



**KINGDOM OF CAMBODIA
NATION RELIGION KING**



A Final Report on Community Fisheries Management (Cambodia) Phase 2

*October 2005 - September 2006
(No-cost extension until December 2006)*

**Implemented by:
Community Fisheries Development Office (CFDO)/ Fisheries Administration**

**In Collaboration with:
Community-Based Natural Resource Management Learning Institute (CBNRM LI)**

**Funded by:
International Development Research Centre (IDRC)**

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BASIC PROJECT INFORMATION

Project Title : Community Fisheries Management (Cambodia) Phase 2
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I. INTRODUCTION AND SUMMARY

Cambodia relies heavily on its natural resources and agriculture land to provide food and livelihood for its people. Among the renewable natural resources, the fisheries sector plays an important role for the national economy, income and employment, and food security for Cambodian people, especially those who stay in the rural area. Given the importance of its fisheries resource, in 24 October 2000, the Royal Government of Cambodia (RGC) announced a broad fisheries reform, which has never happened in Cambodia's history. At the beginning of the reform, the RGC decided to abolish and reduce more than 56% of the total fishing lot areas nationwide that covered an area of 538,522 hectares for the local people to use in a sustainable and equitable manner in a "participatory" manner in which communities play an important leading role.

In February 2001, The Community Fisheries Development Office (CFDO) was established as a new unit within the Department of Fisheries (now changed to Fisheries Administration) with the specific mandate and tasks to work towards the fisheries reform in relation to the community fisheries establishment and management throughout the country. With the fruitful support from projects, CFDO's capacity is strengthened. CFDO has been working closely with NGOs and partners to actively support community fisheries establishment and management. By the end of 2006, a total of 509 community fisheries were established. Of this number, 469 CFs are in inland fisheries area and 40 CFs are in coastal area. These organizations are still in their formative stage, ready for nurturance and further guidance from facilitators and stakeholders who are willing to assist and mentor them.

The Community Fisheries Management Project in CFDO, which is funded by the International Development Research Centre (IDRC) in Canada, contributed significantly to capacity building for CFDO's counterpart staff and CFDO in 3 pilot provinces, namely Banteay Meanchey, Takeo and Koh Kong. The project supported 3 communities in these provinces. IDRC has supported the CFDO since 2003 and continued until 31 of September 2006.

This report reflects the main project achievements from 1 October, 2005 to 31 December 2006. In this period, with the technical assistance from CBNRM LI, we were able to produce a number of technical papers as outputs from the project activities (refer to summary table for details):

1. Research Paper on Phneat Koh Pongsat Community Fisheries in Banteay Meanchay province
2. Research Paper on the Experience of Small Credit Support for Kampong Krasag Community Fishery in Takeo province
3. Research Paper on CF Establishment and Strengthening in Thmor Sor Commune, Koh Kong
4. Training Needs Analysis on Community Fisheries in Selected Provinces in Cambodia
5. Key Factors that Influence Success of Community Fisheries Management: Compilation of Case Studies and Lesson Learned
6. Strategic Plan for CFDO (5 Year)

Summary Table of Key Outputs

No	Key Outputs	Brief Description
1	Research Paper on Phneat Koh Pongsat Community Fisheries in Banteay Meanchay province	This paper documents the experiences of the community fisheries in Pheat Kong Pong Sat in Banteay Meanchay province. The paper provides useful information on CF profile fisheries, stakeholders and the issues related to fisheries and community fisheries establishment and management. The issues are deeply analyzed by using problem ranking and problem analysis. Additionally, the SWOT analysis is also used in order to come up with some possible solutions.
2.	Research Paper on the Experience of Small Credit Support for Kampong Krasang Community Fishery in Takeo province	<p>This paper was prepared to reflect the results of small credit support by CFDO/IDRC project to community fishery in Kampong Krasang, Takeo province which is selected as a pilot sites for the project. This community fishery was established in 6 September 2001 after the reform of fisheries policy in late 2000.</p> <p>Since early 2004, CFDO/IDRC project has supported the strengthening of the CF through capacity building activities and a credit project for a small group of CF members called savings groups or sometimes called self-help groups .</p> <p>Some reflections on the micro credit support in Kampong Krasang are the formation of saving groups and support for micro credit as a simple strategy, but effective mechanism to improve livelihood conditions. The experiences shows that the formation of these groups: (1) encouraged people to support CF work, (2) resulted in some increase in income, and (3) promoted confidence and solidarity among CF members.</p>
3	Research Paper on Community Fisheries Establishment and Strengthening in Thmor Sor Commune, Koh Kong province	<p>This paper documents the experiences of the establishment of the community fishery in Thmor Sor commune, Koh Kong province. Thmor Sor commune is located in the coastal area and, is one of the 3 pilot sites supported by the CFDO/IDRC project. The project supported this community fishery later after the project had supported community fisheries in Tekeo and Banteay Meanchey provinces.</p> <p>Experiences and lessons learned from CFs support in Takeo and Banteay Meanchey could be replicated in Thmor Sor community fishery.</p> <p>Steps and process of the establishment of the CF in Thmor Sor is clearly described in the paper. The current status of this community fishery are; all five villages formed a community fisheries and finally all five community fisheries were federated as a community fisheries federation in Thmor Sor commune; the by-laws and internal rules were developed and recognized by the provincial governor; and the CF area management is still in the drafting stage. The main issue that this CF federation has to face is the continued illegal fishing within the CF area, not only by outsiders but some residents of the commune who have been unwilling to become members of the CF.</p>
4	Training Needs Analysis on Community Fisheries in Selected Provinces in Cambodia	This training needs analysis paper describes the real issues and needs in terms of skills and knowledge of relevant stakeholders at the provincial and local level, especially the needs of community fisheries committees and the commune councils in supporting their works in relation to community fisheries management.

		<p>The approach and methods used in the process of preparation and development of this paper were adapted from those used by the CBNRM LI. The participatory approach for data collection and assessment were used in the process and 11 TNA tools were developed and used during workshop at the provincial level.</p> <p>In terms of coverage, this TNA is significant because it was conducted in provinces that represent the 3 regions namely; Tonle Sap, Mekong and coastal area. Issues and actions to solve community fisheries problems and categories of needs and knowledge areas on community fisheries in each province are clearly identified.</p>
5.	Key Factors that Influence Success of Community Fisheries Management: Compilation of Case Studies and Lessons Learned	<p>This publication is a product of a partnership between the Community Fisheries Development Office and the Community-Based Natural Resource Management Learning Institute. It is the combination of three case studies focusing on different issues and experiences in the pilot site. Case one covers illegal fishing in Thmor Sor Commune, Koh Kong Province; case two covers rural livelihoods in Kompong Krasang Community Fishery, Takeo Province; and case three covers cooperation amongst relevant stakeholders for sustainable CF management</p> <p>The composite of lessons learned in these case studies can be used for further reflection and analysis of problems and issues confronting community fisheries in Cambodia and elsewhere in the world. It is a small contribution to the growing body of knowledge on community fisheries and development work in the country.</p>
6	Strategic Plan for CFDO (5 Year)	<p>The Strategic Plan for the CFDO in the Fisheries Administration (FiA) is based on its mandate. The goals and activities described in this document do not stand on its own, but are closely linked to the goals of the FiA and other organizations that are operating in Cambodian fisheries.</p> <p>In 2004 the FiA formulated a 4-year “Fisheries Development Action Plan” (FDAP), spanning the period from 2005-2008, outlining priority actions for the different divisions with the FiA. Activities and priorities documented within this strategic plan are compliant with, and often exceed those listed in the Fisheries Development Action Plan.</p> <p>This document therefore uses the previous drafts of the strategic plans as basis with revisions in certain areas and updates/amendments as agreed with the CFDO. Also, this document replaces previous versions of the CFDO Strategic Plan.</p> <p>The 2007-2011 CFDO Strategic Plan is formulated to drive a shift in strategic focus in two key areas:</p> <ul style="list-style-type: none"> - Shift of focus from establishment to the strengthening of community fisheries - Moving away from donor-driven planning and development

II. PROJECT OBJECTIVES

The general objective of the project is to facilitate the development of community fisheries management in Cambodia through capacity building and networking; specifically the project aims:

- To understand and improve the present capacities of CFDO and CFDUs to lead and mentor others in doing community fisheries;
- To develop clearer strategies on implementing and supporting CF in the pilot sites, including an exit strategy;
- To mobilize the different stakeholders of CF to discuss and analyze the CF experience in the country; and
- To support staff development of CFDO, with emphasis on bridging the learning and experiences of the different projects.

III. PROJECT ACHIEVEMENTS

3.1. Objective 1

Understand and improve the present capacities of CFDO and CFDUs to lead and mentor others in doing community fisheries.

3.1.1 Training Needs Analysis

The training needs analysis (TNA) was conducted by the CFDO, with technical support from CBNRM LI as a response to the CF's capacity building needs in Cambodia. This TNA process was carried out in various steps as described below:

Review of TNA material and preparation

With the suggestions and advice from the technical consultant (Mrs. Becky Guieb), relevant materials were reviewed. During this stage, TNA methodology was prepared and adjusted from the methodology used by CBNRM LI for SAB project. CBNRM LI organized a 3-day training course on TNA methodology and 3 CFDO project counterparts were sent to join this training. CFDO then organized training and discussion for internal office to prepare work and tool for the field data collection and consultation. A TNA tool book was developed in both English and Khmer languages ready for the CFDO's facilitators to use in the field.

Collect TNA field data

Four (4) TNA workshops in selected provinces (Takeo, Kampong Chhnang, Banteay Meanchey, Kratie, Koh Kong, Sihanouk Ville and Kampot) were conducted from 5 December 2005 to 25 February 2006. The first TNA workshop was conducted in Takeo province on 5-7 December 2005 with 17 participants from different organizations (community fisheries, commune council, fisheries office, department of environment, department of women's affairs and 3 local NGOs).

The second TNA workshop was conducted in Kratie province on 3-5 January 2006 with 20 participants representing different provincial departments (Agriculture, Environment, Rural development, Women's Affairs, Fisheries), CF committees, commune councils and local NGOs. The third TNA workshop was conducted in Banteay Meanchey on 1-3 February 2006 with 21 participants representing different provincial departments, CFC, commune council and NGOs from Kampong Chhnang and Banteay Meachey province. The fourth TNA workshop was conducted in Koh Kong province on 22-24 February 2006.

Analyze and write up of TNA results

Results from workshops were analyzed and written up. The final report was prepared and ready to be referenced for development training module and training plan (See details in the technical paper titled “Training Needs on Community Fisheries in Selected Provinces in Cambodia”).

3.1.2 Facilitation Skills Training

The project committed to provide three facilitation skills trainings in 3 different regions including Great Lake, Mekong and coastal region. The first facilitation skill training was conducted during the previous phase of the project. In this phase, two (2) more facilitation skills trainings were held for the Mekong and coastal regions. The second facilitation skill training was conducted in Kampong Cham province during 19-23 June 2006 with 18 trainees from 6 provinces (Stung Treng, Kratie, Kampong Cham, Kandal, Prey Veng and Takeo) representing for CFDO and CF committees. The third facilitation skill training was conducted in Sihanouk Ville in 27-31 July 2006 with 15 trainees from 4 coastal provinces and municipalities representing the CFDO and CF committees.

Facilitators from CFDO and CBNRM LI have shown excellent skill and ability in facilitating those three trainings. New skills of facilitations were introduced, and simple and practical exercises were practiced in the break-out and plenary session. In the reflection session, all participants expressed their strong interest and desire in learning this facilitation skill. Most of participants stated that this was their first time participating in this type of training and they expected the skills to be useful in their work for the community fisheries establishment and management.

3.2. Objective 2

Develop clearer strategies on implementing and supporting CF in the pilot sites, including an exit strategy.

3.2.1 Conduct case study

The final report for 3 topics of case studies conducted in 3 community fisheries in pilot sites are ready to be published and disseminated. The project counterparts from CFDO with the technical assistance from CBNRM LI conducted these case studies following the process as describe below:

Introductory Workshop on Case Study Writing

A 3-day introductory workshop on Case Study Writing was held in Phnom Penh on 19-21 January 2006. The workshop has the following objectives: (1) To level off on our understanding of the CF experience in the 3 pilot sites of the IDRC project, (2) To introduce key ideas on case study writing, and (3) To develop a plan of action on how to produce the case studies on the 3 pilot sites. By the end of the workshop, writers were able to identify: (1) Main issues on CF in the 3 pilot sites, (2) Topics for the case study writing in the 3 pilot sites, (3) Initial research questions in the 3 pilot sites, and (4) Initial list of case study writers in the 3 pilot sites among the CFDO and CFDO staff.

Training on Case Study Writing

In March and April, Becky Guieb worked with Bunthoeun, Srey Mom, Ly Vuthy and Kim Hor in designing and writing the session plans for the case study workshop. These were subsequently used in a second workshop held in Phnom Penh and Sihanoukville on 24 April-4 May 2006. The

first part of the workshop included an introduction to the case study writing concepts, process and developing an outline (3 days) followed by 4-days of field work in the pilot sites and finally the actual (initial) writing.

Table of main message and case study writers:

Main Message	Writers
Local people's livelihoods in Kg. Krosang CF can improve with support in capacity building and credit	CFDO: Phearak (Team Leader), Kano, Ratana, CFDU: Sophan NGO: Makara (CEPA)
Cooperation of CF members and other stakeholders in Phneat Kohpong Sat CF makes fishery resource management sustainable	CFDO: Pe A (Team Leader), Ven, Leang CFDU: Viseth NGO: Kim Sour (VSG)
Illegal fishing in Thmor Sor CF decreases fishery resources and fishing income.	CFDO: Kim Hor (Team Leader), Sambo, Leang CFDU: Piseth

At the end of the training, initial drafts of case studies were produced and follow-up activities were identified.

Synthesis Workshop

In 30 November-1 December 2006, a final synthesis workshop was held in Battambang province. In this workshop, the case study writers presented their work for peer feedback and analyses. It was also an opportunity to point out the overall analysis and synthesis of the 3 case studies. At the end of the workshop, the participants reflected on the overall process of case study writing and suggested ways to improve this process.

Peer Review

In 27-29 December 2006, a peer review workshop was held in Kampong Chhnang province to check and verify the final draft of the three case studies. In this workshop, all case study writers were able to do detail checking and revising for both Khmer and English language.

3.2.2 Support activities in pilot sites

Support for Community Fisheries in Thmor Sor

In response to the request and the needs of local people in Thmor Sor commune located in coastal area in Koh Kong province, the project has decided to support the establishment of the community fisheries in that area including 5 villages. The support in Thmor Sor has started since the previous phase of the project and continued until this phase. The establishment of the community fisheries in Thmor Sor has been carried out following the experiences and lessons learned from the two other communities fisheries pilot sites in Banteay Mean Chey and Takeo provinces. The election of a CF committee in one village in Thmor Sor commune was conducted in the previous phase of the project and the election was extended to the remaining 4 villages in this phase.

Since the project team has learned from experiences in the previous phase and has done some work as a basis for the establishment of CF in the other 4 villages such as scoping activities, the establishment of the CF in the remaining villages in Thmor Sor commune was speed up. Consequently, all 5 villages in Thmor Sor commune were formed as community fisheries, community fisheries committee in each villages were elected and all 5 community fisheries were

formed as a community fisheries federation at the commune level. At present, the area of the community fisheries federation was demarcated, CF by-law and CF area management prepared. The experiences of the establishment of CFs in Thmor Sor community fisheries federation were documented in the technical report titled “The Community Fisheries Establishment and Strengthening in Thmor Sor Commune, Koh Kong province”.

The main activities are highlighted as follows:

CFDO/IDRC team visit to Koh Kong Province

In 1 to 3 November 2005, the visit of IDRC project team in the CFDO to Koh Kong Province was organized. The main purpose of the visit was to discuss with the provincial fisheries office and stakeholders on past experiences and future activities of IDRC project in the CFDO in supporting the CFs in Thmor Sor Commune. The meeting agreed to continue work in Thmor Sor which included: election of CF committee in other 4 villages that have not yet established CFs, preparation of by-laws, continuation of community fisheries boundary delineation, and conduct others necessary work such as preparation of management plan and dissemination of CF sub-decree and guideline.

Participation in boundary delineation

In 12 to 16 October 2005, 2 CFDO/IDRC staff participated in the boundary delineation of Thmor Sor CF. Since the CF in Thmor Sor was established, it has received a grant of USD2000 from the Seila program for CF boundary delineation.

Setting up community fisheries in 4 other villages

Following up on the meeting in Koh Kong Province, two trips to Thmor Sor Commune were arranged:

- The first trip was from 22 to 27 November 2005 to help facilitate the election of the CF sub-committee in two villages, Sre Trav and Sre Thmei.
- The second trip was from 24 to 29 December, 2005 to help with and facilitate the election of the CF sub-committee in two other villages, Cham Kar Leu and Cham Longko.

As result, CF sub-committees for each of the villages were formed and the CF members were registered; 91 people in Sre Trav village, 161 people in Sre Thmei village, 60 people in Cham Longko village, and 58 people in Cham Kar Leu village.

All CF sub-committee members in the 4 villages combined with the CF sub-committee members in Thmor Sor Village to form the committee of Thmor Sor Commune CF federation composed of 3 members from the 4 villages and 7 from Thmor Sor Village. The committee is led by the head of the CF sub-committee of Thmor Sor Village.

Follow up on the establishment of CFs

In 5-9 April 2006, the CFDO/IDRC team organized a trip to Thmor Sor Commune to follow-up on the establishment of the CFs and to discuss potential areas of support for them. Two main activities were carried out including re-election of the head of the Thmor Sor CF federation, and revision and update of the by-laws and internal rules of the CFs.

The former head of Thmor Sor CF has health problems and cannot continue her work. Therefore, the CF as well as the commune council in Thmor Sor requested the election of a new head of the committee.

The Thmor Sor commune head expressed his strong support to CFs in Thmor Sor and told the community that he will allocate USD 4000 from the Seila program to finish the CF boundary delineation and the CF conservation area.

At present, Thmor Sor community fisheries is officially recognized by the provincial governor and awaits the signing of the agreement and registration, which is expected to happen when the MAFF guideline will be officially approved.

Dissemination of CF guideline, and CF by-laws

After the provincial governor has approved on Thmor Sor CF by-law, four CFDO/IDRC counterparts organized a trip to Thmor Sor in 6-7 September 2006 in order to officially launch and disseminate the Thmor Sor CF by-law. The participants in the meeting includes all community fisheries committees in all 5 villages and other relevant partners such fisheries inspector, police, village, commune and district authorities. The meeting discussed about the strategy of dissemination and execution of Thmor Sor CF by-laws. The meeting suggested that, the community fisheries and local authority should play important and active roles in dissemination of CF by-law to the CFs members and also to other people who often access to the fishing resource in CF Thmor Sor fishing area and the cooperation with the commune authority and fisheries inspectors is very important to execute the CF by-law.

Participation in preparation of CFs management plan

In 10-16 September 2006, two CFDO/IDRC counterparts and one CFDO in Koh Kong province participated in the preparation of CF area management plan in Thmor Sor community fisheries. 42 participants from CFCs, CF members, relevant local authority and fisheries inspector participated in the meeting to discuss for the CF area management preparation. As a result, Thmor Sor CF area management plan was prepared.

Support for Community Fisheries in Phneat Koh Pong Sat, Banteay Meanchey province

CF committee re-election in Phneat Koh Pong Sat Community Fisheries

Phneath Koh Pong Sat community fisheries composes 2 communes with 11 villages. Theses communities formed a community fisheries federation and elected their committee since September 2001. With the support from CFDO/IDRC project and the support from PFO, local authority and relevant stakeholders, during their first mandate (2001-2006), they were able to operate smoothly and have brought significant changes to the community such as: increase of people's awareness and local participation, decrease of illegal fishing activities and decrease of cutting of flooded forest. More importantly, the community fisheries showed great success in establishing 3 fish conservation areas increasing fish stock in their area, contributing to fish conservation and other benefits for the community members.

In 7-18 September 2006, CFDO/IDRC team in collaboration with the Banteay Meanchey provincial fisheries offered to facilitate the election of all 11 community fisheries and the election of CF federation in Phneath Koh Pong Sat. Mrs. Tan Kim Koy, who is the leader of community fisheries federation in the first mandate, was elected by the members to be a leader of Phneat Koh Pong Sat community fisheries federation again. Mrs. Tan Kim Koy has received a silver medal award from the Prime Minister for her excellent performance in the community fisheries management.

CF boundary delineation

In 26-30 September 2006, four CFDO/IDRC counterparts and one CFDO GIS specialist in cooperation with CFDU in Banteay Meanchey province participated in boundary delineation in Phneat Koh Pong Sat community fisheries federation. The participants in this boundary delineation included 18 people from Phneat Koh Pong Sat, including: community fisheries committees, commune council, all relevant village head, and the deputy chief of PFO. As a result, 12 boundary posts were put up for demarcation.

CF area management plan

Apart from by-law and internal rule, the management of Phneat Koh Pong Sat community fishing area is also based on the yearly action plan prepared by CF committees with the support from CFDU and local authority. CFDO/IDRC project counterpart played a very active role in supporting the capacity building of CFDU and CF committee in preparing the CF action plan in Phneat Koh Pong Sat CF. Since it started, the project supported the preparation of the CF action plan every year. This year in 26-30 September 2006, four CFDO/IDRC counterparts organized a trip to Phneat Koh Pong Sat CF to join and facilitate the CF boundary delineation and the preparation of CF action plan.

Micro credit activities

1st step:

For the micro-credit program, CF members have formed self-help groups since the 1st Phase (March, 2005). A total of 12 groups of 5 families each (60 members) were supported with credit of USD50 per person. The credit was used for livelihood projects such as animal raising and vegetable gardening. The monthly interest rate is determined by the group based on the individual's capacity to pay. In addition, there is a savings component to this scheme, with the group also deciding how much they can save every month. The 12 groups were able to collect 178,200R (USD 445.50) interest in one year. The total amount (178,200R or USD 445.50) is divided as follows: 50% is used to increase capital, 10% for commune development, 20% for community activities, 10% for admin cost of the group, and 10% for social funds.

2nd step:

The project renewed its contract for one more year with 12 self-help groups (60 members). This started on 18 March 2006 and will run until 18 March 2007 supported with credit of 215,000R (USD53.75) per person which is a USD3.75 increase above the 1st step contract. Each group has also agreed a monthly interest of 1% and with a savings budget of 2000R (USD0.5) per month for each person.

As a result of the micro-credit program, the members are very active with project activities such as CF management and CF patrolling. They also could reduce time needed for fishing because they are busy with their additional businesses such as mushroom growing, and vegetable gardening. As a result, they saved sufficient money to buy consumer goods such as TV or bicycle.

CFDO/IDRC counterparts monitor and follow up on the progress of micro credit activities in both sites every three months and monitoring is also conducted when the CFDO/IDRC counterparts have a trip to the communities in the project site to do other tasks. Apart from CFDO/IDRC monitoring, the self-help group leader writes a monthly report and submits it to commune council and CFDU and a copy to CFDO.

Support for Community fisheries in Kampong Krasang, Takeo province

The project has supported Kampong Krasang community fisheries since early 2004. The support from the project included:

- provide training to community fisheries committees and commune councils
- preparation of CF by-law and internal rule
- preparation of CF action plan
- setting up conservation area
- micro-credit program.

In this phase of the project, follow up activities in Kampong Krasang community fisheries were organized:

- In 15 October 2005, a trip to Kampong Krasang was organized to follow up on CFs micro-credit activities.
- In 8-11 December 2005, CFDO/IDRC counterpart together with CBNRM LI visited this community fishery to follow up on: the progress of CF, the preparation of action plan, micro-credit activities and the selection of case study topic.
- In 30-31 May 2006, a field trip to follow up on micro-credit was organized.
- In 23-24 October 2006, CFDO/IDRC counterparts took a field trip to this community fishery to: update the CFs by-law following the new CFs guideline, follow up on micro-credit activities, and provide training on budgeting management.
- In 19-22 November 2006, two CFDO/IDRC counterparts together with one CBNRM LI representative organized a field trip to visit this community to follow up on micro-credit activities and discuss with CF committees on the management of CF fishing area and CF conservation.

The experiences of micro-credit and capacity building support in Kampong Krasang community fisheries project was documented in the technical report titled “The experience on small credit support from Kampong Krasang Community Fisheries in Takeo province” and in the case study titled “The Role of Capacity Building and Credit Support in Improving People’s livelihoods”.

3.3. Objective 3

Mobilize the different stakeholders of CF to discuss and analyze the CF experience in the country.

3.3.1 Dissemination of CF Sub-Decree and Consultation of CF guideline, sample of CF by-law, sample of CF area agreement, and sample of CF management plan

The Sub-decree on Community Fisheries Management was approved by the Prime Minister of Cambodia on 10 July 2005. The national workshop on the CF sub-decree was held on July 2006 to disseminate and discuss strategies for further dissemination of the CF sub-decree to all stakeholders in the province. The workshop was organized by the CFDO with the contribution of the IDRC project through staffing and supporting one participant from the pilot site in Banteay Meanchey province.

Apart from dissemination of the CF sub-decree, the CFDO, in cooperation with NGOs (Oxfam GB, Oxfam America, CBNRM LI, SEPA and AFSC) organized 3 regional consultative workshops on CF guidelines, examples of CF by-laws, examples of CF areas of agreement and an example CF management plan. With support from TSEMP, CFDO organized a national consultative workshop to consolidate comments from the regional workshop. At the national workshop the IDRC project supported one participant from pilot site in Banteay Meanchey province.

3.3.2 CF forum and networking at provincial level

CF forums were organized at the provincial level in three pilot provinces: Takeo, Banteay Meachey and Koh Kong. The objectives of the forum are to provide an opportunity for stakeholders to discuss issues and share experiences related to community fisheries management at the local level and find solutions and strategies in order to support the community fisheries for their sustainable management. The forum provided the means and the solidarity between all partners and stakeholders on how they can work and collaborate with each other and benefit from this exchange.

In Takeo province, two CF forum workshops were organized. The first workshop was held in 29 May 2006 with 30 representatives from CF committee of different CFs, commune councils, provincial fisheries officers. The second workshop was held in 15 July 2006 with 50 participants from CF committees, commune councils, police, NGOs and PFO.

In Banteay Meanchey province, two CF forum workshops were organized. The first workshop was held in 20 July 2006 with 44 participants from different organizations and agencies – 19 CFC from 19 CFs, 5 commune council members, 5 commune police, 1 officer from department of environment, 3 provincial fisheries officers, 2 local NGOs, 6 university student, 3 CFDO/IDRC counterparts. The second workshop was held in 14 September 2006 with 48 participants- 2 district governors, 3 commune heads, 3 commune police, 22 CF committees, 3 PFO, 2 local NGOs and 3 CFDO/IDRC counterparts.

In Koh Kong province, one CF forum workshop was organized in 28 July 2006 with 28 participants representing different organizations and agencies – 25 CFCs, 4 commune councils, 3 local NGOs, 3 provincial fisheries officers and 3 CFDO/IDRC counterparts.

3.4. Objective 4

Support staff development of CFDO, with emphasis on bridging the learning and experiences of the different projects

3.4.1 Organize in-county study tour

In-country study tour to visit communities in the coastal area was organized on 26 and 27 June, 2006. Two community fisheries were visited – Koh Khchong community fisheries in Koh Kong province and Prey Nop II community fisheries in Sihanouk Ville. 20 people included 10 CFDO, 3 CFDO from pilot provinces, 3 CFCs from pilot CFs and local NGOs participated in this study tour. The main purpose of the study tour is to share learning and experiences on preparation of CF area management plan and conflict resolution, factors influencing the success of community fisheries management and different experiences in fresh water and coastal fisheries management.

3.4.2 CFDO strategic planning workshop

In 11-13 December 2006, CFDO/IDRC in collaboration with CBNRM LI organized a CFDO strategic planning for 5 year periods (2007-2011). All CFDO staffs participated in the workshop and 2 people from CBNRM LI also participated in the workshop. Apart from CFDO and CBNRM LI staff, Ms. Becky Guieb, Ms. Julie Tsatsaros, Natural resource management advisor of Tonle Sap of Environmental Management Project and Mr. Mitchell Isaacs, project management advisor of CFDO have also participated as co-facilitators. Additionally, H.E. Nao Thuok, Director-General of the FiA, Mr Chun Sophat, Director of the Administration Division attended on the first day, and Ms. Melissa Marschke of the York Centre for Asian Research observed parts of the workshop.

During the workshop, participants discussed various topics relevant to work in the CFDO.

Discussion topics included:

- Changes to internal functioning and relationships with external organizations and agencies
- Role and responsibility of the CFDO
- Role and responsibility of staff and management
- Priorities of the CFDO
- SWOT analysis of the CFDO and its relationships
- Structure and organization of the CFDO and the FiA

A major output of the workshop was the draft of a 5-year strategic plan.

A detailed report of this workshop can be found in the CFDO 5 Year Strategic Plan.

IV. COLLABORATION WITH CBNRM LEARNING INSTITUTE

The CBNRM Learning Institute has been a close partner on this project with the CFDO, particularly in the following key activities: training needs analysis (TNA); training plan development; facilitation skills trainings; scoping visits to case study field sites and mentoring support; training on case study writing, documentation and information analysis; peer review sessions and finalizing the case studies (editing and formatting); and strategic planning workshop.

Training needs analysis (TNA)

The CBNRM LI team (Becky, Bunthoeun, Srey Mom and Becky) prepared initial training session plans on TNA tools and methods for both CFDO and the SAB Project. The initial TNA workshop was held on 19-21 October 2005, and included eight CFDO staff as well as Ly Vuthy, CFDO Chief who was also present for most parts of the training. A more focused TNA facilitators' training was held in November 2005 prior to the provincial TNA workshop with the CF Committees and CFDO staff in Takeo province on 4-7 December 2005. This was followed by another TNA workshop in Kratie province on 3-5 January 2006. Kim Hor and Pe A of CFDO facilitated the workshops with support from Bunthoeun, Sopanha, Sopheap, Srey Mom and Wirya of CBNRM LI.

Two more workshops on TNA were held in Banteay Mean Chey on 1-3 February 2006 and in Koh Kong provinces on 22-25 February 2006. Two from CBNRM LI supported the workshop in Banteay Meanchey, and one of them acted as a co-facilitator. Representatives from the provincial fishery office and other government institutions like agriculture, environment, women affairs, rural development office, CF, commune council, SEILA and NGOs attended the workshop. In Koh Kong, representation from the same offices and institutions attended the workshop. Staff members from CZM, PMCR and SEILA projects and a staff from AFSC (NGO in Sre Ambel) also participated in the TNA workshop.

Training plan development

According to the results of the 4 TNA workshops, the analysis suggested the need for: (1) facilitation skills, (2) CF leadership such as planning, research and data collection, conflict-resolution, monitoring and evaluation and proposal development skills, (3) livelihoods development e.g. knowledge and skills on small credit management and having additional livelihoods such as integrated farming (Koh Kong) or sewing (Banteay Meanchey), and (4) knowledge and skills on setting up and maintaining fishery resource conservation areas. The CBNRM LI team worked in collaboration with CFDO to develop an appropriate training program for the CFDO staff, including facilitation skills, case study writing, data analysis and documentation.

Facilitation skills trainings

The project implemented 3 facilitation skills trainings for the Tonle Sap, Mekong and coastal provinces. The Tonle Sap workshop was held in Kg. Chnnang province on 22-28 March 2005, way ahead of the implementation of the project's extension phase. CBNRM LI co-facilitated the training with 3 CFDO staff members and it was a useful way for CFDO staff to learn facilitation by actual application. The workshop was attended by 25 participants from CFDOs, commune councils, CFs and NGOs.

Scoping visits to case study field sites and mentoring support

Sim Bunthoeun and Im Maredi from CBNRM LI joined the CFDO/IDRC team in their work in the 3 pilot sites. Maredi went to Koh Kong and Thmor Sor and spent time discussing the issues in CF with the team. Bunthoeun went to Takeo and did the same thing. The purpose of the field visit is to provide the technical assistance to facilitation teams and local community committees on resource management and strengthen the capacity of the leaders to sustain their community work. Therefore, the recommendations and suggestions are made for the CFDO's staff that are working as facilitators with the local communities.

It was observed that some CFDO staff should encourage more participation from the provincial participants. The strategy of CBNRM LI was to train CFDO first who would subsequently be the primary facilitators in the provincial workshops and in field implementation. After the provincial workshops, LI conducted a reflection meeting with CFDO to assess the methods. The main feedback was for CBNRM LI to have a more "engaging support" in the actual implementation. This means that CBNRM LI needed to act as co-facilitators in the provincial workshops as needed and to assist more in clarifying the process and results of activities, specifically in grouping of ideas and analysis of information.

Training on case study writing, documentation and information analysis

The CBNRM LI team designed and implemented a 3-day introductory workshop on Case Study Writing that was held in Phnom Penh on 19-21 January 2006. The workshop introduced the key ideas on case study writing, and developed a plan of action on how to produce the case studies on the 3 pilot sites. In March and April of 2006, Becky Guieb worked with Bunthoeun, Srey Mom, Ly Vuthy and Kim Hor to design the session plans for the case study workshop that was held in Phnom Penh and Sihanoukville from 24 April-4 May 2006. The first part of the workshop included an introduction to the case study writing concepts, process and developing an outline (3 days) followed by a 4-day field work in the pilot sites and finally the actual (initial) writing. Time was set aside for research reflection and fieldwork planning.

Peer review sessions and finalizing the case studies (editing and formatting)

Peer review sessions were used as a method to improve the analysis of the case study research. A synthesis workshop was held in Battambang province from 30 November-1 December 2006. During this workshop, the case study writers presented their work for peer feedback and analyses, as well as reflecting on ways to improve the process. The CBNRM LI team also facilitated a peer review workshop that was held in Kampong Chhnang province during 27-29 December 2006 to check and verify the final draft of the three case studies.

Strategic planning workshop

The strategic planning workshop was one of most important areas of collaboration between CBNRM LI and CFDO/ FiA. It formed the basis for planning and future collaboration. It also strengthened the capacity of the CFDO's staff as well as to improve management mechanisms, coordination and dialogue. Therefore, the strategic planning workshop provided the opportunity of Executive Director of Learning Institute and the Director General of Fisheries Administration to set a clear strategy for future collaboration and long-term partnership building for setting up strategies to achieve the goal of sustainable fisheries resource management and to ensure that local fishers can sustain their livelihood activities.

V. CHALLENGES

1. *Capacity building is a long and continuous process and thus, needs to be built-in any project initiative of the CFDO.* The time and efforts spent on capacity building for the CFDO, CFDU and CF Committee members in the 3 pilot sites have resulted to changes in skills and knowledge. For example, CF Committee leaders are more skilled on writing minutes of meetings, documenting project activities, bookkeeping for the micro credit project and facilitation of meetings. The CFDO, CFDU and CF Committee members are also more knowledgeable about community fisheries establishment and management. The discussions with other stakeholders, and the study visits helped in broadening their understanding on CF. Capacity building efforts should not end when this phase of the project is completed. It should be continued and built into any initiative of CFDO. The TNA analysis report also guides the CFDO in looking at potential areas for training support.
2. *Community fisheries management needs the support of all stakeholders to make it work.* The Phneat Koh Pong Sat clearly shows this challenge. Even if communities will actively support CF, if it is not acknowledged and supported by the general public and relevant stakeholders, its results and impacts will not be significant. This is the reason why the CFDO wanted to understand more the relationships and dynamics of stakeholders at the provincial level. Given the present efforts on decentralization, the province (aside from the commune) is a significant level where intervention of government is going to happen. In succeeding initiatives on CF, the CFDO would like to think more and analyze the roles of different provincial stakeholders on CF and how such mechanisms as provincial forums or networks can be formed to support and sustain CF.
3. *Community fisheries should be facilitated with the clear intention of making it self-sufficient and sustainable in the future.* Presently, CFs in the country are active and working if there is some external support provided such as funds and technical assistance. It is important to consider how to make CF self-sufficient and sustainable right from the start. How can CFs work without or with minimal external support? This is a challenge and a question that remains to be explored in the future work of CFDO. Presently, having competent skills and knowledge on CF appears to be a critical factor for sustainability.
4. *Livelihoods issues are central issues to CF.* This challenge is not new to many of us who know that the reason why resources need to be conserved and managed is for people to have a better quality of living. Having better livelihoods, whether it is fishing, or any other supplemental forms, is a goal of CF that is not so easy to achieve. This project shows some positive results from micro-credit work but future work needs to explore more fully the details and possibilities of other livelihood support.

VI. NEXT PHASE

The proposal for next phase titled “A Research Project on Improving Rural Livelihoods through Community Fisheries Management” has been approved by IDRC and the MOU for the implementation of the project has been signed by H.E Nao Thouk, Director General of Fisheries Administration and Mr. Richard P. Fuchs, Regional Director of IDRC in Singapore, but the date to start the project needs to be confirmed.

Based on experiences and lesson learned from this phase as well as the current needs for the fisheries management in Cambodia, the concept of next phase project has specific characteristics are as follows:

- Support CFM closely link with the improvement of rural people livelihoods, therefore the action research will be used.
- Support CFM on more innovative way by expanding the scope from local level to provincial level, so that the impact of CFM can be analyzed at the broader level.
- Support CFDU to be a stronger service provider on CFM at the provincial level.

The project proposed research that is focused on finding out “how can community fisheries management improve livelihoods?”. Based on this research question, some of the potential questions to be included in the project are:

- What are the main issues related to CFM and livelihoods?
- What kind of supports do CF need to improve CF management and livelihood?
- What are the livelihoods strategies related to fisheries?
- How do fishing households cope with stresses and shocks such as decrease in fish catch, natural disasters, illness and others?
- How does the market (access to market, information and infrastructure) influence the decisions and strategies of fishing households on livelihoods?

The objectives of the project are:

1. To enhance capacity at provincial level to analyze opportunities and constraints, and identify priorities for CF development,
2. To identify and support CFM interventions that support livelihood improvement;
3. To ascertain and mobilize key CFM networks in the community, provincial and national levels to share lessons and experiences on CFM and livelihoods improvement; and,
4. To test and develop PME on CFM and livelihood improvement

Based on the project objectives, the main focus will be on three areas:

- 1) Provincial diagnostic studies on CFM and livelihoods in 3 provinces,
- 2) Community action research on the improvement of rural livelihoods through CFM, and
- 3) Support activities on training, networking and PME