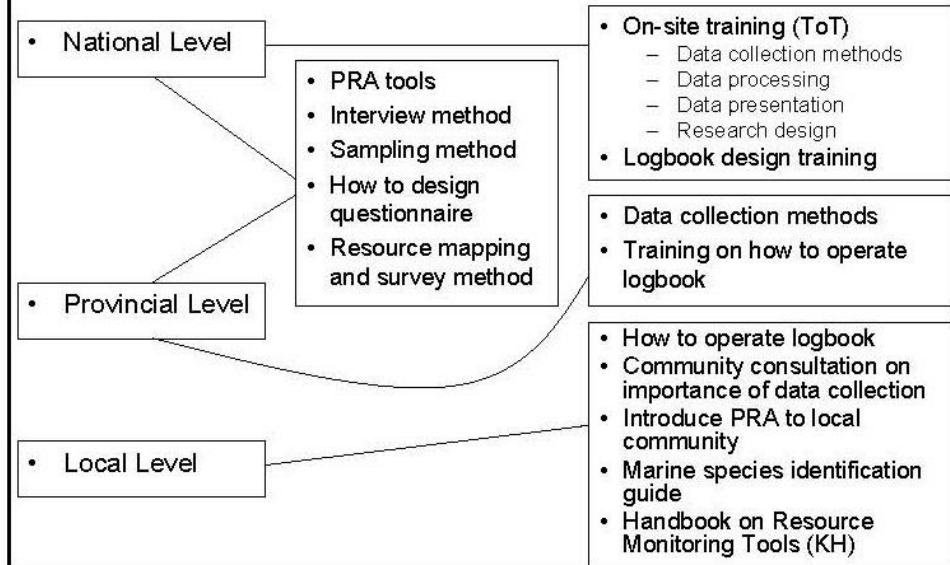
Important contents to fisheries management

- Technology Transfer
- Fish Catch Control
- Improve database for fisheries
- Law enforcement
- Fisheries Information System
- Organizing communities
- Improving the equity of benefit sharing
- Waste management
- Vessel Monitoring
- Facilitation skill
- Conflict management
- Mangrove replantation technique
- Stock monitoring
- Aquaculture technique
- Value of habitats and fisheries
- Promote alternative job
- Pattern of fish habitat and migratory route



Fisheries information system

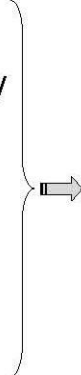
Means of Delivery



THANKS



Information needed for national stakeholder

- Senate
 - Parliamentary
 - Council of Minister
 - MaFF
 - MoE
 - MoRD
- 
- Understanding the importance of fishery management
 - Law/Regulation making process
 - Aquatic Habitat management
 - Livelihood enhancement
 - Fishing effort management
 - Environment
 - Production trend

HRD in Fisheries Management – Proposed Packages for Indonesia



A. Introduction



1. This package model is proposed for implementing CCRF in the area that possessing local wisdom and customary law
2. This package model is drawn from the experience in District East Lombok that has "awig-awig" as local wisdom

Customary Laws in Indonesia

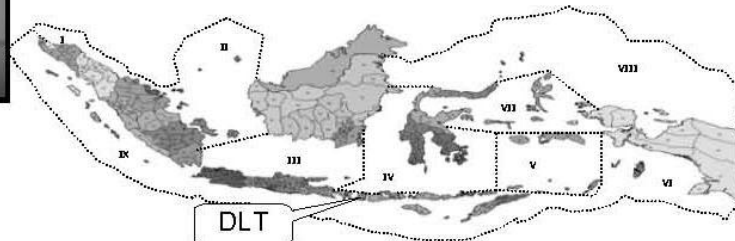
- Awig-awig (Lombok Island)
- Awig-awig (Bali Island)
- Panglima Laot (Aceh)
- Parongpong (South Sulawesi)
- Manee (South Sulawesi)
- Sasi (Maluku)
- Ondoafi (Papua)
- Etc

B. Implementing Approaches



1. How the district model of fishery capture in East Lombok District (DLT) can be used in other places in Indonesia and the region even in other countries

2. How capacity building activities can be strengthening models that are based on local wisdom and customary law



Structuring HRD supporting Packages

c. Major Stakeholder Groups

1. District Level

- 1) - District Official of Fisheries Service
 - Parliament members
 - Related District Officers
 - Law enforcers (Attorney, police,
- 2) - NGO's
 - Indonesia Fishers Association at District Level
 - District Fisheries Management Advisory Committee (KKPK)

2. Management Area Level :

- 1) Capture Fisheries Management Committee (KPPL)
- 2) Elementary Schools

3. Village Level

- 1)- Fishers Groups based on fishing equipment (7 group)
 - Fish processor group
- 2)-Member of Village Council

TOPICS

D. Topic of the training contents :

1a. Government Official at District Level

- Environmental Awareness
- Social Management
- Conflict Management and Communicating Organization

1b. Non Government Group District Level

- Environmental Awareness
- Conflict Management and Communicating Organization
- Law awareness

2a. KPPL (Management area group)

- Fishery management skill
- Conflict Management and Communicating Organization
- Law awareness
- Leadership and management skill -

2b. Elementary School

- Environmental Awareness

D. Topic of the training contents (cont):

3a. Fishery Community

- Environmental awareness
- Fishery Management Skill
- Law awareness

3b. Village Council

- Environmental awareness
- Fishery Management Skill
- Conflict Management and Negotiation Skill
- Law awareness

Stakeholders targeted that involved on fishing management in DLT

Understanding of the Activities

1. Workshop

Meeting some ideas for certain matter belong to several groups

2. Training

informal education, learning for theoretical and practice, to improve the skill ability in fulfill job requirement

3. Seminar

Providing ideas from resource persons, mostly in one way communication

4. Meeting

Discussion for certain topics to meet a conclusion

**DISCREPANCIES OF ACTIVITIES AND
MATERIALS WITHIN TOPICS IN
IMPLEMENTING CCRF IN DLT**

**Resume of training package
for fishing management**



Thank You

TERIMA KASIH

Agency for Marine and Fisheries HRD
Ministry of Marine Affairs and Fisheries
JL. MT Haryono Kav. 52-53, Jakarta Selatan
Telp 62-21-79180426 Fax 62-21-7987525
Email: pusdiklatkan@dkp.go.id

Discrepancy of Activities and Materials within Topics in Implement CCRF in DLT

No.	Topics	Contents	Target Group	Methods/Materials	Available Activities and Materials	Gaps
1	Environmental Awareness	Basic ecology concept, fishing gear selectivity, causes of environment degradation	Parliament members, Related Services Officers, Law Enforcer	District: Seminar, Community Visit, Meeting, Printed Materials for Reading and references, PPT materials, calendars, posters	District: Meeting, Printed Materials for Reading/reference	District: Seminars, PPT materials, Calendars, Posters
			Teachers	Elementary School: Posters, drawing competition, composition writing among students, teachers manual, student handbooks	Elementary School: Student handbooks	Elementary School: drawing competition, composition writing among students, teacher manual, posters
			Fishers Group, Processing Group (mostly woman), Member of Village council include head of village	Village: Village meeting coordinated by religious leaders, movies/documentaries, using traditional music	Village: Village meeting coordinated by religious leaders, traditional music	
2	Fisheries Management Skill	Planning and implementation of fishery management, risk management, different fishery management, community based management,		Disctrict		

		customary laws, etc., budgeting skill, technical skills on mariculture and fish processing / handling, mapping and zonation use GPS.				
			KPPL	Management Area: Training, workshop, KPPL meetings, cross visit in Indonesia and other country in region Materials: Modul, handout.	Management Area: KPPL meetings, manual of KPPL	Management Area: Training, Workshop, cross visit in Indonesia and other countries in region, Modul, handout.
			Fishers group, Processing group (mostly woman), member of village council include head of village	Village: Training, cross visit in Indonesia and other countries in region. Materials: Module, handout	Village	Village: Training, cross visit in Indonesia and other countries in region. Modul, handout.
3	Conflict Management and Negotiation Skill	Mapping of the conflict problem solving, identify of the problem, communication and negotiation skills	District Officials Fishery Services, Parliament Members, Related Services Officers, Indonesian Fisheries Association, District fisheries management advisory committee, NGOs	District: Lectures of experts + university, printed materials / handouts, ppt materials		District: lecture of experts + university, printed materials / handouts, ppt materials
			KPPL	Management Area: echo-seminars, lecture of experts +		Management Area: eco-seminars, lecture of experts +

				university, printed materials / handouts, ppt materials		university, printed materials / handouts, ppt materials
			Member of Village Council include Head of Village	Village: Seminar, lecture of experts + university, printed materials / handouts, ppt materials, training		Village: Seminar, lectures of experts+ university, printed materials / handouts, ppt materials, training
4	Law Awareness		Indonesian Fishers Association, District Fisheries Management Advisory Committee, NGOS	District: Seminar of Law Enforcer, Government Officials, Traditional leaders, Printed Materials and handouts		District: Seminar of Law Enforcer, Governmental Officials, Traditional Leaders, Printed Materials and Handouts
			KKPL	Management Area: Seminar of Law Enforcer, Government Officials, Traditional Leaders, Printed Materials and handouts		Management Area: Seminar of Law Enforcer, Government Officials, Traditional Leaders, Printed Materials and Handouts
			Fishers Group, Processing Group, Member of Village Council include Head of Village	Village: Posters and Calendars on Illegal Activities, Dissemination of Laws in Village Meeting, Lectures of Religious Leaders	Village: Posters	Village: Dessimation of Laws in village meeting, lectures of religious leaders, posters and calendars
5	Social Management / Community Organization	How to establish people organizations, Importance of		District: Workshop		

		Participations, Communication Skills (PIME), Leadership Principle, Communication Skills, Management Principles, Management Tools				
6	Leadership and Management Skill	Budgeting Skills, Project Management Skills (PIME), Leadership Principles, Communication Skills, Management Principles, Management Tools		District:		
			KPPL	Management Area: Training, Module, Manual Books, and Tool Kits, Handouts		Management Areas: Training Module, Manual Books and Tool Kits, Handouts
				Village:		

Resume of Training Package for Fishing Management

Topics of the Training	District Level	Management Area Level	Village Level
Environmental Awareness	<p>Making use classroom, lecture and community visit.</p> <p>The seminar will prepare printed material for reading/references included power point material</p>	<ul style="list-style-type: none"> ▪ Drawing and writing competition to be held in Nusantara day Produce and distribute Calendar and Poster ▪ Including in curriculum, and should be composed teacher manual and student handbook 	<p>Whenever full moon, after Friday pray to be held a meeting. During this moment will discuss about environment and show movie, and traditional music (full moon activities)</p>
Fishery Management Skill		<ul style="list-style-type: none"> ▪ Coordinating with Fisheries Training Center in Indonesia to hold training in Fishery Management skill ▪ Conducting Workshop, material handout ▪ Conducting cross visit in Indonesia and other countries ▪ Training material consist of module, handout 	<ul style="list-style-type: none"> ▪ Coordinating with Fisheries Training Center in Indonesia to hold training in Fishery Management skill and prepare the module and handout ▪ Conducting cross visit in Indonesia and other countries
Conflict Management and Negotiation skill	<p>Invite expert from university to lecture this matter and as well as fisheries officers, practically by internal affairs included cross cutting experience among internal affairs, NGO, fishery officer, police other institution involved</p> <p>The material include printed material for reading/references included power point material</p>	<p>Echo seminar for KPPL, village leader and fishermen.</p> <p>The seminar prepare material e.g printed material for reading/references included power point material</p>	<p>Seminar for KPPL, village leader and fishermen</p> <p>The seminar prepare material e.g. printed material for reading/references included power point material</p>
Law awareness	<p>Conducting seminar by invite law enforcer, government official and traditional</p>	<p>Conducting seminar by invite law enforcer, government official and traditional leader</p> <p>The seminar prepare</p>	<p>Conducting dissemination about fisheries law</p> <p>Some existing</p>

	<p>leader</p> <p>The seminar prepare material e.g. printed material for reading/references included power point material</p>	<p>material e.g printed material for reading/references included power point material</p>	<p>material e.g calendar and poster continue re-printed for wider distribution to disseminate to other places</p>
<p>Social management and Community Organizing</p>	<p>Workshop among the related parties include lecture. They present the different experience in Indonesia</p> <p>The workshop will prepare material e.g printed material for reading/references included power point material</p>		
<p>Leadership and Management skill</p>		<p>Implementing the training coordinated with National University, NGO and project. Material need for training such as module, toolkits, manual book and handout</p>	

HRD Supporting Materials For Thailand

Selected Target Groups and Their Priority

1. Coastal Community & Community Group
2. Local Administrative Organizations
3. Resource Users
4. Concerned Government Agencies
5. NGOs in the area

Subject/topic for Each Target Group

1. Coastal Community & Community Group	System thinking, Financial Management in Organization, Type/Quantity/Trend/Responsible Fishery Resource Utilization, Environment, Research by Local Community, Group Formation, Negotiation Techniques, Local Fishery Resource Management, Group Process
2. Local Administrative Organizations	Integration of Area Based Planning/Projects, Community Fishery Planning, Communication Skill, Conflict Management, Database Development, Fishery Laws and Other Related Laws and Orders

Subject/topic for Each Target Group (Cont.)

3. Resource Users (Individual)	Type of Coastal Resources (Renewable & Non-Renewable), Sustainable Resource Utilization, Appropriate Resource Utilization, Important of Fish Habitat, Knowledge of Fisheries Acts, and Related Laws/Regulation, Fishery Resource Conservation
4. Concerned Government Agencies	Community Participation, Coordination, Community/Social Development Knowledge, Good Governance
5. NGOs	Coordination with Gov. Agencies

Prioritized Subjects

1. Coastal Community & Community Group	<ul style="list-style-type: none"> - Coastal Resources and Habitat - Diversity and status of Resources - Habitat - Environment - Group Formation/Collective Work, Group Financial Management, Negotiation/conflict resolution - System thinking - Research by Local Community
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Prioritized Subjects (Cont.)

2. Local Administrative Organizations	Integration of Area Based Planning/Projects, Establishment of Database, Community Fishery Planning, Fisheries Acts and Related Laws/Regulations, Communication Skill, Conflict Resolution
3. Resource Users	Type of Coastal Resources (Renewable & Non-Renewable), Sustainable Resource Utilization, Appropriate Resource Utilization, Important of Fish Habitat, Knowledge of Fisheries Acts, and Related Laws/Regulation, Fishery Resource Conservation

Subject Reorganization & Grouping

Group	Subject	Availability
1. Coastal Resources and Habitat	<ul style="list-style-type: none"> - Diversity and Status of Coastal Resources - Environment - Establishment of Database - Fish Habitat 	DMCR?

Subject Reorganization & Grouping (Cont.)

2. Resources Management	<ul style="list-style-type: none"> -System Thinking -Community Fishery Plan Formulation -Sustainable Use of Resource 	SEAFDEC, CORIN
3. Laws and Measures	- Fisheries Acts, Related Laws, Regulations and Measures	DOF

Subject Reorganization & Grouping (Cont.)

4. Group Formation and Organization Development	<ul style="list-style-type: none"> - Integrated Planning/Projects - Group Formation - Group Financial Management 	CHARM GSB BAAC
5. Communication and Dialogues	<ul style="list-style-type: none"> - Communication Skill - Negotiation Skill - Conflict Management 	

Subject Reorganization & Grouping (Cont.)

6. Participation	<ul style="list-style-type: none"> -Research by Local Community -- Resources Conservation and MCS 	CHARM
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Recommendations

- This is a whole picture needed for HRD in coastal resource management. However, it is very likely that the target groups should have some background knowledge already, and they may lack only in some parts. It is recommended that need assessment should be conducted when each target group and area is identified and the HRD materials should be developed accordingly.
- The existing materials available in various agencies should be acquired for our further development of the HRD supporting materials

HRD in Fisheries Management – Proposed Packages for Vietnam

HRD in Fisheries – Proposed Packages for Vietnam



Preparatory Expert Meeting on Development of Training
Materials for HRD in Fisheries Management
4-7 July 2006, Hua-Hin, Thailand

Vietnam will follow the FAO definition of HRD in general, with some additional specific priorities:

- HRD means raising awareness at all levels in Vietnam Society
- HRD is an institution-building as well as training process
- HRD includes making knowledge of technological improvements available to all stakeholders

Stakeholders in Vietnam

- The Stakeholder analysis for HRD in Fisheries should follow the normal three-level structure that guides all management in Vietnam, namely Central, Provincial and District/Community
- At each level, stakeholders must also be identified by their roles as either
 - (a) responsible for implementation; or
 - (b) recipients/participants in HRD activities

Central Level

- Ministry of Fisheries (MOFI)
- Personnel of Labour Department
- National Directorate of Aquatic Resources Exploitation and Protection
- National Extension Center
- Fisheries Research Institutes
- Fisheries Colleges
- Other relevant Ministries: Ministry of Natural Resources and Environment, Ministry of Agriculture and Rural Development

Provincial level

- Provincial Fisheries Departments
- Provincial Departments of Natural Resources and Environment
- Provincial Department of Agriculture and Rural Development
- Extension Network in Provinces
- Aquatic Resources Exploitation and Protection Divisions

District/Community Level

- Fishermen
- Community Leaders
- Fisheries Cooperative members
- Sub-Fisheries Associations
- Civil organisations (Womens Union , etc.)
- Fish dealers
- Fisheries companies (Processing and exporting)

Approach to HRD Packages

- In view of the large number of HRD Stakeholders in Vietnam, it is proposed to design the HRD Packages by SUBJECT AREAS, prioritise these, then identify the CONTENT of each priority SUBJECT AREA, based on the TARGET STAKEHOLDERS identified for each.
- *N.B.* DELIVERY of the HRD packages is a major issue to consider (=EFFECTIVENESS)

HRD Package No.1

Consultation/Workshop on use of LFA in Fisheries Management Planning

- Stakeholders:
MoFi + 28 Coastal provinces
- Tasks:
1 x Central + 3 x Provincial Workshops
- Requirements:
LFA manuals, Good LFA examples/case studies,
Resource Person(s)*

HRD Package No. 2

Awareness raising for local community in Fisheries Resources & Habitat Protection

- Target Groups:
 - Fishermen, Civil Organisations, District level
- Information Materials
 - Simple slogans via tv & media, posters, picture story
- Coverage will depend on resources available (pilot, or all coastal provinces)

HRD Package No. 3

Co-management "learning-by-doing" [a package to test potentially effective model(s), implementation and feedback mechanisms]

- Stakeholders
 - DoFi (Provincial), District/Commune, Fishers
- Tasks
 - Review existing co-management knowledge and proposed "models" in Vietnam
 - Pilot this package in Haiphong and Quang Binh

HRD Package No. 4

Fisheries Conservation and MPAs

- Stakeholders
 - MPA Network, NADAREP, RIMF
 - Provincial DoFi, Civil Organisations, Fishers
- Tasks
 - Package existing regulations & guidelines on the above subjects for effective delivery and adoption in the coastal provinces
 - Evaluate delivery and uptake effectiveness in selected provinces/MPA sites

CROSS-CUTTING ISSUES

It is also recognised that many of the HRD needs in Vietnam are cross-cutting in nature, and many are skills-based, e.g.

- Policy and planning skills
- Organisational, communicating & networking skills
- Foreign language and infomatics training
- Monitoring & evaluation methods and applications
- Sustainable aquaculture techniques & planning
- Dissemination systems for legislation & guidelines
- Co-management principles, appropriate models and implementation mechanisms
- Knowledge of habitat values and management needs (especially coral reefs, seagrass beds, mangrove forests)

Thank you SEAFDEC - "Xin cam on"

