

Essential EAFM Training Course

Port Moresby, Papua New Guinea

15-07-2015

Consultant's Accomplishment Report for the
Food and Agriculture Organization of the United Nations

**CONSULTANT'S ACCOMPLISHMENT REPORT FOR THE
FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS**

FAO Consultant/Trainer:

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Lead Trainer

Assistant Provincial Agriculturist
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Philippines

CONSULTANT'S TERMS OF REFERENCE AND BACKGROUND:

In support of the implementation of the Strategies for trawl fisheries bycatch management (REBYC-II CTI) project – GCP/RAS/269/GFF, as approved and agreed upon during the Project Steering Committee held at Calbayog City, Philippines on 15-16 May 2015, the Essential EAFM training course was conducted in Port Moresby, Papua New Guinea. This required experienced trainers to conduct the Essential EAFM course.

The Lead Trainer was expected to:

1. Assist SEAFDEC RFU team in the planning and preparation of the PNG E-EAFM Course;
2. Take responsibility for the delivery of the PNG E-EAFM Course. This includes the planning of each day's training, coordination of trainer inputs, reviews to ensure that participant feedback is integrated into course implementation and the organization of the pre- and post- course assessment;
3. Assist the Resource Person from FAO Rome in working with the NFA to design a socio-economic study to be implemented by NFA, during the E-EAFM course;
4. Produce a report on the PNG E-EAFM course including outlines of level of participant interest, issues faced and problems overcome. The report shall also include opinions on scope for future EAFM support to PNG.

As Trainer, the consultant facilitated selected sessions for the Essential EAFM Course. The consultants gave brief presentations followed by interactive workshops that helped hone the participants' knowledge, understanding, and skills applying EAFM to current fisheries management programs and developing appropriate EAFM plans.

The FAO Consultant had successfully completed both the Training on Essential EAFM and Training of Trainers and also successfully completed a similar course in Kota Kinabalu, Malaysia in June 2013 supported by the UN-FAO Bay of Bengal Large Marine Ecosystem (BOBLME) Project and the USAID Coral Triangle Support Partnership program. He has already run ten (10) similar training courses and two (2) Training of Trainers in the Philippines from December 2013 to July 2015 for local government officials, academe, and national government officers who are concerned in fisheries management in the country. This was supported by the Department of Science and Technology, Department of Agriculture's Bureau of Fisheries and Aquatic Resources, UN GEF of National Fisheries Research and Development Institute and CTI-SEA Project. In addition he was a co-trainer in the Training on Essential EAFM and Training of Trainers organized by SEAFDEC.

Below is the itinerary of trainer in connection with his engagement in conducting EEAFM training course in Port Moresby, Papua New Guinea,

<i>Place</i>	<i>Arrival</i>	<i>Departure</i>
Puerto Princesa		3 July 2015
Manila	3 July 2015	3 July 2015
Port Moresby	4 July 2015	13 July 2015
Manila	13 July 2015	21 July 2015
Puerto Princesa	21 July 2015	

SUMMARY

The Essential Ecosystem Approach to Fisheries Management (EAFM) Training Course was conducted in Crowne Plaza Hotel in Port Moresby, Papua New Guinea from 06-10 July 2015. It has twenty one (21) participants coming from the National Fisheries Authority, Provincial and District Fishery Offices and NGO in Papua New Guinea. It was a five-day training course with the objectives of providing full understanding on the concept and need for an EAFM and teaching participants skills and knowledge to develop, implement and monitor an “EAFM plan” to better manage their fisheries. As per agreed allocation of effort, each of the three trainers facilitated four to five sessions of the 17-session course. However, all trainers supported each other through the entire course implementation which included tasks for preparing daily materials, consolidating daily feedback from participants and adjusting, when possible, the succeeding sessions to consider those feedback, assisting participants in group work, and coordinating and working with the resource person. A combination of powerpoint presentations, group activities, role-playing exercises, and planning preparation activities were used to make the participants learn, understand, and be motivated in applying EAFM to their fisheries work in the country. Along the entire course, participants who were grouped into two practice groups, prepared elements of a draft EAFM plan for their chosen geography and fishery system. At the end of the course, each group presented their sample EAFM plan and resource person and trainers provided constructive feedback to improve their work.

The trainers have to adjust the allocated time of 8-hour training per day to cover all the topics for the day while giving enough time to share and discuss all the outputs of group activities and in most cases there was a need for extra time per day. Despite these, all participants evaluated the training course as highly successful and even recommended conducting a Training of Trainers so that they can disseminate the EAFM approach at the community level.

INTRODUCTION TO THE COURSE

The Essential Ecosystem Approach to Fisheries Management (EAFM) Training Course is the result of a unique partnership involving several regional organizations such as the UN-FAO Bay of Bengal Large Marine Ecosystem Project, the US Coral Triangle Initiative, and the Asia-Pacific Fishery Commission, among others. The Essential EAFM Course provides basic knowledge on the EAFM process and how this can assist in decision-making for responsible and sustainable fisheries. The course is designed for fishery and environment staff, as well as related economic development and planning staff, at the provincial/state and district/local levels, who are responsible for administering fisheries and the marine environment in which they operate. The EAFM training course in Papua New Guinea was conducted in support of the REBYC-II CTI project (GCP/RAS/269/GFF) and agreed upon by the Project Steering Committee and their meeting held at Calbayog City, Philippines on 15-16 May 2015.

PRE-COURSE PLANNING AND PREPARATIONS

The preparation for the EAFM course was facilitated three (3) weeks before the start of the training. The lead trainer, Romeo M. Cabungcal had coordinated the two other trainers and the representatives from SEAFDEC in Thailand and support staff from the National Fisheries Authority of Papua New Guinea who were handling the REBYC-II CTI project – GCP/RAS/269/GFF. The implementation plan for the training course was finalized on the 4th day of July during the first meeting of all trainers and support staff at Crowne Plaza Hotel, Papua New Guinea. Allocation of training sessions was finalized among the trainers. Materials to be used throughout the training were checked as well as other concerned logistics were discussed with the support staff from the National Fisheries Authority of Papua New Guinea. Room set up was coordinated with the concerned hotel staff prior to the start of the training.

The Lead Trainer provided awareness on the flow and phasing of the training sessions and provided his learning experiences during the past local and international trainings he had conducted on EAFM. Mr. Ken Shimizu of the FAO based in Port Moresby, Papua New Guinea provided some information about the living standard and other important information on Port Moresby.

The main objective for conducting the EAFM course was to provide basic knowledge on the implementation of the ecosystem approach to fisheries management for the staff of the National Fisheries Authority and those who are assigned at the provincial and district levels as well as NGO operating in the area.

The trainers also discussed with Dr. Susana Siar of FAO Rome Italy to level-off expectations for the EAFM training course and plan the integration of the socio-economic study on the Gulf of Papua in the course.

ESSENTIAL EAFM TRAINING COURSE (JULY 06-10, 2015)

The Essential Training Course on Ecosystem Approach to Fisheries Management was held at the Crowne Plaza Hotel, Port Moresby, Papua, New Guinea on July 06-10, 2015 with twenty one (21) participants (9 females and 11 males) from the National Fisheries Authority, provincial fishery officers, and NGO who are concerned on fisheries management. It was a five-day training course with the objectives of providing full understanding on the concept and need for an EAFM and teaching participants skills and knowledge to develop, implement and monitor an “EAFM plan” to better manage their fisheries.

For this course, a tested template to develop a draft EAFM plan was used and the appropriateness in the country perspectives was looked into.

At the end of the course, it was expected that the participants will obtain the skills to 1) manage their fisheries holistically 2) reduce user group conflicts, 3) help unlock financial resources, 4) work cooperatively with other stakeholders, and 5) better resolve fisheries issues and challenges. Participants were also taught to understand the principles of co-management and how to foster cross sector coordination and practiced crucial skills of effective communication, facilitation and conflict management.

The expected outputs of the training were as follows: 1) twenty one participants obtain skills and knowledge on EAFM, 2) draft EAFM plan for a specified fisheries management unit/areas in Papua New Guinea, 3) participants receive complete training materials and information relevant for Papua New Guinea, 4) socio-economic survey questions drafted for further discussions with the consultants and for pre-testing.

Sessions were divided amongst the three trainers to make the training more dynamic (see Annexes 1 and 2). In any given day, all trainers handled at least one session. Although there were assigned sessions/presentations, all trainers co-facilitated all workshops and activities included in the course. Every end of the day's session the trainers and the resource person sat down with the representative of every group to discuss the daily feedback and afterwards there was a discussion of the trainers on the outcome of such feedback (Annex 3). Comments from participants were taken into consideration in the succeeding days, as much as possible, in order to enhance the learning environment and their capacity to absorb the concepts and lessons.

The first day of the training focused on the need and importance of EAFM with discussions on the three components and principles of EAFM and how it linked to the major elements of Code of Conduct for Responsible Fisheries (CCRF). The participants took active part in identifying the issues and threats in their area of concern and have identified what EAFM they have already done in their respective areas. Likewise, day 2 of the training was focused on the importance of effective planning in order to turn policies into actions. It emphasized the need for the start-up tasks in preparing the ground and the engagement of stakeholders so that EAFM process will go smoothly. The session regarding the preparation of timelines of the events that happened to their fisheries generated ideas on how fisheries management evolved in Papua New Guinea. In like manner the third day and fourth day of the training focused emphasis on the development of an EAFM plan, how it is implemented,

monitored and evaluated. The socio-economic study was incorporated in the discussion so that participants will have some awareness on the importance of socio-economic in the whole EAFM process. Day 5 dealt with the presentation of the EAFM plan that was prepared by the participants, incorporating the socio-economic aspects as well as all the insights taken from the training and the development of their individual action plan to be acted upon return to their respective work.

The opening and closing programs were facilitated by the National Fisheries Authority where the Deputy Executive Director was present in the closing ceremony and who challenged the participants to implement EAFM in respective areas, now that they have already acquired the knowledge and skills in the implementation of EAFM. A photo documentation of some highlights of the training course is attached as Annex 4 and a list of participants in Annex 5.

Lessons from the Essential EAFM Training Course and Recommendations for future implementation

DELIVERY. The five-day training course for the Essential Ecosystem Approach to Fisheries Management (EEAFM) conducted at Crowne Plaza Hotel in Port Moresby, Papua New Guinea was completed with active participation of the participants coming from the different organizations working for fisheries management in the country. The EEAFM course was designed to have maximum interaction between trainers, resource person, and participants within a 5-day period. The 5-day course is packed full of concepts and activities. However, many participants felt there was not enough time to discuss the outputs of the various group activities given that there was agreed allotted time for every session to cover the 17 sessions of the whole package in the course. In addition, the socio-economic study was incorporated in the training course as agreed upon and was included in the terms of reference of the trainer. However all important points provided in the session were included in the group presentation on the last day of the training with consideration that socio-economic study was also included.

Since all of the participants can speak and understand English, the trainer had no difficulty of engaging them and communicating the EAFM concepts and approach. However, the trainers have to talk more slowly as requested by the participants. Energizers have been included in the sessions which were very much appreciated.

Participants also requested to make a brief summary after each presentation which we did for the succeeding sessions. Participants also liked role-playing activities and “living” the concepts. One activity worth remembering is the embedding steps where participants were asked to step on the different steps of EAFM and asking them what they are doing on those steps. This activity helped them to remember the EAFM steps. Another activity we included in the training was converting one of the figures showing the EAFM plan into an interactive exercise wherein the participants themselves formed the figure/pyramid while carrying cards. An EAFM plan component was written on each card. Participants had to arrange themselves according to the order of the different components of an EAFM plan. This activity proved instructive as well as enjoyable for the participants

In this training, we tried to apply a different learning mode in addition to learning by doing. We encouraged constructive feedback which was more like learning from others' mistakes. We asked participants to improve on the other participants'/ group's works after the group presentations on the last day.

The participants suggested that looking into the sessions incorporated in the course the delivery should be country specific. They have recommended that the training course should be conducted in a period of two weeks considering the voluminous work included in the training course and to have more time for sharing and discussions with the group members and the trainers.

The participants were divided into two working groups and they were divided according to their area of assignment. One group focused their work on the preparation of the EAFM plan for the REBYC-II CTI project site in Papua New Guinea which was the Gulf of Papua and the other group focused on the Wewak East Sepik province.

CONTENT. The power point presentations in every session provided better understanding to the participants. In addition to those examples included in the presentation, the trainer provided more examples on the uses of EAFM concepts and approaches in order to provide deeper understanding on the implementation of EAFM. Participants found the drawing exercises fun and most engaging. On the vision exercise the use of idea cards were found to be more effective where participants wrote the key message they want for their FMU in the future, thus facilitating the development of a vision for their fisheries management unit (FMU). This method was often done in the Philippines since it allowed participants to express their thoughts thus coming up a vision statement from the group point of view.

As an output from the previous training conducted by the Lead Trainer, it emphasized the link of the EAFM plan to the EAFM principles and stressed that EAFM simply expands “conventional fisheries”. This means that fisheries management which people are doing at present are in some ways partly EAFM but not fully. By looking at fisheries as a continuum from very specific and narrow fisheries management to EAFM, people can situate themselves and understand that EAFM is an improvement of their current fisheries management and not a completely different or opposite approach. It was also stressed that they can build on their existing fisheries management work and without necessarily dropping everything and starting anew. From the group discussions it was found out that some elements of EAFM were present in their fisheries management however they only realized it after attending the EAFM Training Course.

The participants also said that they will disseminate the information they got from the training through echo seminars to their peers and even an orientation to the community on the importance of EAFM and how it can be implemented in their specific fishery management unit.

MATERIALS. The complete package of materials including the Powerpoint Presentation, Handbook, Toolkit, Workbook, and Action Plan Booklet that were provided during the Essential EAFM Training Course were very useful and can easily be adopted in the conduct of Essential EAFM Training. All materials were also provided in electronic format in a flash drive which was given to each participant during the closing ceremony. During the training course participants were asking for more practical examples of how EAFM can be applied in their country.

LOGISTICS. The training was held at Crowne Plaza Hotel where most of the participants particularly coming from the provinces were housed as well as the trainers and the resource person which is ideal so that they can interact with each other and helped to break the barrier between the participants and the trainer and resource person. The organizers did a perfect job in securing a good venue, coordinating transports, and addressing the needs of everyone. As far as the venue is concerned, there were enough space to put up materials and workshop outputs so that all outputs were displayed up to the last day of the training. In addition, enough space was provided for the group activities and which enhanced the learning process of the participants.

All in all, given the list of things which the participants said they will remember from the course, we could say that the EEAFM course conducted in Port Moresby, Papua New Guinea was a great success. There were hiccups and difficulties but overall, the participants produced excellent “mock” EAFM Plan outputs.

Open discussions and sharing of ideas and experiences gave more insights on how to implement EAFM in their respective areas. The combination of lecture and workshops in every module provided better understanding and appreciation on the different stages of of the EAFM process. The presentation of the EAFM plan for a particular fisheries management unit (FMU) they are operating showed that the participants have acquired better understanding on the different cycles/stages of EAFM process. The assessment and feedback of participants clearly shows that they have interests in implementing EAFM in their country. The video presentations and real examples which were provided during the training course aided participants for better understanding the EAFM.

The participants also suggested the conduct of Training of Trainers so that they can also train the people in their area of responsibility. In relation to this, a discussion between the National Fisheries Authority and the Lead Trainer was made to come up with a proposal for the said training. Based on the E-EAFM Training Course conducted in Papua New Guinea there are 12 potential participants that can be part of the Training of Trainers.

After the Essential Ecosystem Approach to Fisheries Management (EEAFM) training course, a discussion meeting regarding the socio-economic study on the Gulf of Papua was held on 11 July 2015 where National Fisheries Authority (NFA) officers and all trainers participated. Dr. Susana Siar facilitated the meeting and inputs from the attendees were taken. Since the consultant for the socio-economic study was not present during the meeting it was agreed upon that the officers from the NFA will further discuss with the consultant to have the survey form pre-tested in order to determine its appropriateness to their area of concern.

EAFM process. The presentation of the EAFM plan for a particular fisheries management unit (FMU) they are operating, showed that the participants have acquired better understanding on the different cycles/stages of EAFM process. The assessment and feedback of participants clearly showed that they have interests in implementing EAFM in their country. The video presentations and real examples which were provided during the training course aided participants for better understanding the EAFM.

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ANNEXES

Annex 1- Proposed Allocation of Trainers Schedule

	DAY 1 Why & what	DAY 2 Plan	DAY 3 Plan & check	DAY 4 Do & check	DAY 5 Present
Morning 08.30 – 10.10	Registration Introduction Course overview RC 1. Threats & issues in current fisheries management EH	HOW TO IMPLEMENT EAFM 5. Moving towards EAFM TS	10. Step 1: Define & scope the Fishery Management Unit (FMU) EH 1.1 Define the FMU 1.2 Agree on the vision 1.3 Scope the FMU	13. Step 3: Develop the EAFM plan EH 3.1 Develop operational objectives 3.2 Develop indicators and benchmarks	Quiz review Participant work: refining EAFM plans & preparing presentations all trainers
Break					
10.30 – 12.30	2. WHY use an ecosystem approach? RC 3. WHAT is EAFM? RC Overview	6. EAFM plans: the link between policy and action EH 7. EAFM process overview RC 8. Startup A RC	11. Step 2: Identify & prioritize issues & goals RC 2.1 Identify FMU-specific issues 2.2 Prioritize issues 2.3 Define goals 12. Reality check I TS - constraints and opportunities	14. Step 3: Develop the EAFM plan <i>...cont'd</i> RC 3.3 Agree management actions 3.4 Include financing mechanisms 3.5 Finalize EAFM plan 15. Step 4: Implement the	Participant presentations on EAFM key elements to illustrate learning Feedback on presentations all trainers

				plan TS 4.1 Formalize, communicate and engage	
Lunch					
After-noon 13.30 – 14.45	4. WHAT is EAFM? RC Considerations for moving towards EAFM	8. Startup A RC Preparing the ground cont'd	12. Reality check I RC/TS - facilitation skills	16. Reality check II -align to EAFM principles -supporting environment RC	Group Course Evaluation RC Individual action planning
Break					
15.05 – 16.30. 17.00 wrap up	WHAT is EAFM? (4a) RC How much EAFM are you already doing?	9. Startup B RC Engaging stakeholders	12. Reality check I RC - conflict management	17. Step 5: Monitor, evaluate and adapt EH 5.1 Monitor and evaluate performance 5.2 Adapt the plan EAFM QUIZ	Course evaluation Course closure and certification

				RC/TS	
	Homework: EAFM progress			Homework: Presentation preparation	

Legend:

RC- Romy Cabangcal

EH-Efren Hilario

TS-Tanyalak Suassi

Annex 2
Actual Timetable for E-EAFM Course, Port Moresby, 6-10 July 2015

Date	Time	Activities	Remark
6 th July 2015	0930	Registration and opening	
	0930-1030	Threats & issues in current fisheries management	Session 1
	1030-1045	Refreshment break	
	1045-1200	What is EAFM? -Why use Ecosystem Approach	Session 2
	1200-1300	Lunch	
	1300-1430	What is EAFM-Overview	Session 3 Session 4
	1430-1450	Refreshment break	
	1450-1730	What is EAFM? Considerations for moving towards EAFM	
	1730	Wrap up day one activities; homework & daily monitoring	
	1830	Welcome dinner	
	7 th July 2015	0830-0900	Recap and Discussion of Yesterdays feedback
0930-1030		What is EAFM? -How much EAFM are you already doing? Moving Towards EAFM	Session 4a Session 5
1030-1045		Refreshment Break	
1045-1200		EAFM plans: the link between policy and action	Session 6
1200-1330		Lunch	
1330-1430		EAFM process overview	Session 7
1430-1530		Startup A: Preparing the ground	Session 8
1530-1545		Coffee Break	
1545-1645		Continuation of Session 8	
1700		Wrap up day two activities & daily monitoring	
8 th July 2015	0830-0900	Recap and Discussion of Yesterday feedback	Session 9
	0900-1030	Startup B: Engaging Stakeholders	
	1030-1045	Refreshment break	
	10:30-1200	Step 1: Define and scope of Fishery Management Unit (FMU)	Session 10
	1200-1330	Lunch Break	
	1330-1500	Step 2: Identify & prioritize issues & goals - Identify FMU-specific issues - Discuss priority issues through risk assessment - Develop goals for EAFM plan	Session 11
	1500-1530	Lunch	
	1530-1730	Reality check I - Identify the constraints and opportunities in meeting your FMU goals; -Use facilitation skills with co-management partners in focus group discussions (FGDs); -Understand the need for conflict management in EAFM management and practice a range of conflict management techniques.	Session 12
	1800	Wrap up day three activities & daily monitoring	

Date	Time	Activities	Remark
9 th July 2015	0830-0900	Recap and discussion of yesterday feedback	
	0900-1030	Step 3-Develop the EAFM Plan -Develop operational objectives -Develop indicators and benchmarks related to the agreed objectives -Discuss pre-selected EAFM indicators as examples	Session 13
	1030-1045	Refreshment break	
	1045-1200	Step 3.3-3.5: Develop the EAFM plan - Agree management actions and how stakeholders will comply with these; -Include financing mechanisms in the plan; -Bring it all together – finalize the EAFM plan.	Session 14
	1200-1300	Lunch	
	1300-1430	Step 4: Implement the plan - Formalize, communicate and engage	Session 15
	1430-1530	Reality check II	Session 16
	1530-1545	Refreshment break	
	1545-1700	Step 5: Monitor, evaluate and adapt -Monitor performance of management actions to meet objectives and goals; -Understand what has to be monitored, when, how and by whom; -Evaluate the monitoring information and report on performance; -Adapt the plan	Session 17
	1700	Wrap up day four activities & daily monitoring Homework: Presentation preparation	
10 th July 2015	0830-0900	Recap and discussion of yesterday feedback	
	0900-1000	Quiz	
	1000-1200	Participant work: refining EAFM plans & preparing presentations	Session 18
	1200-1300	Lunch	
	1300-1400	Continuation of refinement of their draft EAFM plan	
	1400-1530	Participants presentation on their draft EAFM plan	Session 19
	1530-1630	Group course Evaluation Individual Action Planning	
	1630-1730	Course Evaluation	Session 20
	1800	Closing Ceremony and Certification	
1900	Closing Dinner		

Annex 3- Summary of daily monitoring feedback

Day 1-06 July 2015

<p>Keep It</p> <p>Presentation-formal outline Coffee Break Energizers Fun Activities</p>	<p>Change It</p> <p>Speed on presentation More realistic example and approaches Room temperature Schedule- 8:30-4:30 Long presentation Long Break</p>
<p>Add it</p> <p>Ask participants to share Collect all powerpoint presentation Water drinking inside</p>	<p>What participants will remember</p> <p>-Main topics agenda Real example Group discussions/bus stops Principles of EAFM 3 components of EAFM Common issues /threats in the fishery</p>

Day 2-07 July 2015

<p>Keep it</p> <p>Format of activities Presentation Energizers Coffee Break Timing and Content Breaktime</p>	<p>Change it</p> <p>Nothing to change Except Energizers – one in the morning and one in the afternoon</p>
<p>Add it</p> <p>More practical activities Cover specific fishery for practical understanding</p>	<p>What participants will remember</p> <p>-EAFM development Stakeholder Analysis Energizers Challenges and opportunities Venn Diagram Importance of identifying stakeholders Embedding EAFM activity</p>

Day 3- 08 July 2015

<p>Keep it</p> <p>Coffee Break Exercises Session Phase Energizer General Presentation Practical Activity</p>	<p>Change it</p> <p>More time to provide on practical activity and less time in presentation</p>
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Day4 – 09 July 2015

Keep it Presentation Style and all activities	Change it None
Add it None	What participants will remember Charts and drawings Conflict resolution Negotiation Skills FMU Road Maps

Annex 4-Photo Documentation

The Lead Trainer provided the course overview

FMU Map and Vision

Participants doing the Venn Diagram

Output of the mapping activity

Role playing on conflict management






Example of energizer








Participants preparing fisheries timeline since
1985 to present









**The Training on Essential Ecosystem Approach to Fisheries Management (E-EAFM)
6-10 July 2015, Port Moresby, Papua New Guinea**

LIST OF PARTICIPANTS



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