



REPORT

ASEAN-SEAFDEC REGIONAL TECHNICAL CONSULTATION ON HUMAN RESOURCE DEVELOPMENT IN FISHERIES MANAGEMENT

**PHNOM PENH, CAMBODIA
3rd – 6th JUNE 2004**

**THE SECRETARIAT
SOUTHEAST ASIAN FISHERIES DEVELOPMENT CENTER**

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Executive Summary

I. Introduction

1. The Regional Technical Consultation (RTC) was jointly organized by ASEAN and SEAFDEC with support from the Swedish International Development Cooperation Agency (Sida) in collaboration with Department of Fisheries, Cambodia, and UNEP/GEF South China Sea Project from 3 to 6 June 2004 in Phnom Penh, Cambodia.

2. The RTC was attended by the national delegates from the ASEAN and SEAFDEC Member Countries as well as representatives from ASEAN Secretariat, Coastal Habitat and Resource Management (CHARM) Project in Thailand, Mekong River Commission (MRC), SEAFDEC Secretariat and Departments, UNEP/GEF South China Sea Project including its Regional Fisheries Working Group, and WorldFish Center. The list of participants appears as Annex 1.

3. The RTC was developed based on a number of the following important initiatives:

- Seminar on ASEAN-Japan Cooperation for Sustainable Fisheries through SEAFDEC, 3-5 December 2003 in Tokyo, Japan;
- ASEAN-SEAFDEC Regional Workshop on Human Resource Development in Fisheries, 20-23 February 2004 in Kuala Lumpur, Malaysia;
- SEAFDEC-Sida collaborative project on Human Resource Development on the Support of Implementation of the Code of conduct for Responsible Fisheries Management for the ASEAN Region; and
- 4th Meeting of Regional Working Group of the Fisheries Component of the UNEP/GEF Project on Reversing Environmental Degradation Trends in the South China Sea and Gulf of Thailand, 26-29 April 2004, Manila, the Philippines.

4. The RTC stressed on the need to support human resource development (HRD) aspects to the Member Countries in the implementation of the Resolution and Plan of Action adopted at the ASEAN-SEAFDEC Conference on Sustainable Fisheries for Food Security in the Millennium Conference: 'Fish for the People' in 2001. Special emphasis of the RTC was given to the integration of social, environmental and legal aspects in HRD for fisheries management.

5. The RTC was held with the objectives to:

- Clarify objectives, target groups/areas and priority requirements for HRD in fisheries management at the national level with emphasis on small-scale fisheries;
- Clarify plans/activities to be promoted by the international/regional/national organizations concerned to fulfill the above identified requirements; and
- Suggest steps towards development and implementation of HRD in fisheries management in line with the CCRF and implementation of the Resolution and Plan of Action.

6. The Meeting adopted Agenda as appears as Annex 2.

II. Plans and Framework for Human Resource Development in Fisheries Management

7. In line with the RTC's objectives particularly to clarify priority requirements and HRD plans/activities as well as steps towards development and implementation of HRD in fisheries management, the RTC developed plans and framework through group discussion focusing on the following three thematic issues:

- Management of Over Fishing Capacity (Annex 3);
- Strengthening of Local Fisheries Management Capacity (Annex 4); and
- Integrating Fisheries Management into Habitat Management (Annex 5)

III. Conclusion and Recommendations

8. HRD in fisheries management is specific to national situation. The Member Countries are encouraged to take initiatives and ownership in addressing the issues in accordance with the overall objective of fisheries development and management of each country. International/regional organizations are in the position to support or facilitate the national initiatives.

9. Based on the outcomes of the group discussion, HRD in fisheries management should be developed at all levels considering:

- **Legislation, law and regulations** – implication of international initiatives and conventions, structures/rules of local management, co-management approaches, functions of right-based fisheries and rights of resource users, institutional roles and responsibilities;
- **Social and economics** – implication of limiting access, reducing and managing fishing capacity, facilitating exit from fisheries, supplementary/alternative livelihoods, co-management concepts, survey/research techniques including consultation and participation; and
- **Environment** – habitats and reproduction areas, migratory routes and interconnectivity, supplementary/alternative livelihoods.

10. In line with the above considerations, in-country coordination among agencies concerned at national (fisheries/environment/forestry authorities and others) and local (local administrative organizations) levels should be promoted when developing HRD in fisheries management.

11. HRD should be promoted for effective integration of habitat management and fishery management including ecosystem approach to fisheries management, habitat rehabilitation, resources evaluation, and preparation of local fishery management plans. This also includes capacity development for communities to assess and regularly monitor the health of their fishery ecosystems through application of simplified but effective methods.

12. Follow-up in the collaboration among institutions at the national level as well as regional, and international organizations (SEAFDEC, FAO, UNEP/GEF, AIT, MRC, WorldFish Center) and projects (i.e. CHARM, FISH), working to raise the capacity of the Member Countries should be promoted to raise awareness of and implement the guidelines for responsible fisheries at all levels, and in an appropriate form aimed at each target audience, from the national level to communities, including schools, at the local level.

13. SEAFDEC was requested to consider provide assistance in capacity building to the Member Countries in the conduct of habitat surveys to determine their function in regards to spawning, feeding, nursery grounds, and connective corridors for important commercial, threatened, and migratory species. The outcome of the surveys will provide a basis for further development and establishment of refugia (areas managed for the maintenance of fish stocks) for each country, and also bilateral or sub-regional refugia.

3.1 Continued Steps for Development and Implementation of Human Resource Development in Fisheries management

14. To raise awareness and clarify practical approaches and steps in HRD in fisheries management in each country, national consultation can be conducted as an initial process to clarify ways forward.

15. The RTC supported the planned regional workshop on management of excess fishing capacity to clarify implementation guidelines in details and to define practical steps towards management of excess fishing capacity. The regional workshop should taken into account of the result of FAO technical consultation on the same topic scheduled to be held in the end of June 2004.

16. As a practical approach to develop/promote HRD in fisheries management, pilot projects in a representative set of countries in the region should be promoted as an approach for sharing experience at the regional level and further nation-wide HRD in fisheries management. Based on the outcomes of the group discussion, criteria for selection should be developed considering reduction of disparities among the Member Countries. Differences in development stage and fisheries situation should be considered including:

- Inland and marine fisheries;
- Building up process of developing marine fisheries;
- Archipelago fisheries;
- Major fishing industries with diversity of fisheries with conflicts between small-scale and commercial fisheries;
- Land-locked country; and
- Fisheries in political and economic transition.

17. As far as HRD in inland fisheries management in Lower Mekong Basin (LMB) is concerned, the RTC suggested that MRC could lead in promoting the HRD initiatives. SEAFDEC and other international/regional organizations should assist this effort and explore possibility to cover the other countries in the region.

3.2 Development of a Regional Inventory, Database and Network for Information Collection on Human Resource Development in Fisheries

18. The RTC agreed to develop a regional inventory, database and network for information collection on HRD in fisheries. The regional inventory will cover information from all SEAFDEC Member Countries as well as other organizations such as FAO, UNEP/GEF.

19. It was proposed that the national representatives attending this RTC could be appointed as the national focal point. SEAFDEC Secretariat was requested to send official letter requesting appointment of the national focal point and advising on

detailed plan of the inventory to facilitate future undertaking. The terms of reference of the national focal points are:

- Collecting available information on the national HRD programs/activities which can be applicable for future possible regional usage;
- Updating information on training facilities including resource persons for the fisheries HRD programs/activities in their representative countries;
- Assisting in identification and prioritization of the regional fisheries HRD programs/activities; and
- Coordinating the communication between interested parties and program coordinators.

20. The regional inventory will be conducted by compilation of information in accordance with the agreed format (Annex 6) at the national level by the national focal points to be further compiled by SEAFDEC Secretariat. Selection of inputs will be decided by the national focal point taking into account the benefits of the information to other Member Countries.

3.3 Development of Supporting Materials for Human Resource Development Programs/Activities

21. The RTC recognized the importance of supporting materials for HRD programs/activities, and therefore generally supported the following initiatives:

- **Translation of regional guidelines on responsible fisheries management** – Each member country is encouraged to investigate the need for translation of the regional guidelines. Translation should consider conveying message and implication of the regional guidelines to the audience not direct translation. Where need arises, assistance from international/regional organizations like SEAFDEC and its collaborative partners can be sought.
- **Promotional materials on important management issues** – When developing promotional materials, existing materials developed by various institutions/projects such as Malaysian Technical Cooperation Programme in Fisheries Management (MTCP), SEAFDEC, AIT, UNEP/GEF South China Sea Project, etc. could be mobilized. The promotional materials could be developed in various forms such as comic book, brochures and mass media as an effective communication tool.
- **Regional reference for fishery managers** – Further investigation on the target groups, usage and focused issues of fisheries management of the regional reference should be conducted.

22. SEAFDEC Secretariat was requested to further clarify objectives, target audience and usefulness of the materials when developing supporting materials.

1. Background

The Regional Technical Consultation (RTC) was jointly organized by ASEAN and SEAFDEC with support from the Swedish International Development Cooperation Agency (Sida) in collaboration with Department of Fisheries, Cambodia, and UNEP/GEF. The RTC was a follow up to the ASEAN-SEAFDEC Regional Workshop on Human Resource Development in Fisheries, 20-23 February in Kuala Lumpur, Malaysia. Specific focus was given to HRD for Fisheries Management and requirements with regards to the integration of social, environmental and legal aspects in recognition of point 3 of the Strategy for HRD adopted by the SEAFDEC Council in April 2004.

“The Resolution on Sustainable Fisheries for Food Security for the ASEAN Region” adopted at the ASEAN-SEAFDEC Millennium Conference in 2001 highlighted the following.

- Acknowledge the need for enhanced human resource capacities at all levels and encourage greater involvement by stake holders to facilitate consensus and compliance in achieving sustainable fisheries, and
- Mobilize regional technical cooperation to reduce disparities and promote solidarity among ASEAN Member Countries.

In August 2003, the Agreement was signed between the National Swedish Board of Fisheries (NBF) and SEAFDEC for the implementation of a support from the Swedish International Development Cooperation Agency (Sida) through the Swedish National Board of Fisheries (NBF) on “Human Resource Development on the Support of Implementation of the Code of Conduct for Responsible Fisheries Management for the ASEAN Region”. This collaborative project between Sida and SEAFDEC is formulated to promote human resource development activities with the respect issues contained in the Article 7 “Fisheries Management” of the Code of Conduct for Responsible Fisheries.

The “Seminar on ASEAN-Japan Cooperation for Sustainable Fisheries through SEAFDEC” organized in Tokyo in December 2003 recommended “Expanding the technical cooperation among ASEAN-SEAFDEC Member Countries through all possible means”.

In the “Strategy for Human Resource Development in Fisheries in the ASEAN Region” developed at the ASEAN-SEAFDEC Regional Workshop on Human Resource Development in Fisheries in February 2004 and adopted by the SEAFDEC Council in April 2004, it was recommended that the regional collaboration should be strengthened to improve human resource development activities at the national level. And the requirements for the human resource development including objectives, target groups/areas and levels will be identified in accordance with the Resolution and Plan of Action. The Adopted Strategy is included in Annex 7.

In addition, it was also recommended in the “Strategy” that each ASEAN-SEAFDEC Member Countries should conduct an inventory of programs for human resource development in fisheries that contain essential and usable information from fisheries-related agencies and human resource development programs operated by relevant institutions, including universities. Based on this inventory, a regional database can be

established and regularly updated to provide a basis for networking in human resource development in fisheries.

In response to recommendations made during the Fourth Meeting of the Regional Working Group of the Fisheries Component of the UNEP/GEF Project “Reversing Environmental Degradation Trends in the South China Sea and Gulf of Thailand”, the RTC would also be a collaborative effort with that project and specifically with its component for the “Promotion of Guidelines for Responsible Fisheries”. The UNEP/GEF Project will facilitate participation of members of its Regional Working Group on Fisheries to the RTC.

This RTC was organized by Sida in collaboration with SEAFDEC-Secretariat which are performed under ASEAN-SEAFDEC FCG Mechanism known as “Regionalization of the Code of Conduct for Responsible Fisheries” (RCCRF) project. This RTC aimed to promote various human resource development activities/initiatives on the fisheries management with identified target groups for sustainable development of the fisheries management in the ASEAN region.

2. Opening of the Regional Technical Consultation

At the opening of the Regional Technical Consultation, the following representatives were invited to deliver statements.

- Welcoming Remark by Mr. Ing Try, Deputy Director of Department of Fisheries of Cambodia ([Annex 8](#))
- Statement by Dr. Somsak Pipoppinyo, ASEAN Secretariat ([Annex 9](#))
- Statement by Dr. Magnus Torell, Senior Advisor ([Annex 10](#))
- Statement by Mr. Kelvin Passfield, UNEP/GEF Representative ([Annex 11](#))
- Statement by Mr. Niwes Ruangpanit, Secretary General of SEAFDEC ([Annex 12](#))
- Opening Address by H.E. May Sam Oeun, Secretary of State of Ministry of Agriculture, Forestry and Fisheries ([Annex 13](#))

3. General Arrangement of the Regional Technical Consultation

The Secretariat informed that the RTC was partly divided into three major following sections:

Section One: Introduction to Support and Requirements for Human Resource Development in Fisheries Management in the ASEAN Region

The Secretariat clarified that this introductory section would be referred as a starting point for further discussion, conclusion and recommendations by the RTC. Clarification on human resource development aspects related to the implementation of the “Resolution and Plan of Action” with emphasis on the fisheries management also included in this section.

It was envisaged that the outcomes of this section will be a recapture of discussion and recommendations related to human resource development from several workshops and consultations (ASEAN-SEAFDEC and Others) specially with respect to the points being raised in the point (3) of the “Strategy” that “development of human resource capacity should not only be on technical issues but also integrate social, environmental, legal and other issues as identified in the Resolution and Plan

of Action such as the needs to mobilize regional technical cooperation to reduce disparities and promote solidarity among ASEAN Member Countries.

Section Two: Development of plan and framework and network for human resource development in fisheries management

The Secretariat clarified that this section focused on the ways of defining the implications of the recommendations to “integrate social, environmental, legal and other issues as identified in the Resolution and Plan of Action” into human resource development programs. The Secretariat informed to the RTC that the envisaged outcomes from this section was on continued steps for development and implementation of human resource development in fisheries management in follow-up to Code of Conduct and the Implementation of the “Resolution and Plan of Action for Food Security for the ASEAN Region”.

Section Three: Other matters

It was informed that the Secretariat would propose the “Regional Inventory, Database and Network for Information Collection on HRD in Fisheries” and “Supporting Materials for human resource development as a regional reference”. These proposals would be used as a basis for further clarification, discussion, conclusion and recommendations by the RTC.

4. Objectives and envisaged outcomes

The proposed objectives of the RTC were:

- To clarify objectives and identify target groups/areas and levels for the human resource development programs to be further implemented in the ASEAN region at the national level – taking due note of the points being raised in the “Strategy” (point 3) that “development of human resource capacity should not only be on technical issues but also integrate social, environmental, legal, and other issues as identified in the Resolution and Plan of Action”. Primarily a focus on small-scale fisheries was envisaged.
- To discuss issues on fisheries management related to specific types of habitats (mangroves, coral reefs, sea grass, wetlands) – suggestion from the UNEP/GEF South China Sea Regional Working Group in Fisheries
- To conclude and recommend on continued steps for development and implementation of HRD in Fisheries Management in follow up to the “Code of Conduct” and the Implementation of the “Resolution and Plan of Action for Food Security for the ASEAN Region”

In follow up to earlier meetings, the RTC also aimed to:

- To discuss on possible establishment of regional database including national focal point for human resource development
- To discuss and format regional inventory of the program for human resource development in fisheries
- To discuss and provide general recommendations on development of supporting materials to be further used in human resource development programs/activities in the region.

After the RTC, it was envisaged that the following outcomes would be achieved:

- Clear objectives, target groups/areas and levels of the human resource development programs/activities in support of the implementation of the Resolution and Plan of Action specifically with a focus on the points being raised in the “Strategy” (point 3) that “development of human resource capacity should not only be on technical issues but also integrate social, environmental, legal, and other issues as identified in the Resolution and Plan of Action”.
- Defined specific aspects to integrate fisheries management aspects into (the UNEP/GEF South China Sea) habitat demonstration sites – and related human resource development needs.
- Stated recommendations on continued steps for development and implementation of human resource development in fisheries management in follow up to the “Code of Conduct” and the implementation of the “Resolution and Plan of Action for Food Security for the ASEAN Region” as a means to work towards a concerted effort in HRD among programs and projects and specifically with regards to the Sida-SEAFDEC collaborative project.

Under “Other Matters” it was also expected that the RTC would achieve the following:

- Establishment of the regional database including well-identified national focal point for further information collection and implementation of the human resource development programs/activities at the national level
- Establishment of mechanism for information collection on the inventory of the human resource development facilities at national level in each member country
- General recommendations on development of supporting materials for HRD programs/activities – bearing in mind the points being raised in the “Strategy” (point 3) that “development of human resource capacity should not only be on technical issues but also integrate social, environmental, legal, and other issues as identified in the Resolution and Plan of Action”, and bearing in mind that different target groups (high level policy maker or local user) “need” different types of training.

5. Participants

A total of 48 participants representing the SEAFDEC Member Countries, ASEAN - Secretariat, SEAFDEC, MRC, WorldFish Center, CHARM project were attended the RTC. It also included participants of the members of the Regional Working Group on Fisheries facilitated by UNEP/GEF South China Sea Project. See also [Annex 1](#) for list of the participants.

6. Adoption of Agenda

After the presentation made by the Secretariat highlighting on the background of the RTC, objectives and expected outcomes, participants were invited to make clarifications and comments including amendments on the proposed agenda and arrangement. No amendments were proposed at the RTC. The Meeting adopted Agenda as appeared as [Annex 2](#).

7. Results, conclusion and recommendations from the Regional Technical Consultation

7.1 Introduction to support and requirements for human resource development in fisheries management in ASEAN Region

7.1.1 Introduction to Sida supports in human resource development activities and initiatives

At the beginning of the RTC, the Secretariat presented the brief summary about the Sida support to ASEAN member in facilitating programs and activities related to fisheries management. The presentation included the overall goals of Sida support together with the main components to be formulated in the Sida-SEAFDEC collaborative project. This also included project highlight, recent programs/activities and future activities during the project implementation during the year 2003 to 2006.

7.1.2 Human resource development in fisheries in ASEAN Region

7.1.2.1 Strategy for human resource development in fisheries in the ASEAN Region

The Secretariat presented the ASEAN-SEFADEC Strategy for promotion of human resource development as concluded at the ASEAN-SEAFDEC Regional Workshop on Human Resource Development in Fisheries organized during 20th – 23rd February, 2004. The Secretariat also presented a review summary on requirements on human resource development in fisheries management based on the issues and activities recommended and discussed at the Regional Workshop on Human Resource Development in fisheries and implication of human resource development in fisheries management.

7.1.2.2 Human resource development aspects related to the implementation of the Resolution and Plan of Action with emphasis on fisheries management

The Secretariat presented a summary review on human resource development aspects related to the “Resolution and Plan of Action for Food Security for the ASEAN Region” and current status of human resource development related to the implementation of the “Resolution and Plan of Action” initiated and promoted by SEAFDEC in collaboration with ASEAN Member Countries with emphasis on fisheries management covering period from December 2001 to December 2003.

The Secretariat also presented overall framework and linkages among SEAFDEC fisheries management related programs and initiatives together with experiences learned from the implementation in relation to developing human resource for sustainable fisheries management. At the end of this session, the Secretariat presented the draft strategic framework for human capacity development in fisheries initiated and developed by FAO.

7.1.3 Existing International/Regional cooperation on human resource development in fisheries management in the ASEAN region

The representatives from MRC, WorldFish Center, CHARM project and UNEP/GEF project presented their initiatives and existing programs/activities related to human resource development in fisheries management in the ASEAN Region.

The RTC recommended that working to raise the capacity of the Member Countries should be promoted to raise awareness of and implement the guidelines for responsible fisheries at all levels, and in an appropriate form aimed at each target audience, from the national level to communities, including schools, at the local level.

7.2 Development of Plan and framework for human resource development in fisheries management

Representative from Japan presented experiences learned from their national HRD initiatives/programs focusing on fisheries management.

7.2.1 Implications of the integration of social, environmental, legal and other issues into a number of topical themes commonly being a part of human resource development for fisheries management

The Secretariat presented the guidelines of group discussion for development of plans and framework for human resource development in fisheries management.

After presentation made by the Secretariat, the participants were divided into three groups focusing on the different issue: Group I – Management of Over Fishing Capacity, Group II – Strengthening of Local Fisheries Management Capacity, and Group III – Integrating Fisheries Management into Habitat Management.

After the group discussion, chairperson of each group was requested to present the results of the group discussion to the RTC. The results from the Group I, II and III discussion are shown in [Annex 3](#), [Annex 4](#) and [Annex 5](#), respectively.

General recommendation as the outcomes from the group discussion was that human resource development in fisheries management should be developed at all levels considering:

- Legislation, law and regulations – implication of international initiatives and conventions, structure/rules of local management, co-management approaches, functions of right-based fisheries and rights of resource users, institution roles and responsibilities.
- Social and economics – implication of limiting access, reducing and managing fishing capacity, facilitating exist from fisheries, supplementary/alternative livelihoods, co-management concepts, survey/research techniques including consultation and participation; and
- Environment – habitats and reproduction areas, migratory routes and interconnectivity, supplementary/alternative livelihoods.

In this session, it was concluded by the RTC that human resource development in fisheries management is specific to national situation. The Member Countries are encouraged to take initiatives and ownership in addressing the issues in accordance

with the overall objective of fisheries management of each country. International/Regional organizations are in the position to support or facilitate the national initiatives.

The RTC also concluded that human resource development should be promoted for effective integration of habitat management and fishery management including ecosystem approach to fisheries management, habitat rehabilitation, resources evaluation, and preparation of local fishery management plans. This also includes capacity development for communities to assess and regularly monitor the health of their fishery ecosystems through application of simplified but effective methods.

In line with the above considerations, coordination in the country among agencies concerned at national (fisheries/environmental/forestry authorities and others) and local (local administrative organizations) levels should be promoted when developing human resources in fisheries management.

In addition to the conclusion and recommendations by the RTC, SEAFDEC was requested to consider provide assistance in capacity building to the Member Countries in the conduct of habitat surveys to determine their function in regards to spawning, feeding, nursery grounds, and connective corridors for important commercial, threatened, and migratory species. The outcome of the surveys will provide a basis for further development and establishment of refugia (areas managed for the maintenance of fish stocks) for each country, and also bilateral or sub-regional refugia.

7.2.2 Continued steps for development and implementation of human resource development in fisheries management in follow-up to the Code of Conduct and the Implementation of the “Resolution and Plan of Action for Food Security for the ASEAN Region”.

Discussion, conclusion and recommendations of this session were made on the basis of the results from the group discussion and recommendations in the previous session (point 7.2.1).

The RTC recommended that national consultation can be conducted as an initial process to clarify ways forward to raise awareness and clarify approaches and steps in human resource development in fisheries management in each country.

The RTC supported the planned regional workshop on management of excess fishing capacity to clarify implementation guidelines in details and to define practical steps towards management of excess fishing capacity. The regional workshop should be taken into account of the result of FAO technical consultation on the same topic scheduled to be held in the end of June 2004.

The RTC also recommended, on practical approach to develop/promote human resource development in fisheries management, that pilot projects in a representative set of countries in the region should be promoted for sharing experience at the regional level and further nation-wide human resource development in fisheries management. Based on the outcomes of the group discussion, criteria for selection should be developed considering reduction of disparities among the Member Countries. Differences in development stage and fisheries situation should be considered including:

- Inland and marine fisheries;
- Building up process of developing marine fisheries;
- Archipelago fisheries;
- Major fishing industries with diversity of fisheries with conflicts between small-scale and commercial fisheries;
- Land-locked country; and
- Fisheries in political and economic transition.

The RTC suggested that MRC could lead in promoting the human resource development initiatives as far as human resource development in inland fisheries management in Lower Mekong Basin (LMB) is concerned. SEAFDEC and other international/regional organizations should assist this effort and explore possibility to cover the other countries in the region.

7.3 Other Matters

7.3.1 Development of a regional inventory, database and network for information collection on human resource development in fisheries

The Secretariat proposed to the RTC on the regional inventory, database and network for information collection on human resource development in fisheries.

The RTC agreed to develop the inventory survey which can be used in developing regional database and network in collecting information on the regional possible useful facilities/programs for human resource development. This regional inventory will cover information from all SEAFDEC Member Countries as well as other organizations such as FAO and UNEP/GEF.

The RTC also agreed that the national representatives attending this RTC could be appointed as the national focal point. SEAFDEC Secretariat was requested to send official letter requesting appointment of the national focal point and advising on detailed plan of the inventory to facilitate future undertaking. The terms of reference of the national focal points are appeared in [Annex 6](#).

This regional inventory will be conducted by compilation of information in accordance with the agreed format ([Annex 6](#)) at the national level by the national focal points to be further compiled by SEAFDEC Secretariat. Selection of inputs will be decided by the national focal point taking into account the benefits of the information to other Member Countries.

7.3.2 Development of supporting materials for human resource development programs/activities

The Secretariat presented on background and requirements in developing suitable supporting materials for human resource development programs/activities.

After the presentation, the RTC recognized the importance of supporting materials for HRD programs/activities, and therefore generally supported the following initiatives:

- Translation of regional guidelines on responsible fisheries management – Each member country is encouraged to investigate the need for translation of the regional guidelines. Translation should consider conveying message and

implication of the regional guidelines to the audience not direct translation. Where need arises, assistance from international/regional organizations like SEAFDEC and its collaborative partners can be sought.

- Promotional materials on important management issues – When developing promotional materials, existing materials developed by various institutions/projects such as Malaysian Technical Cooperation Programme in Fisheries Management (MTCP), SEAFDEC, AIT, UNEP/GEF South China Sea Project, etc. could be mobilized. The promotional materials could be developed in various forms such as comic book, brochures and mass media as an effective communication tool.
- Regional reference for fishery managers – Further investigation on the target groups, usage and focused issues of fisheries management of the regional reference should be conducted.

SEAFDEC Secretariat was requested to further clarify objectives, target audience and usefulness of the materials when developing supporting materials.

8. Adoption of the Summary Report of the Consultation

The RTC was requested to consider and adopt the recommendations on the summary report of drafted by the Secretariat based on the discussion, conclusion and recommendation at each Agenda. The report was considered, reviewed, and adopted.

9. Closing of the Consultation

At the closing of the RTC, Mr. Niwes Ruangpanit, Secretary General of SEAFDEC expressed his appreciation to all participants and representatives of organizations and projects for their hard work and active participation to the RTC.

LIST OF PARTICIPANTS

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ADOPTED AGENDA

Agenda 1: Opening of the RTC

- Welcoming Remark by Mr. Ing Try, Deputy Director of Department of Fisheries of Cambodia
- Statement by Dr. Somsak Pipoppinyo, ASEAN Secretariat
- Statement by Dr. Magnus Torell, Sida Senior Advisor
- Statement by Mr. Kelvin Passfield, UNEP/GEF Representative
- Statement by Mr. Niwes Ruangpanit, Secretary General of SEAFDEC
- Opening Address by H.E. May Sam Oeun, Secretary of State of Ministry of Agriculture, Forestry and Fisheries

Agenda 2: Adoption of the Agenda

Agenda 3: Introduction to Support and Requirements for Human Resource Development in Fisheries Management in the ASEAN Region

- 3.1 Introduction to Sida Supports in Human Resource Development Activities/Initiatives
- 3.2 Human Resource Development in Fisheries in the ASEAN Region
 - 3.2.1 Strategy for Human Resource Development in Fisheries in the ASEAN Region
 - 3.2.2 Human Resource Development Aspects Related to the Implementation of the Resolution and Plan of Action with Emphasis on Fisheries Management
- 3.3 Existing International/Regional Cooperation on Human Resource Development in Fisheries Management in the ASEAN Region

Agenda 4: Development of Plans, Framework and Network for Human Resource Development in Fisheries Management

- 4.1 Implications of the Integration of Social, Environment, Legal and Other Issues into a Number of Topical Themes Commonly being a Part Human Resource Development for Fisheries Management
- 4.2 Continued Steps for Development and Implementation of Human Resource Development in Fisheries Management in Follow up to the Code of Conduct and the Implementation of the “Resolution and Plan of Action for Food Security for the ASEAN Region”

Agenda 5: Other Matters

- 5.1 Development of a Regional Inventory, Database and Network for Information Collection on Human Resource Development in Fisheries
- 5.2 General Recommendations on Development of Training Materials for Human Resource Development Programs/Activities

Agenda 6: Adoption of the Conclusion and Recommendation

Agenda 7: Closing of the RTC

MANAGEMENT OF OVER FISHING CAPACITY

1. Major Issues of Management of Excess Fishing Capacity

- Definition of or criteria for ‘fishing capacity’
- Assessment/measurement of level of fishing capacity
- Control/reduction of fishing capacity

2. Guiding Principles

- IPOA on Capacity
- Multi-gear/species of fisheries
- Emphasis on small-scale fisheries both inland and marine waters
- Integrating social, economic, environmental, legal and political consideration
- Priority and practicability

3. Directions towards Management of Excess Fishing Capacity

- To *understand status and trend of fisheries* in terms of fishing boats, gear, fishers and resources. In connection to this, indicators is regarded as a useful tool.
- To *replace open-access with limited access* regime of fisheries. It is generally accepted that licensing is appropriate for commercial fisheries while right-based fisheries systems is appropriate for small-scale fisheries.
- To *control/regulate fishing capacity*. This can be done through freezing number of fishing boats.
- To *promote co-management* approaches in fisheries management. This will facilitate consensus building among government authorities and stakeholders in managing fishing capacity. This includes identification of management actions to reduce fishing capacity (particularly in destructive fishing) and supplementary/alternative livelihoods (aquaculture, tourisms, agro-business, etc.)

4. Priority Requirements for HRD

- There exist two main target groups for HRD in relation to management of excess fishing capacity. One is *government authority*. Another *stakeholders and consumers* of fish and fishery products. In addition, HRD should also focus at three different levels – national/central, provincial/state, and local/community.
- Priority areas of HRD requirements (focusing on knowledge and skills aspects) can be classified as follows:
 - Criteria for ‘fishing capacity’, indicators, right-based fisheries systems
 - Policy, social, economic, environmental and legal aspects
 - Extension/consultation/coordination (not only on technical/technology aspects but also awareness building and facilitation of change process to enhance ownership, higher degree of compliance and cooperation from stakeholders)

5. Conclusion and Recommendations

To support HRD in fisheries management in general and management of excess fishing capacity in particular, the following conclusion and recommendations are proposed for consideration:

5.1 Overview

- Management of excess fishing capacity is specific to national situation. The Member Countries should take initiatives and ownership in tackling with the issues. International/regional organizations are in the position to support or facilitate the national initiatives.
- Existing experiences in the region related to fisheries management should be taken into consideration. These are for example:
 - o CHARM project in Thailand
 - o Malaysian Technical Cooperation Program (MTCP) in fisheries management
 - o SEAFDEC/TD project on coastal resource management and international training course on coastal fisheries management and fishery extension

5.2 National level

- In developing and promoting right-based fisheries systems, supporting legal provision and fishing seasons (fishers migrate according to monsoon seasons) should be taken into account.
- To raise awareness, ensure political will and clarify practical approaches and steps in the management of excess fishing capacity at the national level, national consultation can be conducted as an initial process.
- As a long-term process, there may be a need for restructuring or realignment of government structure and policy related to fishery management in response to fisheries situation.
- As a measure during transitional period when reducing excess fishing capacity, HRD to support supplementary/alternative livelihoods should be developed.
- As a practical approach to develop/promote management of excess fishing capacity is to conduct pilot projects in a selected representing countries in the region as a basis for sharing experience at the regional level and further nation-wide management of fishing capacity.
- Consumer awareness building or education on preference on fish and fishery products from sustainable/responsible fisheries should be developed.
- When developing supplementary/alternative livelihoods, it is important to make sure that requirements arise from the target beneficiaries to avoid other groups taking advantages from the government promotional work.

5.3 Regional level

- International/regional organizations like SEAFDEC was viewed as a trigger or external factor for change to support the Member Countries at the national level, particularly on the following aspects:
 - o Providing regional forum to share experience among the countries and identify priority issues;
 - o Promoting policy dialogue to higher policy level; and
 - o Developing and promoting regional supporting programs.

- Support the planned regional workshop on management of excess fishing capacity to clarify implementation guidelines in details and to define practical steps towards management of excess fishing capacity. HRD should be developed as an integral part.
- To translate the regional guidelines on responsible fisheries management into national languages to support awareness building at national and local levels. In addition, detail clarification of implementation guidelines based on the regional guidelines should be developed particularly in the aspects of assessment and management of excess fishing capacity.
- To promote wider HRD and make use of existing capacity in HRD in fisheries management, a regional network of competent institutions providing training in fisheries management should be established.
- As far as SEAFDEC regional programs are concerned, there is a need for realignment of HRD components to accommodate priority requirements of fisheries management.
- There is a need for HRD supporting materials i.e. guidelines for fishery managers, promotional/awareness building materials, etc. The materials can be developed or compiled at the regional level to be used at the national level.

STRENGTHENING OF LOCAL FISHERIES MANAGEMENT CAPACITY

Defined structure of fisheries management in various countries:

1. National / Federal
2. Regional (Philippines)
3. Provincial / State
4. Community / District

ISSUES:

1. Law and regulations – most countries has legal framework under which fisheries laws & regulations operate
2. Law enforcement
3. Resource monitoring (MCS: Monitoring, control and surveillance)
4. Cooperatives & local organizations (community organizations – how to motivate local community)
5. Education (training, resource person, who to train, what to train in; different types / forms for different target group; what does national level need to learn)
6. Finance (support, management)
7. Planning
8. Technical skills / capability development (resource conservation)
9. Social affairs / structure (fishermen's motivation)
10. Communication (due to ethnic groups)

1. Law & Regulations

All countries have law & regulations. Fisheries manager need to understand of requirements of fisheries management to assist them in policy making.

Phil: Has republic laws in place but problem is implementation

Chairman stressed that focus on the major issue that is in implementation of laws and regulations.

Japanese experience: draft of law produced by Fisheries Agency. This type of skills needed by the bureaucrats, thus rotation of jobs with various Divisions.

Education / HRD is the overarching objective: Then we need to know what is needed for each category and how to deliver?

To review capacity gap faced by each country.

GROUP II: STRENGTHENING OF LOCAL FISHERIES MANAGEMENT CAPACITY

Issues	National	Provincial	Community
1. Education (training, resource person: Who to train? What to train in? Different types / forms for different target group; What does national level need to learn?)	<ul style="list-style-type: none"> ● Formulate national primary and high school curriculum for awareness of environmental conservation (MC) 	<ul style="list-style-type: none"> ● Formulate primary teachers training on environmental conservation ● Train teachers on environmental conservation (SC) 	<ul style="list-style-type: none"> ● Train teachers on environmental conservation (SC)
2. Cooperatives & local organizations (community organizations – how to motivate local community)	<ul style="list-style-type: none"> ● Establish policy & regulation ● Establish federation of cooperatives ● Ability to establish co-ops (Understanding of laws) 	<ul style="list-style-type: none"> ● Establish provincial / regional federation ● Awareness training (Seminar, SC) ● Ability to establish co-ops (Understanding of laws) 	<ul style="list-style-type: none"> ● Establish cooperatives / local organization ● Training on how to manage co-ops (Study tour, OTJ, SC)
3. Resource monitoring (MCS: Monitoring, control and surveillance)	<ul style="list-style-type: none"> ● Planning skills for resource monitoring (How to set indicators) ● Plan resource monitoring programme ● Set policies ● Training in skills & knowledge in resource monitoring – e.g. environmental ● Training in interpretation of data (short course) ● Dissemination of information (Short course) 	<ul style="list-style-type: none"> ● Provides extensions services to train community in stock assessment at community level ● Need to be trained in monitoring methods and need training skills (how to teach) – short courses ● Training in analysis of data (target group: researchers) – short course (SC) 	<ul style="list-style-type: none"> ● Community need to learn how to assess what is in their waters – stock assessment / monitoring methods for community level (collection of data) ● Through training courses at community level – short courses ● On-the-job (OTJ) training for extension workers
4. Finance and Project Planning (support, management)	<ul style="list-style-type: none"> ● Knowledge of financial management (SC) ● Sourcing of funds (SC) 	<ul style="list-style-type: none"> ● Knowledge of financial management (SC) ● Sourcing of funds (SC) 	<ul style="list-style-type: none"> ● Sourcing of funds (SC) ● Project management skills (SC)

	<ul style="list-style-type: none"> ● Project planning skills - including Logical Framework Methodology (LFM), (MC) 	<ul style="list-style-type: none"> ● Project management skills (SC) 	
<p>5. Technical aspects: skills / capability development (resource conservation)</p> <ul style="list-style-type: none"> ● Environmentally friendly aquaculture and capture technologies 	<ul style="list-style-type: none"> ● Establish training facilities ● New technology (ST, OTJ, SC) ● R & D into new technology (LC) 	<ul style="list-style-type: none"> ● Technology transfer (SC) ● Train the trainers Course (SC) ● Local knowledge (OTJ, ST, SC) 	<ul style="list-style-type: none"> ● Technology transfer (OTJ, study tour, SC)
<p>6. Planning (Corporate & Work plans)</p>	<ul style="list-style-type: none"> ● Integrate regional plans into national plan - Project planning skills - including Logical Framework Methodology (LFM), (MC) 	<ul style="list-style-type: none"> ● Endorse Local Plan ● Integrate local plans into regional plan (WS) 	<ul style="list-style-type: none"> ● Preparation of local fisheries management plan (SC) ● Implementation of local fisheries management plan (SC)
<p>7. Law enforcement / implementation</p>	<ul style="list-style-type: none"> ● Appropriate application of laws or guidance to fishermen on purpose of law for fisheries management ● Appropriate implementation of law and resolution of conflicts 	<ul style="list-style-type: none"> ● Training on fisheries law for judges, prosecutors 	<ul style="list-style-type: none"> ● Community law enforcement training
<p>8. Law and regulations – most countries have legal framework under which fisheries laws & regulations operate though some may not have well developed fisheries laws</p>	<ul style="list-style-type: none"> ● Knowledge of laws and regulation of importing countries, UN Convention, International Laws, Agreements & Resolutions (SC, SEM) ● Understanding & knowledge of national laws and regulations (SC, SEM) ● Formulate regulations (SC) ● Consultation for law formulation (SC) ● Coordinate implementation of laws (Mtg) 	<ul style="list-style-type: none"> ● Understanding & knowledge of relevant national laws and regulations (SC) ● Need to be educated in appropriate international laws and Conventions, Agreements & Resolutions applicable to their level (SC) ● Disseminate contents of law to communities (under communication) ● Coordinate with other agencies for the implementation of laws and regulations 	<ul style="list-style-type: none"> ● Understanding & knowledge (awareness) of national laws and regulations (SEM) ● Appropriate knowledge of international laws, requirements etc to be communicated to this level through extension services by Provincial officers

		(Mtg)	
9. Social affairs / structure (fishermen's motivation)	<ul style="list-style-type: none"> ● Field attachment (OTJ) 	<ul style="list-style-type: none"> ● Field attachment (OTJ) 	<ul style="list-style-type: none"> ● Community participation (OTJ) ● Gender issues – women in fisheries development (OTJ)
10. Communication (due to ethnic groups)	<ul style="list-style-type: none"> ● Publish technical information (SC, MC) ● Utilization of communication ● Feedback (SEM) 	<ul style="list-style-type: none"> ● Publish technical information (SC) ● Communication skills (MC) ● Utilization of communication ● Feedback (SEM) 	<ul style="list-style-type: none"> ● Utilization of communication (SEM) (How to use publications) ● Feedback and reporting skills (SEM)

SC = Short course (< 1 month)

LC = Long term course (> 3 months)

SEM = Seminars

WS = Workshop

MC = Medium term course (1- 3 months)

OTJ = On-the-job training

ST = Study tours

Mtg = Meetings

Prioritization of Gaps

Issues	ASEAN	Brunei	Cam	Indo	Laos	M'sia	Myan	Phil	S'pore	Thai	Vietm
1. Education	2	3	1	1	3	9	1	1	-	6	1
2. Cooperatives & local organizations	7	7	7	7	6	5	8	6	-	1	2
3. Resource monitoring	4	5	5	2	9	4	2	3	-	5	3
4. Finance and Project Planning	3	2	3	8	5	1	4	2	-	7	6
5. Technical aspects	6	6	6	5	2	3	6	8	-	3	9
6. Planning (Corporate & Work plans)	1	1	2	4	4	2	3	4	-	2	4
7. Law and regulations (Law enforcement / implementation)	5	4	8	3	1	7	5	7	-	8	5
8. Social affairs	8	8	9	6	8	6	7	5	-	4	7
9. Communication	9	9	4	9	7	8	9	9	-	9	8

PROPOSED PROGRAMMES AND ACTIVITIES AT REGIONAL LEVEL

COUNTRY	PRIORITY 1	PRIORITY 2
Brunei Darussalam	Planning and Cooperate & Work Plan	Finance and project planning
Cambodia	Education	Laws
Indonesia	Education	Cooperative and local organization
Laos P.D.R.	Resource Monitoring	Finance
Malaysia	Cooperate and Work Plan	Project Planning
Myanmar	Education	Resource Monitoring
Philippines	Education	Cooperate and Work Plan
Singapore	-	-
Thailand	Project Planning	Education
Vietnam	Education	Resource Monitoring

Integrating Fisheries Management into Habitat Management

	Priority Issues	Suggested Activity	Recommendation	Challenge
1	<p>Legal / Institutional Issues</p> <ul style="list-style-type: none"> • Inadequate coordination • Unclear jurisdiction / legal framework 	<ul style="list-style-type: none"> • Review existing legal/ institutional framework • Meetings/ consultations among the agencies concerned 	<p>Propose amendment of legal/ institutional framework involving concerned parties to define authorization and coordination</p>	<ul style="list-style-type: none"> • Capacity building at all level (national, local, etc.) • Need more environmental lawyers
2	<p>Fishery management issues involving habitats such as, coral reef, mangrove, sea grass, wetland/ flood land, and in particular those used as spawning ground, nursery ground, feeding ground, fishing ground, or contained along migratory route</p>	<ul style="list-style-type: none"> • Review the existing fishing practices • Review the existing areas/ management activities • Develop criteria for determining the priority areas • Research/ Identify commercial species, endangered and threatened species, and migratory and transboundary species • Identify spawning, nursery and feeding grounds • Select priority areas for fisheries management • Stakeholders consultation on selection of priority areas and management • Review Legal/ Institutional mechanism for management of 	<ul style="list-style-type: none"> • Conduct resource and habitat surveys • Develop fishery management plan for priority areas • Strengthen MCS and enforcement • Use eco-system approach • Establish fishery management refugia in selected habitat areas • Enhance bilateral, regional/ international cooperation 	<ul style="list-style-type: none"> • Establish/ build up capacity to conduct survey • High cost of MCS • Knowledge and experience on how to apply the eco-system approach, establishment of refugia for fisheries management • Resources mobilization

	Priority Issues	Suggested Activity	Recommendation	Challenge
		priority areas		
3	Habitat degradation and resources depletion	<ul style="list-style-type: none"> • Land-used management • Spatial Planning • Raise awareness on sustainable fisheries among all stakeholders 	<ul style="list-style-type: none"> • Stock enhancement/ rehabilitation based on bio-safety protocol • Apply appropriate tax/ license fees on resource users • Exploration of under-exploited fishery resources • Reduce the fishing pressure 	<ul style="list-style-type: none"> • Knowledge and experience in the application of stock enhancement following bio-safety protocol • Political sensitivity • Capacity to identify and explore the under-exploited resources • Capacity to provide alternative employment/ business out side fisheries
4	Socio-economic issues <ul style="list-style-type: none"> • Excessive number of people fishing 	<ul style="list-style-type: none"> • Review livelihood pattern • Review capacity and fishing pattern 	<ul style="list-style-type: none"> • Identify alternative/ supplementary income • Limited entry • Facilitate exit from fishing 	<ul style="list-style-type: none"> • Capacity to conduct resources valuation • Different concept/ attitude among stakeholders

Proposed Terms of Reference of National Focal Point for Regional Inventory, Database and Network for Information Collection on HRD in Fisheries

A national focal point will be appointed by each member country to work with SEAFDEC Secretariat for the following activities:

1. Collecting available information on the national HRD programs/activities which can be applicable for future possible regional usage.
2. Updating information on training facilities including resource persons for the fisheries HRD programs/activities in their representative countries
3. Assisting in identification and prioritization of the regional fisheries HRD programs/activities
4. Coordinating the communication between interested parties and program coordinators

The format for the inventory survey will be used as follow:

1	Title of the Program	
2	Keywords	
3	Field of Training	
4	Responsible Institution	
5	Background of the program	
6	Type of language to be used in the program	
7	Type of Achievement	
8	Date	
9	Venue	
10	Target beneficiary	
11	Entry Qualification of the participants	
12	Optimal number of participants	
13	Cost for participation	
14	Source of funding	
15	Name of Program Coordinator	
16	Name of the National Focal Point	

Selection of inputs will be decided by the national focal point taking into account the relevance of the information to other member countries.

Adopted Strategy for Human Resource Development in Fisheries

Introduction

“The Strategy for Human Resource Development in Fisheries in the ASEAN Region” was recommended as the outcome of the Regional Workshop on Human Resource Development in Fisheries. The Workshop was jointly organized by ASEAN and SEAFDEC in collaboration with the Department of Fisheries, Malaysia and the Swedish International Development Cooperation Agency (Sida) from 20 to 23 February 2004 in Kuala Lumpur, Malaysia.

The Workshop was attended by national representatives from the ASEAN-SEAFDEC member countries. The Workshop was also attended by resource persons from Kagoshima University and Kansei Gakuin University, Japan, the Asian Institute of Technology (AIT) as well as representatives from INFOFISH, the Network of Aquaculture Centres in Asia and Pacific (NACA) and the Senior Advisor supported by the Swedish International Development Cooperation Agency (Sida). Officials of the ASEAN Secretariat as well as the SEAFDEC Secretariat and Departments also attended the Workshop. The list of participants appears as [Annex 1](#).

Principle, Scope and Objective of the “Strategy”

The “Strategy” was considered vital to clarify the role of human resource development (HRD) to effectively implement the Resolution and Plan of Action on Sustainable Fisheries for Food Security for the ASEAN Region adopted at the ASEAN-SEAFDEC Conference on Sustainable Fisheries for Food Security in the New Millennium: “Fish for the People” held in 2001 (the Resolution and Plan of Action). The “Strategy” covers a wide range of HRD activities with particular emphasis on education, skills/competency training and research-based human capacity building. It is urged that government officials who are directly or indirectly implementing programs under the framework of the Resolution and Plan of Action should be the primary focus for this “Strategy”.

The “Strategy” is based on the following principle:

- The promotion of HRD in fisheries is primarily a national concern, and national capacity and resources are mobilized for maximum impact.
- Where there is insufficient capacity and/or resources available at the national level, bilateral and regional, and/or external supports are sought.
- Regional HRD activities are conducted on common needs to maximize the use of resources and benefits of the ASEAN member countries.

Strategy for Human Resource Development in Fisheries in the ASEAN Region

To ensure long-term support to human resource development (HRD) in fisheries in the ASEAN region, the recommendations are as follows:

1. Regional collaboration should be strengthened to improve HRD activities at the national level.
2. Scope of HRD requirements including objectives, target groups/areas and levels will be identified in accordance with the Resolution and Plan of Action.

3. The development of human resource capacity should not only be on technical issues but also integrate social, environmental, legal, and other issues as identified in the Resolution and Plan of Action.
4. The ASEAN member countries should conduct awareness building activities to obtain cooperation/compliance of private sector on the issues, including national requirements for sustainable fisheries.
5. The ASEAN member countries may conduct HRD activities to introduce new technology to private sector, through consultation/collaboration with the intended beneficiaries.
6. HRD activities directed towards competency/skill-based training relevant to the current fisheries situation and demands of industry can be promoted where resources and mechanisms are available.
7. Each ASEAN-SEAFDEC member country should conduct an inventory of programs for HRD in fisheries that contain essential and usable information from fisheries-related agencies and HRD programs operated by relevant institutions, including universities. Based on this inventory, a regional database can be established and regularly updated to provide a basis for networking in HRD in fisheries.
8. The ASEAN-SEAFDEC member countries and international/regional organizations should use the inventory and networking to identify gaps, avoid duplication of effort and ensure complementarity of HRD activities.
9. Partnership and regional cooperation, including south-south cooperation, exchange of expertise at national and regional levels, international/regional organizations, among external funding agencies, government authorities and academe, should be developed by fully mobilizing the inventory and networking.
10. Cost-sharing mechanisms (either cost-recovery or cost-sharing) should be encouraged to enhance the ownership and effectiveness of HRD programs in the ASEAN member Countries.
11. Regular monitoring and assessment of regional HRD activities should be conducted as part of the implementation of programs under the ASEAN-SEAFDEC Fisheries Consultative Group (FCG) mechanism.

Recommendations for Follow-up Actions

To promote the implementation of the Strategy for Human Resource Development in Fisheries in the ASEAN Region, the following recommendations are identified for immediate follow-up actions:

1. ASEAN and SEAFDEC will jointly submit the “Strategy” to their higher authorities through the existing Fisheries Consultative Group (FCG) mechanism for their consideration and endorsement. In line with the existing ASEAN-SEAFDEC collaborative mechanism, SEAFDEC will be assigned as the coordinator for the implementation of the “Strategy”.
2. Using the “Strategy” as the basis, and in collaboration with the ASEAN-SEAFDEC member countries and other fisheries-related institutions, SEAFDEC will formulate regional program(s) to promote HRD in fisheries. This can be an integral part of the second phase of the Special 5-year Program on Contribution of Sustainable Fisheries for Food Security for the ASEAN Region.
3. SEAFDEC in collaboration with the ASEAN-SEAFDEC member countries will develop a standard format for the inventory.

Welcoming Remarks by
Mr. Ing Try, Deputy Director General of Fisheries Department, Cambodia

- Your Excellency May Sam Oeun, Secretary of State, Ministry of Agriculture, Forestry and Fisheries and SEAFDEC Council Director for Cambodia
- Mr. Niewes Ruangpanit, SEAFDEC Secretary-General,
- Dr. Somsak Pipoppinyo, ASEAN Secretariat
- Dr. Magnus Torell, Representative for Sida
- Mr. Kelvin Passfield, UNEP/GEF Representative
- Distinguished delegates from ASEAN and SEAFDEC Member Countries,
- Ladies and gentlemen,

Good morning,

On behalf of the Department of Fisheries, Ministry of Agriculture, Forestry and Fisheries, I would like to extend my warm welcome and sincere appreciation to all of you and my heartfelt thanks to the delegates from SEAFDEC member countries, ASEAN and SEAFDEC Secretariat and special thanks to Dr. Magnus Torell, representative of Sida, for fully supporting the organization of this consultation and for spending your valuable time to attend this consultation. I think it is a new step of collaboration between ASEAN-SEAFDEC under the support of Sida to implement the Resolution and Plan of Action in the area of Human Resource Development. It is indeed a great pleasure and honor for me and my colleagues to have served and worked together with SEAFDEC Secretariat to organize this consultation as scheduled in Phnom Penh, Cambodia.

Your Excellency, ladies and gentlemen,

At this opportunity, once again, I would like to express our high appreciation of Sida, especially Dr. Magnus, for contributing many efforts and support in close cooperation to assist Cambodia move forward in fisheries development, and now, in conjunction with SEAFDEC, Sida has initiated the promotion of Human Resource Development in the Southeast Asian Region especially among the new member countries of SEAFDEC.

We are aware that the progress of the ASEAN-SEAFDEC Conference on Sustainable Fisheries for Food Security at the Millennium Conference will be considered as forming the foundation for an improvement of national fisheries policies and stable supply of fish and fisheries products. Therefore, this consultation can be a part of the activities in collaboration between the SEAFDEC Secretariat and member countries to implement the Resolution and Plan of Action that was adopted during the Millennium Conference.

Your Excellency, ladies and gentlemen,

I strongly support the objective of this Regional Technical Consultation to identify the specific area and target group to be further developed in the ASEAN region at national level with special focus on small-scale fisheries. It is envisaged that the outcome of this consultation will be a specific measure to be taken to reduce disparity and increase solidarity among ASEAN member countries.

In conjunction with that objective of this consultation, I would like to take the opportunity to let you know about the current situation of Human Resource in the Fisheries sector of Cambodia. As you may remember, the more than 2 decades of war and especially the Khmer Rouge genocide killed most of the intellectuals and the survivors fled the country. So, most of the staff is young and not sufficiently experienced in undertaking research work. In striving to strengthen capacity to better manage and develop the fisheries sector, a primary focus must be human resource development. Indeed, a shortage of well-qualified and experienced staff in the central and provincial administration is one of the most critical issues facing fisheries administration in Cambodia.

To strengthen the effective fisheries management and the careful development of aquaculture to avoid failure, curriculum revision for the institute should emphasize applied and practical aspects of fisheries management and development. More objectives relating to aquaculture such as fish breeding, feed and feeding strategies, larval rearing, fish nutrition, fish genetics, pond dynamics, aquaculture engineering, fish production and live food production should be lectured to students. In addition to biological subjects, economics, sociology, marketing, preservation, gear technology, basic mechanics and engineering, management, etc., should be emphasized.

An essential component of human resource development is the drawing-up of career path development profiles for staff. This planning approach has distinct benefits both for the administration and employees. For the administration, such planning enables a better matching of organizational needs and staff development programs. It also provides a mechanism for monitoring staff progress and performance. If well implemented staff have a clearer understanding of proposed education and training programs and progress through the administration. An important feature of such planning is that staff trained in specific areas is more likely to remain in those areas after the completion of training.

The development of career path profiles for professional staff requires close liaison with technical units to ensure that technical needs are met. The profile requires periodic revision to cater for changing situation within the administration and to take account of work performance and the personal needs of staff. In this consultation we will consider the necessary means of how to improve capacity building in order to optimize the output of any activities and toward sustainable use of natural resources.

I hope that these 3 days consultation will provide fruitful results through comprehensive discussion and will find out the appropriate way to improve the capacity building in the fisheries sector and to mobilize regional technical cooperation.

Finally, on behalf of the Department of Fisheries and I myself, I would like to wish all of you good luck, and my hope that you will enjoy this consultation and achieve a great success. I also hope that you will enjoy your stay in Phnom Penh.

Thank you for your attention.

Statement by Dr. Somsak Pipoppinyo
Assistant Director (Natural Resources), ASEAN-Secretariat

Your Excellency Mr. May Sam Oeun, Secretary of State, Ministry of Agriculture, Forestry and Fisheries;

Honorable Mr. Ing Try, Director General, Cambodia's Department of Fisheries;

Mr. Niwes Ruangpanit, Secretary General of SEAFDEC;

Dr. Magnus Torell, Sida Senior Advisor;

Mr. Kelvin Passfield, UNEP/GEF Representative;

Distinguished Delegates from ASEAN Member Countries;

Guests and Colleagues from International and Regional Organizations

Ladies and Gentlemen.

A Very Good Morning.

It is my great privilege and pleasure to participate, and being given an opportunity to make a Statement at this auspicious occasion of the Opening Ceremony of this ASEAN-SEAFDEC Regional Technical Consultation (RTC) on Human Resource Development (HRD) in Fisheries Management, held here in Phnom Penh today.

As spoken in several occasions, ASEAN always gives high priority to HRD, and it always forms an integral part of collaborative activities undertaken in the various ASEAN cooperation programmes in food, agriculture, and fisheries.

Although a number of efforts on HRD programmes and activities have been carried out in providing opportunity for ASEAN Member Countries to enhance their respective capacities and human resources, individually and collectively, the different levels of fisheries development and technology among ASEAN Member Countries are still existed, and posing as a constraint in the over-all effort to achieving sustainable fisheries in the region. This close collaboration among regional institutions and organizations can be a timely initiative to avoiding duplication of efforts of minimizing the technical gaps among Member Countries in ASEAN. This, in-turn, will accelerate achievement of fisheries and aquaculture development in the sustainable manner.

Ladies and Gentlemen

When we set ourselves on strategy for HRD during the Workshop in Kuala Lumpur, we clearly answered the question "are we doing the right thing". We now need to ask ourselves; "are we doing the things right?" I hope this regional consultation will give us the answers and direction in developing our HRD programmes in the ASEAN and SEAFDEC countries, as we are currently trying to get at this stage of our fisheries development. I look forward to a fruitful discussion, over the next four days, with outcomes and recommendations that will further enrich our HRD works both at national and regional levels.

To conclude my remarks, please allow me to share with you a short story on reducing gaps that I have borrowed from one of my colleagues:

The story begins with these two friends who had saved just enough to go to Africa for a safari tour. Once there, they went directly into the jungle and with luck, immediately spotted a huge Rhinoceros.

As they moved toward it in order to take a good close-up picture, the wind suddenly changed its direction and the Rhinoceros smelled the two intruders. The luck had turned against them as the Rhino charged toward our two friends at full speed.

As they are running away from the chasing Rhino, one of them took off his shoes and pulled a new pair of Nike from his backpack and put them on. Amazed by his friend's action, the other guy asked, "Are you stupid? Do you really think you can outrun a Rhino with the Nike?"

Continued running at a faster speed, he turned to his friend who is running closely behind and responded, "My dear friend, I may not be able to outrun the Rhino. But given the current circumstance, it is very important that I outrun you."

As the story illustrates, ladies and gentlemen, one cannot afford to stay behind in a competitive world.

Thank you very much for your kind attention.

Statement by Dr. Magnus Torell
Sida Senior Advisor

Summary of major points

Your Excellency May Sam Oeun, Mr Niwes Ruangpanit, Mr Ing Try, Dr Somsak Pipoppinyo, Mr. Kelvin Passfield, Dr Kato, colleagues and distinguished representatives,

In the statement it was highly appreciated that this meeting had been possible to organize in Phnom Penh, Cambodia. In this context Mr. Ing Try and his staff at the Departments of Fisheries was thanked for the efforts that had been made to organize this meeting.

A note in anticipation of a fruitful meeting was made with respect to the large number of institutions and projects that had gathered for this meeting - while at the same thanking the people gathered for their participation.

The importance of this meeting and its central role in the development of the SEAFDEC-Sida Project was highlighted and it was also pointed out that HRD and capacity building in general was major priority for many Swedish supported projects and programmes.

With respect to the SEAFDEC- Sida Project the importance of this meeting was underlined in terms of being instrumental in paving the way for future activities to be implemented by the Project.

Again participants were thanked and welcomed and the note was ended by expressing high expectations for the result of the meeting over the next couple of days.

Statement by Mr. Kelvin Passfield, UNEP/GEF Representative

Your Excellency May Sam Oeun, Mr Niwes Ruangpanit, Mr Ing Try, Dr Somsak Pipoppinyo, Dr Magnus Torell, Dr Kato, distinguished representatives,

On behalf of the UNEP/GEF South China Sea Project, and in particular the project's Regional Working Group for Fisheries (RWG-F) I would like to thank SEAFDEC and the Government of Cambodia for the opportunity to participate in this very important meeting. I would like to give you a very brief outline of our project, and I will elaborate further on this in today's afternoon session.

The project entitled "Reversing environmental degradation in the South China Sea and Gulf of Thailand", or the South China Sea project, for short, began in early 2002. The project consists of the seven countries eligible for funding from the GEF which possess a coastline on the South China Sea or Gulf of Thailand. These countries are Cambodia, China, Indonesia, Malaysia, Philippines, Thailand, and Vietnam. The project includes a habitat component, with coral reef, mangrove, seagrass, and wetland sub-components, as well as a fisheries and a land-based pollution component.

SEAFDEC was invited to our 4th Regional Working Group meeting for the Fisheries component, held in Manila in April 2004, to discuss with the RWG where we might be able to collaborate in our respective activities, and we were very pleased that both Dr Kato and Dr Torell were able to attend. As a result of that meeting, it was agreed that SEAFDEC and the South China Sea Project would pursue possibilities for collaboration in promoting regional initiatives on promoting the regional guidelines for responsible fisheries. In order to explore ways in which this collaboration may proceed, UNEP/GEF SCS project was invited to attend this meeting on HRD development relating to the CCRF, and facilitate the attendance of members of the RWG.

The RWG-F look forward to a productive meeting, with some positive indications of how SEAFDEC, the SCS projects, and other prospective partners can promote the regional guidelines for responsible fisheries.

Thank you

Statement by Mr. Niwes Ruangpanit, Secretary General of SEAFDEC

His Excellency Mr. May Sam Oeun -- Secretary of the State of the Ministry of Agriculture, Forestry and Fisheries of Cambodia, and the SEAFDEC Council Director for Cambodia;
Mr. Nao Thuok -- Director of the Department of Fisheries of Cambodia;
Distinguished delegates from the ASEAN and SEAFDEC Member Countries;
Representatives from ASEAN Secretariat, the Swedish International Development Cooperation Agency, the UNEP/GEF Project, Worldfish Center, MRC, CHARM, Distinguished participants; ladies and gentlemen,

It is my great pleasure to extend my sincere appreciation to all of you for participating this Regional Technical Consultation on Human Resource Development in Fisheries Management, this morning.

Starting from 1998, SEAFDEC has conducted a program on Regionalization of the Code of Conduct for Responsible Fisheries, or RCCRF, in close collaboration with ASEAN Member Countries. The program emphasized on regionalization of the FAO Code of Conduct and assisting Member Countries in the implementation of the Code.

With the support from the Swedish International Development Cooperation Agency or Sida through the National Swedish Board on Fisheries, SEAFDEC is now expanding the RCCRF Program to cover the promotion of human resource development to support 'Fisheries Management' as stated in the Article 7 of the Code of Conduct for Responsible Fisheries.

I also wish to recall the outcomes from the ASEAN-SEAFDEC Regional Workshop on Human Resource Development in Fisheries organized by SEAFDEC, also in collaboration with Sida, in February 2004. The Workshop developed a "Strategy for Human Resource Development in Fisheries in the ASEAN Region" which has been adopted by the last SEAFDEC Council in April.

The Strategy emphasizes the importance of regional collaboration to improve human resource development activities at the national level; and recommends each ASEAN Countries to conduct an inventory of HRD programs in Fisheries in order to support further development of regional inventory database.

In connection to these, this Regional Technical Consultation would further discuss in detail on specific actions to be taken in order to achieve these goals within our existing framework. Furthermore, since we are now establishing collaboration with the UNEP/GEF Project, particularly on the component of "Promotion of Guidelines for Responsible Fisheries", this RTC will also further discuss on how activities of the GEF and SEAFDEC Projects could be collaborate and supplement to each other.

I am certain that with active participation and invaluable contribution from all of you, this Consultation would come up with a productive outcome. It is believed that outcomes from this Consultation will provide a strong basis for Member Countries for further implementation of activities to strengthen human resource to support fisheries management in our Southeast Asian region.

Thank you.

Opening Address by H.E. Mr. May Sam-Oeun

Secretary of State, Ministry of Agriculture, Forestry and Fisheries

Mr. Ing Try, Deputy Director of Fisheries Department
Mr. Niwes Ruangpanit, SEAFDEC Secretary-General,
Distinguished delegates from ASEAN and SEAFDEC Member Countries,
Ladies and gentlemen,

It is my utmost pleasure to, again, give you all a warm welcome to the **ASEAN-SEAFDEC Regional Technical Consultation on Human Resource Development in Fisheries Management**, to be held for four days starting from now on. On this occasion I would like to express my deep thanks to the Department of Fisheries and SEAFDEC for organizing and supporting this regional technical consultation.

Ladies and Gentlemen,

Please allow me to present a brief overview on Cambodia Fisheries.

In Cambodia, fisheries resources including aquaculture play a very important role to the national economy, food security and moreover, it provides a great opportunity for employment and economic benefits to those people who are involved in these activities. It has been shown by the Ministry of Planning (2002) that 16 % of GDP is derived from the fisheries sector.

During the past decades the fisheries productivity, including fishes, crustaceans, and mollusks, has been declining dramatically owing to population increase, which puts more pressure on the natural resources and their ecosystems, economic growth and development of fishing technology. Cambodia is one of the ASEAN countries that faces the Gulf of Thailand and has a short coastline of 435 km, extending from the Thai border in the north to the Vietnamese border in the south. It is bordered by two provinces (Koh Kong in the north and Kampot in the south) and two municipalities (Sihanoukville and Kep).

Cambodia's fisheries are divided into two parts, marine and inland capture fisheries. Inland captures fisheries are more significantly important to Cambodian people than marine fisheries and comprise more than 70 % of fish production in the whole country, and 60 % of the total inland fisheries come from Tonle Sap Lake. Tonle Sap Lake is an important habitat for fishes and wildlife inhabiting the inundated forest, which serves as a nursery, feeding and breeding ground for many species but if converted to value, the marine fisheries account for nearly 40 % of the total value of fisheries product in the whole country.

The main objectives of the Royal Government of Cambodia are to establish good governance, transparency, as well as to achieve development with equity and social justice through sustainable economic growth, human resource development and sustainable use of the country's natural resources. Priority is given to reduce poverty and improve the welfare of the people through program to increase agricultural production and rural development. In the policy platform of our government, we give high priority to the development of the agricultural, rural development, as well as health and education sectors.

The Government aims to transform agriculture into a driving force to achieve higher economic growth and poverty reduction within a market-oriented liberalization policy framework and by promoting agricultural commercialization and diversification.

The vision for Cambodia's fisheries is "a future in which Cambodia and its people are able to enjoy sustainable social and economic benefits from the exploitation and farming of living aquatic resources".

The strategic goals that are being adopted to guide fisheries sector development includes:

- All living aquatic resources should be harvested within their sustainable limits;
- Governance systems and procedures that allocate resources use rights and obligations through democratic means and community participation are in place and fully operational;
- The supply of fish and fishery products will keep pace with increasing demands to safeguard the nutritional standards, and the social and economic well being of communities depending on fisheries for their livelihood;
- Effective and adequate support is provided to help private sector development and expansion in fisheries, in particular aquaculture where Cambodia has significant comparative advantages; and
- Critical habitats used for fisheries and aquaculture are safeguarded.

The Department of Fisheries is one of the Ministry Departments which an important and vital role to achieve the Government objectives.

The Department of fisheries has emphasized some major strategies for taking into consideration the general strategies of development based on internal and external levels affecting fisheries activities and environmental factors.

- Improve living standard of coastal fishing communities by supporting and sustaining their occupation in marine fishing, by finding projects or collaboration with NGO's to study in detail about fishing boats (materials for construction and shape of the boats), fishing methods and fishing gears. Moreover, to educate the local people for understanding about fisheries resources and upgrade their fishing vessels in order to make it possible to fish at a greater distance from the coastline, such as offshore in the Cambodian EEZ.
- Preserve the inshore habitats by investigations and research to identify the key habitats for protection and conservation. Especially mangrove habitats and wildlife sanctuaries in Koh Kong province are important.
- Increase the fish production by developing the coastal aquaculture sector and to co-operate with all the rural fisheries development projects by encouraging them to participate more in the national extension, planning, training, research and monitoring of project implementation in the coastal and Mari culture sector.
- Improve the capability of co-operatives to market fishery products, quality control procedures and the processing industry.
- Strengthen and improve the management and conservation of fishery resources by organizing training, congress/workshops or seminars.
- Preserve the endangered marine species.
- Give priority to coastal fishermen to use the coastal waters as well as territorial waters by creating a community based fisheries management along the Cambodian coastline.

Ladies and Gentlemen,

Before we're going to discuss in further Agenda of our Consultative meeting, I wish to recall you back to the ASEAN-SEAFDEC Conference on Sustainable Fisheries for Food Security in the New Millennium: "Fish for the People" organized in November 2001, which I myself, representing our Royal Government of Cambodia, had participated and adopted the Resolution on Sustainable Fisheries for Food Security for the ASEAN Region, together with the Minister responsible for fisheries of other ASEAN-SEAFDEC Member Countries. As stated in the Resolution, we acknowledged the need for enhanced human resource capacities at all levels and encourage greater involvement by stakeholders to facilitate consensus and compliance in achieving sustainable fisheries, and agreed to mobilize regional technical cooperation to reduce disparities and promote solidarity among ASEAN Member Countries.

I have been very pleased with the program on Regionalization of the Code of Conduct for Responsible Fisheries or RCCRF, which has been conducted by SEAFDEC for several years to assist Member Countries in developing regional guidelines to aid the implementation of the FAO Code of Conduct for Responsible Fisheries. When the RCCRF emphasize the aspect of Human Resource Development or HRD as another component of the Program, I believe that this

is a very good opportunity and challenge for all ASEAN Countries to develop an implement the program and activities to develop our human resources to support sustainable management of fisheries. In this regard, I wish to express my deepest appreciation to the Swedish International Development Cooperation Agency (or Sida) for extending kind support for the program implementation, including the organization of this Meeting.

Ladies and Gentlemen,

I believe that with your expertise and experiences, this Meeting would be able to come up with practical innovative ideas and approaches on human resource development, and this will lead activities on HRD of each country toward the same direction in sustainable fisheries management.

On behalf of Cambodia, I also wish your four days staying in our capital of Phnom Penh a comfortable, pleasant and memorable time. With that, I would like to declare the Meeting open.

Thank you for your attention.

List of Documents**Information Papers (INF)**

INF01	Provisional Prospectus
INF02	Provisional List of Documents
INF03	Provisional List of Participants (Distributed after registration)

Working Papers (WP)

WP01	Provisional Agenda
WP02a	Provisional Agenda and Timetable
WP02b	Provisional Annotated Agenda
WP03	Review on the Implementation of Human Resource Development Related to the Resolution and Plan of Action by SEAFDEC and the Member Countries with Emphasis on Fisheries Management (A Synthesis)
WP04	Proposed Plan and Framework for Human Resource Development in Fisheries Management
WP05	Proposed Regional Inventory, Database and Network for Information Collection on Human Resource Development in Fisheries
WP06	Draft Outline on Development of Training Materials for HRD Programs/Activities (basis for discussion and recommendations)

Reference Papers (REF)

REF01	Sida-SEAFDEC Project 2003 Annual Report and Activity Plan for 2004
REF02	Resolution and Plan of Action on Sustainable Fisheries for Food Security for the ASEAN Region
REF03	Statement of the Seminar on ASEAN-JAPAN Cooperation for Sustainable Fisheries through SEAFDEC
REF04	Strategy for Human Resource Development in Fisheries in the ASEAN Region
REF05	Report of the Fourth Meeting of the Regional Working Group for the Fisheries Component on the “Reversing Environmental Degradation Trends in the South China Sea and Gulf of Thailand” by UNEP/GEF
REF06	Overall Framework and Linkages among SEAFDEC Fisheries Management Related Programs/Initiatives
REF07	Draft Strategic Framework for Human Capacity Development in Fisheries
REF08	Conclusion and Recommendations on Decentralization