



## **National Training Course**

“Essential-Ecosystem Approach to Fisheries Management”

REBYC-II CTI; GCP /RAS/269/GFF

3<sup>rd</sup> to 8<sup>th</sup> August 2015

Ayrest Hotel, Hotel, Huahin District, Prachuab Kiri Khan Province

### **Report by**

Dr. Mala Supongpan

#### **1. Background to REBYC-II CTI Project**

The Food and Agriculture Organization of the United Nations (“FAO”) and the Department of Fisheries, Thailand has signed the Letter of Agreement (LOA) for the execution of the GEF supported project “Strategies for trawl fisheries by-catch management” (REBYC-II CTI; GCP /RAS/269/GFF). The overall goal of the Marine Fisheries Management Master plan, to manage marine fisheries is consistent with the FAO Code of Conduct for Responsible Fisheries, leading to resource sustainability, reduced by-catch and reduced impact to biodiversity and environment. This is planned under cooperation between public and private sectors, including the sharing of data and information by fishers. Cooperation between public and private sectors is important to be able to find the acceptable points and in joint problem solving.

In 2003, FAO introduced the ecosystem approach to fisheries management (EAFM) which supports the planning and management of fisheries as multi-purpose resources for all people and having no negative effects on the capacity of the next generation to follow similar livelihoods. The need to apply an ecosystem approach to capture fisheries management is now globally accepted and has been endorsed in international decision-making; for example, at the Rio +20 conference in 2012. This approach represents a move away from fisheries management systems that focus only on the sustainable harvest of target species, towards systems and decision-making processes that balance environmental well-being with human and social well-being, within improved governance frameworks.

At present the Thai Department of Fisheries is encouraging local fishers to participate in and be more responsible for management of their coastal resources so that:

- People become more aware the importance of the interaction between natural resources and ecosystems;
- People have a wider perception about fishing ground resources and EAFM for sustainable development;

- Balancing well-being of the ecosystem with human well-being through good governance.

Under the second LOA between FAO and The Department of Fisheries for implementation of the REBYC-II CTI Project in Thailand, the following specific objectives were identified:

- Increase knowledge of ecosystem resource management.
- Increase knowledge and capacity in critical thinking, research analyses, planning, and systematic project implementation and evaluation;
- Increase opportunities for the exchange of ideas, attitudes and experiences between trainers, officers and community representatives.

## **2. The E-EAFM Training Course**

The Essential Ecosystem Approach for Fisheries Management (E-EAFM) training course has been developed through collaboration between the Food and Agriculture Organization; Asia-Pacific Fisheries Commission; The Bay of Bengal Large Marine Ecosystem Project; SEAFDEC Swedish Project; USAID-Coral Triangle Support Partnership (CTSP) and the U.S. National Oceanic and Atmospheric Administration (NOAA). SEAFDEC's Training Department is playing a major role in rolling out the E-EAFM course across the SE Asia Region.

The E-EAFM training 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 administrating fisheries and the marine environment in which they operate. The course provides knowledge on the ecosystem approach to fisheries management process and how the use of this can assist in decision-making for responsible and sustainable capture fisheries management. Participants learn about EAFM concepts and work with an EAFM plan template to develop a draft management plan for their fishery. They come to understand the principles of co-management and how to foster cross-sector coordination. Participants also practice the crucial skills of effective communication, facilitation and conflict management.

Over the past two years, the capacities of several national organizations to implement EAFM have been strengthened and close to 550 middle managers and fisheries officers have been trained through 25 E-EAFM training courses across Asia. In addition, 57 EAFM Trainers have attended TOT courses and have the skills to implement E-EAFM training courses in their home countries or in the Region. This growing EAFM cadre has the capacity to plan and implement effective local coastal management plans that adhere to EAFM principles.

One of the objectives of the Thailand Marine Fisheries Master Plan that coincides with those of the Strategies for Trawl Fisheries By-catch Management (REBYC-II CTI GCP/RAS/269/GEF) is to train local officials to understand ecosystem resource management better. Therefore the Department of Fisheries has made plans to train some of its officials including officials from other Departments to understand the EAFM.

### **3. Summary of the E-EAFM Training Course (3-8 August 2015)**

The E EAFM course was introduced to the trainees to understand the objectives of the ecosystem based in fisheries management ([Annex 1](#) Number of Trainers and Trainees). The Essential Ecosystem Approach Fisheries Management (E EAFM) can be planned, and taken into action, practiced, monitored and evaluates the present fisheries status and moves towards sustainable fisheries development. The E EAFM helps trainees acquire a wider view of fisheries management, how to solve conflict problems, how to work together with stakeholder groups and how to resolve financial issues.

The course provided the trainees with the E-EAFM Handbook and tool kit manual, as well as files and copies of all presentations. (The Course Curriculum is shown in [Annex 2](#)). Management plans of each group were developed through using EAFM guideline ([Annex 3](#)). The trainees practiced their Exercises in four groups ([Annex 4](#)).

Finally, there was a quiz for the trainees to evaluate the extent of their understanding of EAFM fisheries management. The trainees results of the quiz was ranged from 8-17 out of a maximum score of 18 ([Annex 5](#)). Evaluation of the course was also done and the trainers also gave some comments on the course ([Annex 6](#)). Course certificates were provided for all trainees. Overall the objectives of the course were achieved. Details of the content of the course are found below:

#### **4. Content of the training course:**

The E-EAFM training course covered the following topics:

1. Guideline for ecosystem resource management.
2. Plan for ecosystem resource management.
  - 2.1. Plan and process,
  - 2.2. Basic data collection,
  - 2.3. Stakeholder analysis,
  - 2.4. Defining Fisheries Management Unit (FMU ) combine data for planning,
  - 2.5. Prioritizing important issues for output,
  - 2.6. Investigate issues to prepare for practical work,
  - 2.7. Design of objectives and indicators
  - 2.8. Implementing management plan and budgets,
  - 2.9. Management plan publicity, Role Playing Sessions
    - Psychological and technical approaches to persuade communities to work together
    - Plan to work through reducing community conflict, critical evaluation and adaptation.

#### **5. Responsible unit and Course Coordinator:**

Central Gulf Fisheries Research and Development Center (Chumphon)

#### **6. Number of Trainees and Trainers:**

Total trainees 25 ([Annex 1](#))

Trainer team composed with EAFM trainers from SEAFDEC/TD and Burapa University, Chanburi Campus ([Annex 1](#)).

**7. Venue:**

3<sup>rd</sup> to 8<sup>th</sup> August 2015 at Ayrest Hotel, Huahin District, Prachuab Kiri Khan Province

**8. Outputs:**

Twenty five (25) trainees gained knowledge and skills for implementation of EAFM.

## **Annex 1. Number of Trainers and Trainees.**

### **List of Trainers**

<b>No.</b>	<b>Name</b>	<b>Office</b>
1	Ms. Panitnard Weerawat	SEAFDEC/TD
2	Ms. Penchan Laongmanee	Burapa University
3	Mr. Weerasak Yingyuad	SEAFDEC/TD
4	Mr. Krit Phusirimongkol	SEAFDEC/TD
5	Mr. Akkanit Kuaphuke	Central Marine Fisheries Research and Development Center (Chumporn)

### **List of Trainees**

<b>No.</b>	<b>Name</b>	<b>Office</b>
1	Ms. Prangtip Prasertwatana	Provincial Fisheries Office in Phetchaburi
2	Mr. Graisor Kreachan	Andman Sea Marine Fisheries Research and Development Center (Phuket)
3	Mr. Rashasak Inliam	Andman Sea Marine Fisheries Research and Development Center (Phuket)
4	Lt.Cdr. Tosapol Laima, R.T.N.	Secretary of the Protection for Fisheries Illegal, unregulate and unreport Center
5	Mr. Kamol Piewmae	Provincial Fisheries Office in Pattani
6	Mr. Prapatpong Taksinsampan	Provincial Fisheries Office in Pattani
7	Mr. Napat Mahaswat	Marine Fisheries Research and Development Division
8	Mr. Sanay Ratanasamneing	Provincial Fisheries Office in Surat Thani
9	Ms. Pinpaka Boonsopin	Provincial Fisheries Office in Samuth Prakarn
10	Ms. Sompis Prasong-njern	Over Sea Marine Fisheries Technology Research Institute
11	Mr. Supakit Rampeongkul	Saha Thai Union Fishmeal Co. Ltd.
12	Mr. Piyasak Yoosatit	Saha Thai Union Fishmeal Co. Ltd.
13	Mr. Vatcharapong Chaiya	Saha Thai Union Fishmeal Co. Ltd.
14	Ms. Janejiraporn Hantratin	Saha Thai Union Fishmeal Co. Ltd.
15	Mr. Pongsaran Ratanaprom	Enforcement Unit, Provincial Fisheries office, Prachuab Kiri Khan
16	Mr. Somjate Sornkruit	Over Sea Marine Fisheries Technology Research Institute

17	Mr. Narongsak Kongchai	Southern Gulf Marine Fisheries Research and Development Center, Songkha
18	Ms. Eaimporn Sakna	Central Gulf Marine Fisheries Research and Development Center, Chumphon
19	Mr. Nattapat Siwapornchai	WWF in Thailand
20	Mr. Siwa Thanapol	Provincial Fisheries Office in Surat Thani
21	Ms. Sarinee Patipat	Provincial Fisheries Office in Chumphon
22	Ms. Suthira Mala	Provincial Fisheries Office in Nakorn Sri Thammarat
23	Mr. Watana Nokkaew	Provincial Fisheries Office in Prachaub Kiri Khan
24	Ms. Kesinee Angchotipan	Prince Songkhla Nakarine University
25	Ms. Sirinyapa T. Chiangtong	Prince Songkhla Nakarine University

## Annex 2. Course Curriculum

**Training Course**  
 “Essential Ecosystem Approach to Fisheries Management”  
 REBYC-II CTI; GCP /RAS/269/GFF  
 3-8 August 2015  
 Ayrest Hotel, Hau Hin , Prachaub Kiri Khan

Date	Time	Activity
3 Aug 15	0830-0900	Registration
	0900-1000	Opening address
	1000-1015	Refreshment
	1015-1230	Introduction to the course, trainers and document use to train
	12.30-1330	Lunch
	1330-1430	Introduction to the course, trainers and document use to train (cont)
	1430-1500	Problem and difficulty in fisheries management
	1500-1515	Refreshment
	1515-1600	Problem and difficulty in fisheries management
	1600	Daily conclusion and preparation for next day morning presentation
4 Aug 15	0830-1015	Fisheries resource and ecosystem base management
	1015-1030	Refreshment
	1030-1200	<ul style="list-style-type: none"> <li>▪ What is the fisheries resource and ecosystem base management</li> <li>▪ Why fisheries resource and ecosystem base management?</li> </ul>
	1200-1300	Lunch
	1300-1500	Theory for fisheries resource and ecosystem base management
	1500-1515	Refreshment
	1515-1700	Thailand fisheries management coincided with the fisheries and ecosystem management concept Case study: The fisheries resource and ecosystem base management
	1700	Daily conclusion and preparation for next day morning presentation
5 Aug 15	0830-1000	Plan for fisheries resource and ecosystem base management related to national policy and practice
	1000-1015	Refreshment
	1015-1130	Overall process of the plan to manage the fisheries resource and ecosystem base management
	1130-1230	Preparation before starting process to develop plan of fisheries resource and ecosystem base management A: Preparation for basic data and information
	1230-1330	Lunch
	1330-1500	Preparation before starting process to develop plan of fisheries resource and ecosystem base management (cont.)

		A: Preparation for basic data and information
	1500-1515	Refreshment
	1515-1700	Preparation before starting process to develop plan of fisheries resource and ecosystem base management (cont.) B: Initiate stakeholder to participate in the fisheries management plan
	1700	Daily conclusion and preparation for next day morning presentation
6 Aug 15	0830-1010	Define: Fisheries Management Unit (FMU ) Collect data to formulate management plan Design: Vision of the fisheries resource and ecosystem base management
	1000-1030	Refreshment
	1030-1130	Prioritize important issue, problem, and output scope for fisheries resource and ecosystem base management plan
	1130-1230	Investigate the major readiness preparation and readiness in practice 1 <ul style="list-style-type: none"> <li>▪ Limitation and opportunity</li> </ul>
	1230-1330	Lunch
	1330-1700	Investigate the major readiness preparation and readiness in practice 1 <ul style="list-style-type: none"> <li>▪ Co-ordinator and facilitator skills</li> <li>▪ Stakeholder conflict management in the participation process</li> <li>▪ Method to reduce conflict in community</li> </ul>
	1700	Daily conclusion and preparation for next day morning presentation
7 Aug 15	0830-1010	Development of the Fisheries Resource and Ecosystem Base Management Plan <ul style="list-style-type: none"> <li>▪ Design objective</li> <li>▪ Design indicator of the management plan</li> <li>▪ Standard level for indicator</li> </ul>
	1010-1030	Refreshment
	1030-1150	Development of the Fisheries Resource and Ecosystem Base Management Plan (cont.) <ul style="list-style-type: none"> <li>▪ Working plan</li> <li>▪ Manage</li> <li>▪ Budgetary</li> </ul>
	1150-1230	<ul style="list-style-type: none"> <li>▪ Implement as in the plan for fisheries resource and ecosystem base management</li> <li>▪ Information and communication</li> <li>▪ Implementation</li> </ul>
	1230-1330	Lunch
	1330-1500	Investigate the major readiness preparation and readiness in practice 2 <ul style="list-style-type: none"> <li>▪ Conceptual Relation</li> <li>▪ Readiness in various steps to promote the plan for Fisheries Resource and ecosystem base management</li> </ul>
	1500-1515	Refreshment



	1515-1630	Investigate the major readiness preparation and readiness in practice 2 ▪ Improve the plan to meet out put
	1630-1700	Test for understood the text of the training course
	1700	Daily conclusion and preparation for next day morning presentation
8 Aug 15	0830-1000	Trainees: Preparation to present the management plan
	1000-1015	Refreshment
	1015-1230	Trainees: Presentation the management plan
	1230-1330	Lunch
	1330-1445	Course evaluation
	1445-1500	Refreshment
	1500-1600	Closed the training course

### **Annex 3: Guideline for E EAFM Fisheries Management plan.**

The guideline for E EAFM Fisheries management plan will have 3 steps for preparation stages, 5 processes to develop the plan and 2 steps for checking reality as following:

1. Preparation stages were to choose
  - a. Area to implement
  - b. Who will involve?
  - c. Process of the plan
2. Participations
  - a. Stakeholder involvement
3. Co-management from community

#### Process 1

1. Select specific area
2. Develop VISION
3. Scope of the area management

#### Process 2

1. Prioritize of issue and problems
2. Reality Check 1: Threat, opportunity, facility, opinion

#### Process 3

1. Develop E EAFM for conflict resolution
2. Objective, indicator and reference point
3. Implementation and practice
4. Budgetary support
5. Conclusion of E EAFM

#### Process 4

1. Put the plan into official plan
2. Communicate to target
3. Participation
4. Reality Check 2. Governance, participation, resources, budget, facility.

#### Process 5

1. Evaluation, assessment and improve

#### Annex 4: Exercises (group 1- group 4)

##### Group 1: Love Bangsapan-noi

<b>Vision:</b>	Co-Administration and Management Bangsapan-noi Bay for sustainable resources and enhance human and community well being			
<b>Component</b>	<b>Ecological Well-Being</b>		<b>Governance</b>	<b>Human Well-Being</b>
<b>Issue</b>	fish stock Degradation		Fishers conflict between different gear	Insufficient income
<b>Goal</b>	Fisheries resources are recovered and conserved		Conflict management through Participatory Approach	To develop human well being
<b>Objective</b>	Increase marine habitat	Increase fisheries resource	Reduce conflict and encroachment	<ul style="list-style-type: none"> <li>▪ To increase income</li> <li>▪ Safety of life at sea</li> </ul>
<b>Indicator</b>	Marine habitat	Catch rate	Report of Fishers conflict between different gear	<ul style="list-style-type: none"> <li>▪ Income household</li> <li>▪ Report of accident of sea working</li> </ul>
<b>Benchmark</b>	2 sites / year	25% / year	Reduce 50% in 2 year	<ul style="list-style-type: none"> <li>▪ House hold income more than 15000 baht/month in 2 years</li> <li>▪ Number of accident at sea reduce 10%/year</li> </ul>
<b>Management Action</b>	<ul style="list-style-type: none"> <li>▪ Organize stakeholder consultation</li> <li>▪ Conduct artificial habitat installation</li> <li>▪ Conduct fish releasing program</li> <li>▪ Conservatine Awareness building program e.g. cleaning up underwater, plant mangrove</li> <li>▪ Initiated the fish/crab Bank program</li> </ul>		<ul style="list-style-type: none"> <li>▪ Organize platform to develop agreement among stakeholder</li> <li>▪ Knowledge building on the new fisheries regulation</li> <li>▪ Formulate and strengthen the MCS network(s) and</li> <li>▪ Develop Management Plan</li> </ul>	<ul style="list-style-type: none"> <li>▪ Extension the alternative jobs</li> <li>▪ Arrange Fisher Village Fund</li> <li>▪ Training Fisher youth</li> <li>▪ Training on Safety at Sea</li> </ul>
<b>Management Authority</b>	<ul style="list-style-type: none"> <li>▪ DOF (Petrol, Provincial office)</li> <li>▪ DMCR</li> <li>▪ Rural Development Agencies</li> <li>▪ Local Administrative Office</li> <li>▪ Police, and etc.</li> </ul>			
<b>Budget</b>	10,000,000			

**Group 2: My Sea @ Sai-buri, Pattani Province**

<b>Vision:</b>	Co-management fisheries resource by equality for abundance and sustainable
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<b>Component</b>	<b>Ecological Well-Being</b>		<b>Governance</b>	<b>Human Well-Being</b>
<b>Issue</b>	fish stock Degradation		Fishers conflict between different gear	Insufficient income
<b>Goal</b>	Fisheries and the resources are recovered and conserved		Law enforcement effectiveness	To develop human well being
<b>Objective</b>	Increase fisheries resource	Control fishing capacity (Trap)	Fishing gear registration	<ul style="list-style-type: none"> <li>▪ To increase income</li> <li>▪ Safety of life at sea</li> </ul>
<b>Indicator</b>	fisheries resource	Number of trap	Number of fisher registry fishing license	<ul style="list-style-type: none"> <li>▪ Income household</li> <li>▪ Report of accident of sea working</li> </ul>
<b>Benchmark</b>	10% / year	Not more than 50 traps/fishing boat	100% of fisher has fishing license	<ul style="list-style-type: none"> <li>▪ House hold income more than 15000 baht/month in 2 years</li> <li>▪ Number of accident at sea reduce 10%/year</li> </ul>
<b>Management Action</b>	<ul style="list-style-type: none"> <li>▪ Conduct artificial habitat installation</li> <li>▪ Conduct fish releasing program</li> <li>▪ establish the fish/crab bank program</li> </ul>	Public agreement to control fishing capacity	Developing and Promotion One Stop Service to issue license and others	<ul style="list-style-type: none"> <li>▪ Training on fish processing and value added product</li> <li>▪ Set up and promote cooperative</li> </ul>
<b>Management Authority</b>	<ul style="list-style-type: none"> <li>▪ Community development Center</li> <li>▪ Provincial Fisheries Office</li> <li>▪ DMCR</li> </ul>		DOF Local Administrative Office Fisher representative	<ul style="list-style-type: none"> <li>▪ DOF</li> <li>▪ Community development Department</li> <li>▪ Cooperatives Department</li> </ul>
<b>Budget</b>	3,000,000			

**Group 3: Sun dawn @ Phanga Bay, Phangna Province**

<b>Vision:</b>	Management in Phanga Bay for abundance ecosystem and better quality for sustainable
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Component	Ecological Well-Being		Governance	Human Well-Being
<b>Issue</b>	Destructive fishing gear		Area and resource competition	Insufficient income
<b>Goal</b>	Fisheries resource abundance		Equity on are and resource user	Enhance quality of fisher life
<b>Objective</b>	Reduce number of Destructive fishing gear	Increase area of mangrove	Resource and area management through participatory approach	Increase income
<b>Indicator</b>	Percent of destructive fishing gear	Percentage of mangrove area	Agreement/regulation/guideline	<ul style="list-style-type: none"> <li>▪ Income or debt of household</li> </ul>
<b>Benchmark</b>	Reduce destructive fishing gear 10% within 5 years	Area of mangrove increase 30% within 5 years	Provincial regulation issue and enforce within 5 year	<ul style="list-style-type: none"> <li>▪ Income household increase 30% with</li> </ul>
<b>Management Action</b>	Establish champagne of alternate fishing gear	Habitation of mangrove resource	Formulate the provincial regulation/agreement by stakeholder and government	Promote home accounting champagne Community product group
<b>Management Authority</b>	<ul style="list-style-type: none"> <li>▪ Department of Fisheries</li> <li>▪ Port authority</li> <li>▪ Navy</li> <li>▪ Non-Government Organization</li> <li>▪ Local Administrative Organization</li> </ul>			
<b>Budget</b>	50,000,000			

**Group 4: Resource management in Pum-rieng Bay by community participation**

<b>Vision:</b>	Community wealthy with unity transparency for sustainable fisheries
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<b>Component</b>	<b>Ecological Well-Being</b>		<b>Governance</b>	<b>Human Well-Being</b>
<b>Issue</b>	Destructive fisheries resources		Conflict between different fisher	Insufficient income
<b>Goal</b>	Fisheries resource are recovered and conserved		Co-management of fisheries resources	Enhance quality of fisher life
<b>Objective</b>	Conservative and increase fisheries resource	Water quality higher than standard	Stakeholder involve with fisheries management	Increase income
<b>Indicator</b>	Quantity of fisheries product	Standard water quality	Regulation or agreement	<ul style="list-style-type: none"> <li>▪ Household income</li> </ul>
<b>Benchmark</b>	Fisheries product increase 10% within 3 years	BOD reduce more than 10% within 1 year	Number of illegal fishers reduce 50% within 1 year	<ul style="list-style-type: none"> <li>▪ Income household not less than 180,000 baht/year</li> </ul>
<b>Management Action</b>	<ul style="list-style-type: none"> <li>▪ Conduct artificial habitat installation</li> <li>▪ Conduct fish releasing program</li> </ul>	Promote standard shrimp farm	Publicize and promote participatory and law enforcement	<ul style="list-style-type: none"> <li>▪ Establish fish processing group for value added fisheries product</li> <li>▪ Promote home accounting champagne</li> </ul>
<b>Management Authority</b>	<ul style="list-style-type: none"> <li>▪ DOF</li> <li>▪ Fisheries association</li> <li>▪ DMCR</li> <li>▪ Spiritual leadership</li> <li>▪ Fisheries companies</li> <li>▪ Local Administrative Organization</li> </ul>		<ul style="list-style-type: none"> <li>▪ DOF</li> <li>▪ DMCR</li> <li>▪ Local Administrative Organization</li> </ul>	<ul style="list-style-type: none"> <li>▪ DOF</li> <li>▪ DMCR</li> <li>▪ Local Administrative Organization</li> <li>▪ Cooperatives Department</li> </ul>
<b>Budget</b>	9 million baht / 3 years	750,000 baht / year	1.8 million baht / 3 years	300,000 baht / year

**Annex 5: Quiz (total score 18).**

<b>No.</b>	<b>Name</b>	<b>Score</b>
1	Ms. Prangtip Prasertwatana	14
2	Mr. Graisor Kreachan	10
3	Mr. Rashasak Inliam	12
4	Lt.Cdr. Tosapol Laima, R.T.N.	14
5	Mr. Kamol Piewmae	12
6	Mr. Prapatpong Taksinsampan	15
7	Mr. Napat Mahaswat	13
8	Mr. Sanay Ratanasamneing	13
9	Ms. Pinpaka Boonsopin	12
10	Ms. Sompis Prasong-njern	15
11	Mr. Supakit Rampeongkul	12
12	Mr. Piyasak Yoosatit	16
13	Mr. Vatcharapong Chaiya	16
14	Ms. Janejiraporn Hantratin	13
15	Mr. Pongsaran Ratanaprom	14
16	Mr. Somjate Sornkruit	13
17	Mr. Narongsak Kongchai	8
18	Ms. Eaimporn Sakna	14
19	Mr. Nattapat Siwapornchai	16
20	Mr. Siwa Thanapol	13
21	Ms. Sarinee Patipat	14
22	Ms. Suthira Mala	14
23	Mr. Watana Nokkaew	10
24	Ms. Kesinee Angchotipan	17
25	Ms. Sirinyapa T. Chiangtong	8

## **Annex 6: Comment by Trainers**

The Essential Training Course on Ecosystem Approach to Fisheries Management was held at the 3<sup>rd</sup> to 8<sup>th</sup> August 2015 at Ayrest Hotel, Huahin District, Prachuab Kiri Khan Province with twenty five (25) participants from the Department of Fisheries, Navy, Non-Government Organization (NGO) and private fisheries company. It was a five and half (5.5) days 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.

Sessions were divided evenly amongst the four trainers to make the training more dynamic. In any given day, all trainers handled at least 1 session. Although they were assigned sessions/presentations, all trainers co-facilitated the activities included in the course. Every afternoon the trainers met to discuss the daily feedback form filled out by the participants and also to prepare for the following day’s sessions. Comments from participants were taken into consideration in the following day 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 they linked to the major elements of Code of Conduct for Responsible Fisheries (CCRF). The participants took active participation in identifying the issues and threats in their areas of concern and identified what EAFM they have already done in their respective areas.

Day 2 focused on the importance of effective planning in order to turn policies into actions. It emphasized the need for the startup tasks to prepare the ground and the need for engagement with stakeholders so that EAFM process can go smoothly.

The third day and fourth days of the training focused on the development of EAFM plans and how they would be implemented, monitored and evaluated.

Day 5 dealt with the presentation of the EAFM plans prepared by the participants, incorporating all the insights and the development of each individual action plan to be acted upon on return to the participants regular work.

The EAFM course was designed to have maximum interaction between trainers, resource persons, and participants within a 5-day period. The 5-day course was 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 the time constraint, we were only able to discuss in detail, selected group activity outputs. With 17 sessions, it was difficult to balance the time to cover everything in the training program and to stick to the agreed timetable. We also assumed that the group presentation on the last day would be the main venue for providing feedback on the activity outputs of the participants. During the training, some participants needed to leave class for special office assignments. However the trainers provided tutoring for those that missed some of the sessions.

The training course was conducted in Thai Language with PPT presentation slides in Thai. So that language was not a problem. However the set of handbooks is in English creating less



interest in the participants. This made it a bit more difficult for participants to grasp the concepts in handbook.

The complete package of materials including the PowerPoint Presentation, Handbook, Toolkit, Workbook, and Action Plan Booklet were provided during the Essential EAFM Training Course. Participants also liked the role-playing activities and “living” the concepts. We converted one of the figures showing the EAFM plan into an interactive exercise wherein the participants formed the figure / pyramid themselves while carrying cards. One of the EAFM Plan components is written on each card. Participants had to arrange themselves according to the order of the different components of an EAFM plan.

In this training, we tried to apply a different learning mode aside from learning by doing. We encouraged constructive feedback which is more like learning from others’ mistakes. We also asked participants to improve on the other participants’ / group’s works after the group presentations on the last day. This had two objectives, for participants to practice giving constructive feedback and also to learn from each other directly without necessarily criticizing each other’s output.

Participants also asked for more examples in explaining the EAFM concepts. We adjusted by giving our own experiences as examples and requesting resource persons to contribute also particularly in topics which were a bit difficult to explain or understand. Participants found the drawing exercises fun and most engaging. The vision exercise can also be converted into a drawing exercise by asking participants to draw their ideal future.

The ideal set-up for a E-EAFM training would be to house the trainers, resource persons, and participants in the same hotel. This would allow for more time to interact among each other and make participants more comfortable during the training. It would also help break lecturer-student barriers that are always present at the start of a training program.

In any case, the organizers did a perfect job in securing a good venue, coordinating transports, and addressing the needs of everyone. The lack of solid walls to put up materials and workshop outputs were compensated by the organizers by providing several board panels.

Given the list of things which the participants said they will remember from the course, we could say that the EAFM course in Thailand was a success. There were hiccups and difficulties but overall, the participants produced excellent “mock” EAFM Plan outputs.

Open discussions and the sharing of ideas and experiences gave more insights on how to implement EAFM in their respective areas. The combination of lectures and workshops in every module provided better understanding and appreciation of the different stages of the EAFM process. The presentation of the EAFM plan for a particular Fisheries Management Unit (FMU) they are operating, showed that the participants had acquired a better understanding of the different cycles/stages of EAFM process. Even though two participants scored less than 10 in the quiz, they understood the concept and process of EAFM. The assessment and feedback of participants clearly shows that they have already done parts of EAFM in their regular works and were more familiarize with EAFM concepts due to the similarity with His Majesty the King’s concept on Sustainable Development that the Thai Government has promoted.