

1. Fishery Co-management

1. After the discussion the training participants will be able to understand the

- Understand the important points for selecting the fishery co-management activities.
- Understand the activities of fishery co-management that will need to be emphasized.
- Understand the definition of fishery co-management.
- Understand about the vision

2. Methodology

- Explanation

3. Type

- All participants.

4. Time Required.

- 1 Hour.

5. Requirements.

- Prepared handouts including the various steps, activity, definition & vision of fishery co-management practices.

6. Steps to discuss

1. Start the discussion that this is the second level of training about fishery co-management practice. Within the training we will lay down
 1. Fixing the objectives
 2. Implementing
 3. Review and discussion.
2. Introduce the subject that those lessons were already included at the first level training and this lesson is the pre-introduction of the subject lesson.
3. Explain to the training participants, that to develop the process for the implementation of fishery co-management, there were 3 points to be emphasized

Development of the plan will

1. Directly or indirectly effective to fishery sector.
2. Improve the Eco-system.
3. Influence on the required / non-required outcomes of fishery and organization.

4. Continue discussion about the activity to be emphasized for fishery co-management.

1. Fish species conservation at the traditional fishing practices.
2. Conserve, maintain and re-establish the eco-system.
3. Emphasis on Socio-economic point of view.
4. Emphasis on management problems.

5. Explain the definition of the fishery co-management that the fish species, fishing gear type, fishing ground and the village or groups which are adjutancy to the fishing ground, combination of all stated above will be included.
6. Explain that the vision of the fishery co-management needs to get the agreement from all stakeholders. To reach this vision, there will be goal, objectives, indicators, Benchmark (mile-stones) and the Action Plan for the activities.
7. The discussed items were the brief presentation of the training and the training participants will need to coordinate and participate for the future discussion at the next lessons.

2. Require Data of Information.

1. After the discussion the participants can

- Understand the importance of the information data on fishery co-management.
- Understand on the forms of information approval.
- Understand the discussion and review of collected data and the preparation of report.

2. Methodology

- Explanation & discussion.

3. Type

- All, Group

4. Time

- 1 hours and 20 minutes.

5. Requirements

- Information data, format for approval of data, Sample & format for Review Report.

6. Discussion points

1. Collection of available information data is the first importance step for every system or management.
2. It is the basic requirement for preparation of Action Plan and implementation of fishery co-management practices.
3. Baseline information for future Monitoring and Evaluation process.
4. Accurate and complete information data is essential for preparation of affective Action Plan, proper implementation and Monitoring and Evaluation process.
5. After the explanation to get the accurate data information start the information data collection.

Facts were

1. Current status for fishery resources.
2. Current utilization of fishery resources.
3. Encountered difficulties and problems at the utilization of fishery resources.
4. Fishery resources changes.
5. Type of influences on the natural resources reachability and utilization.

6. Let the training participants to identify the method and the targeted groups to get the information.
7. Explain to the participants about the format for approving the data and also explain to get the available data from all related stakeholders and also need to get the findings and review in all available ways.

Different Types of Approach to get the approval.

1. Discussion with the main relative stakeholders.
2. Present to the targeted groups (relative & interest) for the approval.
3. Present to diverse groups for the approval.
4. Present at the multi-stakeholder attended, community meetings and workshops

8. Explain to the participants that the collected data have to prepare the report after getting the approval from the all stakeholders.

Facts included at the Report.

1. Background
2. Area of fishery co-management.
3. Background history and management of fishing.
4. Current status of fishery
5. Socio-ecological profits at the end of the fishing season.
6. Environmental concepts.

7. Explain to the training participants and conclude that based on this available data, the process of identify the existing problems, Priority ranking of the problems and identify the goal, objectives & activities will be followed.

3. Identification of Problems

1. After the discussion the participants can

- Understand the way to identify the problems.
- Understand the Priority ranking of the Identified problems.
- Understand the importance of problems finding to identify the goal & objectives.

2. Methodology

- Explanation, Discussion for Identification & Ranking.

3. Type

- All, Groups.

4. Time

- One and half hours.

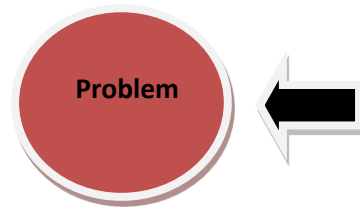
5. Requirements

- Fish Bone model as example; Table of Matrix Ranking.

6. Discussion points

1. Start the explanation that fishery co-management system is based on the problems encountered at the existing fishery management. Find out the ways (action) to solve the problems and identify the goal, based on the finding problems will follows after the identification of the problems.
2. Introduce the subject that this exercise covers the identification of existing problems for the fishery co-management system.
3. Explain that there are two ways to collect the data. One is qualitative collect (base on quality & visual) and the other is quantitative collection (base on amount and the information) to find out the difficulties and problems (Issues).
4. Explain the Fish Bone Method to identify the problems. Conduct the group discussion to find out the problems and root costs for the “Degradation of Fishery Development”.
5. Continue the group discussion to fine out the impacts on livelihood and its consequences effects for the individual find out problems, identified at the group discussion of problem finding exercise.
6. Let the training participants to conduct the priority ranking of the identified problems based on their impacts on livelihood and consequences effects. Line up the problems with priority ranking.
7. Introduce the Matrix Ranking method for the lineup of problems. Explain about the Scoring and Pair-wise Ranking systems and let the participants to conduct the lineup for the finding problems.
8. Let the participants to identify one most important problem by using the priority ranking.

9. Conclude the exercise by explaining that, based on the group discussion outcome, the most important problem, as the highest impact and most important problem to solve immediately is identified. Other steps such as develop the objective, identify the indicators and specifications, develop the activity to be conduct (Action Plan) will be continued at the next lessons of the training, based on this main problem finding.



4. Identify Objective.

1. After the discussion the participants can

- Understand the basic problems and difficulties, to be considered for the identification of Goal.
- Understand the problem based Goal identification.
- Understand the “Management capital” to reach the Goal.

2. Methodology

- Explanation & Discussion.

3. Type

- All, as Groups

4. Time

- One Hour and 20 minutes.

5. Requirements

- Goal chart, Pre prepared Management Capital, the based identified problems.

6. Discussion points

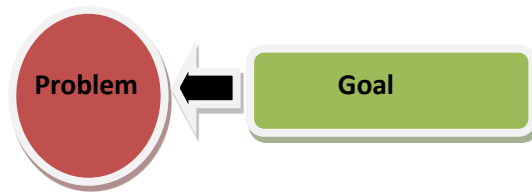
1. Please explain that the Goal is the detail steps of proposal to overcome the targeted problems.
2. Explain that normally Goal is identified as the vision or dream, which can be reached or seen after the targeted problem is solved.
3. Explain that, the problems were identified for the fishery co-management practice during the previous lessons. The training participants as groups have to identify the Goal, as thinking about the status or situation that will be reached after successfully solved the most important problem identified at the previous lesson.
4. Explain that the Goal is identified. Management Capital is required to reach the Goal, successfully.

1. Financial support
2. Political support & support of all stakeholders.
3. Constitutional support.
4. Sufficient human resources.
5. Right and sufficient time.
6. Get the complete information.

5. Explain to the training participants that there were 3 main, sector problems that will be emphasis at the identification of Goal for the fishery co-management.

1. Environment Problems.
2. Socio-economic Problems.
3. Management related Problems.

6. Explain to the participants that the status of Goal can only be reached in the future, based on the problem findings and the activities to solve the problems.



5. Objective and Indicator.

1. After the discussion the participants can

- Understand the importance of Indicators and Benchmark.
- Understand that the Indicators need to be **SMART**.
- Understand the various steps of identify the Indicators.

2. Methodology

1. Explanation & Discussion.

3. Type

2. All, Groups

4. Time

3. One and half hours.

5. Requirements

4. Charts of **SMART**, Steps of Indicator identification & relationship between Indicator and Benchmark.

6. Discussion points

1. Explain to the participants that the process is not reach to the end, after identify the **Goal** and conduct the feasibility analysis with the **Management Capital**.
2. It is required to identify the various **Objectives** to reach the Goal and also need to identify the **Indicators**, to monitor the success of each objective and identify the **Benchmarks** also.

Problems – Goal – Objectives; Indicators; Benchmarks

3. It is required to get the agreement on how to measure with which indicators and benchmarks that will indicate that the management activities will hit the objectives. After the agreement reached for an objective, it is need to build up and develop the indicators and the benchmarks, continuously.
4. An indicator is the witness that the management will headed to the identified expected **Outputs** by tracking the activities with measurable means. So it is required that the indictor need to be **SMART**.

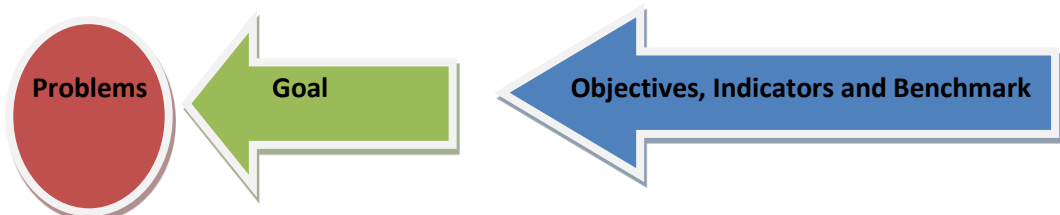
SMART means

- **Specific**
- **Measurable**
- **Available**
- **Relevant**
- **Timely**

5. Explain to the participants that **Benchmark** is the reference point for the indicator to evaluate progress toward objectives.
6. Explain the various steps to identify the indicator to the training participants.

1. Identify the feasible indicator.
2. Get the agreement on the required accuracy level.
3. Calculate the cost of operation (measurement).
4. Select the most cost-effective ways.
5. Decide the un-feasible matters of indicators.
6. Decide the Outputs of the indicators if more than one indicator is set for an Objective.
7. Measure by field data survey or measure with existing established data.

7. Explain to the participants that identification of the problems, identified Goal to overcome the problems were conducted at the group discussions of previous lessons. Ask the participants to identify the Objectives and the feasible **SMART** Indicators which can measure the success of the Objectives.
8. Trainer needs to explain a case example before the participants conduct the identifying the **Objectives** and the **Indicators**.
9. After the group discussion for identifying the **Objectives and Indicators**, the discussion outcomes need to present as group presentation. Try to mobilize to ask and discuss the participants of other groups. It is also required to summarize and present the discussion by the trainer.
10. Place all the discussed outcomes such as Problems findings, identified Goal, Objectives and the Indicators at the wall sheet of the training center.



6. Activity identification.

1. After the discussion the participants can

- Understand the basic concept of Activity identification.
- Understand the various steps for Activity identification.

2. Methodology

- Explanation; Discussion.

3. Type

- All, as Groups.

4. Time

- One and half hours.

5. Requirements

- Pre-prepared papers of various steps on Activity Implementation.

6. Discussion points

1. Start the lesson by explaining that the Objectives; Indicators to measure the success were identified by group discussions at the previous lesson. This lesson is covered with the identification of Activities.
2. Explain that it is needed to develop the Management Actions to reach the objectives. All the Management Actions that identified will be ensure to hit the Objectives and the Outputs of the identified Management Actions can be measure with the identified Indicators.
3. Let the participants to identify the Management Actions which will hit the Objectives and the outputs can be measured with the indicators.

Problems -Goal -Objectives -Indicators & Benchmark - Actions

4. Explain the various fishery co-management Actions based on the headings below.

1. **Management Actions**
2. **Respect & follow**
3. **Financial Support**
4. **Final Implementation.**

5. Explain to the participants that all the discussion groups were now having identified problems up to identified Management Actions. Also explain that it is required to conduct the thoroughly discussion between the different groups, to get the reliable and complete data and clear cut theoretical concepts.
6. Trainer needs to conduct the summarized, coordination discussion to ensure the understanding of the training participants.



7. Actions, Respect & follow, Financial support.

1. After the discussion the participants can

- Understand the facts to be considered and the detail requirement at the action.
- Understand the points to be respect and follow at the implementation of the action.
- Understand the facts to be considered at the financial actions.

2. Methodology

- Explanation.

3. Type

- All

4. Time

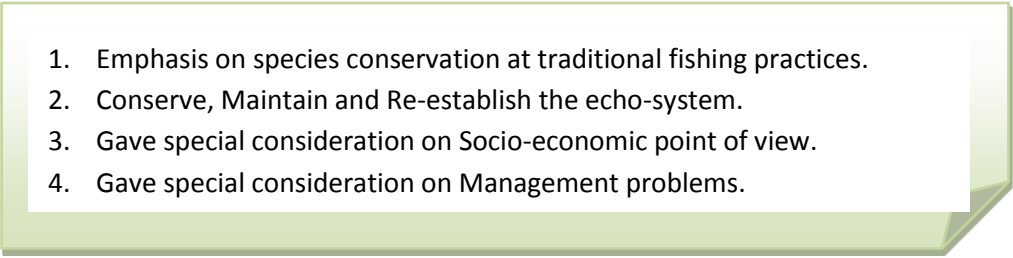
- One and half hours.

5. Requirements

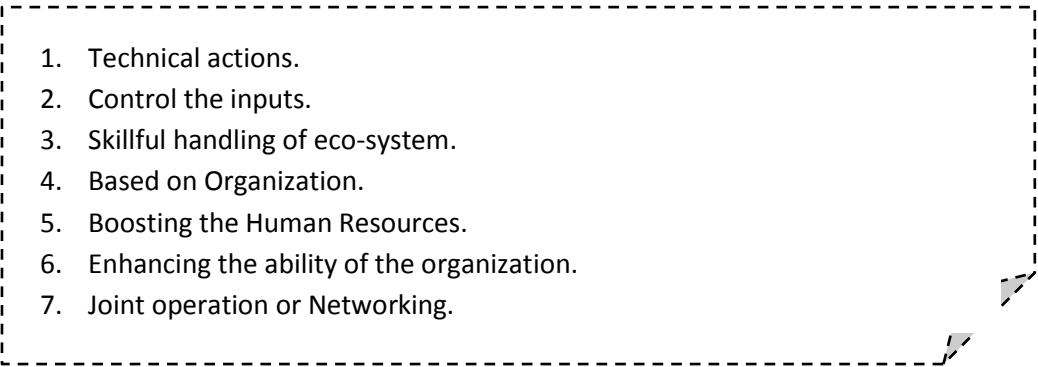
- Pre-prepared papers of facts to be considered at the Management Action, Activities in detail, facts to be considered at the financial actions.

6. Discussion points

1. Recap the previous exercises that the actions were been developed, group discussions were also conducted to ensure to reach the identified Goal and Objectives.
2. Explain that this lesson will discuss the facts to be considered at the implementation of the identified actions.
3. First of all, start with the facts to be considered at the “Management Action”.

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1. Emphasis on species conservation at traditional fishing practices.
 2. Conserve, Maintain and Re-establish the echo-system.
 3. Gave special consideration on Socio-economic point of view.
 4. Gave special consideration on Management problems.

4. Explain and widely discuss about the detail actions that will be included in the “Management Action”

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1. Technical actions.
 2. Control the inputs.
 3. Skillful handling of eco-system.
 4. Based on Organization.
 5. Boosting the Human Resources.
 6. Enhancing the ability of the organization.
 7. Joint operation or Networking.

5. Continue discussion with “Respect & follow”. Explain that if there is an action, it will have the procedure to be follow for implementing this action. Pay respect and follow to the discussed and agreed operation procedure is the ensure way to reach the goal.
6. Explain with the examples regarding the headings of Monitoring, Controlling and Surveillance, which can evaluate the implementing steps of the action, to ensure to reach the objectives according to the procedures.

1. Monitoring
2. Controlling
3. Surveillance

7. Continue discuss on financial related facts. Explain that budget (cash) will be required to conduct the actions. Explain about the facts to be considered at the financial management.

1. Current Budget (or) from new source?
2. What are the current budget and its revolving status?
3. Who will donate, who can donate?
4. What are the profits of the stakeholders, related to the equivalent problems?

8. Close the first day training section by explaining to the participants that facts to be considered for the action, its detail, and procedures to be respect and follow, financial requirements to implement the action, were discussed. Second day training will cover the discussions regarding the implementation of the actions.

8. Implementation.

1. **After the discussion the participants can**
 - Understand the requirements, relevant persons and departments for the approval for the legalization.
 - Understand on the facts that will be included at the Action Plan.
2. **Methodology**
 1. Explanation.
3. **Type**
 2. All
4. **Time**
 3. One hour.
5. **Requirements**
 4. Prepared document papers for requirements for legalization, Relevant to get the Approval, Facts that will be include at the Action Plan.
6. **Discussion points**
 1. Explain to the participants that the implementation of the fishery co-management action will be conduct at the right timing with precise activities, to reach the objectives and the Goal.
 2. For the implementation of the fishery co-management activities, legalization of the organization is the first important thing. The legal documentation is also required for the activities such as judicial power of fishery co-management practices. Legalization is depending on the different actions of the organization itself.

1. Require to get the agreement of the “Hlut Taw”.
2. Require the permission of the existing Laws.
3. Require to get the local organizational group of leaders.

3. To get the legal agreement with the Laws and the social relevant, the precise plan; rules and regulation (by-laws) of the organization is required. The relevant means;

1. Authorities of Central Management.
2. Local Authorities.
3. Local Organization Leaders.
4. Other Group of Organizations.

4. Explain that for the legalization and for the implementation, it is essential to prepare the Action Plan of the organization. Explain the facts that will be included in an Action Plan or try the participants to identify these facts.

1. What Action or activity will be done?
2. Objective of this Action.
3. Detail procedures to reach this objective.
4. Identification of responsible persons, who will conduct which activity?
5. Time Schedule; Starting date and completion date.
6. Identification of the location. Implementation at which places?

5. Conclude the explanation that the implementation of the action for the fishery co-management group will get the success only with the legal rights and follow the activities accordance with the Action Plan of the organization.

9. Management Monitoring.

1. **After the discussion the participants can**
 - Understand the items including at the management.
 - Understand the symptoms of the Good Management Practice.
2. **Methodology**
 - Explaining
3. **Type**
 - All
4. **Time**
 - One hour.
5. **Requirements**
 - Pre-prepared papers including facts need to be included at the management, symptoms of the Good Management Practice.
6. **Discussion points**
 1. Explain to the participants that although the effective actions can be identified to reach the Goal and Objectives, implementing the actions can conduct accordance with the identified by-laws, it is one thing to consider. It is the “Monitoring”.
 2. Explain that all implementation stages of the actions need to be closely monitored.
 3. Explain that “Monitoring” is the process, which is based on the items of the co-management. All explain about the items which will be included at the Management system.

Items included within the Management.

- Political support
- Right to manage.
- Organizational by-laws (rule and regulations).
- Co-ordination
- Proclaim the laws and respect and follow the laws.
- Decision making.
- Information.
- Resources.
- Ability
- External affairs & natural disasters.

4. Comparative explaining between “Management system” and “Good Management Practices”.

5. Invite the training participants to identify the facts or symptoms that will be included at the “Good Management Practice”. Before invitation, Trainer needs to explain about the fact or symptom “**Accountability**” for Good Management Practice as an example.

Symptoms of Good Management Practices.

1. Participation.
2. Rule by Law.
3. Transparency.
4. Responsiveness.
5. Consensus Oriented.
6. Equity.
7. Effectiveness & Efficiency.
8. Accountability.

6. Explain to the participants that “Monitoring” is the comparative examination of the Management Items (Identified at the previous lesson) with the 8 symptoms of Good Management Practices (stated above).
Example: Examine the process of Management Items, which is **Accountable** or not.
Explain the other 7 symptoms of Good Management Practice as above.
7. Good “Fishery Co-management” means
 - Both Humanitarian and Eco-system will sustainable developed.
 - Objective as equal rights for all the stakeholders.
8. Explain to the participants that to get the **Accountability** it must have the **Transparency**. To get the **Transparency**, it is required that the **Information** be reachable. All **Participation** at the decision making will enhance the **Accountability** and also enhance the **Co-organization or Participation of all stakeholders**.

10. Official Requirements.

1. **After the discussion the participants can**
 - Understand the importance of the various sectors at the fishery eco-system.
2. **Methodology**
 - Discussion
3. **Type**
 - Individual
4. **Time**
 - 30 minutes.
5. **Requirements**
 - Pre-prepared paper on List of sectors involving at the fishery eco-system.
6. **Discussion points**
 1. Explain to the participants that for the sustainable development of fishery sector, it is not sufficient to approach and conduct only with the fishery natural resources and the fishery related stakeholders. Other sectors, which are related to the fishery sector is named as “**Official Requirements**”.
 2. The related other sectors with the fishery sector can also called as “**Fishery and Environment**” or “**Fishery Eco-system**”. Within the related sectors, Forestry sector is the most important sector for the fishery eco-system. Most of the life cycle of fishery resources needs to graze or habitat at the forests mainly the **Mangrove Forests areas**. Explain in detail about the importance of mangrove forest for the sustainable development of fishery sector.
 3. Invite the participants to point out the other sectors which are related to the fishery environment or Fishery Eco-system as mangrove forests (forestry sector).
 4. Record the finding of training participants with the guidance of the pre-prepared papers.

Other sectors which related to the fishery sector

1. Forest Sector.
2. Fishery Sector.
3. Agriculture Sector.
4. Water way Transport Sector.
5. **Water way Management Sector.**
6. Tourism Sector.
7. Production Sector.

5. Explain to the participants that rules and regulations regarding the related sectors will be impact to the fishery sector. Those rules and regulations of the related sectors need

to support the fishery sector. Coordination with the related sectors to develop the laws and regulations which will support the fishery sector will resulting the sustainable development of fishery sector and the stakeholders of fishery sector.

11. Community Mobilization

1. After the discussion the participants can

- Understand about Organizing and stimulating (community mobilization).
- Understand the group organizing & stimulating and the facts about organizing & stimulating (Mobilization).

2. Methodology

- Discussion.

3. Type

- Individual or by 2 member groups.

4. Time

- One and half hours.

5. Requirements

- Pre-prepared papers regarding the identifications.

6. Discussion points

1. Start with the question asking what is the “**Community**”
2. After the training participants present their definition, Trainer will base on their answer and explain about the community.

- Group of people living in the same place.
- Having a particular common characters (language, culture, etc)
- Having mutual relationship to each other.
- Share the natural resources with common ownership.
- Making decisions together with individuals or groups.

3. Invite the participants to identify the “Organizing & Incitement” as it is common in human society.
4. Explain the definition of “Organizing & Incitement” based on the identification of the training participants.

Community Mobilization is the supporting and mobilizing process to get the community participation to get their benefits with the strength of community and individuals, social and economic organizations, non-government organization and the government.

5. Based on the previous 2 definitions, discuss and explain to the participants to understand that the propaganda activity will be required to conduct at every steps of fishery co-management actions conduct by the fishery co-management groups.
6. Explain about the objective of “**Community Mobilization**”. **Objective of Community Mobilization** were as follows:
 - To develop the awareness, technical and ability within the community by self-reliance way.
 - Mobilize to develop the keenness of the community, to understand their rights and responsibilities and to support their requirements, to develop the actions as the self-beginner for discussion and solving actions.
 - To modify their thoughts from their normal status by understanding the ides and trusts of the community.
 - Decently utilize the available natural resources.
7. Explain about the main areas to be emphasis for the targeted “Fishery Co-management”.
 - Build up the technical and procedures to get the better rights.
 - Enhancing the value & activity.
 - Enhance the spirit of self-reliance.
 - Develop the effective networking.
 - Develop the organization and the leading role.
 - Encourage the response action.
8. Finally discuss about the facts that need to be emphasis and to conduct the mobilization for strengthen the Fishery Co-management Groups.
 - ❖ Extension for the education regarding the natural environment.
 - ❖ Strengthening the social communication.
 - ❖ Networking with the alliance organizations.
 - ❖ Control the members and funding.
 - ❖ Enhance the abilities of members.

12. Capacity Building.

1. **After the discussion the participants can**
 - Understand the capacity, ways to build up the capacities and the aids or supports to get the capacity building.
 - Understand the areas utilize the capacity and the profits of advantages of capacity building.
2. **Methodology**
 - Discussion.
3. **Type**
 - All
4. **Time**
 - One and half hours.
5. **Requirements**
 - Prepared papers regarding the Capacity; Ways to build up the capacities; Aids or support to get the capacity building.
6. **Discussion points**
 1. Start the lesson by explaining that for the development, it is essential to have the individual or organization capacity. For the fishery co-management it is required to have the ability or the capacity of members as well as the capacity of the fishery co-management groups.
 2. Explain to the participants that the capacity or ability is familiar with the training participants. One example of the ability or capacity is the monitoring. An example for the capacity building or enhancing the ability is the provision of trainings. An example of the aids or support to get the capacity building is the leader having accountability.
 3. Explain to the participants that the example is given for each heading only. There are many points to be identifying with group discussion and let the participants to conduct the group discussion.
 4. After the group discussion, explaining with discussion need to be presented by the trainer, based on the summary of the identification of the training participants.
 5. Capacities are listed as
 - ❖ Evaluation.
 - ❖ Need assessment.
 - ❖ Strategic Planning.
 - ❖ Implementation.
 - ❖ Monitoring.
 - ❖ Solving the problem and challenges (Coping strategy).
 6. Ways to build up the capacities.

- ❖ Trainings.
- ❖ Information support.
- ❖ External Guidance.

7. Aids or Support for the capacity building.

- ❖ External Environment.
- ❖ Good leader with Accountability.
- ❖ Clear Objectives.
- ❖ Process for Change.
- ❖ Personal Knowledge and understanding.
- ❖ Transparency.
- ❖ Sufficient resources.
- ❖ Sufficient Management.

8. Also explain about the areas using capacity.

1. Conducting the duties, Problem solving, Objective identification, Accepting.
2. Understanding the wider situation, Conduct the development activities with sustainable ways.

9. Explain that trying to build the capacity is with the Result Oriented Approach and it is the wider internal mechanism for the development and growth.
10. Also explain to the participants that the objective of the capacity building cannot be support for the production and services. It will only support the specific development of the individual and the organization.
11. Explain that capacity development can lead the Efficiency, Effectiveness and Sustainability.
12. Conclude the training by explaining that the local capacity can be build up by enhancing the rights and responsibility of the local stakeholders; build up the quality of the fishery co-management.

13. Conflict management.

1. **After the discussion the participants can**
 - Understand about the definition of conflict solving (management); Root causes of conflict, requirement for solving, steps for solving conflict, strategy for conflict solving.
2. **Methodology**
 - Discussion, Explaining.
3. **Type**
 - 2 participants groups.
4. **Time**
 - One and half hours.
5. **Requirements**
 - Pre prepared papers regarding the definition of Conflict management; Root courses of Conflict, Requirements for solving; Steps for solving conflict & Strategy for conflict solving.
6. **Discussion points**
 1. Start the training by explaining that the sustainable success of the fishery co-management is based on the coordination of related stakeholders and the support of the other sectors of the fishery environment.
 2. Introduce the term “**conflict**” by explain to the participants that conflicts can take place at a variety of level of related stakeholders have the different intension. That different intension will lead the “**conflicts**” between related stakeholders.
 3. Explain to the participants that the conflicts need to be solved by management. If you keep away from the conflict, it will lead to the problem and finally the whole process of fishery co-management group will be disintegrated.
 4. Explain about the definition of conflict management.
Conflict management is about helping people in conflict to develop an effective process for dealing with their differences.
 5. Explain to the participants that in the fishery co-management process, there are some potential sources of conflict. One example is the intension on the “**Value**” identification of the related stakeholders (Fisher will identify the value of fish as income money, although the environmentalist will identify the value of fish as natural resources need to be conserved).
 6. Explain that there are many root causes of the conflict and ask the participants to discuss and write down the root causes of conflict on the color charts by grouping as 2 member discussion groups.
 7. Collect the color cards for the participants and group the cards with the main root causes. Participates will get the information about the 4 main root causes of conflict in this way.

8. Explain to the participants that one can be involved within the conflict or can act as the negotiator to manage the conflict. For the negotiator, it is required to assess the status of conflict before conduct the conflict management. There are four main factors that should be analyzed.

Main Factors for analyzed a conflict.

- Characterize conflict and stakeholders.
- Stage in the management cycle.
- Stage in the conflict process.
- Legal and institutional context.

9. Explain the participants with an example of conflict that the goal of conflict management is not to avoid the conflict. It is to apply the skills such as participation, which help the people with different willingness to reach the “Win-Win Situation”.
10. Explain to the participants that the negotiator needs to know not only the “**Conflict assessment**”, but also the “**Requirements to solve the conflict**”. The negotiator tries to fulfill these requirements at the conflict management process. The trainer can point out one of the requirements such as “**Known about the disputing groups**” as an example, and invite the participants to point out the other requirements with the groups of two member participants per group. Assign the groups to point out at least one requirement per group. Notice that some leading questions can help the groups.

Requirements

1. Know about all disputing groups.
2. Willingness to solve issues.
3. Trust on conflict management methods.
4. Authorized person at the conflict management.
5. Funds, time and resource available.
6. Solution will solve the issue in some extend.
7. Solution will be mutual benefit

11. Explain to the participants to conduct the conflict manage by fulfill the various step by step to reach the solution. Explain the steps of the conflict management.

Steps of Conflict Management.

1. Initial
2. Preparation
3. Negotiating discussion.
4. Agreement
5. Implementation.

12. Explain with the chart of Conflict management strategy.
13. Explain to the participants about the relationship, that the outcomes will be differing, according to their different actions and the different approaching styles.
14. Conclude the lesson with the explanation that conflict can be solved and the mutual benefit will be occur with the participatory approach, all requirement is important, willingness to resolve the issues, mutual respects, support and transparency.

14. Monitoring and Evaluation.

1. **After the discussion the participants can**
 - Understand about the required facts for monitoring and review the monitoring results.
 - Understand about the facts that can be included at the Evaluation Report.
2. **Methodology**
 - Explaining.
3. **Type**
 - All
4. **Time**
 - One hour.
5. **Requirements**
 - Prepared paper regarding the concerned facts.
6. **Discussion points**
 1. Explain to the participants that this is the third level of the training. This lesson will cover the monitoring and evaluation process that will measure the success of the fishery co-management practice.
 2. Explain that in this lesson, the discussion about the monitoring & evaluation as the first part and conduct the exercise regarding the **SWOT** analysis that can study the advantages and disadvantages.
 3. Explain to the participants that it is required to monitor the status of the fishery co-management activities to get the expected results. Evaluate the fishery co-management activities, based on the findings of the monitoring process for the future operations.
 4. Monitoring the implementing process, measure the success as outcomes and the findings will be reported as Monitoring Report.
 5. Explain to the participants that the evaluation process is the finding of the solution that will ensure to reach the targeted Goal and to get the further development.
 6. In the monitoring process, the collected numerical figures were converted to information for the fishery co-management.
 7. Points to be find out at the monitoring process were

- What is the objective?
- Which facts will be collected?
- How to collect the data?
- From whom, by whom?
- At what time?
- From where the data will collect?

8. The persons that will be involved at the Monitoring and Evaluation process are from main relevant groups combine with the representative of the advisor or consultancy group.
9. It is required to collect the different data from different stakeholders. There should be upward and downward information flows between the different levels of stakeholders.
10. Collected information will be summarized and evaluate. Appraisal such as success, non-success will be come up as outcomes of the evaluation.
11. Importance fact is that the items to be analyzed by monitoring & evaluation process will be the agreed indicators and benchmarks, that will be evaluate to reach the Goal at the management planning process.
12. Explain to the participants that the monitoring will be conducted by monthly or by 3 months interval.
13. Review on the monitoring results on

- Social status
- Methods of Implementation (need to change or not)
- Profits of fishers.
- Environment and eco system point of view
- Socio-economical point of view.

14. Facts that will be included at the preparation of Monitoring & Evaluation report will be

- Problems and difficulties.
- Objectives
- Specification of Indicators.
- Monitoring & Evaluation on Benchmark and actions.
- Changes on fishery co-management

Explain all the steps in detail from collection of data up to Evaluation of the monitoring results to the participants.

15. Analyze the Advantages and Disadvantages (SWOT analysis).

1. **After the discussion the participants can**
 - Utilize the SWOT analysis method.
2. **Methodology**
 - Identify the Advantages and Disadvantages.
3. **Type**
 - Groups
4. **Time**
 - One hour and 20 minutes.
5. **Requirements**
 - SWOT table.
6. **Discussion points**
 1. Using the SWOT analysis method to analyze the feasibility at the selection of the action to be implementing.
 2. Can use the SWOT method to identify the causes of unsuccessful or weaknesses found out at the monitoring process or to analyze the activity changes as the outcome of Evaluation process.
 3. Explain detail about SWOT Analysis.

S	=	Strength
W	=	Weakness
O	=	Opportunity
T	=	Threat

4. Invite the participants to identify the actions that conduct at the project. Organize the discussion groups and asked them to select the actions. Let the discussion groups to analyze the selected actions with SWOT analysis method.
5. Ask the discussion groups to identify the possible ways to enhance the advantages and strength as the outcome of SWOT analysis. Also ask them to identify the possible ways to overcome the weakness and threat found out by SWOT analysis.
6. Before ending the lesson, trainer need to present a briefing that the sustainable development of Fishery co-management system can be organize with
 - Proper Goal identified with the participation, believe & willingness of all participants.

- Implement to reach the Goal with the agreed rules and regulations (by-laws), follow the identified Indicators and benchmarks, enhancing the ability for community and by organizing the participation of community.
- Conduct the continuous monitoring, evaluation, understand and best utilize the advantages and disadvantages of the community, modify and change the actions by understand the opportunities and threats within the implementation of the actions.