



**Report of the National Workshop on
Human Resource Development in
Fishery Management in Cambodia**

Phnom Penh, Cambodia, 6-8 July 2005

**Southeast Asian Fisheries Development Center
(SEAFDEC)**

**Supported by the Swedish International Development Cooperation Agency
(Sida)**

Preparation and distribution of this document

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Bibliographic Citation

Report of the National Workshop on Fishery Management in Cambodia, Southeast Asian Fisheries Development Center, Bangkok, Thailand, 85pp.

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**REPORT OF THE NATIONAL WORKSHOP ON
HUMAN RESOURCE DEVELOPMENT IN FISHERY MANAGEMENT
IN CAMBODIA**

**Phnom Penh, Cambodia
6-8 July 2005**

I. Introduction

1. The National Workshop on Human Resource Development in Fishery was co-organized by the SEAFDEC-Sida and the Department of Fisheries held in Phnom Penh, Cambodia from 6 to 8 July 2005.
2. The Workshop was organized as part of the SEAFDEC activities of Sida support project on “Capacity Building for Human Resource Development on the support to the Implementation of the Code of Conduct for Responsible Fisheries in the ASEAN Region”. The Workshop was primarily aimed at addressing the needs and directions for improving human resource development in fishery management at both national and local levels in Cambodia with particular emphasis on the aspects of personnel capacity building.
3. The participants attended in the Workshop, they are officer of fisheries in Cambodia, representatives of coastal fisheries community, resource persons from the Department of Fisheries, Inland Fisheries Research and Development (IFReD), Ministry of Environment (MOE), International Development Research Centre (IDRC), FAO-Sida, Fish Flights over Fish Rights Project, Tonle Sap Related Projects, and Training Department of Southeast Asian Fisheries Development Center (SEAFDEC-TD). The list of participants appears as Annex 1.

II. Opening of the Workshop

4. Dr. Magnus Torell, SEAFDEC, Senior Advisor to SEAFDEC, thanked and welcomed the participants, resource persons of the workshop and briefly remarked the important and background of the workshop. He emphasised on information of development of the “Pilot Process” as recommended by the member countries of SEAFDEC through the process of the regional consultation. This pilot process is implemented through a sequence of meeting/consultation in the “Representative Set of Countries” including Cambodia, Indonesia, Thailand and Vietnam. Apart from the results within each of the representative countries the aim is also to be able to share some of the Cambodia experiences at the regional level.
5. Dr. Magnus informed that this workshop is a follow-up activity after the organization of the national planning meeting held on 17 March 2005 at the Department of Fisheries Cambodia, and this is the first sequence in the process directly focused on planning for SEAFDEC-Sida activities to be implemented in Cambodia. The minutes of the planning meeting appeared as Annex 2.
6. Mr. Ing Try, Deputy Director-General of Department of Fisheries Cambodia, welcomed the participants to the Workshop and briefly explained the importance and background of the Workshop. After the brief introduction to Cambodian fisheries, he stressed on the importance of human resource development in terms of development and management of coastal fisheries in Cambodia. His speech appeared as Annex 3.

III. Adoption of Agenda and Arrangement of the Workshop

7. The Agenda and arrangement of the Workshop, which appears as Annex 4, was adopted.

IV. Background and Rationale of the Workshop

8. Mr. Suy Serywath, Working Group on Regional Fisheries Policy for Cambodia, briefly introduced background of the project on Capacity Building for Human Resource Development highlighting on the support of Sida to promote the implementation of the Code of Conduct for Responsible Fisheries in the ASEAN Region (Annex 5).

9. He highlighted the following issues with the concept of programme “why we need human resource for management”:

- Deterioration of the coastal environment and resources
- Conflicts among the resources users
- Multiple coastal resources uses
- Concern of policy makers and managers
- Etc.

10. He referred also the CCRF worldwide that it was conducted by FAO in 1995, after that will be implemented by regional and national level. In 2001, CCRF will be specifically implemented through regional and national level. The Regional Guidelines on Responsible Fisheries Management and Human Resource Development framework established for pilot project among members in ASEAN Region.

11. He mentioned also the objective of the project as follow:

- 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

V. Current Status on National Project Activities Related to Capacity Building in Fishery Management and Its System

Overall National Project Activities Related to Capacity Building in Fishery Management and Its System from SEAFDEC/TD

12. Mr. Sei Etoh presented on the overall framework of the project on Integrated Coastal Resource Management which is implementing in the area of Sihanoukville in Cambodia (Annex 6). He outlined the strategies and framework of the project highlighting the opportunities to further development of human capacity which focusing at the community level.

13. He also briefly introduced historical background on the development of Japanese fishery community and its management during the past century. He stressed that it took a long time before coming to be managed by local community. By this way of community-based fishery management, he mentioned that it plays a very important role to manage fishery and utilize their natural resources.

14. He outlined the experiences learned from the project implementation within the scope of introduction of the community-based coastal fishery management in Thailand and in Malaysia by SEAFDEC/TD in collaboration with the Department of Fisheries. In addition, he emphasised that these experiences will be brought to promote such community-based coastal

fishery management in Cambodia, especially in the area of this project in Cambodia in PREYNOUB-PI fisheries community of Sihanoukville.

15. He also raised the objective of his pilot project to be implemented in Cambodia as follow:

- To develop capacity building of local human resources in CBRM project area and community deployment
- To develop people's participation in CBRM and community development
- To alleviate poverty through the development of economic scale of community

16. At the same time, he mentioned the sequence of the project activities as follow:

- Project preparation to the Department of Fisheries
- Carry out base line/monitoring survey
- Encourage and extend community-based resources management
- Promotion of local business
- Rehabilitate and enhance coastal resources
- Fishing/fish handling technologies improvement
- Project management meeting
- Organization of the Project Steering Committee
- Project evaluation

Overall National Project Activities Related to Capacity in Fishery Management and Its System in Cambodia

Environmental Management in the Coastal Zone (EMCZ) (*Annex 7*)

17. Mr. Van Muny Neath, Coastal Zone Management Project Coordinator presented the project's overall objectives covering the past and ongoing activities, location and classification and management of natural resources in the community where public awareness had been provided.

18. He explained that EMCZ was the first project implemented in the coastal area of Cambodia by Ministry of Environment funded by Danida since 1997. At the beginning of the project implementation, baseline surveys were carried out focussing on socio-economic information collection in the coastal areas of Cambodia.

Community Based Natural Resources Management (CBNRM) and Participatory Management of Mangrove Resources (PMMR) (*Annex 8*)

19. Mr. Kim Nong, Deputy of Environmental Education Department and Project Leader briefed the projects' background and recent situation of the communities in the project areas. The PMMR project has three phases which the first phase started in 1997 where the project is now in the period of the last phase. With the support by PMMR, it was learned from the communities could formulate their own coastal natural resources management plans together with mapping of their management areas.

Strengthening the Capacity in Fisheries Information Gathering for Management (*Annex 9*)

20. Mr. Thor Sensereivorth, Vice chief of Planning and Accounting office of the Department of Fisheries explained the project's background and objectives. The project focuses in collecting data for marine fisheries and socio-economic for further coastal capture fishery conflict management.

21. He emphasised on the important of information collection which project received through interception and consultation in the fisheries communities in the coastal area. Furthermore, information collected from this project could provide as a basis for further planning and management of coastal resources and fisheries in Cambodia.

Coral Reef and Seagrass Management, UNEP/GEF (Annex 10)

22. Mr. Ouk Vibol, Vice chief of Domain office of the Department of Fisheries presented objectives of the project which aim at enhancing collaboration and partnership to create a better environment in order to be able to address environmental problems to all stakeholders and to build capacity of the participating governments for integrating environmental considerations into national development planning.

23. He briefly outlined the progress of the project during the past years such as activities to identify coral reef and seagrass in 69 islands, socio-economic survey of Koh Kong group of islands, identification of the marine protected areas, preparation of the national plan for coral reef and seagrass management in Cambodia and its implementation in Kampot Province.

An Examination on the Re-allocation of Fishing Lots: Perceptions from Community Fisheries in Cambodia (Annex 11)

24. Ms. Hap Navy, Chief of social economic vision of IFReDI, presented the study focussing on the reduction of conflict among the small-scale and commercial scale operators in the coastal areas which may impact on the management of fishing capacity in Cambodia and for future plan for allocation of rights between the commercial and small-scale operators. Her presentation included the methods, area coverage of the study and major findings of the study.

Capacity Building of the Inland Fisheries Research and Development Institute (IFReDI): Asian Development Bank Technical Assistance to Cambodia (Annex 12)

25. Mr. Ou Savy, representative of IFReDI, briefed about the past and ongoing activities of the project through WorldFish Center, supported by ADB, with the aim to develop a sound institutional framework for IFReDI's research, and to develop human capacity in the areas of administration, research and development, technology transfer, and policy development. He introduced curriculum of such training courses for human capacity building of the IFReDI staff.

26. He explained that the on-the-job training could provide a lot of experiences to their staff for long term development of the institution. He suggested that there is a need to further strengthen research and training in cooperation with international agencies/academies with the aim to carry out the comprehensive study on the economic and non-economic values of fisheries resources in the Great Lake and its major constraints in trade and marketing of aquatic products in the area.

Integrating Multiple Factors to Predict Fish Production, WorldFish Center *(Annex 13)*

27. Mr. Chheng Phen introduced WorldFish Center's recent projects that focus specifically in the Greater Mekong Sub-region on the topics of fisheries management in inland and coastal fisheries; aquaculture; capacity building; socio-economics; governance; and environmental management.

28. He also introduced the program "BayFish" and its modification for predicting fish products. He also briefly the structure of the program and format form to fill up data and including analysis as well as their result.

Capacity Building of Tonle Sap Related Projects, UNCP/CAP2015 *(Annex 14)*

29. Mr. Keang Seng, Coordinator of Tonle Sap related project (DOF/ADB), briefly introduce project activities from 2003-2006. He explained that the project focuses on two major components. One is capacity building of the Coastal Fisheries Development Office staff. The other is formulation of the fisheries community structure and increasing participation of local fishery community to the coastal resource management.

Human Resource Development in Community Fisheries Management *(Annex 15)*

30. Mr. Ly Vuthy, Chief of Community Fisheries Development Office (CFDO), presented CFDO's experiences in capacity building of their staff to implement changes in fisheries management especially for the DOF. Those changes in fisheries management include also capacity building of the provincial fisheries officers, strengthening natural resource management coordination and planning for specific area of Tonle Sap.

Lesson Learnt from Fisheries Co-management Activities *(Annex 16)*

31. Mr. Chhuon Khimchhea, Vice chief of Community Fisheries of the Coastal Fisheries Development Office (CFDO), Department of Fisheries, presented on lesson learnt from fisheries co-management activities. He explained about background of development of fisheries co-management that the activities had a significant impact on the coastal resource enhancement and household income generation through enhancement of the cooperation and coordination among the resource users, local authorities and central fishery officials.

VI. Conclusion and Recommendation

Lessons Learned, Common Elements of Ongoing Projects/Initiatives

Goal and Overall Objectives of the Ongoing Projects/Initiatives in Coastal Areas of Cambodia (for coastal resources/fisheries management based on inputs from presentations/lectures and discussion made during the workshop)

- To establish and/or develop the national plan and actions for coastal community-based resources management (and for fisheries in Tonle Sap and other areas).
- To strengthen local fisheries management capacity and to promote community-based coastal and aquatic resources management – with an increased focus on legal, economic and social aspects

- To enhance the participation users of coastal (and freshwater) resources in the process of management such as planning, monitoring and enforcement (including aspects of Integrated Coastal Zone Management).
- To alleviate poverty and to improve social security including development of schemes to encourage businesses and to generate alternative and supplementary income opportunities for villagers and people in coastal areas.
- To rehabilitate and enhance coastal resources in close collaboration with coastal resources users including schemes to *manage fishing capacity*, to facilitate exit from the fisheries and to establish protected areas and conservation zones (refugia)
- To encourage and facilitate co-operation among stakeholders and networking among institutions, NGO's and others

Targeted Groups for Capacity Building in Coastal Resources Management

- Policy makers
- Provincial/Central level
 - o Researcher
 - Researcher: biologist, socio-economist, legal, institutional, etc.
 - Data collection
 - o Management, administrative and technical staff of different institutions
- Community level
 - o Commune council
 - o Fisheries Community Organization (according to the sub-decree)
 - o Other people involved in fisheries not part of "fisheries community"
 - o Other groups in coastal villages and urban areas with respect to development of supplementary incomes

Coordinating/Implementing Agencies

- Department of Fisheries
- Ministry of Environment
- Other relevant ministries such as those for Interior (SEILA/Commune Councils), Public Work and Transport, Rural Development, Women's Affairs, Tourism, etc
- International Organizations and NGO's such as Sida, AIT, MRC, FAO, UNEP, NACA, UNDP, DFID, Danida, ADB, World Bank, WorldFish Center, WWF, IUCN, Wetlands International, etc.
- Local Non-Governmental Organizations (have in many cases been active in setting up community fisheries organizations)

Methods Used by the Projects/Initiatives

- Survey and data collection: socio-economic, base-line studies, etc.
- Research initiatives and/or field studies including studies on legal, institutional, economic and social aspects in addition to common studies on biology, hydrology, environmental status, etc
- Training by "learning-by-doing"
- Training by "technology transfer"
- Training of trainers
- Awareness raising through education
- Awareness raising through other means such as posters, brochures, TV, Radio, etc

Major Achievements/Outputs

- Results/reports on socio-economic surveys and base-line studies
- Reports on the status of the coastal natural resources for mangrove, coral and seagrass beds
- Reports on the synthesis of conflicts in the coastal zones in specific area (Kampot)
- Information and database on the coastal resources status
- Training materials in relation to the new fisheries law, the sub-decree on community fisheries and related laws
- Training provided in understanding of “decentralization and deconcentration reforms in Cambodia with relation to NRM” (for DOF staff) and “strategy to form partnerships with commune councils in NRM”
- Established management and institutional network for coastal resources management (as part of the organization for project implementation)
- Established local networks for management and innovative ideas for management of natural resources by local people promoted (Koh Kong)
- Established common understanding of the local fishery community in management of coastal resources in specific project areas

Major Constraints

- Weak institutional and legal framework to support coastal management (repeatedly referred to in presentations and discussions). Limited, unclear laws and regulations.
- Unclear government policy and plan for management of coastal resources with unclear institutional mandates
- Existing conflicts among the resource users, such as between people in a fishing community; between fishing communities; between people in a fishing community and non-members; between large and small scale fishers; between fishers and aquaculture (including seaweed farmers in Kampot); between fishers and non-fisheries related activities and development with subsequent effects on management of coastal resources.
- Although training needs assessments have been made here and there it seems that a general over all training needs assessment is lacking
- Limited coordination among donors and implementing agencies which may lead to duplication of efforts
- Lack of law enforcement in general and there is also a need on law enforcement and regulation to support the implementation of the projects/initiatives and ensure better sustainability of project results after the end of projects.

Important Areas for HRD

- Enhance participation of the fisheries community and other villagers in training (train trainers and planners/managers to adequately include villagers in training and decision making)
- Build capacity at all levels with special focus on province and commune level to actively refine and develop plan for coastal resource management
- Build capacity at all levels, including project development and the establishment of indicators on successful project implementation to sustain the projects and other initiatives for rural development in coastal areas also beyond the period of the project
- Training of provincial and central staff in addressing legal, social and economic aspect and to actively involve people in planning and decision making

Recommendations on the Area of Importance in Future Capacity Building to Support Coastal Resources Community-based Management

32. During the workshop the relevance of addressing 1) management of fishing capacity 2) strengthening of local fisheries management capacity 3) integrating fisheries management into habitat management was confirmed and its recommendations by the workshop are shown in the following:

Major target groups for capacity building

- Policy makers
- Provincial/central officials
- Community level (fishers, commune councils, other villagers, etc.)

Future needs

- Develop systems in support to sustain results from projects and other initiatives
- General, over-all training needs assessment
- Incentive creation such as establishment of reward system for implementing agencies for better (more transparent) allocation of donor support
- Indicators for projects/initiatives for the monitoring and evaluation including indicators for successful project implementation
- “Training for Trainer” to for HRD in sustainable management and development of the coastal resources
- Close coordination and collaboration between DOF (and other government bodies) and NGOs to mobilize available resources and seek support by NGOs in implementing the projects/initiatives
- Clear future direction of DOF in sustainable management and development of the coastal resources taking consideration on how to benefit from projects with different types of objectives (and funding level), such as (1) Project which has a full support for the whole process of not only developing human capacity but also for implementation (over a longer period), and (2) Project which support only specific HRD activities such as only training on say statistic (without funds for subsequent implementation) implying that such projects should in their design be linked to a “larger picture” with relevant indicators
- Develop tools for fish stock assessment based on model of BAYFISH program (presently used in Tonle Sap) modified as needed to be applicable to marine and coastal areas
- Modification of available materials such as socio-economic survey questionnaire, etc. to be compatible for use by different initiatives
- Further training on “decentralization and deconcentration reforms in Cambodia with relation to NRM” (for DOF staff) and “strategy to form partnerships with commune councils in NRM”
- Improve strategy to make use of local resources, people and stakeholders in HRD programs at various levels
- Empowerment of the local people and stakeholders
- Understand the real needs of the coastal communities

Others

- Make use of and refer to available materials (from various projects) for further use in HRD at all levels and in the another coastal areas than that of the initial project (modify as needed)
- Alternative livelihoods in one area may not applicable for other coastal areas, such as the experiences was generated by the “fish fights for fish rights” project in Kampot may not applicable for in other places such as Koh Kong. Due consideration should be taken to the uniqueness of each areas as needed as well as to the specific development level in the area

Recommendations for identification of focal areas for the sequence of upcoming events (workshop/seminar/on-site training) based on a “learning-by-doing” approach_ while considering the integration fisheries management into habitat management; livelihoods, environment, capture fisheries, aquaculture; coastal fisheries and coastal environment/resources; etc.

33. The workshop highlighted the following inclusion for future consideration of organization of the sequence of the upcoming events in Cambodia.

- Include participation of the provinces and communities
- Priorities to be further developed during next event (including the recommendations from the workshop)
- Include fishery law and sub-decree in HRD for coastal fishery management in development of the training materials in the next follow-up activity of SEAFDEC-Sida

34. At the end of the workshop, the meeting developed and agreed on the follow-up activity of SEAFDEC-Sida Project in implementing pilot process in Cambodia as shown in the following table.

Tentative Plan for the follow-up activity

Title	National Workshop on “Training and Development of <i>Fisheries Refugia</i> and community based fisheries management”
Venue	Koh Kong Province
Time	5-9 of September 2005
Implementing agencies	SEAFDEC with supports from Sida in close collaboration with DOF Cambodia and other agencies
Focal existing projects/initiatives	<ul style="list-style-type: none"> - UNEP/GEF/SCS: mangrove, coral and seagrass - WorldFish Center: Fish Fights over Fish Rights - Dandida/MOE Coastal Zone Management - IDRC/WWF/MOE Participatory Coastal Resources Management - UNDP/CAP 2015: Capacity Building for Sustainable Development in Tonle Sap Region - FAO-Sida: Strengthening the capacity in fisheries information gathering for management - SEAFDEC-TD: Community-based coastal fishery management pilot projects - AIT Aqua Outreach and thesis studies - MRC Fisheries and Environment Program
Overall objective	To strengthen and sustain human capacity building for coastal

	resources management in Cambodia
Specific objective	<ul style="list-style-type: none"> - To develop a plan to further address and implement a process to for establishment of fishery refugia and locally based management (based on the experiences in Koh Kong) - Outline of a training package HRD on the management of fisheries refugia and locally-based coastal fisheries management in Cambodia - To develop indicators to monitor/evaluate the impacts of projects/initiatives for sustainable development of coastal resources management in Cambodia
Respect outputs	<ul style="list-style-type: none"> - A plan for the establishment of for fisheries refugia and locally-based coastal fisheries management in Cambodia - An outline of a training package for HRD - Indicators developed for projects/initiatives monitoring and evaluation
Target participants	(to be decided later)
Agenda	(to be decided later)

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Observers

**Minutes of the Planning Meeting for SEAFDEC-Sida Project in Cambodia
on Human Resource Development in Fisheries
17 March 2005 at 0930 h
Department of Fisheries of Cambodia, Phnom Penh**

PRESENT:

SEAFDEC-Secretariat

- | | |
|-------------------------|------------------------|
| 1. Dr. Magnus Torell | Senior Advisor |
| 2. Dr. Worawit Wanchana | Acting Project Manager |

Department of Fisheries of Cambodia

- | | |
|---------------------------|--|
| 3. Mr. Ing Try | Deputy Director |
| 4. Mr. Thor Sensereivorth | Vice Chief of Planning |
| 5. Dr. Chhoun Chamnan | Inland Fisheries Research and Development
Institute |
| 6. Mr. Chin Ga | Vice Chief of Aquaculture |
| 7. Mr. Chun Sophat | Head of Administration and Personnel |
| 8. Mr. Chhor Bunly | Aquaculture Officer |
| 9. Ms. Kaing Khim | Community Fisheries Officer |
| 10. Mr. Buoy Roitana | Senior Officer |

Ministry of Environment & Danida – Environmental Management of the Coastal Zone

- | | |
|-----------------------|-------------|
| 11. Mr. Gorm Jeppesen | Team Leader |
|-----------------------|-------------|

WorldFish Centre

- | | |
|------------------------|----------------|
| 11. Dr. Eric Baran | Project Leader |
| 12. Mr. Arthuk Neiland | Senior Advisor |
| 13. Mr. Richard Covits | Senior Advisor |

WWF – Cambodia

- | | |
|---------------------|--------------------------|
| 15. Mr. Rob Shore | Living Mekong Initiative |
| 16. Mr. Toby Carson | Technical Advisor |

Minutes prepared by Worawit Wanchana

MINUTE NO.1: PILOT PROCESS – BACKGROUND INTRODUCTION

1. Mr. Ing Try welcomed the participants to the meeting and expressed his fully appreciation to all relevant organizations on their supports through various projects implementing in the coastal areas of Cambodia for the benefit of the country.
2. Dr. Magnus Torell thanked all participants for their participation to the meeting, and briefed on the activities of the project in Cambodia highlighting the Sida supported project on “Human Resource Development on the Support to the Implementation of the Code of Conduct for Responsible Fisheries in the ASEAN Region”.

3. Dr. Magnus briefed background information and development of the “pilot process”, as recommended by the Member Countries of SEAFDEC through the sequence of meetings/consultations, to be implemented in the “representative set of countries” with the aim to be able to share some of the Cambodian experiences at the regional level through the implementation of the pilot process. He also introduced meeting objectives and the document of the meeting “Executive Summary, Annual Report 2004 and Plan for 2005” (Annex1).

4. Dr. Magnus informed that this meeting is the first sequence in the process directly focused on the planning for the SEAFDEC-Sida. And this informal meeting was organized as a follow-up activity to the earlier informal discussion with people in Cambodia and elsewhere that there is and has been quite a bit planned and on-going in livelihoods, coastal management, habitat management, information gathering and fisheries; and in human resource development at various levels of relevance for people engaged in fishing and living in coastal provinces – not always through the department of fisheries – such as through organizations as follows:
 - Ministry of Environment (coastal zone management, including a large information base and community mangrove management)
 - IDRC/WWF (community-based management in coastal areas)
 - IDRC/WWF (livelihoods)
 - Danida (coastal zone management, database management, mapping and local support in some coastal provinces)
 - DFID (livelihoods, Department of Fisheries)
 - Department of Fisheries (statistics, community fisheries, fisheries management, trade in fisheries, etc.)
 - SEAFDEC also have some smaller projects in Cambodia

5. Dr. Magnus also stressed the intention of the pilot process in Cambodia that this will not enter into a traditional pilot project in some specific site but through a sequence of workshop/seminar or learning-by-doing event. And this pilot process is basically implemented with the aim to be able to catalyze on the existing experiences, build upon capacities that have been built – in various agencies and independent bodies and provide an input in other process or programs to be planned in the future for Cambodian livelihoods.

MINUTE NO.2: EXISTING INITIATIVES FOR CAPACITY BUILDING IN FISHERIES, COASTAL RESOURCES AND ENVIRONMENT IN CAMBODIA

6. The representatives from relevant bodies/agencies were invited to introduce their initiatives including update information on the followings:
 - what has been doing in terms of capacity building in fisheries, coastal resources and environment at various levels such villages, commune councils, provinces and nationally;
 - where is capacity being built (people trained) and by whom – and what is/has been the major trust of training;
 - who are the key factors in training and capacity building in/for coastal provinces (who are the key supporters/donors); and
 - what are the major (expected/planned/potential) programs ahead for fisheries, coastal zone management and livelihoods in general.

7. After the presentation of above mentioned, the member of the meeting were also invited to advice and recommend on how to focus and whom to invite and include in the “pilot process” over a sequence of say three workshops, seminars or learning-by-doing events.
8. Initially, Mr. Gorm Jeppersen briefed the meeting on the coastal zone management initiatives (Ministry of Environment & Danida) in the coastal areas of Cambodia. He described that MOE’s initiative on this was established with the aim to serve as the coordinating platform for other relevant bodies/agencies/initiatives to promote/support research/case study with specific focus on the management of natural resources (such as sea grass, mangrove, etc.). He told that there are two major projects that related to coastal fisheries in Cambodia; Community-based Management on Natural Resources and its Information Dissemination, and Community Development (or so-called Decentralization). These two projects, however, will be soon completed around the year 2007 and it is still uncertain on the continuation of these projects.
9. Mr. Toby Carson briefed the function and responsibility of the WWF-Cambodia in capacity building in fisheries and collaboration initiatives between WWF-Cambodia with other relevant institution. Those include networking for coastal-based management in coastal areas by using/sharing experiences mainly learned from forestry. He also mentioned that their activities mainly focus on “research and training” on the issues related to management of coastal natural resource – such as mangrove, sea grass, and endangered species – through the approach of “learning-by-doing”. With regards to the coastal fisheries management in Cambodia, their initiatives also include promotion of the right-based coastal and decentralized coastal zone management, capacity building on inland aquaculture, information collection and its dissemination, capture assessment in inland fishery, fish consumption survey, etc.
10. Dr. Eric Baran, representative from WorldFish Centre, described several initiatives of WorldFish Centre in Cambodia that related to fisheries management. It includes such research/training for coastal resources management, capacity building/training researchers for communication on the coastal zone management, socio-economic study on the coastal resources management, etc.
11. After presentation made by the representatives from relevant bodies/organizations, Department of Fisheries presented their projects/programs related to coastal fisheries management. It includes such aquaculture development in coastal areas, improvement of data collection and statistic, community-based coastal fisheries management and management of coastal fisheries (including endangered species), management of Tonlesap (supported by ADB), etc. It was mentioned that there are quite numbers of the projects/programs initiatives are supported by external donors/organizations for the benefit of sustainable natural fisheries resources management and community livelihoods development in Cambodia.

MINUTE NO.3: RECOMMENDATIONS FOR “PILOT PROCESS” FOR CAMBODIA BY RELATED INITIATIVES

12. Throughout the introduction of the initiatives from the relevant bodies/organizations and discussion during the meeting, the following are recommendations for future consideration to incorporate into further formulation and planning of the “pilot process” in Cambodia as follows:

- A need for the improvement/development of appropriate indicator(s) to evaluate the impact of training/capacity building organized/conducted by several initiatives on sustainable coastal and inland fisheries management.
 - Considering that management of inland fisheries in Cambodia is currently more improved and developed as compared to that of coastal areas, it is recommended that the experiences learned from several initiatives in inland management could be used as a basis for further formulation/planning programs/project for the coastal areas.
 - A need to looking 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.
 - A need to link the outputs from initiatives from such “coastal habitat” and “fishery habitat” for further improvement and sustainable development of the livelihoods of the local communities.
 - “Training for Trainers” should be included when formulating the detailed plan of the project activity.
 - For more detailed planning of the activities in the “pilot process” in Cambodia, the meeting recommended that there is a need to organize national workshop in order to listen from relevant initiatives on who are doing what and how to develop and improve livelihoods in local communities in Cambodia. This may also give an opportunity for Cambodian fishery managers or local communes to listen those experiences learned for further sharing and cooperating into detailed planning of the “pilot process”. During the national workshop, fishery trainers and other relevant identified participants from local community and other relevant organizations/institutions will be invited.
13. In response to above recommendations, Dr. Magnus informed that the next activity of the Sida-SEAFDEC will be organization of the national workshop to be held in Cambodia around June 2005 for further (1) formulation of the detailed planning of the activities and (2) for more identification of needs for HRD in Cambodia.

**Opening Speech By
Mr. Ing Try, Deputy Director of Fisheries Department**

Distinguished guest, ladies and gentlemen,

First of all, on behalf of the Department of Fisheries, I would like to express my pleasure to attend on the National Workshop for Human Resource Development in Fisheries Management in Cambodia; and I would like to warm welcome and sincere thanks for the SEAFDEC delegation, ladies and gentlemen, resource person to support and spend your valuable time to participate in this National Workshop.

In addition, I would like deeply thank the working group of the Fisheries Department in cooperation with delegations of SEAFDEC Secretariat especially Dr. Magnus Torell Senior Advisor of SEAFDEC and Dr. Worawit Wanchana, Acting Project Manager of Sida-SEAFDEC and Mr. Suy Serywah, representative of Cambodia working at SEAFDEC Secretariat to take many effort to make this important event smoothly operated as scheduled.

Distinguished, ladies and gentlemen,

After 5 years on fisheries reform, Human Resource Development program is very important and is currently being implemented in Cambodia. The Department of Fisheries as well Ministry of Agriculture, Forestry and Fishery, had revealed that Human Resource Development play significant role to achieve fisheries management in Cambodia.

At present, the Department of Fisheries faced with lack of human resources in fisheries technician at rural area. In order to solve this problem, the Department of Fisheries has to make available plan for future implementation. In addition, it is necessary to clearly develop goal of planning, requirement of human resource development refer to Government policy for poverty alleviation and improve living condition. Human Resource requirement is very important to achieve sustainable of fisheries development in Cambodia. Cambodia vision for development in the new millennium is implementing government policy “win-win” and “rectangular policy” related to education, training that is long aspect for Cambodia:

- To develop and encourage living condition for Cambodia people in first decade of new millennium.
- To build up society for Cambodia as intellectualistic people and living healthy condition.

In connection with the abovementioned goals, Cambodia government is reforming administrative and good governance focus on education, while the World Bank supported in planning to improve salary and release safety for overload of government officers.. So far, education and capacity building in fisheries have been developed, however, it is limited. According to annual report of the Department of Fisheries 2004-2005, totally 1287 fisheries officers in Cambodia, in which 4 person had been educated as PhD, 62 persons as mater degree, and bachelor degree 268 persons.

I do hope through this workshop we get further strategies on Human Resource Development for Fisheries Management. In this occasion, I would like to encourage the resource person and my colleagues to freely share and learn knowledge from each other for the effective implementation of human capacity building for fisheries sector in Cambodia.

Finally, I wish you ladies and gentlemen, for fruitful discussion and success in this workshop, that it would achieve its goal, for a strengthened HRD in the fisheries sector.

Thank you.

AGENDA OF THE WORKSHOP

1. Opening Session
2. Project Presentations¹
 - 2.1. Coastal Zone Management (MOE/Danida)
 - 2.2. Community Based Natural Resource Management Learning Initiatives (IDRC/WWF/MOE)
 - 2.3. FAO-Sida Project on Information Gathering for Fisheries Management (DOF/FAO)
 - 2.4. UNEP/GEF South China Sea Project (DOF, MOE)
 - 2.5. Fish Fights over Fish Rights (WorldFish Center, CFDO and Others)
 - 2.6. IFRaDI Capacity Building to build up a fisheries research centre (IFRaDI, WorldFish Centre)
 - 2.7. Tonle Sap related projects (DOF/ADB and/or DOF/FAO)
 - 2.8. SEAFDEC-TD Community-based Management in Cambodia
 - 2.9. Lesson learn on Fisheries Co-management
3. General Discussion
4. Synthesizing lessons learned, identifying common element and successful approaches²
5. Identification of focal areas for the sequence of upcoming workshop/seminar/on-site training based on the “learning-by-doing”³
6. Closing/Clarification of the next step for SEAFDEC-Sida HRD program in Cambodia

¹ Scope/objectives of project/intervention presentations

- Process/origins/background to project formulation
- Geographical coverage(s) (one or more layers, location and/or thematic focus for case/pilot studies) – any specific methods used, any criteria for site selection
- Presentation of the contents of data bases, base lines, surveys and other forms of information for management, reference, monitoring, etc. This included social, cultural, environmental, economic and resources related information together with a presentation of methods being used and the way they have been applied
- Involvement and participation of people and institutions at various levels (village, commune, district, province, national). Methods used and the way these have been applied – it is understood that ways of participation and ownership would look different in a commune and in a community fisheries organization compared with the involvement and participation of officials at national level.
- Cooperative and coordination mechanisms (between institutions, including NGOs, at various levels; between people and institutions at various levels; and between people at various levels) as applicable including methods used (if any specific) and the way this have been applied
- Indicators developed to monitor and assess the result and impact of the project
- Results achieved so far (if that has been assessed)

² Identifying three major areas of (1) importance in further capacity building, (2) important materials based on the situation in Cambodia to be used for further HRD, and (3) important “missing” elements

³ To add some tentative examples from the recommended areas identified such as,

- Integrating fisheries management into habitat management
- Linkage among “Livelihoods-Environment-Capture Fisheries-Aquaculture”
- Coastal fisheries and coastal environment/resources (social, culture and dimension)
- Others.

Pilot process for the SEAFDEC-Sida HRD program implementation in Fisheries Management (including management of Fishing Capacity)

Through the WGRFP organize a planning and criteria setting meeting with countries

- Initiate and have meetings in Cambodia, Indonesian, Thailand and Vietnam
- Establish/confirm links and cooperation with FISH Project (the Philippines), MTCP (Malaysia) and UNEP/GEF Fisheries Comp.
- Meeting with MRC on their HRD program for inland fisheries



Pilot Process 1a: Organization of National Consultations

- Mobilization of SEAFDEC and other resource persons as indicated during planning and criteria setting
- Mobilization/invitation of relevant institutions and expertise within the country.



Pilot Process 1b: Meeting with cooperating projects

- Arrange meeting with FISH Project (the Philippines), MTCP (Malaysia) and UNEP/GEF Fisheries, respectively, and/or take part in some relevant event under each/either of the projects
- Follow up on MRC experiences as indicated during earlier meeting



Pilot Process 2a + 2b: Continued activities, dialogue and/or “on-site training” (including references and materials development)

- Build on results and recommendations from stage 1a and 1b, by:
 - As recommended, on a country by country basis, embark on sequence of “on-site training” (similar to the ones for statistics in the CLMV countries) and in a learning-by-doing process gather experiences to be shared at the regional level
 - In other countries establish links/cooperation with major project(s) to share experiences at the regional level
 - Continue the dialogue/cooperation with FISH, MTCP and UNEP/GEF Fisheries to share experiences at the regional level



Pilot Process 3: Lessons learned and experiences to share

- As needed a final sequence of the “on-site-training”
- Mobilization of SEAFDEC and other resource persons to analyze lessons learned and experiences to share
- Preparation for a Regional Technical Consultation, including mobilization and invitation of relevant institutions and expertise

**Organization of the Regional technical consultation
(Fisheries Management and the Management of Fishing Capacity)**

Plan for Visiting Countries for the Implementation of the Pilot Process/Study in the Set of Representative Countries”

Category of the program in SEAFDEC	Program under ASEAN-SEAFDEC FCG Mechanism: Component 2; Support provided by Sida on “Human Resource Development on the Support to the Implementation of the Code of Conduct for Responsible Fisheries in the ASEAN Region”
Beneficiary of the program	ASEAN countries through experiences learned from the pilot process implemented in the set of representative countries (Cambodia, Indonesia, Thailand and Vietnam)
Key Areas of the Pilot Process/Study in the set of representative countries	<i>Cambodia</i> – Initial stage of developing (marine) fisheries management, <i>Indonesia</i> – Archipelago fisheries, <i>Vietnam</i> – Political and economic transition of fisheries, and <i>Thailand</i> – Diversity of fisheries with conflicts between small-scale and commercial fisheries.
Method	A round-table brainstorming meeting
Overall objective of the pilot process/study	The overall objective is to share experiences – with specific focus to promote HRD in fisheries management – at the regional level as the lessons learned from the pilot process/study in the set of representative countries.
Meeting members	<ol style="list-style-type: none"> 1. SEAFDEC Senior Advisor supported by Sida 2. SEAFDEC Focal Point for the program 3. National Coordinator (NC) of the country 4. National Focal Point for the pilot process (to be assigned by NC) 5. Cooperative Agencies: such as FAO, MRC, UNEP/GEF SCS Project, FISH Project in the Philippines, MTCP in Malaysia, etc. 6. In-country Cooperative Agencies: such as CHARM Project, DANIDA, etc.
Respected outcomes	Through discussion between program’s staff and the National Coordinator for the set of representative countries, the respected outcomes from the meeting include: <ol style="list-style-type: none"> 1. clear specific goal and scope of the pilot activity in the country, 2. well-defined target group(s) for the pilot activity, 3. identification on type of the pilot activity, and 4. outline the objectives and tentative plan for the pilot activity in their country.
Mission period	From January to April 2005
Follow-up activities	Upon the results from the meeting with each CITV Country, the project staff could be able to: <ul style="list-style-type: none"> ○ Prepare the supporting materials for their HRD programs/activities ○ Prepare and later organize National Workshop/On-site Training

References: SEAFDEC-Sida Collaborative Project 2004 Annual Report & Activities Planned for 2005

Background Introduction Presentation by Mr. Suy Serewath



Background – Overview

- Deterioration of the coastal environment and resources
- Conflicts among the resources users
- Multiple coastal resources uses
- Concern of policy makers and managers
- Etc.

Background – CCRF

- FAO Code of Conduct for Responsible Fisheries (CCRF), 1995
- Regional specificity → Regionalization of the CCRF
- Regional Guidelines on Responsible Fisheries Management

Background – HRD in FM (1)

- Lacking of qualified personnel in the course of implementation of CCRF
- SEAFDEC-Sida Project
 - Address important role of HRD for FM
 - Identify directions to improve FM through HRD
- Strategy for HRD in FM

Background – HRD in FM (2)

- HRD plan and framework for FM
 - Management of overfishing capacity
 - Strengthening of local fisheries management capacity
 - Integrating fisheries management into habitat management
- Pilot process: lessons/experiences from a set of representative countries → CIVT

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

Respected Outcomes

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

Agenda

- Opening
- Projects/Programs Presentation
 - Coastal Zone Management: MOE/Danida
 - Community Based Natural Resource Management Learning Initiatives: IDRC/WWF/MOE
 - FAO-Sida Project on Information Gathering for Fisheries Management
 - UNEP/GEF SCS Project

Agenda (cont'd)

- Projects/Programs Presentation (cont'd)
 - Fish Fights over Fish Rights: WorldFish Center
 - Capacity Building to build up fishery research center: IFReDI
 - Tone Sap modeling
 - Tone Sap related projects

Agenda (cont'd)

- Projects/Programs Presentation (cont'd)
 - Community-based Fisheries Management Pilot Project in Cambodia: SEAFDEC/TD
 - Community Fisheries Management in Cambodia
 - Lessons learn on fisheries co-management

Agenda (cont'd)

- General Discussion
- Synthesizing lessons learned from various initiatives
 - Areas of importance in further capacity building
 - Materials to be used for further HRD
 - Missing elements

Agenda (cont'd)

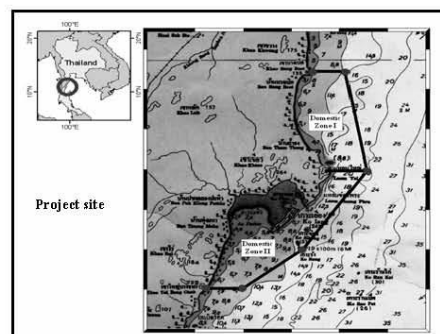
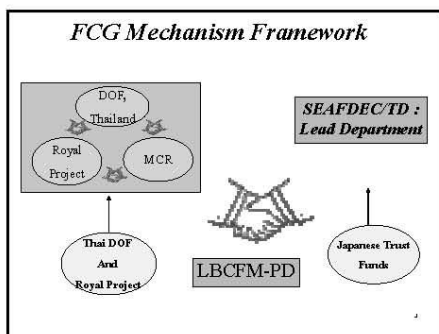
- Identification of focal areas for the sequence of upcoming workshop/seminar/on-site training
 - Integration fisheries management in habitat management
 - livelihoods-environment-capture fisheries-aquaculture
 - Coastal fisheries and coastal environment/resources (social, cultural and dimension)
 - Others
- Closing

Integrated Coastal Resource Management at Sihanoukville by Mr. Sei Etoh

National Workshop for Human Resource Development in Fisheries Management in Cambodia
06 – 08 July 2005, Phnom Penh

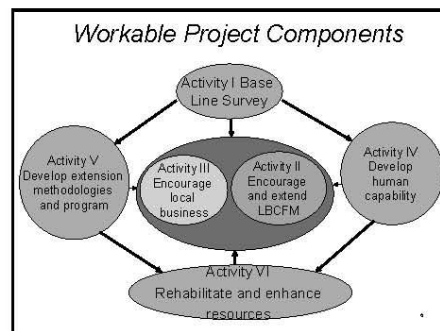
SEAFDEC/TD Coastal Resources Management Projects

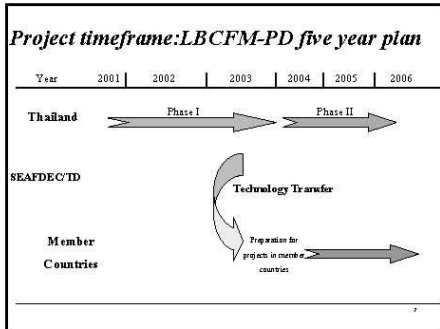
Integrated Coastal Resources Management in Sihanoukville
■ (ICRM - SV)



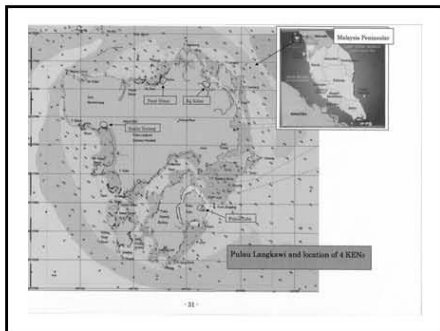
Overall Objective

- The establishment of sustainable coastal fisheries management at local level
- The rehabilitation of coastal fisheries
- The alleviation of poverty in coastal fisheries communities





Project
under collaboration of SEAFDEC/ID, DOF Malaysia and
DOF Thailand



Project Objectives

Overall goal
Sustainable development of coastal fishery communities in Pulau Langkawi

Project immediate objectives

- › Sustainable coastal resources management at local level
- › Rehabilitation and enhancement of coastal fishery resources
- › Alleviation of poverty

Work Plan

- Activity 1: Baseline survey
- Activity 2: Rehabilitation and enhance coastal resources
- Activity 3: Promotion of local business
- Activity 4: Fishing gear technology improvement
- Activity 5: Encourage and extend locally based fishery resources management
- Activity 6: Enhance human resources capability and participation



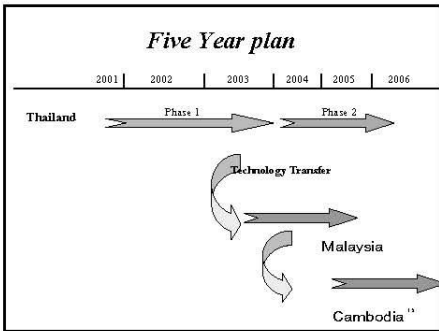
**Activity 5:
Encourage and extend CBRM**

13

Damage by tsunami assault

Only 32 boats are remained usable out of 266

14



Project
under collaboration of SEAFDEC/TC, DOF Cambodia, DOF Malaysia and
DOF Thailand

15

Project Title

**Integrated Coastal Resources
Management in Sihanoukville
(ICRM – SV)**

Project duration: January 2005 - December 2007

17

Project site

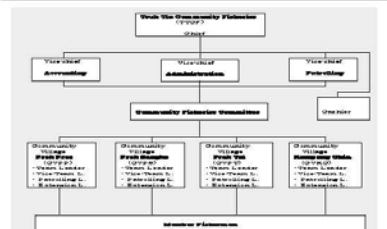
18

Project target groups

Village	Total Population	House - hold	Population over 18 year	Member of TTCF
Prek Pras	1,033	317	1,485	471
Prek Sangke	924	201	639	492
Prek Tal	779	156	632	435
Kampang Chin	1,432	165	781	285
Total	4,968	839	3,537	1,683

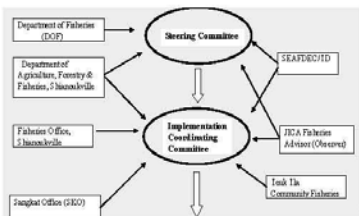
19

Structure of Teuk Tla Community Fisheries



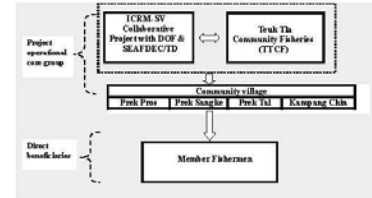
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Project Management Regime



21

Project Operational Regime



22

Project Objectives

- Develop capacity building of local human resources in CBRM & community development
- Develop people's participation in CBRM & community development
- Alleviate poverty & develop economic scale of community

23

Project Activity

1. Project preparation
2. Base line / monitoring survey
3. Encourage and extend CBRM
4. Promotion of local business
5. Rehabilitate and enhance coastal resources
6. Fishing / fish handling technologies improvement
7. Project management meeting
 - Steering Committee
 - Project Implementation Coordination Committee
8. Project evaluation

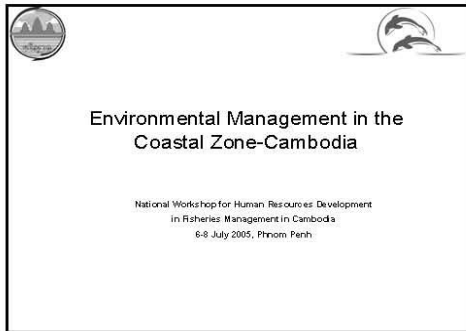
24

Work Plan for 2005 - ICRM-SV												Revision 1 01/06/05		
Activity	Month												Remarks	
	1	2	3	4	5	6	7	8	9	10	11	12		
1. Project Readiness Plans														
1.1. Preparation mission for site inspection	←													
1.2. Preparation of Project Document (Prodoc)				←										
1.3. Approval of Prodoc at SC meeting						←								
2. Baseline / analytical survey														
2.1. Baseline socio-economic survey				←										Activity in 2007
2.2. Monitoring socio-economic survey														Activity in 2006/7
2.3. Specific subject surveys														
3. Diagnose and assess locally-based fishery resources management														
3.1. Study on current level of CIRM									←					
3.2. Prepare and submit Community Management Plan(CMP)										←				
3.3. Implement Community Management Plan (CMP)														Activity in 2006
3.4. Evaluation and dissemination of Community Management Plan (CMP)														Activity in 2007

Activity	Month												Remarks	
	1	2	3	4	5	6	7	8	9	10	11	12		
A. Promotion of local business														
A.1. Identify job opportunities to be introduced														
A.2. Organize working groups for introduction of job opportunities														
A.3. Introduction of new local business														
A.4. Evaluation of business sustainability														Activity in 2007
B. Enhance human resources capacity and performance														
B.1. Establish an inventory data and information system														
B.2. Enhancement of structure and capacity of existing ITSP														Activity in 2006
B.3. Participation in community development work														Activity in 2006
C. Sustainability and enhance local fish resources management														
C.1. Identify and formulate a plan for resources management														
C.2. Implementation of the resources management plan														Activity in 2006
D. Planning / fish handling technologies improvement														
D.1. Identify improvement needs in fishing / fish handling technologies														
D.2. Introduction of improved technologies														Activity in 2006
D.3. Monitoring/impact given by introduction of improved technologies														Activity in 2006/7
E. Project management capacity improvement														
E.1. Organize Committees (CC) meeting														
E.2. Implementation Open-Organize-Committee (OOC) meeting														
F. Project evaluation														
F.1. Mid-term project evaluation														Activity in 2006
F.2. Terminal project evaluation														Activity in 2007



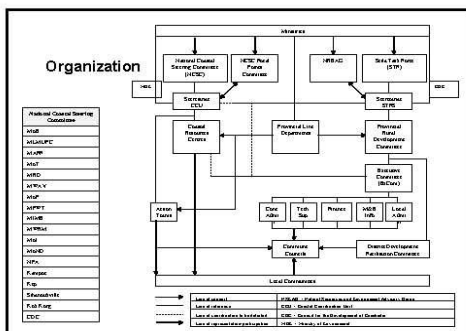
Environmental Management of Coastal Zone in Cambodia: Mr. Van Mony Neath



- Brief Outline**
- EMCZ Phase 1 & 2
 - EMCZ Phase 3
 - Organization
 - Local Area Coastal Resources Management
 - CBNRM
 - Environmental Management
 - Natural Resources Management
 - CESIMS
 - Communication and Awareness
 - Alignment

- EMCZ Phase 1 & 2**
- Phase 1:**
 - Coordination Platforms – Provincial Working Groups (PWGs)
 - Part of Coastal Profile
 - Identification of CZM Issues
 - Socio-economic Studies
 - Case Studies
 - CZM program proposal to Danida
 - Phase 2:**
 - Building Capacity by Doing (PWG and Provincial Technical Staff)
 - Physical Framework Plans
 - State of the Environment Reports
 - Pilot Projects (Fish-Thrust in Kampot, Thmei Village in Kep, Ream in Sihanoukville and Peam Krassop in Koh Kong)
 - Institutionalization (NCS and PWG part of Cambodian Institutional Framework)
 - CZM program proposal to Danida

- EMCZ Phase 3**
- Development Objective
- Sustainable development of the coastal zone of Cambodia including environmental protection and management of coastal resources for improved local livelihoods and national welfare.
- Immediate Objectives
- The NCS functional and the CCU of the MoE operational according to its mandate including Cambodia's national policies and commitment to international agreements
 - The provincial authorities monitor and assess coastal resources and support environmental protection and community based coastal resource management.
 - Coastal communities implementing participatory Local Area Coastal Resource Management taking into account building of social capital, enforcement of local user rights, involvement of women, and generation of improved livelihood to reduce poverty

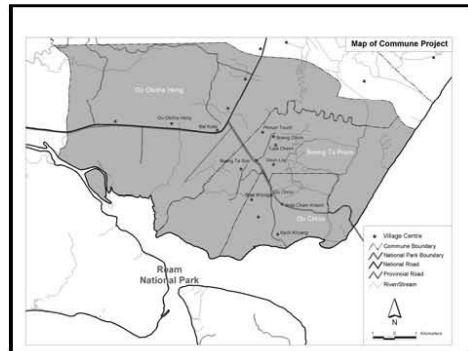
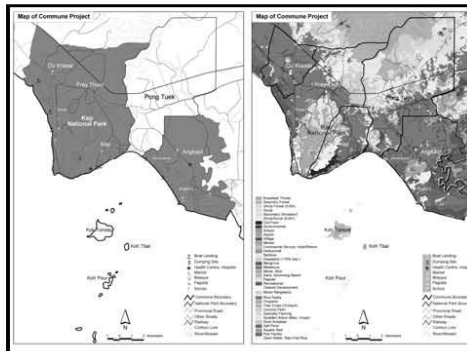
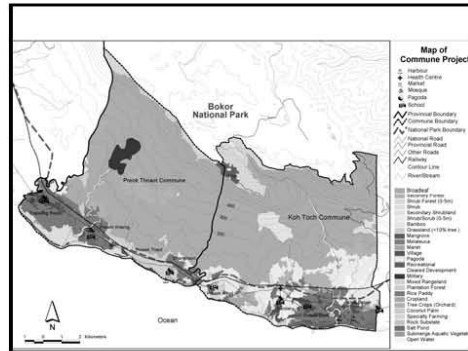
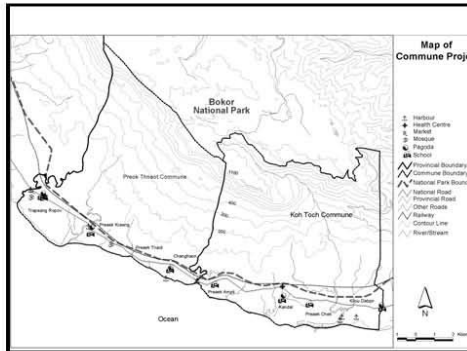
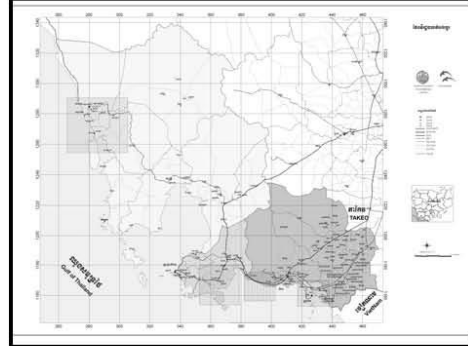


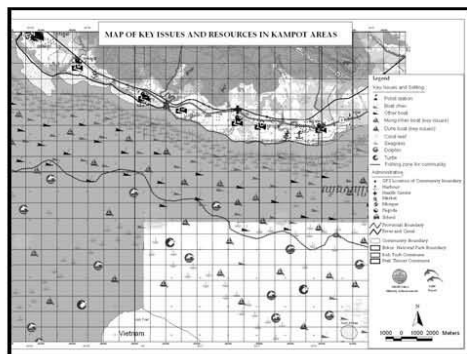
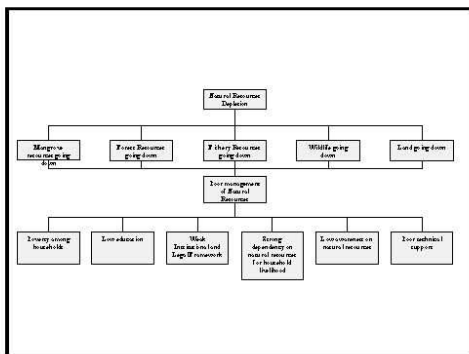
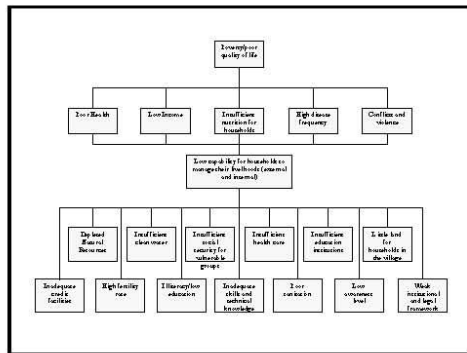
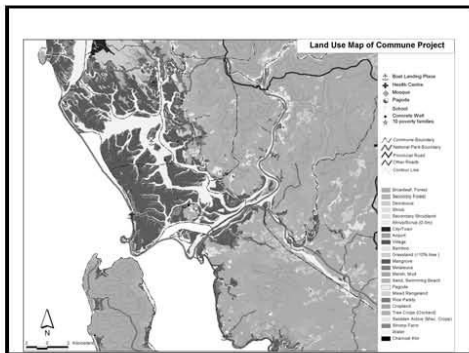
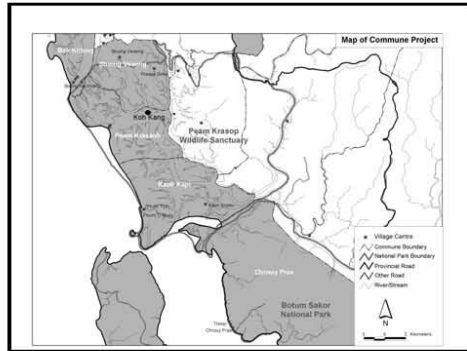
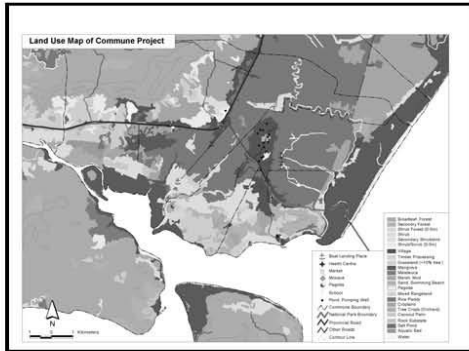
- EMCZ Phase 3**
- Local Area Coastal Resources Management
 - CBNRM
 - Environmental Management
 - Natural Resources Management
 - CESIMS
 - Communication and Awareness
 - Alignment

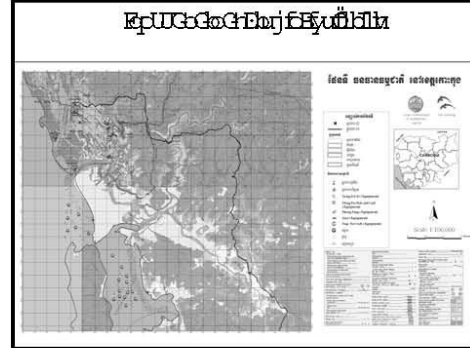
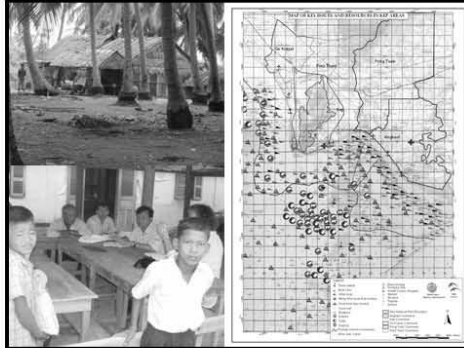
LACRM

Local Area Coastal Resources Management

- Introduction to LACRM to PWWG (late 2002)
- Initial Identification of Local Areas (2003)
- PRA Identification of Management Issues (2003)
- Socio-economic and Natural Resources Problem and Opportunity Trees (2003)
- PRA Action Planning (2003)
- Implementation 2004 (CBNRM/AHM)
- District Integration and Agreements with Commune Councils (end 2004)
- Detailing and implementation of micro projects







Community Based Natural Resources Management

- Natural Resources Management
 - Communities in LACRM areas have organized
 - Development and endorsement of regulations
 - Establishment of boundaries for regulations
 - Broadcasting through radio
 - Patrolling
 - NRM Plan

Community Based Natural Resources Management

Prioritized Livelihoods

- Integrated Farming Systems (AII)
- Vocational Training (AII)
 - Engine Repair
 - Electronic Repair
 - Sewing
 - Artisan
- Eco tourism (SHV)
- Solid Waste Management (SHV & HK)
- See Weed Culture (Kampot)

Environmental Management

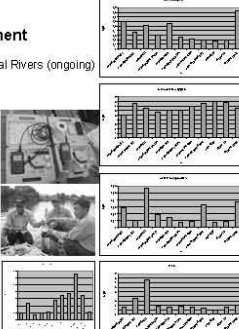

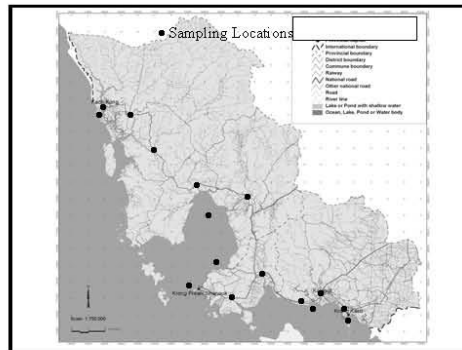
- State of Coastal Environment and SE Reporting
 - Identification of Data Sources (2004)
 - Acquisition of Data (2004)
 - Data Analysis and Processing (on-going)
 - Drafting of Report (on-going)
- Target for presentation
 - 5th Annual CZM Seminar 2005

Environmental Management

- Environmental Assessment
 - Project Based EIA Training in Phase 2
 - EIA Scoping checklist for coastal development (2004)
 - Assessment LACRM Plans (2005)
 - Assessment of Commune Development Plans (2005)
 - Catchment's Modeling (2005)

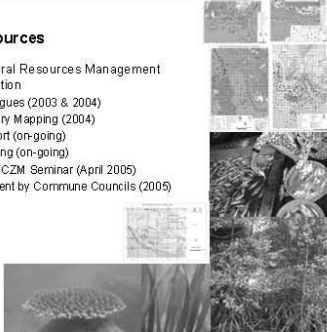
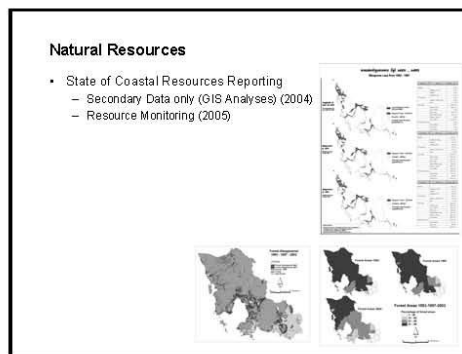
Environmental Management

- Monthly Monitoring in 10 Coastal Rivers (ongoing)
 - Temperature
 - Salinity
 - pH
 - Dissolved Oxygen
 - Secchi Disk Transparency
 - Total Suspended Solids
 - Biological Oxygen Demand
 - Total Phosphorous
 - Total Nitrogen
- Monitoring in Coastal Waters
 - January 2005 and onwards

Natural Resources

- LACRM Natural Resources Management Plan Preparation
 - PRA Dialogues (2003 & 2004)
 - Participatory Mapping (2004)
 - GIS Support (on-going)
 - Plan Drafting (on-going)
 - 5th Annual CZM Seminar (April 2005)
 - Endorsement by Commune Councils (2005)





CESIMS

- State, Pressure, Response Management Issues (2003)
- Identification of corresponding Indicators (2004)
- Identification of Data Sources (2004)
- Data Acquisition (2004)
- Data Organization, Analysis, and Aggregation (on-going)
- GIS Linkages (on-going)
- Arrangement of Data in Structured Form (on-going)
- Data Dictionary Finalization (2005)
- Presentation at 5th National CZM Seminar

Communication and Awareness

- Training in communication methods (2003 & 2004 and continuing)
- Developing CRCs as Information, Awareness and Visitors Centres (on-going)
- Developing Video Spots (on-going)
- Local Radio Broadcasting (on-going)
- Information Sheets and Brochures on CZM Issues (on-going)
- Environmental Education in Primary Schools (on-going)
- Communication and Information Strategy



Alignment to Decentralization and Danida Programming

Danida Programming

- Alignment Proposal January 2004
- PCC Consideration in April 2004
- Annual Review recommendations in May 2004
- Implementation of alignment started in 2004
- PCC Consideration scheduled for ??? 2005
- Danida Annual Program Review May 2005
- Appraisal of Danida Program 2006-2011 October 2005

Community-based Natural Resources Management in Coastal of Cambodia: Mr. Kim Nong

The Cambodian Coastal Management Experiences 2005

Community-Based Coastal Resources Management in Cambodia: Lessons and Responses

Presented by:
Kim Nong
Ministry of Environment

What Will this presentation cover ?

- * The Cambodian context
 - The local context (research area);
- * The PMMR Project
 - structure of team, phase one and phase two activities;
- * Community Based Natural Resource Management (CBNRM) approach
 - Village-driven resource management activities sustainable livelihoods.
- * Successes and challenges of a CBNRM approach;
- * Lessons learned.

Country: Cambodia
Area: 181,035 Km²
Population: 12 million
Capital: Phnom Penh, most of the population live in the rural areas
Sources of Livelihood: Agriculturally based / Fisheries

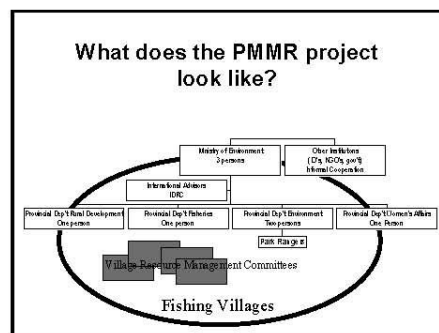
Project Site: Peam Krasap Wildlife Sanctuary (PKWS), Koh Kong Province
Area: 23 750 ha
Population in PKWS: over 10 000
Sources of livelihoods: fisheries dependent (small & med scale), charcoal production / shrimp farming / logging (now limited), a little farming (rice and vegetables).

What was the local field situation in 1997 / 98?

- * Isolated mangrove fishing villages
- * Net in-migration most people came to the area for resource extraction purposes after 1979;
- * Security issues (former Khmer Rouge stronghold);
- * Lack of management;
 - Gov't departments unclear about their role in resource management; villagers hesitant to make decisions without gov't support;
- * Outside business pressures (charcoal / shrimp farms).

The Participatory Management of Mangrove Resources (PMMR) project: introducing an approach

- * PMMR began in 1997 in response to requests from the Ministry of Environment to IDRC to learn more about local realities in isolated areas;
- * This is a 'research for development' project with a strong emphasis on capacity building and local ownership of the project.




Participatory Management of Mangrove Resources project (PMMR)

- Phase One: December 1997 - June 2000
 - Phase one focused on better understanding community interactions with resources (resource use patterns, resource assessments) and understanding the institutions working in the area,
 - Strong emphasis on 'getting stakeholders to talk' (networking) and fostering opportunities for gov't officials to understand the local reality and gov'ts role in resource management.
- Phase Two: July 2000 - May 2004
 - Building on research of phase 1, fosters / researches a community organizing process for fisheries management at the village level and feeds this information into national policy formulation
 - Protected Area Law, Fisheries Sub-decree;
 - Working on sustainable livelihood issues e.g. mangrove replanting, crab fattening, home gardening.
- Phase Three: June 2004 - July 2007
 - Call PMCR (focus scaling out and scaling up of lessons learned and success experiences from phase I and II.)
 - Helping CBNRM partners at communities levels and national levels

Taking a Community Based Natural Resource Management (CBNRM) Approach (or learning-by-doing)

- When the project began, there was a lot to learn:
 - What is CBNRM?
 - What is PRA?
 - How to work with local people?
 - How to work with different government departments?
 - How to facilitate exchanges of knowledge among stakeholders?



Fieldwork: supporting and learning from local resource management practices

- Extensive research / work in a few villages;
- Villagers (with facilitation from PMMR) formulated their own management regulations, held elections to form a village resource management committee and planned out their own activities
 - Activities include: planning and implementing activities including mangrove replanting, patrolling, crab fattening and conflict resolution.




Sustainable Livelihoods: an integral component of CBNRM

- The most challenging area, for villagers and PMMR, is in the area of sustainable livelihoods
 - patrolling activities are easy in comparison;
- Working on crab fattening and small-scale aquaculture testing with villagers
 - No easy, quick solutions;
 - Alternative or enhanced livelihoods take time;
 - Linking local resource use patterns with technical support (the national or outside expert won't help if time isn't take to 'experiment' and try different approaches);
 - Market dynamics are important.




Why have fishing villages adopted a CBNRM approach?

- TIME, PMMR has spent years fostering relationships and discussing ideas with villagers that could work at the local level
 - Significant opportunities for trainings and study tours to see what other places are doing;
 - This enabled local communities to form their own opinions and ideas;
- Resource degradation (realization that something has to be done);
- Recognition from different levels of government
 - Minister of Environment and Provincial Governor both visit villages annually.




How did people become interested in CBNRM?

- Workshops and trainings; field work; study tours and exchanges;
- Constant feedback and communications facilitated by the PMMR team, between local communities and provincial and national government institutions.



What are some of the successes of this approach?



- ★ **Village driven (with support from PMMR):**
 - Communities formulated own management plans and mapped out their management area;
- ★ **Ownership (CBNRM no longer an 'outside approach')**
- ★ **National and provincial support of communities in PKWS integral role in resource management**
 - Government (esp. Ministry of Environment) is seeing the benefit of bottom-up research; other NGO's are interested.

What challenges are faced in wider implementation of CBNRM strategies?

- ★ Institutional conflicts need to be solved;
- ★ Need a legal framework to support community fisheries and CBNRM;
- ★ More players (esp. national and international) need to understand the benefits of CBNRM approaches in resource management





Key Lessons Learned so far...



- ★ Need to build institutions that:
 - Support/facilitate CBNRM (local resource management);
 - Are cross-scale (local, provincial, national) and include feedback mechanisms;
 - Are filled with people who support CBNRM approaches
- ★ Communities know what they want to do when given a chance;
- ★ Neutral facilitation is important for solving conflicts;
- ★ In Cambodia, having top officials support this approach makes it much easier!



Strengthening the Capacity in Fisheries Information Gathering for Management By Mr. Thor Sensereivorth

Strengthening the Capacity in Fisheries Information Gathering for Management

Thor Sensereivorth, Vice Chief of Planning and Accounting Division,
Department of Fisheries, Cambodia

Strengthening the Capacity in Fisheries Information Gathering for Management

- The FAO, under the project GCP/RAS/1995SWE makes available to the Cambodia's DoF/MAFF.
- Financial support for the national activities under the "Strengthening the Capacity in Fisheries Information Gathering for Management Project"
- Organized during the period January 2005-June 2006

The purpose of the project is to:

- Arrange and manage the national activities geared towards increasing capacity for obtaining information from marine fisheries stakeholders.

The purpose of the project is to:

- Collect data for marine fisheries and evaluate the conflicts and socioeconomic status of small scale coastal fisheries.
- Prepare progress reports of activities and report of national planning and wrap up/evaluation workshops, and
- Prepare two background studies, the marine fisheries conflicts, and the socioeconomic issues affecting coastal fisheries.

1- National Informal Inception Consultation

Participant for the meeting were from both DoF and other Ministries:

- DoF
- PFO
- MoE
- MoH
- MoRD
- Nat. consultant
- Int. consultant



Participant were divided into 3 groups. The result as followed



Socio-economic issue affecting coastal fisheries

Problems	Consequence
Migratory people	- Taking part time job as mangrove forest cutter - Increase the total number of fishermen - Increase the number of fishing efforts
Education/Health center - Not much school around - No hospital nearby	- No new skill being trained - Health service is bad
Unclear border of fishing grounds	- Conflicts over the same fishing grounds - Stealing fishing gears of each other
- Could not pay ACLEDA Bank - No other skills to take alternative jobs	- Commit illegal fishing activities - Use illegal fishing gears - Create conflicts (using the same fishing gears)
Solution	
- Create new job - Create fund to buy fishing gears - Encourage fish aquaculture	

Conflicts issue affecting coastal fisheries	
Problems	Solutions
<ul style="list-style-type: none"> Engine push net, trawl vs. crab and shrimp nets 	<ul style="list-style-type: none"> Arrest trawlers and make agreement with net to cease to the same place. Advise fishermen to use legal fishing gears in the fishing ground of less than 20 m depth water line. Crab net fishing gears should be used only during the day time with some sort of recognizable sign on it. Engine push net and trawler should work at night. In case of encounters with stationary fishing gears (i.e. crab net, shrimp net), they must compensate the damage.
<ul style="list-style-type: none"> Conflicts between members of community fisheries and outsider fishermen. 	<ul style="list-style-type: none"> Encourage the use of "by law" in community fisheries. Illegal fishermen should be arrested by fisheries authority (by cooperating with local authority).
<ul style="list-style-type: none"> Domestic fishermen vs. Foreign fishermen 	<ul style="list-style-type: none"> Domestic fishermen should be encouraged to arrest foreign fishing boats and ask them to compensate the damage of their fishing gears. Petitions should be made and submitted to government to have measure against the poaching of foreign fishing boats.
<ul style="list-style-type: none"> Illegal fishermen and legal fishermen of the same community fisheries 	<ul style="list-style-type: none"> Discipline or fine illegal fishermen and ask them to abide by the law of community fisheries. In serious cases, ask them to compensate the damage.

2- Existing Fisheries Related Information Gathering

Fisheries Forum has given a good opportunity for all involved institutions/agencies to have a proper coordination and inclusion of existing fisheries activities and information gathering.

The results of updated project activities are followed:

- List of agencies/projects working on coastal fisheries in Cambodia.
- List of agencies/projects working on fisheries (both inland and marine water) in Cambodia .

3- The Socio-Economic Status of Coastal Fishing Communities

1- Introduction

- General background
- Objectives
- Scope of review

2- Socio-economic and health

- Demographics
- Distribution and/or migration
- Status of fishing community
- Employment
- Income
- Marketing and fish prices
- Loans and debts



- Food security and fish consumption
- Education
- Health and HIV/AIDS
- Family planning
- Community organizations and awareness

3- The implications of current issues on fisheries

- Government policy
- Legal framework
- Institutional framework and management system

4- Current issues

- Conflict in resource uses
- Illegal (fishing) Activities
- Decline in fish catch
- Fishing conflicts



- Policy, legal and institutional constraints
 - . Policy constraint
 - . Organizational constraints
 - . Lack of mechanisms for participation
 - . Lack of human resource
 - . Poor law enforcement
 - . Poor management system
 - . Financial constraint
- Addressing the issues
- 5- Gaps of information availability
- 6- Conclusion and recommendations

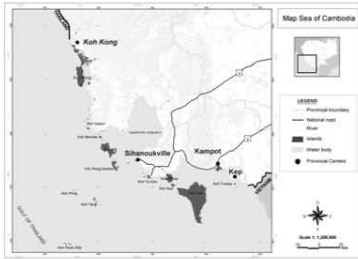
4- Conflict among Competing Fishing Groups and Other Users in the Coastal Area

- 1- Introduction
- Background

- **Objective:** to identify conflicts between difference groups of fishermen and between fishing and non-fishing interests, with suggestion to handle these conflicts.

- **Scope of the study:** is based on existing information of both published and non-published materials, interviews with key persons, and the result of relevant workshops.

2- Methodology: The study focused on conflicts affecting coastal community fisheries. Four major areas were selected for study: Kep, Kampot, Sihanoukville and Koh Kong.



3- Grass root of the conflicts

- Marine capture fisheries
- Coastal aquaculture
- Marine fishing gears
- The theory of conflicts
- Analytical framework
- Marine fisheries conflicts
- The role of DoF and POF



4- Present status of coastal fishing communities

5- The solution to marine fisheries conflicts

6- Conclusion and recommendation



5- National Scoping Workshop on the Conflict and Socio-economic

The 5th activity of the project's activity plan which can be listed from the beginning as follow:

- National level informal inception consultations
- Existing fisheries related information gathering
- Background study on the socioeconomic status of coastal fishing communities.
- Background study on the conflicts affecting coastal fishing communities



Expected outcome of the national scoping workshop

- Understand the project goals/objectives, activities, and the benefits from the project.
- Follow up project activities
- Take responsibilities assigned, especially resource persons assigned for training
- Comment on background studies



Roundtable plenary discussion: Participants were divided into 3 groups to discuss 2 topics:

1- The socio-economic status of coastal fishing



2- The conflicts affecting coastal fishing communities.

6- An Inventory of Community Fisheries in Cambodia's Coastal Area

1- Types of community fisheries

- There are 2 types of community fisheries.
 - . Government supported community fisheries and
 - . NGOs supported community fisheries.

- Were organized in different forms, different methods, different goals and objectives, and at different states of development.

- Community involvement in fisheries management is relatively recent and there is no standard guideline for implementation.

2- Result of the inventory

- Based on the existing information of the CFDO and the personal interviews with staff from provincial community development office.

Ex: Community fisheries in Koh Kong province

Name of Community Fisheries (CFs)	No. of family	No. of people*	Supported by	Date of Establishment
1- Phum Koh Kang	97	97	PMMR/IDRC	06.12.2001
2- Phum Koh So Lao	93	93	PMMR/IDRC	06.12.2001
3- Khum Chroy Pros	172	172	PMMR/IDRC	22.04.2002
4- Phum Boeng Kachhay	143	143	DANIDA	17.10.2002
5- Koh Kchong	285	285	AFSC	14.05.2003
6- Phum Koh Kapi	161	161	PMMR/IDRC	26.06.2003
Total	951			

7- Training Course on Participatory Consultation Technique

- Participants from coastal fisheries community representative, resource persons from DoF.



- Training program:
 . Concept of fisheries co-management
 . Participatory rural appraisal
 . Conflict resolution



Expected outcome:

- . Basic concept and theory, especially the PRA.
- . Work closely with local fishermen.
- . Collect information effectively related to conflict and socio-economic issues
- . Understand projects goals and project activities.



Training result

- Five tools of PRA theory, *Problem identification, Venn diagram, Semi Structure Interview (SSI), Observation, and how to write report* were selected.

- To apply fieldwork practice, Chang Houn fishing community was selected as the study area.




8- Consultation with coastal fishing communities on conflicts and resolutions, as well as socio-economic issues

Coastal Capture Fisheries Baseline Assessment

- 9- Drafting of logbook and sampling
- 10- Consultation workshop with artisanal and commercial fishers
- 11- Field training on data collection
- 12- Develop draft database for data processing
- 13- Coastal fishery catch assessment
- 14- National wrap-up workshop






Strengthening the Capacity in Fisheries Information Gathering for Management

Thor Sensesavorth, Vice Chief of Planning and Accounting Division,
Department of Fisheries, Cambodia

Strengthening the Capacity in Fisheries Information Gathering for Management

- The FAO, under the project GCP/RAS/1995SWE makes available to the Cambodia's DoF/MAFF.
- Financial support for the national activities under the "Strengthening the Capacity in Fisheries Information Gathering for Management Project"
- Organized during the period January 2005-June 2006

The purpose of the project is to:

- Arrange and manage the national activities geared towards increasing capacity for obtaining information from marine fisheries stakeholders.

The purpose of the project is to:

- Collect data for marine fisheries and evaluate the conflicts and socioeconomic status of small scale coastal fisheries.
- Prepare progress reports of activities and report of national planning and wrap up/evaluation workshops, and
- Prepare two background studies, the marine fisheries conflicts, and the socioeconomic issues affecting coastal fisheries.

1- National Informal Inception Consultation

Participant for the meeting were from both DoF and other department:

- Department of Fisheries
- Provincial marine fisheries offices
- Community fisheries from marine
- Ministry of Environment
- Ministry of Health
- Ministry of Rural Development

Participant were divided into 3 groups. The result as followed :

Socio-economic issue affecting coastal fisheries	
Problems	Consequence
Migratory people	- Taking part time job as mangrove forest outler - Increase the total number of fishermen - Increase the number of fishing efforts
Education/Health center - Not much school around - No hospital nearby	- No new skill being trained - Health service is bad
Unclear border of fishing grounds - Could not pay ACLEDA Bank - No other skills to take alternative jobs	- Conflicts over the same fishing grounds - Stealing fishing gears of each other - Commit illegal fishing activities - Use illegal fishing gears - Create conflicts (using the same fishing gears) Solution - Create new job - Create fund to buy fishing gears - Encourage fish aquaculture

Conflicts issue affecting coastal fisheries	
Problems	Solutions
* Engine push net, float vs crab and shrimp nets	- Arrest trawlers and make agreement with net to close to the same place. - Advise fishermen to use legal fishing gears in the fishing ground of less than 20 m depth water line. - Crab net fishing gears should be used only during the day time with some sort of recognizable sign on it. - Engine push net and trawler should work at night. In case if encounter with stationary fishing gears (i.e. crab net, shrimp net), they must compensate the damage.
Conflicts between members of community fisheries and outsider fishermen.	- Encourage the use of "by-law" in community fisheries. - Illegal fishermen should be arrested by fisheries authority (by cooperating with local authority).
Burmesis fishermen vs Foreign fishermen.	- Burmesis fishermen should be encouraged to arrest foreign fishing boats and ask them to compensate the damage of their fishing gears. - Penalties should be made and submitted to government to have insurance against the poisoning of foreign fishing boats.
Illegal fishermen and legal fishermen of the same community fisheries	- Discipline or fine illegal fishermen and ask them to abide by the law of community fisheries. In serious cases, ask them to compensate the damage.

2- Existing Fisheries Related Information Gathering

Fisheries Forum has given a good opportunity for all involved institutions/agencies to have a proper co-ordination and inclusion of existing fisheries activities and information gathering.

The results of updated project activities are followed:

- List of agencies/projects working on coastal fisheries in Cambodia.
- List of agencies/projects working on fisheries (both inland and marine water) in Cambodia .

3- The Socio-Economic Status of Coastal Fishing Communities

- 1- Introduction
 - General background
 - Objectives
 - Scope of review
- 2- Socio-economic and health
 - Demographics
 - Distribution and/or migration
 - Status of fishing community
 - . Employment
 - . Income
 - . Marketing and fish prices
 - . Loans and debts

- . Food security and fish consumption
 - . Education
 - . Health and HIV/AIDS
 - . Family planning
 - . Community organizations and awareness
- 3- The implications of current issues on fisheries
 - Government policy
 - Legal framework
 - Institutional framework and management system
 - 4- Current issues
 - Conflict in resource uses
 - . Illegal (fishing) Activities
 - . Decline in fish catch
 - . Fishing conflicts

- Policy, legal and institutional constraints
 - . Policy constraint
 - . Organizational constraints
 - . Lack of mechanisms for participation
 - . Lack of human resource
 - . Poor law enforcement
 - . Poor management system
 - . Financial constraint
 - Addressing the issues
- 5- Gaps of information availability
 - 6- Conclusion and recommendations

4- Conflict among Competing Fishing Groups and Other Users in the Coastal Area

- 1- Introduction
 - Background
- **Objective:** to identify conflicts between difference groups of fishermen and between fishing and non-fishing interests, with suggestion to handle these conflicts.
- **Scope of the study:** is based on existing information of both published and non-published materials, interviews with key persons, and the result of relevant workshops.

- 2- Methodology: The study focused on conflicts affecting coastal community fisheries. Four major areas were selected for study:
 - Kep
 - Kampot
 - Sihanuok ville
 - Koh Kong

- 3- Grass root of the conflicts
 - Trends of marine capture fisheries
 - Coastal aquaculture
 - Marine fishing gears
 - The theory of conflicts
 - Analytical framework
 - Cambodia's marine fisheries conflicts
 - The role of DoF and provincial fisheries authority in solutions
- 4- Present status of coastal fishing communities
- 5- The solution to marine fisheries conflicts
- 6- Conclusion and recommendation

- 5- National Scoping Workshop on the Conflict and Socio-economic**
- The 5th activity of the project's activity plan which can be listed from the beginning as follow:
- National level informal inception consultations
 - Existing fisheries related information gathering
 - Background study on the socioeconomic status of coastal fishing communities.
 - Background study on the conflicts affecting coastal fishing communities

- Expected outcome of the national scoping workshop
- Understand the project goals/objectives, activities, and the benefits from the project.
 - Follow up project activities
 - Take responsibilities assigned, especially resource persons assigned for training
 - Comment on background studies draft reports (for the two local consultants)
- Roundtable plenary discussion: Participants were divided into 3 groups to discuss 2 topics:
- 1- The socio-economic status of coastal fishing communities, and
 - 2- The conflicts affecting coastal fishing communities.

- 6- An Inventory of Community Fisheries in Cambodia's Coastal Area**
- 1- Types of community fisheries
 - There are 2 types of community fisheries.
 - . Government supported community fisheries and
 - . NGOs supported community fisheries.
 - Were organized in different forms, different methods, different goals and objectives, and at different states of development.
 - Community involvement in fisheries management is relatively recent and there is no standard guideline for implementation.

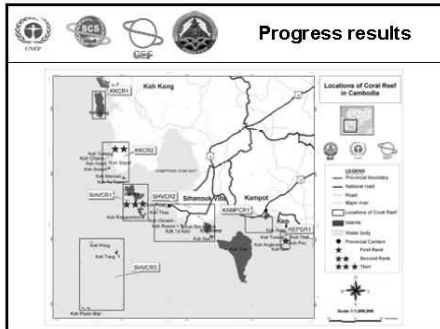
- 2- Result of the inventory**
- Based on the existing information of the CFDO and the personal interviews with staff from provincial community development office.
- Ex: Community fisheries in Koh Kong province
- | Name of Community Fisheries (CFs) | No. of family | No. of people ^a | Supported by | Date of Establishment |
|-----------------------------------|---------------|----------------------------|--------------|-----------------------|
| 1- Phum Koh Kang | 97 | 97 | PMMR/ IDRC | 06.12.2001 |
| 2- Phum Koh Sro Lao | 95 | 95 | PMMR/ IDRC | 06.12.2001 |
| 3- Khum Chroy Pros | 172 | 172 | PMMR/ IDRC | 22.04.2002 |
| 4- Phum Boeng Kachhay | 143 | 143 | DANIDA | 17.10.2002 |
| 5- Koh Kchorng | 285 | 285 | AFSC | 14.05.2003 |
| 6- Phum Koh Kapi | 161 | 161 | PMMR/ IDRC | 26.06.2003 |
| Total | 951 | | | |

- 7- Training Course on Participatory Consultation Technique**
- Participants from coastal fisheries community representative, resource persons from DoF.
 - Training program:
 - . Concept of fisheries co-management
 - . Participatory rural appraisal (theory and technique)
 - . Conflict Resolution (theory and technique)
 - Expected outcome: The participants are able to:
 - . Basic concept and theory, especially the PRA.
 - . Work closely with local fishermen.
 - . Collect information effectively related to conflict and socio-economic issues
 - . Understand projects goals and project activities.

Training result

- To study subjects on concept of fisheries co-management and conflict resolution
- Five tools of PRA theory, *Problem identification, Venn diagram, Semi Structure Interview (SSI), Observation*, and *how to write report* were selected.
- To apply fieldwork practice, Chang Houn fishing community was selected as the study area.
- The participants made a presentation of the results
- Recommendations were made to improve the ways of information gathering.
- All trainees are expected to be the resource persons for information gathering within their own localities.

Thank you for your attention

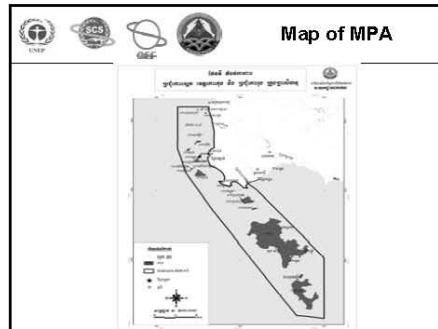


- Progress results**
- Identification of coral reef and seagrass in 69 islands throughout the Cambodian sea
 - Seagrass identification
 - Distributed through the coastal zone but intensively occurs in Kampot and Koh Kong
 - Total area of coral reef is 32,492ha
 - 9 species found



- Treat to coral reef and seagrass**
- Causal Chain Analysis of Threats to coral reef, Seagrass marine resources in the Cambodia's coast (see the detail in attached sheet)

- Result of Marine protected areas**
- Koh Rong and Koh Sdach archipelago identified as MPA
 - The area of MPA is 712 sqm²
 - Consultation workshops were conducted in the both areas for socio-economic data collection, main treats and how involvement of community in the natural resource conservation
 - One community fisheries was established in Koh Rong archipelago
 - As need for conservation, the Royal Decree on Protected area and conservation was prepared and already submitted to Council Minister
 - A Sub-Decree on Management of Coral Reef and Seagrass was prepared and submitted to MAFF



**NAP for CR&SG
2th draft**

- **Target goal:** 8.4km² of coral reef and seagrass under an appropriate form of sustainable management by 2015
- **Goal:** *To protect and manage coral reef and seagrass to promote the balance between utilization and conservation and ensure that the benefits of this sustainable use contribute to the reduction of poverty and improve quality of life for all Cambodians*

**NAP for CR&SG
2th draft**

- **Objectives:**
 - To implement National Policy, Legal and Administrative Framework to reduce the degradation of coral reefs and seagrass and maintain their multiple benefits and uses
 - To establish management models to ensure sustainable use of coral reefs and seagrass according to their different ecological and economic values in order to maintain a balance of uses
 - To establish research and monitoring facilities to monitor coral reef and seagrass status to support conservation and management
 - To build cross-sectoral capacity for sustainable coral reef and seagrass management at national and local levels
 - To increase awareness of managers and communities on the ecological roles and economic values of seagrass and coral reefs to realize the balance between utilization and conservation of these resources
 - To create financial sustainability and improve economic status of coastal communities

**NAP for CR&SG
2th draft**

- **Management structure:**

```

graph TD
    A[Inter-Ministry Coral Reef & Seagrass Committee] --> B[Program Management Office]
    B --> C[Project Management PROJECT 1]
    B --> D[Project Management PROJECT 2]
    B --> E[Project Management PROJECT 3]
        
```

Project for 1st year

Project	Title	Budget (USD)
1.	Assessment of current legislation and recommendations for appropriate policy, legal and administrative framework.	46 263
2.	Baseline assessment, recommendations and establishment of cross-sector management models to ensure sustainable use of coral reefs and seagrass.	52 594
3.	Baseline assessment of current status of coral reefs and seagrass in Cambodia.	81 679
Management	Set up program management office for coral reef and seagrass management program in Cambodia.	44 247
TOTAL		224 783

Demonstration site for Seagrass Management

- **PREK AMPIL OPERATIONAL PROJECT**
- **Goals:**
 - Conservation of the seagrass ecosystem within the region
 - Maintenance of existing biodiversity in the trans-boundary waters of Cambodia and Vietnam.
 - Enhancement of fish stocks within and around the area
 - Improvement of living conditions for local communities via sustainable fisheries
 - Promotion of ecologically sustainable development within the region
 - Development of coordination among sectors and between countries in coastal zone management

Examination on Re-allocation of Fishing Lots-Perceptions from Community Fisheries of Cambodia by Ms. Hap Navy

AN EXAMINATION ON THE RE-ALLOCATION OF FISHING LOTS— PERCEPTIONS FROM COMMUNITY FISHERIES IN CAMBODIA

By
Hap Navy, Keang Seng
Srun Lim Song, Seng Leang

National Workshop for Human Resource Development
in Fisheries Management in Cambodia
06 – 08 July 2005
Phnom Penh, Cambodia

Brief Objectives of the Study

To evaluate:

- The allocation of fishing rights between large- & small-scale operators;
- The impact on fishing capacity & equity policies to reduce fishing capacity; and
- The reduction of tensions between poor small-scale operators and large commercial operators.

Methods and Study Area

❖ Major Issues and Problems of Excess Capacity

- 75% of animal protein is taking from fish and aquatic animal
- Fishing population (gears and boats changes)
- Environmental degradation (increasing pressure of land, deforestation and siltation of 20-40mm/yr)
- Influencing development strategies such as construction of dam on the main stream of the Mekong River.
- Cage/pen culture in the Great Lake—collection of wild seed and feed

Methods and Study Area

❖ Study Sites and Sample Selection

Province	No. of Sample		Total
	CF	NCF	
Pursat (Great Lake)	45	45	90
Kandal (Mekong)	45	45	90
Kampot (Coastal)	45	45	90
Total	135	135	270

Methods and Study Area

❖ Data Collection and Data analysis

- Focus group discussion with key informant (e.g. Community representatives, commune councils and community members)
- Discussion with NGOs, IOs and other cooperation institutions
- SPSS and Excel were the main software for data storing, analysis, tabulation and graph presentation.

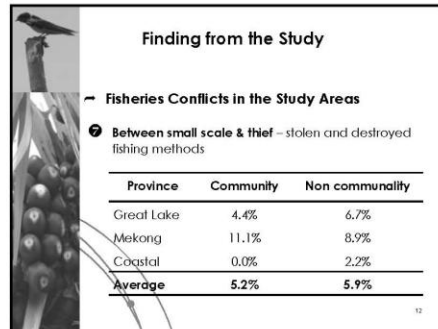
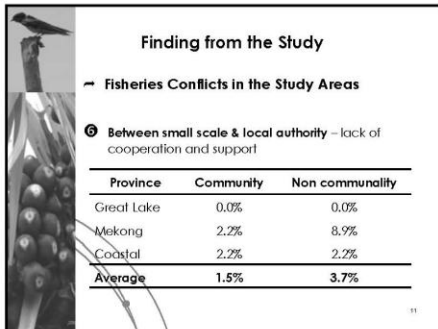
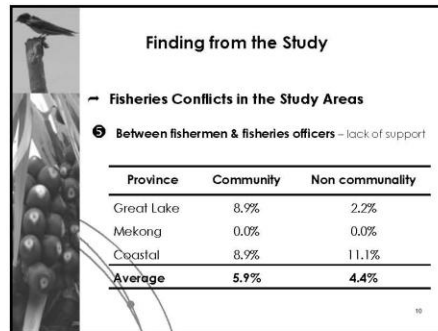
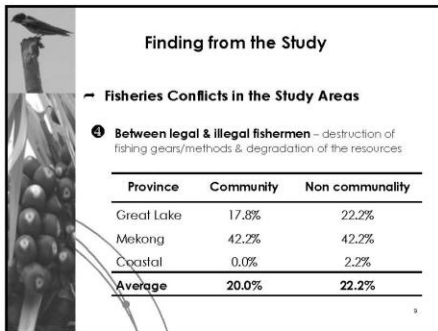
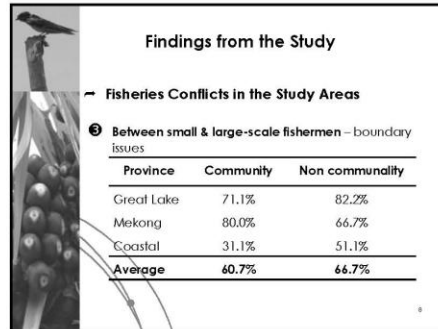
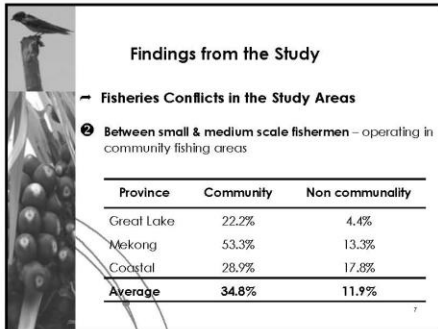
Findings from the Study

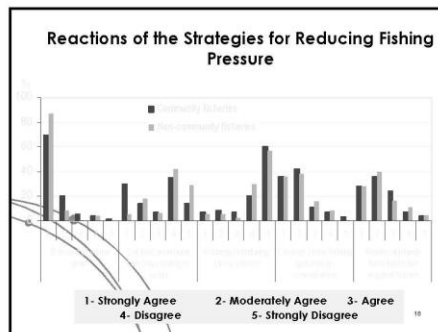
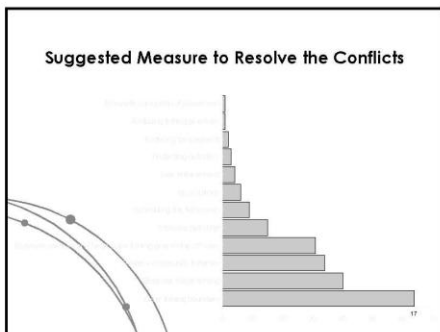
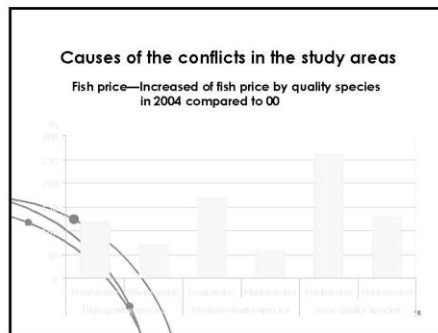
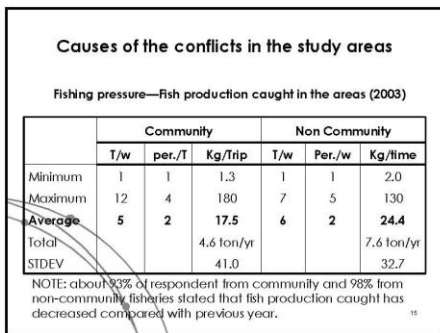
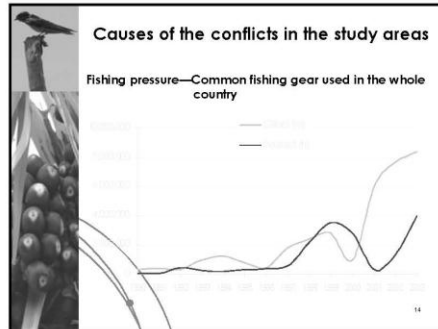
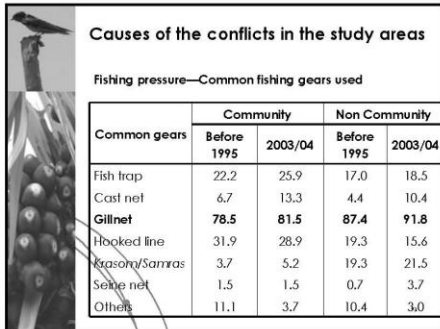
➤ fisheries Conflicts in the Study Areas

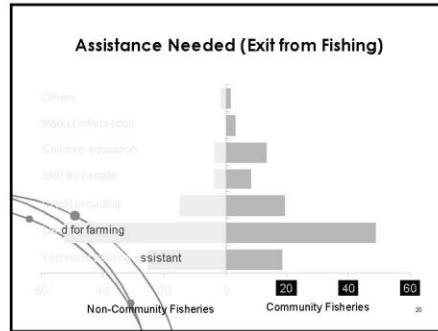
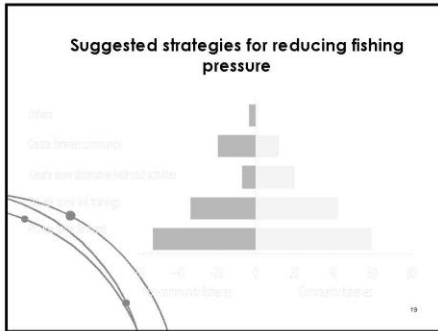
There were 7 types of conflicts arising in the study areas for small scale fishermen :

❶ Between small scale fishermen – destruction of fishing gears/methods

Province	Community	Non communality
Great Lake	2.2%	0.0%
Mekong	0.0%	0.0%
Coastal	42.2%	20.0%
Average	14.8%	6.7%








- ### Recommendations from the National Workshop
1. Review the effect of land reform to fishers and how land ownership could encourage exit from fishing
 2. Identify appropriate skills and training needs that are suited to the areas
 3. Information on other existing non-fishing jobs among fishers so that these could be enhanced when relevant as an exit option
 4. Identify appropriate income-generating activities
 5. Improve market information to help decision-making among fishers on selling price
 6. Biological studies to support decisions to establish fish conservation areas
 7. Further study of fishers perceptions and willingness to exit from fishing
- 21

Thank you very much for your attention!

Capacity Building of Inland Fisheries Research and Development Institute of IFReDI: Mr. Ou Savy

people - science - environment - partners




Capacity Building of the Inland Fisheries Research and Development Institute (IFReDI)

Asian Development Bank Technical Assistance (TA) to the Kingdom of Cambodia TA No. T4025-CAM

National Workshop for Human Resource Development in Fisheries Management in Cambodia (6 – 8 July 2005, Phnom Penh)

IFReDI Capacity Building to Build Up a Fisheries Research Center (WorldFish Center)


people - science - environment - partners



Project Background and Workshop Objectives

Renato F. Agbayani
Team Leader


people - science - environment - partners



Project Background

- The capacity-building project of IFReDI is a technical assistance (TA) from ADB (ADB TA-T4025-CAM)
- WorldFish Center was chosen by the Royal Government of Cambodia and ADB to implement the project.
- The purpose of the TA is to kick-start IFReDI as an efficient, relevant research and development institute.
- It aims to develop a sound institutional framework for its research, human resources development and administration through specific support in the real of:
 1. Institute Management;
 2. Research and Development (Bio-ecology and Modeling and Socioeconomics);
 3. Technology Transfer; and,
 4. Policy development and dialogue.


people - science - environment - partners



Project Background - continued

- The Project was launched on May 19 with the deployment of International Resource Specialists in Cambodia
- On June 10-12, an Inception Workshop was held and participants generally approved the Project Work Plans and Framework with suggestions on how to improve the project implementation and ensure synergies with other on-going projects related to inland fisheries in Cambodia.


people - science - environment - partners



Institute Management

Renato F. Agbayani / Srun Lim Song
Team leader National Project Director

people - science - environment - partners




Accomplishments (May 22-Oct. 15 2003)

- I. Training

There were five (5) training courses designed and planned for implementation during the entire 12-month project period. Of the five courses, four were implemented during the last five months namely:

 1. Organization Development and Team Building
23-24 July, 25 participants
 2. Basic Concepts and Principles of Management
30-31 July, 15 participants
 3. Accounting Systems
 - Part 1 (Project Level) held at the WorldFish H.Q. in Penang, Malaysia, one participant (Project Accountant) – 18-20 August
 - Part 2 (Institute level) held at IFReDI Offices, 5 participants – 17 Sept., 6-7 October.
 4. Budgeting
9-10 October, 15 participants

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**Training Course No.1:
Organization Development and Team-Building**

A. Objectives:
At the end of the training course, the participants will be able to describe the current picture and situation of IFReDI in terms of various aspects and some degree of understanding of organization development (OD) and team-building

B. Course Contents

1. Expectations of the participants
 - learn strategies to promote participation, good team building, effectiveness of work, motivation, and good communication
 - learn about theories of teamwork, experiences from other countries and techniques best suited to Cambodia situation
 - learn ways and means of building and implementing teamwork strategies
 - develop strong cooperation among the IFReDI staff


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Organization Development and Team-Building - continued

2. Lecture on IFReDI and the Environment
Topics discussed were:
 - a. IFReDI as a Institution
 - b. Challenges of the Millennium with emphasis on the global exchange of goods, service and information and the changing trends in consumer and social behaviors etc.
 - c. Information and technologies and the influence of the Internet in the exchange of knowledge and information
 - d. Knowledge and its effects on global competition
 - e. IFReDI stakeholders analysis (description and needs)
3. Lecture on Hierarchy of needs
 - a. discussed how each objective is linked to another and why they are linked

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Organization Development and Team-Building - continued

- importance of IFReDI's vision, mission and goals and how each contributes to each level within the organization
- influence of internal and external environments and the stakeholders

4. Lecture/Discussion/Exercises on OD and team-building
 - definition of team, roles of each member in a team
 - definition and basic concepts of OD
 - organization life cycle
 - levels of organizational complexities
 - stages of team-building
5. Course output
Each participant made a written commitment by listing down things they commit to do during the next 6 months for the development of IFReDI

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**Training Course No. 2
Basic Concepts of Management**


A. Course objectives
At the end of the course, the participants are expected to:

1. understand the basic concepts and principles of management
2. review, revise, and endorse the draft of the IFReDI Management Plan

B. Course Content

1. definition of management
2. functions of management
 - a) planning – definition, objectives, how to plan, why plan, types of plan, planning tools and techniques, management by objectives, criteria of good performance objectives
 - b) organizing – definition, organization structures, and trends in organizing,

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**Training Course No.2
Basic Concepts of Management -continued**

- c) leading – definition, leadership and vision, leadership and power, leadership and empowerment, and ethical aspects of leadership
- d) controlling – definition, steps in controlling, and types of controls

C. Course output –Final draft of IFReDI Management Plan for endorsement to the Director General of the Department of Fisheries

people - science - environment - partners



**Training Course No.3
Accounting Systems Part 1 & 2**


A. Course objectives:

At the end of the courses, the participants are expected to learn how to prepare accounting reporting systems on: 1) monthly liquidation report; 2) cash position report; 3) bank reconciliation; 3) petty cash report; 4) check payment report, and 5) bank statement report.

B. Course content:

The topics included donor reporting system, cash advances and liquidations, petty cash system, payments for consultancy and purchases, travel procedures, and purchasing procedures.

people - sokoke - easttimor - parbes



**Training Course No. 4
Budgeting**

A. Course objectives:

At the end of the training course, the participants are expected to:


- 1) learn the budgeting procedures in the Cambodian government;
- 2) know the principles and concepts of budgeting; and
- 3) prepare a tentative annual (2004) budget of IFReDI.

B. Course Contents:

The course topics included

1. Budgeting in the Government of Cambodia - constitutional provisions, role of Cambodia government agencies, and budget preparation procedures in Cambodia
2. Basic concepts of budgeting - definitions, functions, importance and limitations of budgeting

people - sokoke - easttimor - parbes




Budgeting -continued

3. Budget process - budget preparation and forecasting techniques, budget review and approval, budget execution, budget monitoring and control
4. Types of budgets - operating and maintenance budget, capital budget, cash flow budget, zero-based budget)
5. Budget calendar and budget revisions
6. Checklist guide to better budgeting

C. Course output : tentative 2004 budget of IFReDI

- **"Learning-by-doing"**
 - Regular consultation with the IFReDI management, research and administrative staff has been on-going since the start of the Project.
 - Man-to-man tutoring on administrative and management matters were done in matters related to accounting and purchasing procedures, budgeting etc.
 - Assisting in research proposal preparation and budget preparation
 - Editing and English language tutoring


people - sokoke - easttimor - parbes



**Research and Development:
Bioecology and Modelling**


Dr. Eric Baran
Mr. Chheng Phen Mr. Hort Sitha
Mr. Touch Bunthang Mr. Hem Rady Mr. Bun Racy

people - sokoke - easttimor - parbes



2. Training in biology


people - sokoke - easttimor - parbes



2.1 Training in biology

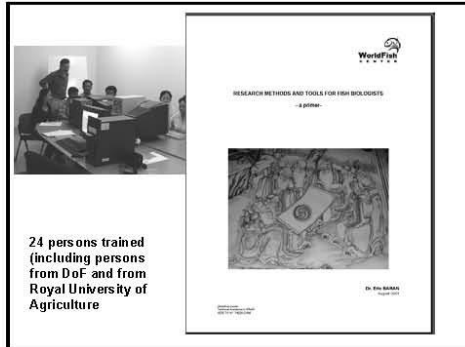
2.1.3.1 Research fish collection set	Fish species are collected, preserved and stored according to the national standards & known in the geography	Ongoing activity
--------------------------------------	---	------------------

people - sokoke - easttimor - parbes



2.1 Training in biology

2.1.3.1.1 Research fish collection set (part IFReDI)	Fish species are collected, preserved and stored according to the national standards & known in the geography	Ongoing activity
2.3.1 Research method in fish biology	Collect: I. Barer & research method; II. Barer in fish biology; III. Data in an experiment with the fish; IV. Experimentally analyze various	Ongoing activity



24 persons trained (including persons from DoF and from Royal University of Agriculture)

2.1 Training in biology

210 A reference fish collection set up at IFReDI	Fish species are collected, preserved and stored according to international standards in accordance with taxonomy.	Not completed
221 Research methods in fish biology	Contributed to capacity in research methods, in particular in fish biology, in collaboration with MS ECHO, M. Espinosa by analysis of data.	Ongoing activity
232 Research Methods in Fishery Economics and Biology	Contributed to awareness and fact sheets about the importance and role of biology, fish and fisheries.	Not completed
233 Statistical Methods: Regression and Data Analysis	Contributed to the training in statistical methods.	Not completed

Additional contributions (II)

Training in FishBase (the biology and taxonomy database of all fishes) offered to two IFReDI staff in the Philippines (25-28/11/03) to become main FishBase partners in Cambodia contribution to the global database and design of a Cambodia-specific database

Regional Workshop on Building Capacity for Developing National Aquatic Information Systems organized by WorldFish and funded by the World Bank


- Constraints and Recommendations**
- Constraint identified:** only one and a half biologist working full time with the TA
 - Weak point identified:** fish identification and taxonomy; **Recommendation:** broader training in taxonomy, collaboration between IFReDI, the DoF, the Royal University of Agriculture and FishBase
 - Weak point identified:** capacity in data analysis and reporting; **Recommendation:** continued on-the-job training in data analysis, report and publication writing
 - Issue identified:** need to follow-up and initiate a long term fish monitoring protocol based on the method defined
 - Issue identified:** need to gather sufficient and significant biological information on dominant species (e.g. about 1000 individuals per target species during one year)
 - Strong point identified:** international and regional demand for integrative river management tools (modelling), and opportunities to develop synergies with CGIAR, Comprehensive Assessment of Water Management in Agriculture and MRC WUP-FIN.

Research and Development: Socioeconomics

Dr. Mohammed A. Rab
Mrs. Hap Navy
Mr. Seng Leang

- Objectives**
- Training:**
- Provide on-the-job training on research methods, data collection and data analysis
 - Provide trainings on natural resources and agricultural economics, research methods, database and statistical packages for data analysis.
- Research:**
- To circumscribe value of aquatic resources in the Tonle Sap Basin
 - To study the marketing and trade pattern of fish and fish products and distribution channel of fish in and around Tonle Sap Basin
 - Benchmarking of post harvest fish handling and fish processing


people - jobs - environment - partners



Synergies with Other Projects

- The economic valuation study will be able to use information on lot fishing, Dai fisheries from the surveys done by MRC/AFREDI.
- The marketing study will be able to use information from the monitoring of fish markets in Phnom Penh by MRC
- A joint initiative (MRC and ADB-IFREDI project) is being undertaken to monitor important export points.

people - jobs - environment - partners




Accomplishments

Training:

- Provided on-the-job training on data collection, sampling methods, questionnaire preparation, and logical and theoretical methods of socioeconomic research.
- A 3-day training course was organized on theories of economic valuation and on the contents of the questionnaire, and how are they related to the study objectives

people - jobs - environment - partners



Accomplishments


Research: General

- Conceptualization of research problems and development of research methods
- Preparation of survey questionnaires, observation and monitoring guidelines
- Selection of villages (fishing, fishing cum farming and farming villages) from the selected Provinces
- Pre testing of data collection instruments

Economic Valuation:

- Survey of 405 households selected randomly from nine villages in three Provinces (Kendal, Kompong Chhnang and Siem Reap)

people - jobs - environment - partners




Accomplishments

Marketing, Distribution and Supply Chain of Fish and Fish products

- Observed and monitored six landing sites
- Interviewed fish collectors, brokers and agents in the landing sites
- Observed nine markets (three in Phnom Penh, one city and one rural in each of the selected Provinces)
- Interviewed fresh and process fish retailers (in Phnom Penh, 3 Provincial and 3 rural fish markets)
- Interviewed live and fresh fish exporters in Phnom Penh, Kendal, Kratie and Stung Treng
- Interviewed Provincial Fisheries Officers in Kendal, Kompong Chhnang, Siem Reap, Kratie, Prey Veng and Kompong Cham


people - jobs - environment - partners



Constraints and Recommendation

- Training and on-the job experience provided within the project period will sustain only if there will followup activities beyond project life
- Twinning and long term partnership with International Agencies/Advance Scientific Institutions are critical for sustainable capacity building and research output delivery. Areas of strengthening research and training cooperation should include:
 - Comprehensive studies on the economic and non-economic values of fisheries resources in the Great Lake
 - Studies on the livelihoods and dependence of the poor people on the wetland resources in and around the Great Lake
 - Study of trade and marketing constraints of aquatic products and the importance of post harvest fish processing technologies in the light of WTO regulations and health and sanitary requirements.

people - jobs - environment - partners



Accomplishments


Post Harvest Fish Handling and Fish Processing

- A total of 25 fish processing units (medium and family operated) were observed and surveyed in two Provinces – Siem Reap and Kompong Chhnang

Data Entry and Data Management

- Questionnaires were crosschecked by each of the data collection teams
- Developed database for economic valuation and post harvest fish processing questionnaires

people - science - environment - partnership



Plan of Activities in the Remaining Months

Training

- On-the-job training will continue
- Two short training courses are scheduled in December- January and March-April on natural resource economics, and statistics and research methods, respectively
- International training on resource and agricultural economics, research methods, data analysis, statistical soft wares and report writing is scheduled in February 2004 in Penang.

people - science - environment - partnership




Target Activities

Research

- Second round data collection on fish catch and consumption at the household level
- Second round observation and monitoring of markets in the open season
- Data collection from the migrant processors in the open season
- Monitoring of five export points in collaboration with the MRC project of IFReDI
- Data entry, analysis and report writing


people - science - environment - partnership



Constraints and Recommendation

- It will require additional resources to complete all the planned research activities.
- It is recommended that the staff capacity of the Socioeconomic division be increased and assignment of the research staff to various projects be coordinated and rationalized.
- Promote prioritized research agenda to rationalize staff involvement in various projects


people - science - environment - partnership



Technology Transfer

M.V. Gupta/R. Agbayani/T. Bunthang

people - science - environment - partnership




Accomplishments (May-19- Oct. 31)

Per work schedule, Technology Transfer activities will start on 10th and 11th months of the project period.

Initial accomplishments are:

- Identified activities at the DoF with potential for technology transfer
- Identified technology transfer tools and materials used in extension and training activities
- Prepared training module for on-the-job training on library and information systems
- Prepared design of 2004 "Fishing calendar" that will contain valuable information affecting fishers in freshwater bodies in Cambodia


people - science - environment - partnership



Policy Development and Dialogue

K. Kuperan Viswanathan


people - resources - environment - partners



Policy Development and Dialogue

- Background and objectives
- Expected outcomes
- Achievements
- Activities for rest of project period
- Problems and constraints
- Preliminary recommendations


people - resources - environment - partners



Background and Objectives:

- Develop capacity of IFReDI to enhance pro-poor policy development for inland fisheries resources.
- Develop capacity for consensus building, dialogues, stakeholder participation and policy analysts.
- Position IFReDI as a vehicle and center of knowledge that can facilitate communication and information dissemination on inland fisheries.


people - resources - environment - partners



Approach

- Review relevant institutions, reflect scope and inter linkages
- Identify gaps, processes and mechanisms for policy improvements
- Conduct discussions with key fishery stakeholders
- Conduct training on stakeholder participation and co-management and policy development
- Conduct workshop on priority setting for research at IFReDI
- Set up mechanisms for policy dialogue for inland water fisheries


people - resources - environment - partners



Expected Outcomes

- A well recognized and relevant institute for inland fisheries management in Cambodia
- Policy development and dialogue capabilities established
- Improved management and conservation of natural resources in the Tonle Sap Basin leading to improved welfare and livelihood for people dependent on the Tonle Sap resources.

people - resources - environment - partners



Achievements

- The link between the different institutions and their roles in inland fisheries management were assessed. Document on this is being prepared for discussion with the key staff from the different institutions.
- The policies, laws and decrees are being reviewed with discussion with relevant stakeholders. Document on the review is being prepared.
- Key fishery stakeholders are being identified and the role of the stakeholders in the policy process is to be understood by IFReDI. The required response, action or behavior change required from the stakeholders and IFReDI is being assessed

people - resources - environment - partners



Achievements -continued

- The local counterpart staff on policy development has been provided training through dialogue with the consultant and exposure to reading materials and research findings on policy development.
- A workshop was organized to develop the medium term plan for research at IFReDI. The priority issues in inland fisheries based on present policies were assessed.


people - science - environment - partners



Achievements - continued

- Discussions with agencies relevant to IFReDI such as the universities, agricultural training institutions that will supply staff for IFReDI, other research initiatives and relevant institutions in Cambodia on Inland Fisheries, such as the Tonle Sap Bio Sphere Reserve Secretariat, the Cambodian Development Council, the National Institute of Statistics, the Ministry of Planning, the Council on Agricultural and Rural Development and the Unesco program on the environment will continue to be engaged over the period of the TA to develop the policy dialogue mechanism for IFReDI.


people - science - environment - partners



Problems and Constraints

- Time and space for meaningful involvement of stakeholders.
- Limited avenue for policy making within Department of Fisheries.
- Extent to which IFReDI can play a strong role in policy development for inland fisheries appears limited.


people - science - environment - partners



Preliminary Recommendations

- policies that seek to alter existing power relationships are resisted, diluted or nullified by vested quarters adopting all means at their disposal, e.g. sub decree on community fisheries.
- Lack of capacity for sound policy analysis in the fisheries sector - need for the development of policy cells in various government departments.


people - science - environment - partners



Preliminary Recommendations

- Uphill battle of implementing a participatory governance arrangement in the fisheries - requires time and more than drafting laws and sub decrees.
- Resources required often not well thought out


people - science - environment - partners



Project Administration and Logistics

Renato F. Agbayani
Team Leader

people - science - environment - partners



Project Staff

- Project Staff - Three Cambodians were hired to assist the IRS- Team Leader in project administration. Positions are:
 - Administrative Assistant cum Accountant
 - Internet/Computer Administrator
 - Research Associate
- Accounting Systems in the Project level has been installed. This system includes cash handling and liquidation, petty cash systems, travel and purchasing systems. Project Accountant was trained on the different accounting systems at the WorldFish Center, Penang.




Purchase of Equipment

- 3. Purchase of equipment
 - 10 units desk top IBM computers
 - 5 units of printer
 - one unit photocopier
 - 6 sets of office tables and chairs
 - cash safety box
 - 2 calculators
 - 2 USB memory sticks
 - one detachable hard disc
 - rental of project vehicle
- 4. Installation of Internet system with 75 access points; telephone and fax systems



Or kun!
Thank You!

Integrating Multiple Factors to Predict Fish Production: Mr. Chheng Phen




Integrating multiple factors to predict fish production

Eric BARAN, CHHENG Phen

Projects underway

14 projects in the Mekong Basin

- Fisheries management
 - Inland 2
 - Coastal 1
- Aquaculture 2
- Capacity building 2
- Socioeconomics 3
- Governance 1
- Environmental management 3




The Greater Mekong Subregion


A book on the Center's activities in the Greater Mekong Subregion (P#11323)

Projects: A list of WorldFish Center's recent projects that focus specifically on the countries in the Greater Mekong Subregion to include one or more of these countries as their component.

Publications: Published and unpublished reports on projects carried out in the Greater Mekong Subregion.

Contacts: People to contact pertaining to specific requests.

<http://www.worldfishcenter.org/mekong-port/index.asp>



FishBase

(2009)

20999 Species, 20780 Common names, 38660 Pictures, 30980 References, 5236 Collections, 11 million Hits monthly

Common Name: [input] [Search] (+4 unknowns)

Scientific Name: [input] [Search] (+4 unknowns)

Genus: [input] [Search] (+4 unknowns)

Species: [input] [Search] (+4 unknowns)

<http://www.fishbase.org/search.cfm?lang=English>

BayFish

- 1) Fish production depends on multiple interacting parameters
- 2) Tools are needed to integrate these parameters and predict fish production
- 3) Data is scarce, but knowledge is available and usable

Tools have been developed to predict the consequences of a modification of environmental variables:

- BayFish - Mekong
- BayFish - Tonle Sap
- BayFish - Bac Lieu

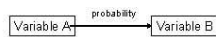
What is BayFish?

A decision-support tool
based on Bayesian networks

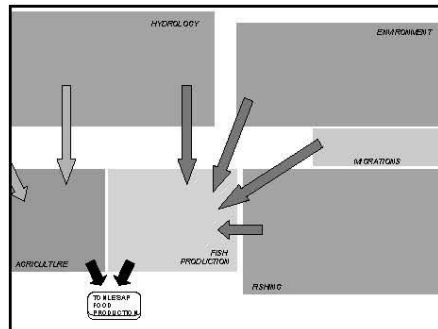
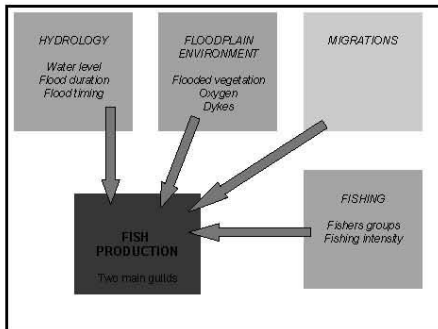


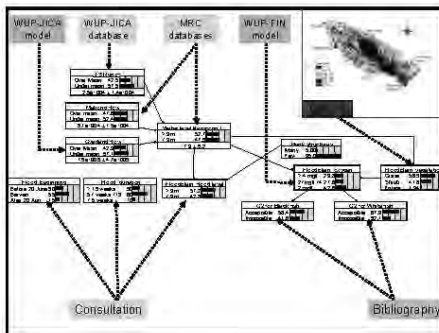
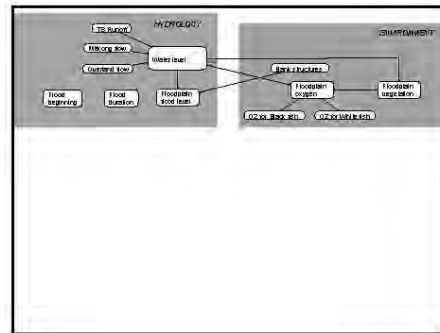
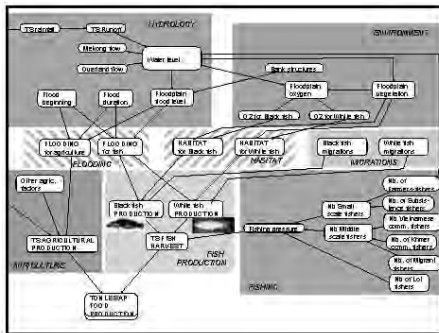
Bayesian networks are based on 3 elements:

- variables representing the system considered
- links representing a relationships between variables
- probabilities attached to the relationship



BAYFISH-Tonle Sap





Results

- Model scenarios
- Model outputs
- Conclusions

≡ part of the IFReDI II Capacity building project starting in August

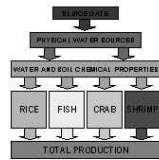
BAYFISH- Bac Lieu




Under development (completed by December 2005)

Focus on the relationship between rice, shrimp and fish production, land use and saline water management in the canals

Building the model framework



DISCUSSION

Purpose and users of BayFish

PURPOSE

- Study the consequences of various water and land management options on the production of aquatic resources.

TARGETED USERS

- National and regional water management bodies
- Line agencies
- Research projects

Limitations and strengths

LIMITATIONS

- Not a dynamic model
- The tool must be simple enough to be acceptable -> difficult balance between simplification and realism

STRENGTHS

- The only kind of decision support tool that can integrate quantitative as well as qualitative information (data or expert knowledge)
- Can overcome the paucity of statistics and biological information in zones poorly studied
- Tool intuitive and user-friendly.
- A tool to highlight the trade-offs and feed-back loops between various management options, and the most important variables
- A way for a diversity of stakeholders to meet and talk about management decisions



Capacity Building for Sustainable Development in Tonle Sap Region: Keang Seng

Capacity Building for Sustainable Development in The Tonle Sap Region (UNDP/CAP 2015)

By
Keang Seng
National Project Coordinator

Basic Project Information

- Project number: CMB/02/G81
- Executing agency: MAFF
- Period: Jul 2003 – Jun 2006 (actual)
- Project site: 6 provinces bordered the Tonle Sap
- Total budget: \$627,030
- Funding source: Capacity 21.

Project Goal

- building capacity for sustainable development in the Tonle Sap Region through participatory approaches
- The Project is integrated into the "Tonle Sap Environmental Management Project" funded by ADB, UNDP/Capacity 21, UNDP/GEF and the Royal Government of Cambodia (RGC).

Project Activities and Output

**Output 1.3:
Regulation and Management Planning are improved**

Activities 1.3.3 Build the Capacity of CFDO

1. Research and Development Section (R&D)-2 persons

Activities	Output
1. Identifying local training institutions for computer and English	1. Sub-contracts with Panhasastra for English and ICS for computer
2. Organizing meeting and prioritized training for counterparts	2. 22 trainings and meeting were organized with consultation with training institutions and PMO
3. Conduct field visit to the project provinces (meeting with NGOs and CFDOs)	3. 2 field visits are organized (including 1 oversea in Philippines) and many meeting with NGOs
4. Searching on conservation areas within the project provinces	4. 4 conservation areas are found and other 2 still in process

**Output 1.3:
Regulation and Management Planning are improved**

Activities 1.3.3 Build the Capacity of CFDO

2. Monitoring and Evaluation Section (M&E) – 2 persons

Activities	Output
1. Review and update questionnaire (form) on the status of community fisheries in the project provinces	1. 5 standard questionnaires are developed with consulted with head of CFDO M&E Unit
2. Collect and enter data and information on current status of fisheries community within the project provinces	2. 72 community fisheries information are collected within the project provinces
3. Conduct field monitoring to activities implementing by the project counterpart and provincial level	3. 2 monitoring activities for 2 project provinces were implemented

**Output 1.3:
Regulation and Management Planning are improved**

Activities 1.3.3 Build the Capacity of CFDO

3. Legal and Accreditation – 3 persons

Activities	Output
1. Prepare training material for community training on fisheries law and related legal tool	1. 2 main documents are prepared
2. Deliver training on fisheries law, procedures etc to community fisheries	2. 2 training are delivered (1 in Kg Chhang and 1 in Pursat)
3. Participate in finalization of sub-degree on community fisheries	3. On drafting the sub-degree on community fisheries
4. Assist in drafting the community fisheries by-law	4. One drafting the community fisheries by-law have drafted

**Output 1.3:
Regulation and Management Planning are improved**

Activities 1.3.3 Build the Capacity of CFDO

Beside those practical activities the counterpart staff are also received 7 different training such as:

1. Understand on decentralization and deconcentration reforms in Cambodia with relation to NRM
2. Strategic to forms partnership with commune council in NRM
3. Conflict management and monitoring
4. Data collection method
5. Application for GPS and mapping
6. English course for communication
7. Computer application and
8. Other meetings

**Output 2.1:
An Implementation Structure is formulated**

2.1.3 Implement a Training Program for Staff of Relevant Provincial Line Agencies

1. There are 6 training and 9 meeting and workshops provided to provincial counterpart staff in projects provinces
2. Practical activities related to sanctuaries for fisheries community creation are also provided under searching from R&D section. Recently, 5 sanctuaries for fisheries community have been created in Kg Chhnang, Pursat, Banteay Meanchey and Stiem Reap.
3. Participated election of community fisheries committee (CFC) members
4. Conducted village meeting
5. Conducted PRA study in some areas
6. Performed training on capacity building for CFC

**Output 3.3:
Biodiversity Conservation Awareness, Education and Outreach are promoted.**

3.3.3 Incorporate the Environment, Awareness Education and Outreach Programme (EAEO) into selected schools around the TSSR

1. Provided two 3-day trainings on "environmental education and natural resources conservation" for 76 provincial environment staff and other related military people.
2. Provided a 5-day training on "environmental education to forms partnership with commune council for 34 participants from communes fisheries located in six target provinces around the TSSR.
3. Project supported an environmental education planning workshop conducted by Osmose.
4. Supported a 10-day training to test the developed education kits which were produced by MoE funded by Wetland International (25 participants)

**Planning for Next quarter
Jul – Sep 2005**

Mid-term Review of the project

- Recruited a national and an international capacity development specialist
- Organize workshop in the end of August to see the progress

Activities Plans

Output 1.3: Regulation and Management Planning are improved

1. Participate in drafting by-law for CF of Trapeang Thmar
2. Participate in creating fish sanctuary in Trapeang Thmar fisheries community
3. Participate in training of trainer on understanding of NRM
4. Participate in training on MSP in NRM
5. TOT on Sub-degree extension

Activities Plans

Output 2.3: An Implementation Structure is formulated

1. Facilitate in creating a fish sanctuary in fisheries community of Kg Thom
2. Study visit to Ramsar site and deep pool CF in Stung Treng
3. Organize training on understanding decentralization and deconcentration reforms in Cambodia with relation to NRM for CF
4. Participate in training of trainer on understanding of NRM
5. Participate in training on MSP in NRM
6. TOT on Sub-degree extension
7. Participate in drafting by-law for CF in Trapeang Thmar

Activities Plans

Output 3.3: Biodiversity Conservation Awareness, Education and Outreach are promoted.

1. Publication of 10,000 royal degree and sub-degree for CF handbooks
2. Continue to train on environmental education to CF at community level of six provinces bordered TSBR.
3. Continue to support Osmose for environmental education to school children in around TSBR.

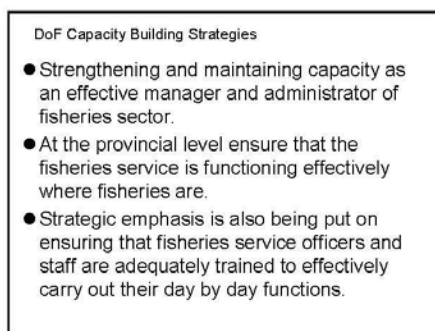
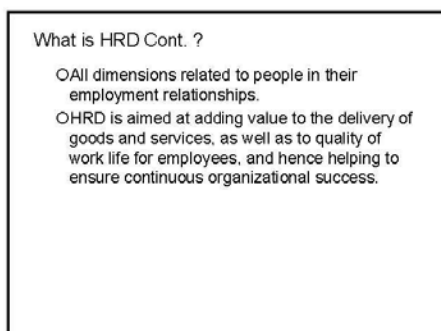
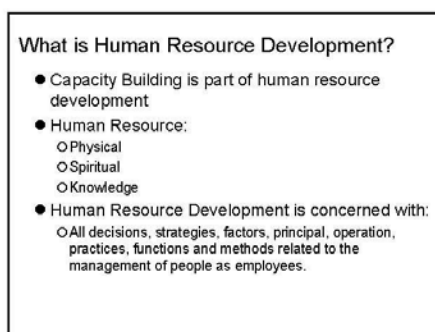
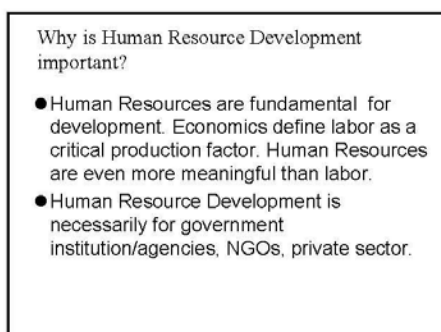
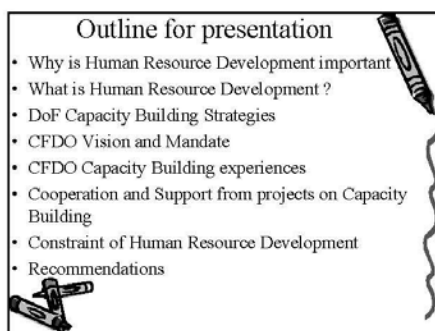
Activities Plans

Meeting and Workshop

1. National Workshop for CAP 2015 – the end of July 2005
2. Project MTR Workshop and tripartite review meeting of August 2005

Thank you very much!

Human Resource Development in Community Fishery: Mr. Ly Vuthy



CFDO Vision

- The CFDO envisages the establishment of strong, self-reliant CF throughout Cambodia who have equitable access to, and manage in a sustainable manner, fishery resources in partnership with capable and service-oriented staff from the CFDO and provincial fishery offices, thereby improving fisheries dependent livelihood.

CFDO Mandate

- Promotion and facilitation of the establishment and development of CF throughout the country
- Monitoring and evaluation of CF activities
- Prepare guidelines
- Cooperate to solve conflicts in CF
- Educate CF officers and members to improve skills for CF management
- Coordinate and supervise provincial fisheries officers working with CFDO

CFDO Capacity Building Experience

- CFDO was established in 2001 along with the fisheries reform
- At the inception CFDO had no office, no equipment, no strategic plan, no trained staff, no office systems and no budget.
- Staff were allocated from other offices and some of the better trained staff were engaged with MRC project.
- Building the capacity of CFDO to implement changes in fisheries management is a priority for the DoF.

CFDO Capacity Building Experience Cont.

- As a process initiative, some projects, organizations and donors were able to respond rapidly to the need of CFDO capacity building, such as the MRC project, STREAM Initiative and IDRC project.
- The capacity building of the provincial fisheries office to implement the required changes in fisheries management is critical and challenging
- Decentralized management at the provincial level to link with CFDO centrally is essential to provide coordination and support to Community Fisheries.

CFDO Capacity Building Experience Cont.

- ToT was applied from the beginning of the establishment of CFDO:
 - One staff from each province was trained to be a trainer
 - The training was conducted on facilitation skills.
 - These trainers became the heads of CFDO in their provinces
 - All CFDO heads are required to provide training to CF committees
 - CF committees are expected to manage the Community Fisheries operation.

Cooperation and support from Projects:

1. Tonle Sap Environmental Management Project:
 - Component 1: Strengthening natural resource management coordination and planning for the Tonle Sap Biosphere Reserve (TSBR).
 - Component 2: Organizing TSBR communities for natural resource management.
 - Component 3: Building management capacity for biodiversity conservation in the TSBR.

Cooperation and support from Projects Cont.

2. Capacity Building for Sustainable Development in the Tone Sap Region
3. Capacity Building on Community Fisheries Management project funded by IDRC.
4. Post Harvest Fisheries Project
5. MRRF

Constraint on HRD/Capacity Building

- Brain Drain: low incentive in the government agencies can lead the high educated people moving away to private sector or other countries
- Lack of coordination among donors, organizations on the capacity building program, projects or activities can lead to duplication and waste of scarce resources
- There is no current training need assessment

Recommendations

- Create incentive and reward system: Improve payment through projects and activities, and providing rewards for excellent performance
- Strengthen the coordination among donors, organization through the Fisheries Technical Working Group
- Strengthen the role of Fisheries Technical Working Group to coordinate and mobilize donors, organizations, projects to support the fisheries activities, especially human resource development in fishery management
- Conducted training assessment in fisheries management, especially in CF management.

THANK YOU

Lesson Learnt of Fisheries Co-Management: Mr. Chhuon Khimchhea

National Workshop for Human Resource Development in Fisheries Management in Cambodia
Phnom Penh, Cambodia, 06-08 July 2005

Lessons Learnt of Fisheries Co-Management

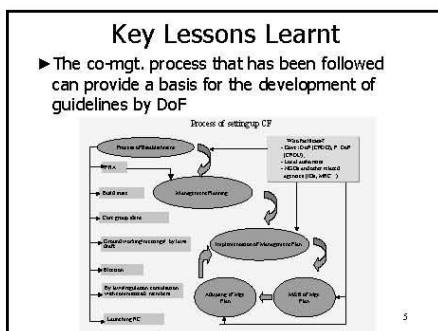
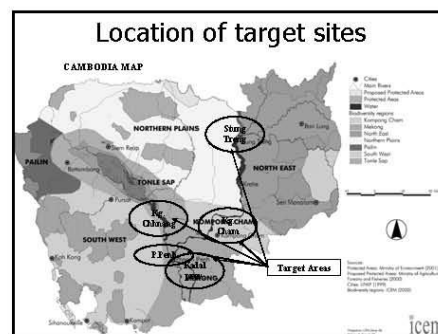
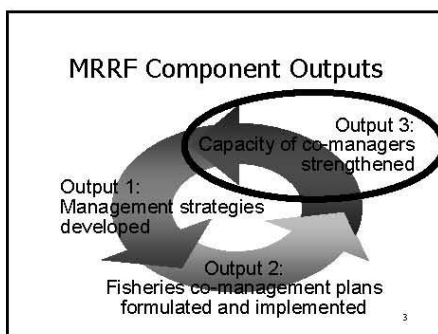
By
Chhuon Khimchhea
Vice Chief of CFDO

1

Background

- ▶ In 1994 community ponds were established in Svay Rieng by AIT
- ▶ In 1995 FAO started project in Siem Reap for community mgt. of flood forest
- ▶ In 1998 deep pool co-management was set up by CAA, CEPA in Kratie, St. Treng
- ▶ In 1999 MRC/ MRRF started reservoir co-management project in Kandal, Kg. Cham 2000 Fisheries Reform
- ▶ In 2004 there were 375 CFs registered (45 CFs organized by MRRF)

2



Key lessons learnt

- ▶ Cooperation (between CF, fisheries officials and local authorities)
 - Helps reduce use of illegal fishing gears
 - Encourages people to participate in CF activities
- ▶ Organizing working groups
 - Managing tasks is easier with dedicated groups
 - Encourages participation from whole community

6

Key lessons learnt

- ▶ Integrated CF livelihoods (cow bank, pig bank, rice bank, sale of fishing gear, mobile hatcheries)
 - generates income for communities
 - reduces pressure on fisheries
- ▶ Network meetings
 - Allows exchange of ideas and finding solutions to common problems
 - Encourages cooperation between stakeholders

7

Key lessons learnt

- ▶ Setting up fish sanctuaries
 - Safe habitat for brood stocks
 - Prevents depletion of fish stocks
- ▶ Financing (income from members fees, fines, donations, contributions from visitors)
 - Ensures sustainability of CF activities
 - Provides motivation for CF members

Key lessons learnt

- ▶ Capacity building
 - Necessary for CF to be able to manage their activities
 - Necessary for sustainability of CF activities
- ▶ Dissemination
 - Enables participation by entire community

9

Impacts of co-management activities

- ▶ Impacts on skills and capacities
 - capacity has increased
 - knowledge of CF members and committees has increased
- ▶ Impact on resources and their management
 - fish populations have increased (both number of species and amounts of fish)
 - fish catch and number of fishers have increased
 - illegal activities have decreased

10

Impact of co-management activities

- ▶ Impact on resources and their management (continued)
 - Flooded forest continues to be cut and cleared

11

Recommendations

- ▶ All CF members should have the opportunity to participate in training, workshops and study tours
- ▶ Dissemination needs to be done in different ways to reach all stakeholders: posters, signboards, video, radio, etc.
- ▶ All CFs should have conservation areas
- ▶ Alternative income generation should be developed in all CF areas

12

Recommendations

- ▶ Local authorities and Fisheries officers need to fully support CF activities
- ▶ Networking between CFs should be facilitated at commune, district, and provincial levels
- ▶ CFs need to have ways to generate income to pay for their operations

13

Recommendations

- ▶ Indicators need to be identified that can be measured to determine impact of CF development
- ▶ Documentation needs to be collected to verify implementation of CF activities

14

Thank you for your attention !

15