



REGIONAL FISHERIES LIVELIHOODS PROGRAMME FOR SOUTH AND SOUTHEAST ASIA (RFLP) – VIET NAM

TRAINING NEEDS ASSESSMENT IN FISHERIES CO-MANAGEMENT FOR QUANG NAM PROVINCE

Activity code: 1.3.5 “Identify training needs in fisheries co-management for community organizations”
Activity code: 1.4.1 “Identify training needs in fisheries co-management for government officials”

**For the Regional Fisheries Livelihoods Programme
for South and Southeast Asia – Viet Nam**

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LIST OF ACRONYMS

CBCRM	Community-Based Natural Resource Management
CPC	Commune People's Committee
CPUE	Catch Per Unit Effort
CV	Horse Power
DARD	Department of Agriculture and Rural Development
DANIDA	Danish International Development Agency
DECAFIREP	Department of Capture Fisheries and Resources Protection
DONRE	Department of Environment and Natural Resources
DPC	District People's Committee
EEZ	Exclusive Economic Zone
FAO	Food and Agriculture Organization of the United Nations
FSPS	Fisheries Sector Programme Support
GDP	Gross Domestic Product
GTZ	German Technical Cooperation
ICAFIS	International Collaborating Centre for Aquaculture and Fisheries Sustainability
IDRC	International Development Research Centre
IMOLA	Integrated Management Of Lagoon Activities
LMPA	Sustainable Livelihoods in and around Marine Protected Areas
MARD	Ministry of Agriculture and Rural Development
MCD	Centre for Marinelifelife Conservation and Community Development
MPA	Marine Protected Area
MRC	Mekong River Commission
NC	National Consultant
NGO	Non-Governmental Organization
PFA	Provincial Fisheries Association
PMU	Project Management Unit
PPC	Provincial People's Committee
PRA	Participatory Rural Appraisal
RFLP	Regional Fisheries Livelihoods Programme
RIA1	Research Institute for Aquaculture No.1
SCAFI	Strengthening of Capture Fisheries Management
Sub-DECAFIREP	Sub-Department of Capture Fisheries and Resource Protection
SWOT	Strengths, Weaknesses, Opportunities and Threats
TNA	Training Needs Assessment
TOT	Training of Trainers
VINAFIS	Vietnam Fisheries Society
VND	Vietnam Dong
WAP	Wetlands Alliance Programme
WU	Women's Union
WWF	World Wildlife Fund for Nature

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EXECUTIVE SUMMARY

Introduction: RFLP has been developed by FAO and funded by the Kingdom of Spain. RFLP is addressing the problems faced by small-scale fishers in six participating countries in the South and Southeast Asia. The outcome of the RFLP will be the ‘Strengthened capacity among participating small-scale fishing communities and their supporting institutions towards improved livelihoods and sustainable fisheries resources management’.

Objectives of the study: The study objectives were to provide RFLP with a comprehensive understanding of the training needs related to fisheries co-management of the two main target groups of government officials and fishers and advise the RFLP National Coordination Office on how the training for local fishers and government officials should be designed, facilitated, and conducted to improve their capacity and knowledge on fisheries co-management in Quang Nam province.

Methodology used: The data and opinions from the target groups were collected through structured and in-depth interviews, group discussions, and the Strengths, Weaknesses, Opportunities and Threats (SWOT) analysis. The target groups of the study were fishers (90) and government officials (21). The collected data were classified and analysed to produce descriptive statistics. Training topics were scored by using the Likert Scale to determine priority.

Survey findings: Key findings of study show that local fishers and officials want to learn co-management comprehensively, both theoretically and practically. Both fishers and government officials preferred highly “participatory sessions” rather than “traditional in-class training.” Only few government officials (14% or 3/21) have participated in fishery management training recently, and there were 93% of fishers who had not participated in any training on fisheries co-management before. Nearly 86% of fishers thought that co-management is helpful, and 90% of interviewees wanted to be trained on fisheries co-management meanwhile the figures for government officials were 76% (16/21) and 90% (19/21) respectively.

Fishers preferred to have training in fields of: 1) Practical experience and lessons learnt on co-management models in Vietnam and the region; 2) Develop livelihoods and generate incomes in term of co-management; 3) Share responsibility, benefits and duties in co-management; 4) Building skills on credit profile and fund raising, fund management for co-management model; and 5) General concept on community-based management/ co-management.

Government officials preferred the following training topics: 1) Practical experience and lessons learnt on co-management models in Vietnam and the region; 2) Role of stakeholders (local authorities, Non-Governmental Organizations (NGOs), fund providers, Women’s Union, Farmers’ Union, others in co-management; 3) Policy and legislation (devolution, fishing rights); 4) Communication skills/ awareness raising on co-management and 5) Training of Trainers (TOT) skills on co-management.

Time and duration of training: Both target groups preferred the training to be not more than 5 days, and the best time for training was proposed from October to January.

Training strategy: The training on fisheries co-management should be conducted as a part of a long-term plan, and seasonality should be considered. This will have a positive effect in absorbing new knowledge in fisheries co-management.

Conclusion and recommendations: The assessment found that the majority of government officials and fishers in the study sites of Quang Nam were slightly aware of fisheries co-management. They have heard of (and few of them practiced) co-management in river fisheries, Marine Protected Area (MPA), and aquaculture. However, these people have had no in-depth understandings about co-management and how to apply it in the marine and coastal fisheries.

They showed great interest in learning fisheries co-management. Both target groups were more interested in study-tour and discussion with each other and with instructors rather than traditional in-class training. Although the training topics might be to some extent different for the government officials and fishers, they wish to have some training together in order to share information and discuss common issues. Hence, the mixtures of participants in some selected trainings should be considered.

Most of them wanted to have full-package training, but the basic co-management trainings should be provided in advance to make sure that they are all aware of the co-management process before implementing activities. Fishers need more visual methods and tools in training, and the training materials should be simple with pictures and illustrations. Finally, the target groups placed low priority on “roles of women;” however, the study suggests that more training for women related to co-management should be conducted.

1. INTRODUCTION

Regional Fisheries Livelihoods Programme (RFLP) has been developed by FAO, which is funded by the Kingdom of Spain. RFLP is addressing the problems faced by small-scale fishers in the participating countries (Cambodia, Indonesia, Philippines, Sri Lanka, Timor-Leste and Vietnam). The key problem areas that need attention are: (i) the lack of mechanisms and capacity for joint management of the fisheries between the fishers and government authorities; (ii) the great vulnerability of small-scale fishers and their families in view of the risky occupation and exposed habitation; (iii) the loss of income from fish and fishery products due to poor handling, preservation and processing practices and inequitable returns from marketing systems; (iv) the need for alternative incomes to supplement the livelihood when fishing activities have to be reduced for sustainable resource management and (v) the access to microfinance to diversify income, adapt fishing equipment to new management regulations and to reduce vulnerability (RFLP-Project Document).

The RFLP's primary stakeholders and target beneficiaries are: (i) Coastal fishers, processors, traders and their families, their organizations and their communities, including the local authorities and; (ii) Government organizations and institutions responsible for the administration, management and development of the coastal fisheries at local, district/province and national levels. Gender targets will be established for the various activities and outputs of the country components during the Inception Phase.

At national level, the government institutions which are responsible for the administration, development and management of the fisheries in the respective participating countries will be the implementing agency for the national component of the project.

The Ministry of Agriculture and Rural Development (MARD) and the Research Institute for Aquaculture No.1 (RIA-1) is implementing RFLP Vietnam Component in collaboration with the Provincial People's Committees of Thua Thien Hue, Quang Tri and Quang Nam. The outcome of the RFLP will be the 'Strengthened capacity among participating small-scale fishing communities and their supporting institutions towards improved livelihoods and sustainable fisheries resources management'.

Under the above overall objective, five main national outputs of the project are:

1. Co-management mechanisms for sustainable utilization of fishery resources;
2. Improved safety and reduced vulnerability for fisher communities;
3. Improved quality of fishery products and market chains;
4. Strengthened and diversified income opportunities for fisher families; and
5. Facilitated access to microfinance services for fishers, processors and vendors.

Under the approved RFLP work plan 2010 for Vietnam which was approved by the National Coordination Committee in June 2010. In this context, RFLP Vietnam and provincial Project Management Units (PMUs) have agreed on the project activity implementation in order to achieve the project outputs. The Training Needs Assessment (TNA) in fisheries co-management was planned at two provinces of Quang Nam and Thua Thien Hue. The TNA in fisheries co-management was carried out in each province for both local government officials and fishers.

2. OBJECTIVES

Under this TNA in fisheries co-management, its objectives are as follows.

2.1. Overall objective of the TNA

To provide the RFLP with a comprehensive understanding of the training needs related to fisheries co-management of the two main target groups (fishers in the coastal communes and the government officials at commune, district, and provincial levels) in Quang Nam province.

2.2. Specific objectives of the TNA

- Identify and review existing documents on training needs for local fishers and government officials in target areas on fisheries co-management
- Identify past and on-going training initiatives by different organizations and individuals related to fisheries co-management in target areas
- Design TNA framework and methodologies for both local fishers and government officials for implementation
- Identify and analyze the gaps in information, knowledge, and skills on fisheries co-management among target fishers, which would prevent the successful operationalization of co-management pilots in the future
- Identify and analyze the gaps in information, knowledge, and skills on fisheries co-management among government officials at commune, district, and provincial levels, which would prevent the successful operationalization of co-management pilots in the future
- Formulate training strategies based on the assessment of training needs of local fishers and government officials including potential target groups, priority training topics, type of training, and appropriate timing and durations
- Identify and analyze the factors that may facilitate or prevent the provision and implementation of effective training to the target groups
- Advise the RFLP National Coordination Office how the training for local fishers and government officials should be designed, facilitated, and conducted to improve their capacity and knowledge on fisheries co-management

3. METHODOLOGY

3.1 Site selection and sampling

All surveyed sites were the target communes and districts under RFLP except Tan Hiep commune in Hoi An.¹ Survey samples were randomly selected for fishers. The selection of government officials were made based on their degree of involvement in fisheries management, i.e., only officials who were engaged in fisheries management or related issues were be selected for the study. Selected officials mainly come from the Department of Agriculture and Rural Development (DARD), the Department of Natural Resources and Environment (DONRE), the Department of Legislation, the Sub-department of Capture Fisheries and Resource Protection; 3 target District People's Committees (DPC), and 6

¹ Tam Hiep was not an official target commune of the RFLP in Quang Nam, but included in this study with the request from the Provincial Project Management Unit of Quang Nam.

Commune People’s Committees (CPC). Details of sites selected and samples for fishers and officials are summarized in Table 1

Table 1 Samples size for TNA for fisheries co-management in Quang Nam

Location	PRA meeting (government & fishers)	In-depth interview (government officials)	Structured interview (fishers)
DARD leader		2 (1F)	
DONRE and legal Dept		2	
Sub-DECAFIREP leader		1	
Thang Binh district leader		1 (1F)	
Duy Xuyen district leader		1	
Hoi An city leader		1	
Binh Nam commune		2 (1F)	30 (5F)
Binh Hai commune	35 (2F)	2	
Binh Minh commune		2	30 (4F)
Duy Hai commune	35 (3 F)	3	
Duy Nghia commune	35 (2F)	2	
Tan Hiep commune		2	30 (5F)
Total	105	21	90

F = Female

Of 21 officials in the survey, there were three women involved, which accounted for 14.28% of the sample. Although it is difficult to compare this number with average number of women in the authorities in the province as such data are not readily available.² There were also quite limited female officials working in relation to fisheries in the district and commune levels.

Among 195 fishers involved in the study, there were 21 women engaged, which accounted for 10.7% of samples as compared to 45% in the fisheries sector (4% in fishing, 34% in aquaculture, 82% in processing, 66% in fisheries services (see MCD, 2009). As this survey mainly focused on co-management of fishing activities, the proportion of women in the sample was not as high as an overall proportion of women in the sector. Moreover, one of the limitations that the consultant team faced was that the team had to rely on local authorities for the invitation of fishers in the survey and PRA sessions, and there was thus a pre-existing bias towards male fishers within the local authorities.

3.2 Study site

The target sites are six communes (Binh Nam, Binh Hai, Binh Minh, Duy Hai, Duy Nghia, and Tan Hiep) located in three districts/city (Thang Binh, Duy Xuyen, and Hoi An) in Quang Nam Province. The locations of three districts/city are shown on Figure 1.

² As a reference, the proportion of women within MARD is 45% (“*Hỗ trợ bình đẳng giới*,” 2009), and that in the population is 51.4%.

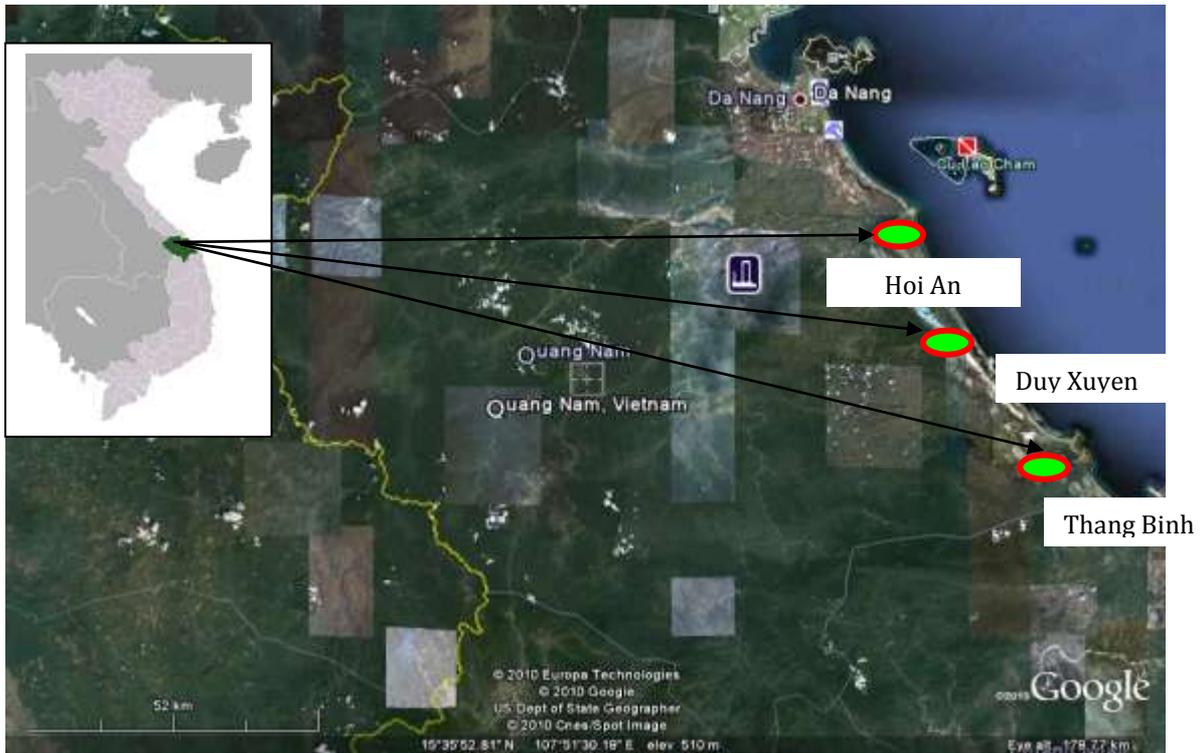


Figure 1 Study sites (district/city) for TNA of fisheries co-management in Quang Nam Province

3.3 Data collection

There were several tools for data collection that have been applied including 1) collecting secondary documents, 2) structured interview, 3) in-depth interview, 4) group discussion, 5) consultation workshop, and 6) communicating via telephone, email etc. Besides, a SWOT analysis and some other tools were also used.

- Secondary data collection: the study team collected research results and technical reports available at DARD and other institutions related to this study. There have been 10 key relevant reports collected.
- Structured interview: there were 90 fishers engaged in structured interview. A standardized questionnaire with closed and open-end questions was used for data collection by interviewing fishers and local government officials.
- In-depth Interview: there were 21 government officials from related agency including DARD, Sub-DECAFIREP, provincial Legal Department, Department of Environment and Natural Resources (DONRE), District Agriculture Division, and Commune's leaders.
- Group meeting and discussion: the study team organized six group meetings with fishers and one group meeting with Quang Nam DARD and PMU. Totally 105 people have been participated in group discussions (please referred to Table 1 for more details).
- Consultation workshop/meeting: A consultative workshop was organized in the province to collect more information and feedback through questions and idea-sharing with participants. The feedback at the workshop on the preliminary study findings helped to refine the conclusion and suggestions and to finalize the report.

- Communicating via phone, email: phone calls and emails were used to communicate with people who worked with consultants to clarify, check, and update information as needed.

3.4 Data Analysis

In order to quantify target groups' needs on training, the 4-point Likert Scale was used. The scale helped to rank the target groups' needs, which was helpful in proposing training topics. Depending on the needs measured, 4-point scale assumed different score as follows:

Not needed	Limited need	Need	Priority need
-2	-1	1	2

To measure the overall perception of respondents to every given question, weighted mean index of needs – WI – was computed using the following equation:

$$WI = \sum (x_i * n_i) / \sum n_i$$

Where WI = Weighted mean index of attitude;
 x_i = Rank of perception; and
 n_i = Number of respondent(s) that have perception ranked as x_i respectively.

3.5 Schedule of implementation

The following table summaries the TNA schedule:

Table 2 Schedule for TNA for fisheries co-management

Time	Activities	Remarks
	Pre-test questionnaire and PRA meeting	
14-17 Nov	DARD and PMU meeting, PRA meeting in Duy Hai commune (Duy Xuyen), and key informal interview 8 people (government officials in Thang Binh, Duy Xuyen, Hoi An and Tam Ky)	Conducted by NC*
20 Nov- 5 Dec	PRA meeting, and structured interview	Conducted by resource person (provincial)
5-12 Dec	Data analysis and 1 st draft reporting	Conducted by NC
12-18 Dec	Comment to the 1 st draft report	FAO office in Hue/ICAFIS
19 Dec	Submit the 2 nd draft report	Conducted by NC
22 Dec	Consultation workshop	NC and local stakeholders
23-31 Dec	Finalize report	Conducted by NC

* National Consultant

3.6 Data processing and analysis

All data have been categorized, computerized, and processed with statistical functions of Microsoft Excel.

4. STUDY RESULTS

4.1. Natural and socio-economic status, and fisheries management status of Quang Nam

4.1.1 Natural characteristics

Quang Nam Province is located in Central Vietnam, at latitudes of 15^o23'38" - 15^o38'43" North and longitudes of 108^o26'16" to 108^o44'04" East. The province is 860 km from Hanoi to the South and 865 km from Ho Chi Minh City to the North. It borders with the Da Nang city to the North, with Quang Ngai province to the South, with the East Sea to the East and with Kon Tum province and Lao PDR to the West.

Quang Nam has an area of 10,407 km² of which coastal plain is 1,834 km² (17.63%) with the coastline of 125 km and 40,000 km² of Exclusive Economic Zone (EEZ) including many fishing grounds and abundant marine resources. The Cu Lao Cham Island is the second MPA in Vietnam with high marine biodiversity and is a part of eight islands with a total extension of 15.5 km².

Quang Nam province has 16 districts and 2 cities:

- 9 mountainous districts including Tay Giang, Dong Giang, Nam Giang, Bac Tra My, Nam Tra My, Tien Phuoc, Hiep Duc, Nong Son, and Phuoc Son.
- 7 plain and coastal districts including Dien Ban, Dai Loc, Duy Xuyen, Thang Binh, Que Son, Phu Ninh, and Nui Thanh.
- 2 cities: Tam Ky and Hoi An.

The temperature in Quang Nam is moderately high at 25.7^oC on average; high temperature ranges from April –August (29.7^oC normally). From December to February temperature is lower (22.7^oC average). Annual average rainfall is around 2,357 mm.

The coastal areas of Quang Nam is affected by a monsoon regime. The Northeast monsoon is from October to March with duration of around 6-8 days per monsoon and average humidity of 84%. With this monsoon, temperature gets low and causes colder seawater, strong wave, and wind which hampers fishing. The Southwest monsoon ranges from May-September -- this is good for marine resources and fishing as the weather is warmer. This is the main fishing season in Quang Nam.

Every year Quang Nam is influenced by 3-8 storms and tropical low pressures, particularly in September – November. In addition, whirlwind and flood often occur in Quang Nam and tend to increase both in frequency and magnitude. Very often, these events result in life-loss and damage to assets and infrastructure in coastal communities including ones for fisheries (Quang Nam DARD, 2009).

4.1.2 Socio-economic characteristics

Economy

Quang Nam is a coastal province located in the important economic zone of Central Vietnam. In 2010 (up to November), the Gross Domestic Product (GDP) reached 9,100 billion Vietnam Dong (VND), with an increase of 12.7% compared to 2009. The economy structure of the province includes industry and construction (40.1 % of the GDP), services (38.5%), and agriculture-fisheries-forestry (21.4%). However, the economy of Quang Nam is still less developed compared to other important economic zones of Central Vietnam (Quang Nam PPC, 2010).

Recently, socio-economic activities have been stronger in the coastal areas of Quang Nam, particularly in Hoi An, Duy Xuyen, Thang Binh, and Nui Thanh districts. For example, fisheries infrastructures along Truong Giang and Co Co Rivers were built (Duy Xuyen). Tourism and entertainment in Hoi An city (Cu Lao Cham and Hoi An ancient town) and Duy Xuyen (My Son) have been more developed. Chu Lai (Nui Thanh) opened economic zone and has been invested. Ky Ha port (Nui Thanh) was upgraded. Chu Lai airport (Nui Thanh) was renovated. Most of developments initiated in the East coast of the province, indirectly supporting the development of the West area through “west-east connection”. Besides opportunities and potentials for development, there have been also threats to coastal resources and environment in Quang Nam (WWF/WAP, 2007).

Poverty

The poverty rate in Quang Nam was 20% in 2009, and it was planned to be reduced to 17% by 2010, but it was still high. There are several districts in Quang Nam with the poverty rates higher than 50%. Quang Nam's ethnic minority and mountainous areas accounted for over 80% of natural area of the province (Quang Nam PPC, 2010).

Population and work force

In 2009 Quang Nam, the population is 1,423,537 with 803,104 people employed. Of which, 494,393 people (62%) are engaged in the agriculture-forestry-fisheries sector (Quang Nam PPC, 2010).

Health care

In recent years, there has been gradual improvement in health care and disease prevention in Quang Nam. The number of medical doctors has been increased. Hospitals and health centres have been equipped with machineries and modern equipments. The quality of medical examination has also improved. Quang Nam has a central hospital in Chu Lai Open Economic Zone equipped with 500 beds with international standards, two provincial hospitals, fifteen district hospitals, and hundreds of health centres in communes (Quang Nam PPC, 2010). However, from 2010-2015, Quang Nam will lack of 900 medical doctors (Hoang Anh, 2010).

Education and vocational training

Primary and secondary education: in 2010 Quang Nam presently has 755 schools, 11,220 classes and 337,000 students (Quang Nam PPC, 2010). The province has 100% people can

read and write and 96% of child age less than 11 years graduated primary schools (Phu, 2010). However, the infrastructure was poor and quality of primary and secondary education has been not high (Bao, 2010).

Vocational training: the province has 15 job operational centre provide information for job and labour between enterprises and potential workers. In 2010, these centres provided job opportunities for 36,000 labours, 263 companies engaged in seeking labours from, and 600 labour benefited to work overseas through these portals. In 2010, Quang Nam has 42 vocational schools, training for 36,000 skilled labours annually, and 30% of the Quang Nam workforce being trained through these vocational training schools (Quang Nam PPC, 2010). However, the investment for vocational trainings has limited and therefore, equipment for training and quality of trainings has not been high. In addition, training sectors has been diverse in term of quantity but not advanced quality, and key areas e.g. tourism, mechanic design, automatic industry have not been developed (Nhi, 2010).

4.1.3 Fisheries Sector Characteristics

Quang Nam has 6 districts engaged in fisheries, includes Hoi An, Tam Ky, Nui Thanh, Dien Ban, Duy Xuyen and Thang Binh. Total labour in the fisheries sector of Quang Nam was 47,142 people, and the annual production of sector was 71,450 tons. In 2006, the number of fishing households was 14,952, of which, 53.5% engaged in capture fisheries (DARD, 2010).

It has been estimated that the fish stock of Quang Nam was about 90,000 tons and the total allowable catch was about 45,000 tons (Quang Nam Department of Fisheries, 2006).

Table 3 Fishing capacity by engine power in Quang Nam province

Unit: Number of vessels

Year	< 20CV	20-49 CV*	50-89 CV	90-150 CV	> 150CV	No. of Vessels	Total CV
1997	2,234	687	53	4	-	2,978	47,792
1998	2,198	725	122	4	10	3,059	54,398
1999	2,103	746	206	8	21	3,084	55,994
2000	2,098	749	208	8	45	3,108	59,829
2001	2,184	955	90	31	40	3,300	65,000
2002	2,244	959	90	31	40	3,364	66,000
2003	2,244	959	90	31	40	3,364	66,000
2004	2,224	959	110	31	40	3,364	70,000
2005	2,273	1,009	129	48	41	3,500	75,000

(Source: Quang Nam Provincial Department of Fisheries, 2006)

Table 4 Marine fishing gear types in Quang Nam province

Year	Hook and line	Trawler	Gillnet	Purse in	Screening Net	Others	Total
1997	429	558	980	159	460	392	2,978
1998	328	644	1,006	272	450	359	3,059
1999	329	646	998	288	358	465	3,084
2000	349	506	1,050	326	388	489	3,108
2001	500	746	1,093	317	224	420	3,300
2002	500	746	1,093	317	224	484	3,364
2003	532	727	1,103	307	224	471	3,364
2004	547	684	1,103	307	224	499	3,364
2005	607	704	1,103	307	250	529	3,500

(Source: Quang Nam Provincial Department of Fisheries, 2006)

Table 5 Fishing vessels distribution by fishing areas in Quang Nam province

Year	Near shore fishing fleet		In shore fishing fleet	Offshore	
	Traditional boat	< 20CV	20-49CV	50-89CV	> 90CV
1997	1,594	2,234	707	33	4
1998	2,061	2,198	775	72	14
1999	1,809	2,103	850	96	35
2000	1,814	2,098	849	108	53
2001	1,794	2,184	955	90	71
2002	1,750	2,244	959	90	71
2003	1,700	2,244	959	90	71
2004	2,966	2,224	959	110	71
2005	2,410	2,273	1,009	129	89

(Source: Quang Nam Provincial Department of Fisheries, 2006)

Table above showed that more than 80% of fishing vessels in Quang Nam fall into small-scale category and these operate mainly in near-shore areas.

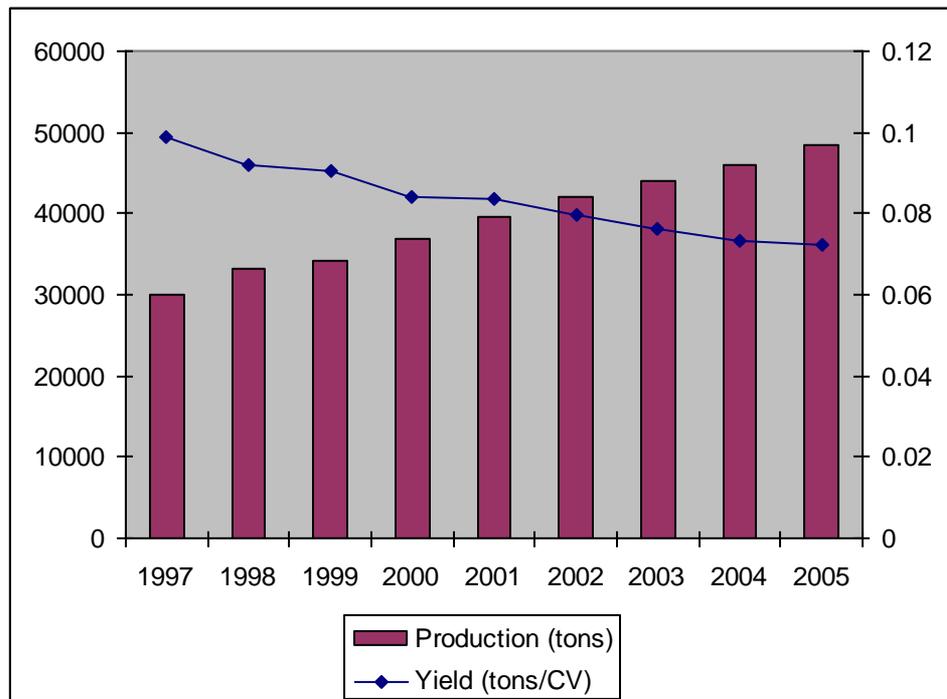


Figure 2 Production (tons) and Catch per unit effort (tons/CV)
(Source: Quang Nam Provincial Department of Fisheries, 2006)

The above figure indicates that the production of capture fisheries (by tons) increased annually; however the efficiency or catch per unit effort (CPUE) (tons/CV) reduced respectively.

4.1.4 Past and Ongoing Efforts on Fisheries Co-management

There have been several projects related to fisheries co-management in Vietnam but very few have been piloted in Quang Nam.

The International Development Research Centre (IDRC) of Canada provided support to a participatory research to investigate problems in resources management in Tam Giang-Cau Hai Lagoon since 1990s. This led to a pilot implementation of a new model for participatory planning and resources co-management in Quang Thai commune since 2003. This new approach not only helped to resolve conflicts and ensured a more equitable access to the resources, but also improved the prospects for better governance of lagoon resources in the future. The key to this achievement was a common understanding of the Community-Based Coastal Resource Management (CBCRM) approach developed among the stakeholders (Truong, 2008).

Subsequently, IMOLA Project supported the establishment and strengthening of Fisheries Associations (FAs) and the development of an effective co-management mechanism in the Tam Giang – Cau Hai Lagoon in Thua Thien Hue province. The project plays a key role in building capacity in fisheries co-management for FAs and local government officials by facilitating the development of rules, regulations, zoning plans, strategies, action plans, guidelines, and training on a variety of topics including alternative livelihoods in co-management.

Moreover, since 2006 the Strengthening of Capture Fisheries Management component (SCAFI) under the Fisheries Sector Programme Support II (FSPSII) funded by the Danish International Development Agency (DANIDA) also provided support in development of co-

managed fisheries in 8 pilot provinces including Son La, Quang Ninh, Nghe An, Thua Thien Hue, Binh Dinh, Dak Lak, An Giang, and Ben Tre. Quang Loi commune has been selected as the co-management pilot site in Thua Thien Hue and focus on strengthening capacity for FAs, alternative livelihoods, zoning and fishing rights allocation.

The German Technical Cooperation (GTZ) supported pilot coastal resources co-management arrangement in Vinh Chau, Soc Trang since 2008, focussing on mangrove conservation. The Mekong River Commission (MRC) piloted co-management initiatives in the Lak lake and the Easoup reservoir in Dak Lak and a shrimp-rice co-management system in Soc Trang. The World Wildlife Fund for Nature (WWF) supported co-managed arrangement in the Tram Chim National Park, Dong Thap, and piloted co-management in Phu Quoc island in Kien Giang province. The Centre for Marinelife Conservation and Community Development (MCD) piloted co-management arrangement in Trao reef, Khanh Hoa, and supported co-management in Nam Dinh, Thai Binh (Xuan Thuy National Park), and others.

In Quang Nam, WWF supported fisheries and aquaculture co-management in Hoi An and Duy Xuyen districts since 2007 through project “Strengthening local-level capacity for sustainable wetlands management, Quang Nam province, Vietnam.” In addition, MCD supported a pilot project on community-based management for coral reef conservation (MPA site) in Tam Hai commune, Nui Thanh district.

Prior to external interventions, many Marine Solidarity Groups at the local level have been set-up by fishers, very often initiated by fishers themselves and supported by coastguard and local government. The aims of Marine Solidarity Groups are to support fishers at sea in terms of safety and security against storms and marine robbers. In addition, fishers can help each other if they are from the same Marine Solidarity Group in vessel operation (repair, rescue, gasoline run-out, and others). Finally, sharing of experience, knowledge, and information about fishing ground is one of the important objectives of these Marine Solidarity Groups.

Recently, under support by RFLP, several core groups on fisheries co-management have been set-up at commune level in Quang Nam; however, they are just at the early stage and need a lot of support from the RFLP as well as local government.

In summary, the above efforts provided many advantages for Quang Nam to promote fisheries co-management.

4.2. Survey Results

4.2.1 Survey results for government officials

Level of education

There were 62.0% (13/21) government officials graduating from university. 23.5% (5/21) graduated from high school and secondary school. There was no information about the remaining 9.5% (2/21).

Working experience

47.7% (10/21) interviewed government officials have more than 10 years working experience, 33.3% (7/21) had less than 10 years, and the remaining 19.0% (4/21) provided no information.

Fisheries management issues in working areas

43.0% (9/21) of interviewed people confirmed that the fisheries management in their work areas is poor or has problems. 19.0% (4/21) believed that the fisheries management is already good or under proper control. The remaining 38.0% (8/21) were not sure about the situation.

The PRA revealed that conflicts between large-scale and small-scale fishing vessels in near-shore areas are the most serious problem, especially in Duy Hai commune. The large-scale vessels from other province such as Quang Ngai come to fish in the near-shore of Quang Nam very often, but the government could not control them due to shortage of staff and fuel for patrolling. In addition, destructive fishing has been common for many years. More importantly, the livelihoods of fishers become more and more vulnerable due to stock decline and climate change (storm and flood).

Previous training on fisheries management

86.0% (18/21) of the interviewees said that they had received no training on fisheries management. Only 14.0% (3/21) participated in training on fisheries management in the past.

Perception on fisheries co-management

81.0% (17/21) of the government officials in Quang Nam confirmed that they partially understand the co-management approach (concept and application). 5.0% (1/21) said they do not understand what it is, and 14.0% (3/21) provided no answers. The PRA meeting and in-depth interview revealed that, for the government officials who had been engaged in co-management projects³, their understandings about co-management are much better than those who heard about this for the first time. Most of these people worked in sub-DECAFIREP and District Agriculture Division.

Perception on effectiveness of fisheries co-management

76.0% (16/21) of the government officials believed that fisheries co-management is an useful tool to address the above problems as they have visited co-management models in Tam Giang – Cau Hai Lagoon and in Lao PDR. 10.0% (2/21) perceived co-management as not a good instrument while 14.0% (3/21) had no answers as they did not fully understand it. The PRA and in-depth interview showed the concern on difficulties to apply co-management in the context of Viet Nam as well as Quang Nam because no legal framework to provide fishing rights to fishers exists as of now. It is also challenging to change fishers' livelihoods.

Problems associated with fisheries management

43.0% (9/21) of the government officials perceived that local fishers lack the capacity to engage themselves in fisheries management. 19.0% (4/21) thought that fishers lack capacity, and government lack of regulations. 19.0% (4/21) answered that fishers lack capacity, and the two sides do not share information. The remaining 19.0% (4/21) provided no answers. The PRA meeting and in-depth interview showed that not only local fishers lacked capacity to manage fisheries, but also the government officials. Although there have been several regulations adopted in an effort to manage the fisheries and resources by local and central

³ For example projects coordinated by the Sustainable Livelihoods in and around Marine Protected Areas (LMPA)/DANIDA/MARD (Cu Lao Cham), WWF-Wetlands Alliance Programme (WAP) (Hoi An and Duy Xuyen), or MCD (in Tam Hai, Nui Thanh).

governments, the enforcement has been very weak. Therefore, overfishing and overcapacity have been critical in many parts of Vietnam including Quang Nam.

Training topics need

The following table shows the results of interview on training topics need for officials:

Table 6 Training topics for government officials related to co-management

Training topics	Level of training need (%)				Weighted mean index (WI)
	Not needed	Limited need	Need	Priority need	
Practical experience and lesson learnt on co-management models in Vietnam and region.			19.0	81.0	181.0
Role of stakeholders (local authorities, NGOs, fund providers, women's union, farmers' union, others) in co-management. ⁴			19.0	76.2	171.4
Policy and legislation (devolution, fishing rights)			38.1	61.9	161.9
Communication skills/ awareness raising on co-management		4.8	28.6	66.7	157.2
TOT training skills on co-management ⁵		4.8	9.5	76.2	157.1
Develop livelihoods, generate incomes in term of co-management		4.8	33.3	61.9	152.3
Co-decision making with institution of fishing community ⁶			42.9	52.4	147.7
Process and procedures to establish core groups, fisheries associations, co-management organizations	4.8		47.6	47.6	133.2
Develop a controlling network/ patrol on fishing activities in the assigned areas		9.5	38.1	52.4	133.4
General concept on Community-based management/ co-management	4.8	4.8	38.1	52.1	127.9
Share responsibility, benefits and duties in co-management		19.0	42.9	38.1	100.1
Promote the role of women in co-management process ⁷	4.8	4.8	66.7	19.0	90.3

⁴ One government official had no answer

⁵ Two government officials had no answer

⁶ One government official had no answer

⁷ One government official had no answer

Training patterns

Among the government officials, 33.0% (7/21) were interested in training courses organized in combination with a study tour and discussion with lecturers. 28.0% (6/21) of them expected to have a study tour combined with classroom sessions. 14.0% (3/21) wanted to have a study tour and were interested in combining conventional classroom sessions and discussion. 5.0% (1/21) would like to have classroom sessions plus a study tour and workshop. The PRA meeting and in-depth interview showed that many government officials want to have training together with fishers, although not for all topics, including sharing responsibility and co-patrolling as they wanted to have a dialogue on these subjects with fishers.

Time and duration for training

Over 81.0% (17/21) of government officials said that they could attend training at any time depending on the arrangement of the project, either morning or afternoon. However, 14.0% (3/21) government respondents would like to learn more in the morning, and only 5.0% (1/21) were interested in the afternoon lessons.

More than 86.0% (18/21) of the government officials wanted to have training not more than five days. 10.0% (2/21) said the duration of the training should be more than five days. 4.0% (1/21) have other ideas. Sub-DECAFIREP leaders would like to have more than two-week trainings outside Quang Nam with full package (e.g., traditional training in class plus study tour).

Training venue

More than 43.0% (9/21) of the government officials were interested in training outside Quang Nam province as they could fully concentrate on the training. 28.5% (6/21) preferred to have training in close relation with their work locations while 28.5% (6/21) wanted to have training in cities within Quang Nam province.

4.2.2 Survey results for fishers

Age and experience of interviewed fishers

The survey of 90 fishers showed that the majority of them (89.0% or 67/90) have more than 20 years of experience in fishing.

Training in fisheries management

93.0% (84/90) of fishers only benefited from technical training related to fisheries and aquaculture while just 7.0% (6/90) had been trained in fisheries management. The PRA meeting and in-depth-interview showed that some fishers in Duy Xuyen and Hoi An participated in fisheries co-management training under LMPA/DANIDA funded project in Cu Lao Cham, and under WWF/WAP funded project in Hoi An and Duy Xuyen.

Perception of fisheries co-management

The majority of fishers (83.0% or 75/90) were aware of fisheries co-management concept as they have heard about it. It was very surprising to the survey team that many fishers (17.0%-

15/90) still had not heard about co-management in Cu Lao Cham where LMPA/DANIDA funded project has provided much training on co-management since 2006.

Need for training on co-management

Nearly 86.0% (77/90) of interviewed fishers perceived that co-management is helpful and 90.0% (81/90) of interviewee wanted to have training on fisheries co-management. The reasons were that they wanted to manage fisheries resources by their own way, which differs from the current situation.

Difficulties in fisheries management

The PRA results revealed that 91% (82/90) of fishers perceived they have little capacity dealing with management of fisheries just because they did not have power to manage fish in the sea -- legally it is under the government. The fishers perceived that only government has the power to decide what fish can be captured, how much, and when. The government is also the one who set the rules and regulations for fishing, e.g. gear types, fishing season, fishing ground, and boat registration.

Table 7 Difficulties for fishers engaged in fisheries management

Areas of weakness	Proportion (%)
Lack of capacity	91
Shortage of regulation for fisheries management	70
No sharing information between fishers and government	31
Lack of mechanism for fishers working with government	22

The PRA results showed the sharing of information between government and fishers had been poor although 69% of interviewed fishers said they government shared information with them. The government often provided information they have had to fishers, assuming that fishers might need that information; however, many fishers reported that they did not think that information was important to them or it was too difficult for them to understand. In addition, they have faced difficulties in getting information they really needed from government, and they usually did not know which department could provide information needed. Even if the right agency was identified, the transaction costs were often high.

In addition, only 22.0% (20/90) believed that lack of mechanism brings difficulties for fishers to work with the government. In fact, in author's opinion, this might not be reflecting the real situation as the lack of working mechanism is often one of the major problems in fisheries co-management, but the result should be understood as fishers' perception on this issue has not been high to date. There has been very few mechanisms for fishers to work with government observed generally in Vietnam, and Quang Nam is not an exception.

Surprisingly, 70.0% (63/90) of fishers believed that there are not enough regulations in place, although there are in fact plenty of regulations issued after the Fisheries Law was enacted in 2003 both at national and sub-national levels. It can be interpreted that fishers are still not aware of those regulations partly due to poor enforcement.

Training topics need

The results of the interview on training topics need for fishers are summarized in the following table:

Table 8 Training topics for fishers related to co-management

Training topics	Level of training need (%)				Weighted mean index (WI)
	Not needed	Limited need	Need	Priority need	
Practical experience and lesson learnt on co-management models in Vietnam and region		4.4	23.3	71.1	1.61
Develop livelihoods, generate incomes in term of co-management		5.6	31.1	62.2	1.50
Share responsibilities, benefits and duties in co-management		3.3	41.1	54.4	1.47
Building skills on credit profile and fund raising, fund management for co-management model	5.6	7.8	21.1	64.4	1.31
General concept on community-based management/ co-management	2.2	4.4	44	47.8	1.31
Develop a controlling network/ patrol on fishing activities in the assigned areas	2.2	11.1	30.0	55.6	1.26
Communication skills/ awareness raising on co-management	4.4	5.6	37.8	51.1	1.26
Role of stakeholders (local authorities, NGOs, fund providers, women's union, farmers' union, others) in co-management	4.4	12.2	35.6	46.7	1.08
Process and procedures to establish core groups, fisheries associations, co-management organizations	3.3	15.6	45.6	34.4	0.92
Co-decision making with local authorities	10.0	15.6	31.1	42.2	0.80
Skills on developing internal rules and operation regulations of organization/core groups/ fisheries associations, and patrol team	12.2	13.3	33.3	40.0	0.76
Monitoring and evaluation process in co-management	15.6	13.3	26.7	43.3	0.69
Promote the role of women in co-management process	7.8	24.4	44.4	22.2	0.49
Information collection, logbook writing and documentation (methodologies and skills)	26.7	12.2	24.4	35.6	0.30

When asked about what training topics they prefer, most of the fishers got quite confused as they did not fully understand about fisheries co-management. However, after being explained by the interviewers, it was a bit easier for them to select topics they wanted to learn according to priorities. The PRA meeting results in Duy Hai commune (Duy Xuyen District) showed that fishers wanted to visit the practical models, for example in Thua Thien Hue or in Ben Tre where fisheries co-management succeeded, and then to be trained with theoretical knowledge as they have more practical orientation. Fishers also expected that the training should provide not only concept/definitions but also more practical examples as otherwise it would be boring for the fishers. Usually fishers are not as patient as farmers to sit down for a whole day to listen to lectures and take notes. In addition, training materials should have

photos or videos rather than just texts -- the audio visual aid should be taken into account in the training as co-management needs interaction and more bottom-up approach.

Training modes

About 60.0% (59/90) of the fishers preferred to have a study tour or “participatory sessions.” 39.0% (27/90) expected to have training in class, and 37.0% (33/90) selected workshops (note that for this section, each fisher could select multiple answers).

The PRA meeting and in-depth interview showed that many fishers wish to have training with government officials as they want to have a dialogue with government officials to clarify several issues.

Training time

Due to seasonality and uncertainty of fishing, 43.0% (39/90) of the fishers preferred to have training during the slack time with no fishing (days with full-moon or strong waves). Regarding specific time for training, 31.0% (28/90) could have training at anytime of a day, and 20.0% (18/90) preferred to have training in the afternoon. Only 6.0% (5/90) wanted to have training in the morning. The PRA showed that the best time for training would be between October to January every year as fishers tend to stay on land and have no fishing engagement due to heavy rain and risk of strong waves. Annex 1 shows the result of PRA meeting on the seasonal calendar of 3 communes, namely Duy Hai, Duy Nghia, and Binh Hai communes.

Training venue

About 57.0% (51/90) of the fishers wished to have training in their living areas while 23.0% (21/90) preferred the training to be within Quang Nam province. Only 20.0% (18/90) of the fishers wished to have training out of Quang Nam.

Duration of a training

The fishers suggested that the duration for each training should be 2-3 days (64.4% or 58/90) or maximum 5 days (27.0% or 24/90). Only 10.0% (9/90) of fishers wanted to have training for more than 5 days as they might need to go fishing to earn their living.

4.2.3 Results of SWOT analysis

The SWOT analysis supported local fishers and government recognize their strengths, weakness, opportunities, and threats. The key findings of SWOT analysis are presented in the following table.

Table 9 SWOT for capacity building in co-management in Duy Hai commune, Duy Xuyen district

<p><u>STRENGTHS</u></p> <ul style="list-style-type: none"> • Core group on co-management has been set-up, supporting awareness raising on co-management • Marine Solidarity Group⁸ has been set up and operating properly, supporting the information and knowledge sharing among fishers • Fishers are willing to learn and cooperate with the government to stop illegal fishing in near-shore areas • Fishers and officials are highly interested in piloting fisheries co-management with good spirit and eagerness to learn new things 	<p><u>WEAKNESSES</u></p> <ul style="list-style-type: none"> • Low awareness on sustainable and responsible fishing due to open access • Poor understanding on rights-based fisheries management and co-management (hence it would take time for people to understand and apply the knowledge, which also need skilful instructors) • Low experience in piloting co-management • Some poor fishers might be busy with fishing rather than learning co-management
<p><u>OPPORTUNITIES</u></p> <ul style="list-style-type: none"> • Financial and technical support from RFLP project (including capacity building and awareness raising) 	<p><u>THREATS</u></p> <ul style="list-style-type: none"> • If offshore fishing will be increased further, forcing large vessels to come into near-shore areas, conflicts will be increased and making it more difficult to undertake co-management • Cua Dai bridge is under construction and will result in resettlement of some fishers, which influences the learning of fishers • Lack of legal supports from government on co-management might lead to ineffective co-management (hence some fishers might not want to learn) • Climate change might have negative impacts on resource availability, and fishers would concern more on their economic activities to survive rather than learning co-management

(Note: There is no discrimination of class, ethnic minority, and religion in Duy Nghia, Duy Xuyen, Quang Nam that influences the capacity building)

⁸ This is a group of 3-15 fishers who voluntarily mobilize themselves to protect each other in fishing, especially when they fish in offshore areas.

Table 10 SWOT for capacity building in co-management in Duy Nghia commune, Duy Xuyen district

<p><u>STRENGTHS</u></p> <ul style="list-style-type: none"> • Core group on co-management has been set-up, supporting the awareness raising in co-management • Marine Solidarity Group has been set up and operating properly • Fishers and officials are willing to learn new things including co-management • Capture fisheries experience has been quite high, making it easier to learn practical issues related to co-management • Education background of local fishers is quite high, making it easier for them to learn co-management • Local fishers have high awareness on resource protection and want to protect fishing grounds for their future generations 	<p><u>WEAKNESSES</u></p> <ul style="list-style-type: none"> • Low awareness on sustainable and responsible fishing due to open access • Low understanding on rights-based fisheries management and co-management • Low experience in piloting co-management • Some poor fishers might be busy with fishing rather than learning co-management
<p><u>OPPORTUNITIES</u></p> <ul style="list-style-type: none"> • Financial and technical support from RFLP project (including capacity building and awareness raising) • Central and provincial governments have some initiatives on co-management activities (e.g. piloting, zoning, planning, and strategy) • Central government have policies to restructure of fisheries sector, by reducing fishing efforts and giving incentives to move from destructive to selective fishing gears 	<p><u>THREATS</u></p> <ul style="list-style-type: none"> • Conflicts between local small-scale fishers and external large-scale fishers would increase in the future • Cua Dai bridge is under construction and will result in resettlement of some fishers, which influences the learning of fishers • Poor infrastructure results in difficulties in fishers' travelling to and participating in the training • Disaster at sea would increase due to climate change, which would influence the time arrangement of fishers to learn co-management

(Note: There is no discrimination of class, ethnic minority, and religion in Duy Hai, Duy Xuyen, Quang Nam that influences the capacity building)

Table 11 SWOT for capacity building in co-management in Binh Hai commune, Thang Binh district

<p><u>STRENGTHS</u></p> <ul style="list-style-type: none"> • Core group on co-management has been set-up, supporting the awareness raising in co-management • High consensus among fishers on fishing -- this will support the sharing of information and skills as well as application of co-management • Education background of local fishers is quite high, making it easier for them to learn co-management • Capture fisheries experience has been quite high, making it easier to learn practical issues related to co-management 	<p><u>WEAKNESSES</u></p> <ul style="list-style-type: none"> • Low investment in capacity building; mainly based on self-learning • Low understanding on rights-based fisheries management and co-management - fishers just concern about fishing instead of joint management with government as co-management is “new” to them • Old fishers might have limitation in learning compared to the young dynamic ones • No experience in piloting co-management in commune - co-management is new to fishers and officials
<p><u>OPPORTUNITIES</u></p> <ul style="list-style-type: none"> • Financial and technical support from RFLP project (including capacity building and awareness raising) 	<p><u>THREATS</u></p> <ul style="list-style-type: none"> • Development of infrastructure forces some fishers to re-settle, which influences the continuous learning of fishers • Uncertainty of fishing influence the time availability and arrangement of fishers to attend training

(Note: There is no discrimination of class, ethnic minority, and religion in Binh Nam, Thang Binh, Quang Nam that influence the capacity building)

5. RECOMMENDATIONS

5.1. Training topics

5.1.1. Training topics for government officials related to co-management

Based on key findings as above and work experience in Quang Nam, the following training topics for government officials are proposed:

Table 12 Ranking of training topics for government officials according to their needs

Training topics	Ranking
Practical experience and lesson learnt on co-management models in Vietnam and region.	1
Role of stakeholders (local authorities, NGOs, fund providers, women's union, farmers' union, others) in co-management.	2
Policy and legislation (devolution, fishing rights)	3
Communication skills/ awareness raising on co-management	4
TOT training skills on co-management	5
Develop livelihoods, generate incomes in term of co-management	6
Co-decision making with institution of fishing community	7
Process and procedures to establish core groups, fisheries associations, co-management organizations	8
Develop a controlling network/ patrol on fishing activities in the assigned areas	9
General concept on Community-based management/ co-management	10
Share responsibility, benefits and duties in co-management	11
Promote the role of women in co-management process	12

5.1.2. Training topics for fishers related to co-management

Based on key findings as above and work experience in Quang Nam, the following training topics for local fishers with priority from high to low are proposed:

Table 13 Ranking of training topics for fishers according to their needs

Training topics	Ranking
Practical experience and lesson learnt on co-management models in Vietnam and region.	1
Develop livelihoods, generate incomes in term of co-management	2
Share responsibility, benefits and duties in co-management	3
Building skills on credit profile and fund raising, fund management for co-management model.	4
General concept on Community-based management/ co-management	5
Develop a controlling network/ patrol on fishing activities in the assigned areas	6
Communication skills/ awareness raising on co-management	7
Role of stakeholders (local authorities, NGOs, fund providers, women's union, farmers' union, others) in co-management.	8
Process and procedures to establish core groups, fisheries associations, co-management organizations	9
Co-decision making with local authorities	10
Skills on developing internal rules and operation regulations of organization/core groups/ fisheries associations, and patrol team	11
Monitoring and evaluation process in co-management	12
Promote the role of women in co-management process	13
Information collection, logbook writing and documentation (methodologies and skills)	14

5.2. Training design

5.2.1 For government officials

Based on the survey findings and previous studies, it is suggested that:

Time for training of government officials: Time can be flexible but participants should be informed at least 1 week in advance in order for them to arrange time and work accordingly. However, if government officials and fishers were to be trained together, then it should be from October to January every year.

Duration: The duration of the training would depend on design and contents of the training as well as required level of learning; however each training course should not be more than 5 days.

Training contents: The mixture between concepts, practical experience, and a study tour on co-management should be considered when designing the training contents.

Study location: Training venue can be in their working locations or cities in Quang Nam, which are more convenient for their travelling. However, the study tour should be in other provinces. It is strongly recommended that government officials of Quang Nam visit co-management models in Tra O lagoon in Binh Dinh or Vinh Giang commune in Thua Thien Hue.

5.2.2 For fishers

Based on the survey findings and previous studies, it is suggested that:

Time for training of fishers: Time can be at 2nd or 3rd week of every month when there is no fishing due to strong wind or full moon. Fishers should be informed at least 5 days in advance. The best time for training of fishers is from October to January every year.

Duration: Duration for each training courses of fishers should not be more than 5 days.

Training contents: The mixture between concepts and practical experience should be prioritized. Before the main training, a study tour on co-management could be organized to sensitize the participants. In addition, training materials should be vivid, easy, and understandable for fishers. Active games in training should be designed to enhance the effectiveness of the knowledge transfer.

Study location: Training venue can be in their communes and villages as they are more convenient for fishers' travel. However, the study tour should be in other provinces and conducted before traditional in-class training. It is strongly recommended that key fishers (e.g., FA chairpersons) from Quang Nam visit co-management models in Tra O lagoon in Binh Dinh or in Vinh Giang commune in Thua Thien Hue.

The participants at the consultative workshop suggested that a basic training package should be provided prior to a visit to existing pilot sites of co-management. This is for fishers, district, and commune officials to have a common understanding and a full picture of fisheries co-management to maximize the effectiveness of the study tour. Also, the study tour should be organized right after the basic training as otherwise fishers and district and

commune officials might forget quickly what have been learnt in class earlier. The workshop/dialogue also highlighted the importance of the training on roles of women and more trainings for women as their roles are not properly recognized by the interviewees in the survey.

5.3. Training Strategy

The training courses on fisheries co-management should be conducted as a part of a long-term plan in consideration with the SWOT analysis. Training should optimize strengths and opportunities (e.g. lessons learnt from WWF's and MCD's previous projects, motivation of local fishers, support of RFLP) and minimize or overcome threats and weaknesses (low awareness and understanding of co-management, poverty, lack of legal framework for co-management) of target groups.

Based on the survey results, training should be followed by a study tour to provide practical experience (1st priority topic for both officials and fishers), or combine theoretical knowledge with on-the-job training. Training only might not be enough, and therefore more coordination and guiding are needed through fisheries associations or voluntary extension systems. Some training topics need mixed participation of government officials and fishers. Moreover, specific TOT for the fisheries association leaders and commune leaders need to be taken into consideration and might be organized first. As co-management is a new approach for the districts, communes, and fishers in the project areas, the training contents should be prepared step by step. It is possible to conduct two training courses for one target group within a year. This will have a positive effect for the participants to absorb and digest new knowledge. Training courses should be organized at least 6 months apart and content must be linked.

The training programme and plan for government officials should be designed as a training of trainer program (5th priority topic) so that they can obtain basic skills and knowledge on co-management and use those to train others. Training of trainers or on-job training should be regular and streamlined so that the capacity would remain in the government institutions in a long run. Moreover, to maintain their learning curve, regular (annual or semi-annual) review sessions and refresher training should be conducted to obtain feedback from target groups.

According to prioritized training topics (Table 12), it is important to develop a training programme by integrating several related topics for government officials. The module one could potentially have combine topics of 10 (general concept), 2 (role of stakeholders), and 3 (policy and legislation) as an introductory module. The second module would be able to combine topics 4 (communication skills and awareness raising), 6 (livelihoods and income generation), 8 (process and procedures to establish FAs and co-management organizations). Given the participation of the women in this survey was limited, the gender (12th ranked topic) would be still important and could be incorporated, especially in the latter training with livelihoods component.

The training strategy for fishers should incorporate local knowledge, should include multiple training events and should provide practical skills to fishers (1st priority topic). The training programme would be more focused on the participants' experiences and the practical problems faced in developing fisheries co-management.

Several training topics for fishers (as listed in Table 13) could also be combined to provide a comprehensive package of capacity building. Module 1 could, for instance, have topics 3 (sharing of responsibility, benefits, and duties), 5 (general concept), and 8 (roles of

stakeholders) as one introductory block; and 9 (process and procedures to establish FAs and co-management groups), 10 (co-decision making), and 11 (skills on developing internal rules and regulations) as another block. The second block is not highly prioritized, but given the situation in Quang Nam where formal FAs are not common, it would be possible that the importance of these topics are underestimated by the fishers. Module 2 could address more practical needs of the FAs and fishers by combining topics 2 (livelihoods and income generation) and 4 (fund/credit raising and management).

It is also important to explore possibilities on how to conduct follow-up training after the end of the project. Furthermore, quality control of training is an essential component of training strategy. The evaluation should be part of co-management training programme. Each level of training should be evaluated, to assess the contents, the process, the effectiveness, and the participants satisfaction. Feed back and corrective measures should be carefully reviewed to improve the training in the future. Untrained officials and fishers need to be identified so that they can be provided with appropriate training.

6. CONCLUSIONS

The majority of government officials and fishers in study sites of Quang Nam were slightly aware of fisheries co-management, and they have heard (and few of them practiced) of co-management in river fisheries, Marine Protected Area (MPA), and aquaculture. However, these people have had no in-depth understanding on co-management and how to apply it to the near-shore fisheries.

Both government officials and fishers wanted to work together and were interested in learning together in the same training, hence a mix of participants in selected trainings should be taken into account. They were both interested in the study-tour and dialogue with instructors rather than traditional in-class training. The training topics might be different between the government officials and fishers to some extent -- the biggest difference was that the officials want to learn both theoretical and practical experience while the fishers want to receive more practical training.

The best time for training of the fishers is from October to January while that for the government officers is more flexible.

Both target groups would like to have each training course lasting not more than five days and, the organization should be professional, more attractive and interactive between instructors and learners.

Finally, findings of the survey also showed that the roles of women were not highly recognized by the interviewees and need to be improved. More training courses to raise awareness on roles of women should be organized. More women should benefit from training (and project activities).

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Annex 1. Seasonal Calendar (Lunar Calendar)

Seasonal Calendar (Lunar Calendar) in Duy Hai Commune (mark “X” indicate fishing time)

Main occupations	T1	T2	T3	T4	T5	T6	T7	T8	T9	T10	T11	T12
Squid trap			X	X	X	X	X	X	X			
Purse in fishing			X	X	X	X	X	X	X			
Swimming crab net	X	X								X	X	X
Drying fish (women)		X	X	X	X	X	X	X				
Working in seafood processing plant (women)								X	X	X	X	X
Agriculture	X	X	X	X	X	X	X	X	X	X	X	X

(Fishing season ranges from January-September)

Seasonal Calendar (Lunar Calendar) in Duy Nghia commune (mark “X” indicate fishing time)

Main occupations	T1	T2	T3	T4	T5	T6	T7	T8	T9	T10	T11	T12
Hand-line fishing (daily)	X	X	X	X	X	X	X	X				
Mackerel fishing (night, 3 days)	X	X									X	X
Trawler (night, daily)		X	X	X	X	X						
Aquaculture*		X	X	X	X	X	X	X				
Agriculture	X	X	X	X	X	X	X	X	X	X	X	X

(Co-management group in this commune has not engaged in aquaculture and agriculture)

Seasonal Calendar (Lunar Calendar) in Binh Hai commune (mark “X” indicate fishing time)

Main occupations	T1	T2	T3	T4	T5	T6	T7	T8	T9	T10	T11	T12
Purse in (day, daily)	X	X	X									
Snail trawler (day, daily)	X	X	X									
Clam rake (day, daily)				X	X	X						
Net fishing (day and night)							X	X	X			
Near shore hooks and lines (day, daily)					X	X	X					
Sand shrimp aquaculture	X	X	X	X	X	X	X	X	X	X	X	X
Tidal shrimp aquaculture		X	X	X	X	X	X	X	X			
Agriculture	X	X	X	X	X	X	X	X	X	X	X	X

Annex 2. Selected photos of the study



In-depth interview in Thang Binh Agriculture Division



In-depth interview in Duy Xuyen Agriculture Division



Group discussion (PRA) in Duy Hai commune



Fishers sharing information with researchers



In-depth interview leader in Hai Nam commune, Thang Binh district



Validation workshop in Tam Ky city

Annex 3. Questionnaire for government officials

Regional Fisheries Livelihoods Programme for
South and Southeast Asia (RFLP)

International Collaborating Centre for Aquaculture
and Fisheries Sustainability (ICAFIS)



QUESTIONNAIRES FOR IN-DEPTH INTERVIEW

(for Training Needs Assessment in Fisheries co-management in Thue Thien Hue and Quang Nam provinces)

Date:...../...../2010

Dear Sir/Madam

We would like to ask you few questions to better understand your understanding of fisheries co-management, your experience and your needs concerning any potential training in fisheries co-management. Please take a few minutes to complete this training needs survey. Your responses will be used for developing a training programme in fisheries co-management under the Regional Fisheries Livelihoods Programme for South and Southeast Asia (RFLP).

Part 1. Information on training needs in fisheries co-management

1. What is your current position/occupation:.....
2. How long have you worked in the fishery sector?.....
3. What is your highest educational qualification?.....
4. How many years have you worked in your present organization?.....
5. In brief, please provide outline what is status of fishery management in the geographical area for which you are responsible?
.....
.....
6. Have you participated any training course on fisheries management in the last 2 years? If yes, please list a maximum of 2-3 courses that you think were particularly useful for your management role!
.....
.....
7. What is your understanding of the word “co-management”?
.....
.....
8. If you had to score co-management as an approach for the fishery sector in your area, how would you score it?

Very good Good Poor Very Poor

9. What do you think are the difficulties associated with the management of the fisheries in your area?
- Fishers have limited skills/capacity in management of the fisheries
 - Fishers and local officers do not share information about resources/ fishing grounds or on improved ways to manage fishing areas
 - There are limited regulations/rules available to support fishery management
 - Other (please specify).....
10. Do you think training in co-management would be helpful to you in better managing the fishery resources in your area?
- Very helpful Helpful Poor helpful Not helpful at all
11. If training would be helpful, please tell us to what extent we should cover the following issues?

ID	Training Topics	Training Need
1	General concept on Community-based management/ co-management	<input type="checkbox"/> Not needed <input type="checkbox"/> Limited need <input type="checkbox"/> Needed <input type="checkbox"/> Priority need
2	Steps and procedures to establish core groups, fisheries associations, co-management organizations	<input type="checkbox"/> Not needed <input type="checkbox"/> Limited need <input type="checkbox"/> Needed <input type="checkbox"/> Priority need
3	Role of stakeholders (local authorities, fishers' organizations, NGOs, fund providers, women's union, farmers' union, others) in co-management.	<input type="checkbox"/> Not needed <input type="checkbox"/> Limited need <input type="checkbox"/> Needed <input type="checkbox"/> Priority need
4	Policies and legal issues in fisheries co-management (Fishing rights allocation, decentralization, empowering, etc.)	<input type="checkbox"/> Not needed <input type="checkbox"/> Limited need <input type="checkbox"/> Needed <input type="checkbox"/> Priority need
5	Awareness raising and communication strategies in co-management	<input type="checkbox"/> Not needed <input type="checkbox"/> Limited need <input type="checkbox"/> Needed <input type="checkbox"/> Priority need
6	Practical experience and lessons learnt on fisheries co-management in Vietnam and the region.	<input type="checkbox"/> Not needed <input type="checkbox"/> Limited need <input type="checkbox"/> Needed <input type="checkbox"/> Priority need
7	Increasing the role and advocacy of women in the co-management process	<input type="checkbox"/> Not needed <input type="checkbox"/> Limited need <input type="checkbox"/> Needed <input type="checkbox"/> Priority need
8	Training of trainers in fisheries co-management	<input type="checkbox"/> Not needed <input type="checkbox"/> Limited need <input type="checkbox"/> Needed <input type="checkbox"/> Priority need
9	Share responsibility, benefits and duties in co-management	<input type="checkbox"/> Not needed

		<input type="checkbox"/> Limited need <input type="checkbox"/> Needed <input type="checkbox"/> Priority need
10	Developing livelihoods, and generating incomes under co-management schemes	<input type="checkbox"/> Not needed <input type="checkbox"/> Limited need <input type="checkbox"/> Needed <input type="checkbox"/> Priority need
11	Co-decision making within co-management organizations	<input type="checkbox"/> Not needed <input type="checkbox"/> Limited need <input type="checkbox"/> Needed <input type="checkbox"/> Priority need
12	Co-management and Climate change	<input type="checkbox"/> Not needed <input type="checkbox"/> Limited need <input type="checkbox"/> Needed <input type="checkbox"/> Priority need
13	Other suggestions:.....	

12. What are the 2 most preferred means of learning that you prefer we adopted for training in co-management? (tick only 2 options)

- Training at class (traditional)
- Study visit
- Learning by doing
- Workshop (two way discussion)

13. When is the most suitable time for you to engage in training in fisheries co-management?

- Any time
- Morning only
- Afternoon only
- Others, specify.....

14. Where do you prefer the training to take place?

- Locally
- In a city in the province
- In a city outside the province, specify.....?

15. What do you think the most suitable duration of a training course on co-management should be?

- 1 day
- 2 days
- 3 days
- Others, (specify).....

Part 2. Personal Information

Full name: Gender: Age:.....

Address:

Telephone:..... Email:

Thank you very much for your time

Annex 4. Questionnaire for fishers

Regional Fisheries Livelihoods Programme for South and Southeast Asia (RFLP)

International Collaborating Centre for Aquaculture and Fisheries Sustainability (ICAFIS)



QUESTIONNAIRES

(for Training Needs Assessment in Fisheries co-management in Thue Thien Hue and Quang Nam provinces)

Date:...../...../2010

We would like to better understand your needs on training in fisheries co-management. Please take a few minutes to complete this training needs survey. Your responses will be used for developing a training programme in fisheries co-management under the Regional Fisheries Livelihoods Programme for South and Southeast Asia (RFLP).

Part 1. Information on training needs in fisheries co-management

1. How long have you been involved in fisheries/aquaculture? Years
2. Have you participated in any training/workshop/ study visits on fisheries management in the last 2 years? Please make a list.

.....
.....

3. Have you ever heard of term “co-management”?

Yes: (continue to 4.a)

No: (continue to 4.b)

- 4.a. Do you believe that the co-management approach is helpful?

Yes

No

Others

- 4.b. Would you like to learn about co-management approach? Why?

Yes

No

Others

.....

5. Are there any difficulties with fishery management in your local area? Please tick if the following apply to your area.

- Limited skills/capacity?
- Poor sharing of information about resources/ fishing grounds/fishing methods between you and other fishers/ local officers who manage the areas?
- Limited regulations/ rules to support fishery management?
- Too few mechanisms to help you to work with other groups/fishers/ local authority in fishery management?.....
- Other (specify).....

6. If training would help you to overcome difficulties in your local area, please tell us to what extent you need training on the following subjects?

ID	Training Topics	Training Need
1	General concept on Community-based management/ co-management	<input type="checkbox"/> Not needed <input type="checkbox"/> Limited need <input type="checkbox"/> Needed <input type="checkbox"/> Priority need
2	Process and procedures to establish core groups, fisheries associations, co-management organizations	<input type="checkbox"/> Not needed <input type="checkbox"/> Limited need <input type="checkbox"/> Needed <input type="checkbox"/> Priority need
3	Skills on developing rules and operation regulations of organization/core groups/ fisheries associations, and patrol team	<input type="checkbox"/> Not needed <input type="checkbox"/> Limited need <input type="checkbox"/> Needed <input type="checkbox"/> Priority need
4	Role of stakeholders (local authorities, NGOs, fund providers, women' union, farmers' union, others) in co-management.	<input type="checkbox"/> Not needed <input type="checkbox"/> Limited need <input type="checkbox"/> Needed <input type="checkbox"/> Priority need
5	Communication skills/ awareness raising on co-management	<input type="checkbox"/> Not needed <input type="checkbox"/> Limited need <input type="checkbox"/> Needed <input type="checkbox"/> Priority need
6	Practical experience and lessons learnt on co-management models in Vietnam and region.	<input type="checkbox"/> Not needed <input type="checkbox"/> Limited need <input type="checkbox"/> Needed <input type="checkbox"/> Priority need
7	Information collection, logbook writing and documentation (methodologies and skills)	<input type="checkbox"/> Not needed <input type="checkbox"/> Limited need <input type="checkbox"/> Needed <input type="checkbox"/> Priority need
8	Develop a controlling network/ patrol on fishing activities in the assigned areas	<input type="checkbox"/> Not needed <input type="checkbox"/> Limited need <input type="checkbox"/> Needed <input type="checkbox"/> Priority need
9	Promote the role of women in co-management process	<input type="checkbox"/> Not needed <input type="checkbox"/> Limited need <input type="checkbox"/> Needed <input type="checkbox"/> Priority need
10	Sharing responsibility, benefits and duties in co-management	<input type="checkbox"/> Not needed <input type="checkbox"/> Limited need <input type="checkbox"/> Needed <input type="checkbox"/> Priority need
11	Developing livelihoods, and income generation under co-management schemes	<input type="checkbox"/> Not needed <input type="checkbox"/> Limited need <input type="checkbox"/> Needed <input type="checkbox"/> Priority need
12	Building skills on credit profile and fund raising, fund management for co-management model.	<input type="checkbox"/> Not needed <input type="checkbox"/> Limited need <input type="checkbox"/> Needed <input type="checkbox"/> Priority need

13	Monitoring and evaluation process in co-management	<input type="checkbox"/> Not needed <input type="checkbox"/> Limited need <input type="checkbox"/> Needed <input type="checkbox"/> Priority need
14	Co-decision making with local authorities	<input type="checkbox"/> Not needed <input type="checkbox"/> Limited need <input type="checkbox"/> Needed <input type="checkbox"/> Priority need
14	Others:.....	

7. What kind of training methods do you prefer?

- a. Training at class (traditional)
- b. Study visit
- c. Workshop (two-way discussion)
- d. Others, specify:.....

8. When is the most suitable time for you to attend the training course?

- a. Any time
- b. Only morning
- c. Only afternoon
- d. Others, specify:.....

9. Where do you prefer to attend the training course?

- a. Locally
- b. In a city in the province
- c. In a city outside the province, specify:.....?

10. In your opinion, the training duration should be.....

- a. 2 days
- b. 3 days
- c. 5 days
- d. Others, (specify).....

11. Do you have any recommendation for your training needs on co-management?

.....

Part 2. General Information

12. Full name: Gender: Age:.....

Married status:..... Number of people in your family:.....

Address:

13. Could you please tell us what is the main income of your household:

Capture fisheries (.....%) Aquaculture (.....%) Fisheries Services (.....%)
 \Livestock and Planting (.....%) Others (specify).....

Thanks you very much for your time

Interviewer

Annex 5. Characteristics of capture fisheries in Quang Nam including economic analysis

Fishing types	Boat power	Fishing ground (depth, distance)	Value of boat and gears (mill VND)	No of crew on boat	No of fishing days per trip	No of fishing days per year	Production (ton/year)	Target species	Revenue (mill VND/year)	Total Cost (mill VND/year)	Profit (mill VND/year)	Income of crew (mill VND/year)
Otter trawler	<20CV	<30m (10 - 20 miles)	30	2	1 - 2	90 - 100	5 - 10	shrimp, trash fish, cutter fish	30 - 40	20 - 25	10	5
	20 - 45		50	4	3 - 4	100-120	13 - 20		40 - 60	30 - 35	20	5 - 7
Purse in	20 - 45	> 50m (20 - 40 miles)	90	7	7 - 16	120	40 - 50	Tuna and mackerel anchovy, scads, cutter fish	150 - 200	100	50 - 100	5 - 10
	46 - 75		120	9	10 - 20	120	70 - 120		200 - 300	150	50 - 150	5 - 15
	76 - 89		150	9	10 - 20	120	70 - 120		150 - 300	150 - 180	150	12
	90 - 140		540	11	10 - 20	120	70-120		150 - 300	150 - 200	150	12
Screening net	20 - 45	30 - 50m	50 - 70	10	5 - 7	80	20 - 25	anchovy, scads	70 - 80	50	20 - 25	5
	46 - 75	20 - 40 miles	70 - 100	12	5 - 7	80 - 100	25 - 35	squid, Herring	80 - 100	70	25 - 30	5
Gillnet, carn	20 - 45	30-50m, 40 miles	80	9	12 - 15	100	30 - 35	Tuna and mackerel	80 - 100	50 - 60	20 - 40	8
	46 - 75	>50m, 40-50 miles	120	10	12 - 15	100-120	35 - 50	Yellow back sea bream, flying fish	100 - 150	60 - 70	40 - 70	10
	76 - 89	>50m (40-50 miles)	120 - 150	10	12 - 15	100-120	35 - 50		100 - 150	60 - 80	40 - 70	10
Brush-net	46 - 75	>30m, 40 - 50 miles	120	10	20 - 22	120	50	Threadfin bream	150	70 - 80	80	10
Long line	20 - 45	>50m, 30-40 miles	80	6	15 - 20	100	20 - 30	squid, Threadfin bream,	80 - 100	40 - 50	40 - 50	7
	46 - 75	>50m, 50-60 miles	100	7	15 - 20	100	30 - 40	Tuna and mackerel	100 - 120	50 - 60	50 - 60	8
	76 - 89	>50m, 50-60 miles	120	7	15 - 20	100	30 - 50	Large head hair tail, terrapin	100 - 120	50 - 60	50 - 60	8
Ocean hook and line fishing	46 - 75	>50m, 300 - 500 miles	250	21	30 - 35	120-130	60	Giant squid (dry)	1000	500	500	25
	76 - 89		300	22	35 - 40	130-140	70 - 90		1200	600	600	30
	90 - 140		450	23	35 - 45	130-150	80 - 100		1300	700	600	30
	>140		600	23	35 - 45	130-150	80 - 100		1300	700	600	30

Source: Quang Nam Department of Fisheries, 2006

Annex 6. Minute of validation workshop for training needs assessment in fisheries co-management

QUANG NAM, 22 DECEMBER 2010

Started at 13:30

Venue: Hoang Ngoc hotel, 52 Trung Nu Vuong Str, Tan Thanh Commune, Tam Ky City, Quang Nam province

Attended by representatives from: DARD, Sub-DECAFIREP; Provincial Vietnam Fisheries Society (VINAFIS); Women's Union (WU); local officials and fishers from 3 target districts and 6 target communes.

Opening speech by Mr. Nguyen Song Ha, RFLP National Coordinator: Introduce the RFLP and TNA activity, which was conducted by ICAFIS in Quang Nam and Thue Thien Hue: Addressed speech by Mr. Vo Van Long, focal point person on fisheries co-management of Quang Nam RFLP PMU: Fishery management is facing many problems. Livelihoods of fishers are affected by many negative impacts. The management should be improved by applying new approaches to adapt with the development. TNA in fisheries co-management is a necessary activity to identify the real needs from both government officials and fisher organizations. This TNA study will be important input for the province to develop a training strategy in fisheries co-management.

14:00-15:00: Presentation by Mr. Tuong Phi Lai, national consultant presented key contents of report: 1) Introduction of RFLP; 2) Objectives of TNA; 3) Results of study; 4) Recommend Training topics and programme; 5) Conclusion.

15:00-15:15 Tea break

15:15-17:30 Q&A and Discussion

Mr. Phan Van Xuan from Duy Xuyen Division of Agriculture and Rural Department strongly agreed with the findings and conclusions of the report, but wonder about some of the results e.g. percentage of each question as it add up to greater than 100%.

- Mr. Lai explained in some questions, interviewee can select more than one options of answers.

Ms Dang Thi Minh Nguyet, vice chairman of Quang Nam Provincial Women's union, agreed with the findings of the report on low training needs for women, as this is normal in Quang Nam. The role of women has not been fully recognized even from women's perception. Women thought their role is weak and perceived that they depend on their husbands in economic and social aspects. She suggested that the RFLP should take the fact into consideration and support more women engaged in the project activities, starting from building capacity and awareness raising of their roles and followed by livelihoods support on income generation activities.

Mr. Song Ha asked a question related to the percentage of the women engaged in the study and whether the national consultants has took gender issues into account in the sampling:

- Lai: sample is conducted based on random selection, we tried to collect information from women, but it is estimated that maximum 30% of the interviewee were women.

Mr. Tran Thanh Hai, Tan Hiep, Hoi An suggest that based on his experience, fishers forgot training knowledge very quickly if there is no link to their practices and it will have great effect if after training in class, the study tour should be organized immediately to ensure that theoretical knowledge and practical experience linked. The flow of knowledge is important for fishers and local officials.

Mr. Nguyen Thanh Chung, Binh Nam commune, Thang Binh district said that fishers actually do not know exactly what they want to learn on co-management as it is new to them, but as explain by the project staffs and consultants, fishers really want to have the exclusive right to fish as it will secure their livelihoods and help to protect fisheries resources for long term use.

- Mr Vu Van Long, Quang Nam RFLP PMU said yes, most of fishers and local officials have not visualize what to learn and what to do with co-management models hence the consultants should help them identify the right training topics as they do not know which one is the best.

Ms. Dong Thi Dung, Thang Binh Division of Agriculture and Rural Department concern about the specific context of Quang Nam should be heard by consultant and the Quang Nam RFLP PMU regarding training methods. Co-management might work well in somewhere else, but might not work well in Quang Nam depending on how you organize and support it, hence she suggest the practical situation including awareness, attitude and behavior of fishers in Quang Nam should be taken into account. Also, the socio-economic characteristics of Quang Nam people is also important for any kind of training.

Mr. Nguyen Ngoc Liem, Binh Nam commune, Thang Binh district said the trainings should be organized steps by steps, and have as many of case studies as possible as it is easier for fishers to learn. Fishers very often, do not know how to ask hence better consultants provide case studies and lessons learnt based on difference context hence better for fishers to learn co-management.

Ms. Dong Thi Dung, Thang Binh Division of Agriculture and Rural Department also mentioned that local officials are busy, hence more trainings close to workplaces should be planned.

Mr. Phan Van Xuan from Duy Xuyen Division of Agriculture and Rural Department wonder about the conclusion said that 43% fishers and officials said fisheries management in Quang Nam was weak. He said this might not true and harm to the sector that investors might be afraid of investing on fisheries if they know this figure.

- Lai: the assessment was independent and reflect the views of respondents, due to poor management hence co-management is needed that provide new mechanism to manage fisheries; for a long time top-down management has been adopted in Vietnam and the participation of fishers in fisheries management has not been fully considered, joint with open access leading to over capacity and overfishing, therefore lead to illegal fishing. That is why RFLP work in Quang Nam to address issues.

Mr. Song Ha concern about the illiterate proportion of fishers in selected communes and several fishers and officials from Tan Hiep, Hoi An and Duy Xuyen, Thang Binh answered that most of fishers in selected communes can read and write properly and this is different to the case in Thua Thien Hue.

Ms Tuyet from Hoi An Economic Division concern about the legal framework for coastal fisheries management has not clear, therefore national consultant need top clarify this before introducing the concept of Fishing rights to the training.

- Lai: yes, it is true that legal framework for co-management has not fully comprehensive, but we can be flexible and wise to use the existing regulations to support fisheries co-management. MARD is putting many efforts to develop legal framework for fisheries co-management and very potential it will be approved in 2011. In case from national level there is no clear and strong legal framework, but provincial government can develop to fit the context such as Binh Dinh is developing legal basis for coastal fisheries co-management and it can be learnt for Quang Nam.

Mr. Thai, from Binh Hai, Thang Binh said old fishers who more than 40 years old, cannot change their livelihoods but the young fishers can be. Hence, the people to be invited to training should take consideration of this criteria.

Mr. Thang, Binh Minh, Thang Binh said sea zoning is very important for fisheries management including co-management and he wonders whether RFLP supports Quang Nam to do this or not. Also, there have been many large scale vessels entering the near-shore to fish, causing a lot of conflicts with the small-fishers, so whether RFLP support to address the issues.

- Song Ha: yes as it related to better fisheries management and co-management
- Mr. Long RFLP Quang Nam added that the color paint to vessels types will be adopted soon by the government policy based on sea zone hence the problems might be minimized.

Some fishers expected that the project would provide with credits to change their livelihoods, as fishery is risky job. Some of them expected to have RFLP provide radio/ICOM for better communication and update information to reduce disasters at sea. They explain that if RFLP provide more reasonable incentives, it is easier to conduct the collective actions e.g. co-management.

The workshop closed at 17:30 on 22 December 2010.