



**Establish Co-management for Fisheries
Workshop
Word for word report
27th March 2023**

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About the workshop and this report

Purpose of the workshop

This document summarises the outputs of a productive online morning workshop held on the 27th of March 2023. In response to the re-design of fisheries management in the post-Brexit era, The Marine Management Organisation (MMO) is leading the development of a roadmap for the co-management of fisheries. The roadmap seeks to address current challenges around industry engagement in England and enhance platforms and approaches to improve capacity for constructive debate and collaborative design of fisheries management and policy. Stakeholders were invited to attend a workshop to influence this roadmap, share case studies and identify potential pilot sites.

This workshop gave participants the opportunity to:

- Share understanding of the context
- Share ideas about what works
- Suggest priorities
- Identify ways of working together more effectively
- Short-list priorities

Of the 40 participants invited, 26 people attended this workshop. Participants were from a range of backgrounds, from the fishing industry, marine managers, environment sector, academic, or had cultural/societal/market knowledge. The group included people who have taken part in fisheries management projects with different forms of stakeholder engagement and collaboration, and also those seeking to develop co-management projects.

The full outputs of the workshop are recorded in the 'word for word' report which is also available.

About this workshop report

This is a record of what was said during the workshop. During the workshop, the essence of every point said was either noted by facilitators, or participants wrote their own points down themselves. Following the event, we collated all the outputs into this record and then sorted it out so that similar ideas, from within each conversation, are grouped together.

We sort it like this because conversations don't progress in a linear way, but go off on tangents, circle back and change direction suddenly – all of which makes reading it in that order difficult to understand. By sorting similar points together, the main topics and themes of the conversation become clearer.

When we are sorting the outputs, we let the ideas and then themes emerge, rather than use pre-set topic headings. This avoids bias and missing unique or unexpected points.

The ideas could have been grouped differently or different titles chosen, so no weight should be attached to them.

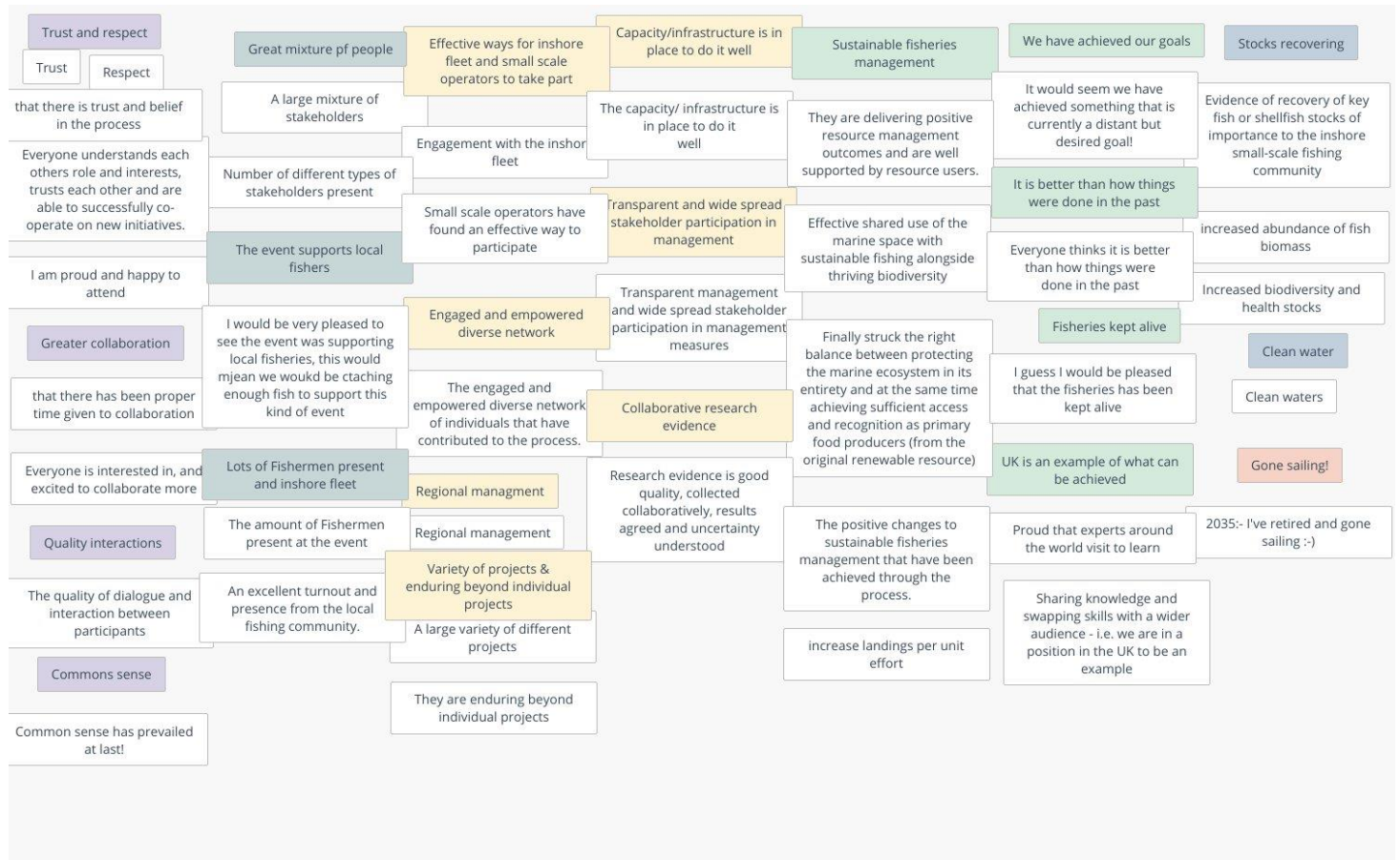
This report serves as a record of what people said and an *aide memoir* for those who took part in the workshop. We recommend a summary is created and used to communicate more widely.

This report follows the same order as the event.

Acronyms used in this report	Meaning
AIS	Automatic identification system (vessel tracking)
CC	Climate change
CEFAS	Centre for Environment Fisheries and Aquaculture Science
CIC	Community interest company
EEFPO	Eastern England Fish Producers Organisation
FDF	Fully documented fishery
FITF	Fishing into the Future
FLAG	Fisheries Local Action Groups
FMP	Fisheries management plan
HPMA	Highly Protected Marine Area
IFCAs	Inshore Fisheries and Conservation Authority
IVMS	Inshore vessel monitoring system
LA	Local authority
MCA	Maritime and Coastguard Authority
MPA	Marine Protected Area
REM	Remote electronic monitoring
PO	Producer organisation

1 Start Up Questions

1.1 Imagine it is 2035 and you are at an event celebrating successful collaborative and co-management projects. The two things that please you most are....



Trust and respect

- Trust
- Respect
- That there is trust and belief in the process
- Everyone understands each other's role and interests, trusts each other and are able to successfully cooperate on new initiatives
- I am proud and happy to attend

Greater collaboration

- That there has been proper time given to collaboration
- Everyone is interested in and excited to collaborate more

Quality interactions

- The quality of dialogue and interaction between participants

Common sense

- Common sense has prevailed at last!

Great mixture of people

- A large mixture of stakeholders
- Number of different types of stakeholders present

The event supports local fishers

- I would be very pleased to see the event was supporting local fisheries, this would mean we would be catching enough fish to support this kind of event

Lots of fishermen present and inshore fleet

- The amount of fishermen present at the event
- An excellent presence and turnout from the local fishing community

Effective ways for inshore fleet and small-scale operators to take part

- Engagement with the inshore fleet
- Small scale operators have found an effective way to participate

Engaged and empowered diverse network

- The engaged and empowered diverse network of individuals that have contributed to the process.

Regional management

- Regional management

Variety of projects & enduring beyond individual projects

- A large variety of different projects
- They are enduring beyond individual projects

Capacity/infrastructure is in place to do it well

- The capacity/ infrastructure is in place to do it well

Transparent and widespread stakeholder participation in management

- Transparent management and widespread stakeholder participation in management measures

Collaborative research evidence

- Research evidence is good quality, collected collaboratively, results agreed, and uncertainty understood

Sustainable fisheries management

- They are delivering positive resource management outcomes and are well supported by resource users.
- Effective shared use of the marine space with sustainable fishing alongside thriving biodiversity
- Finally struck the right balance between protecting the marine ecosystem in its entirety and at the same time achieving sufficient access and recognition as primary food producers (from the original renewable resource)
- The positive changes to sustainable fisheries management that have been achieved through the process.
- increase landings per unit effort

We have achieved our goals

- It would seem we have achieved something that is currently a distant but desired goal!

It is better than how things were done in the past

- Everyone thinks it is better than how things were done in the past

Fisheries kept alive

- I guess I would be pleased that the fisheries have been kept alive

UK is an example of what can be achieved

- Proud that experts around the world visit to learn
- Sharing knowledge and swapping skills with a wider audience - i.e., we are in a position in the UK to be an example

Stocks recovering

- Evidence of recovery of key fish or shellfish stocks of importance to the inshore small-scale fishing community
- increased abundance of fish biomass
- Increased biodiversity and health stocks

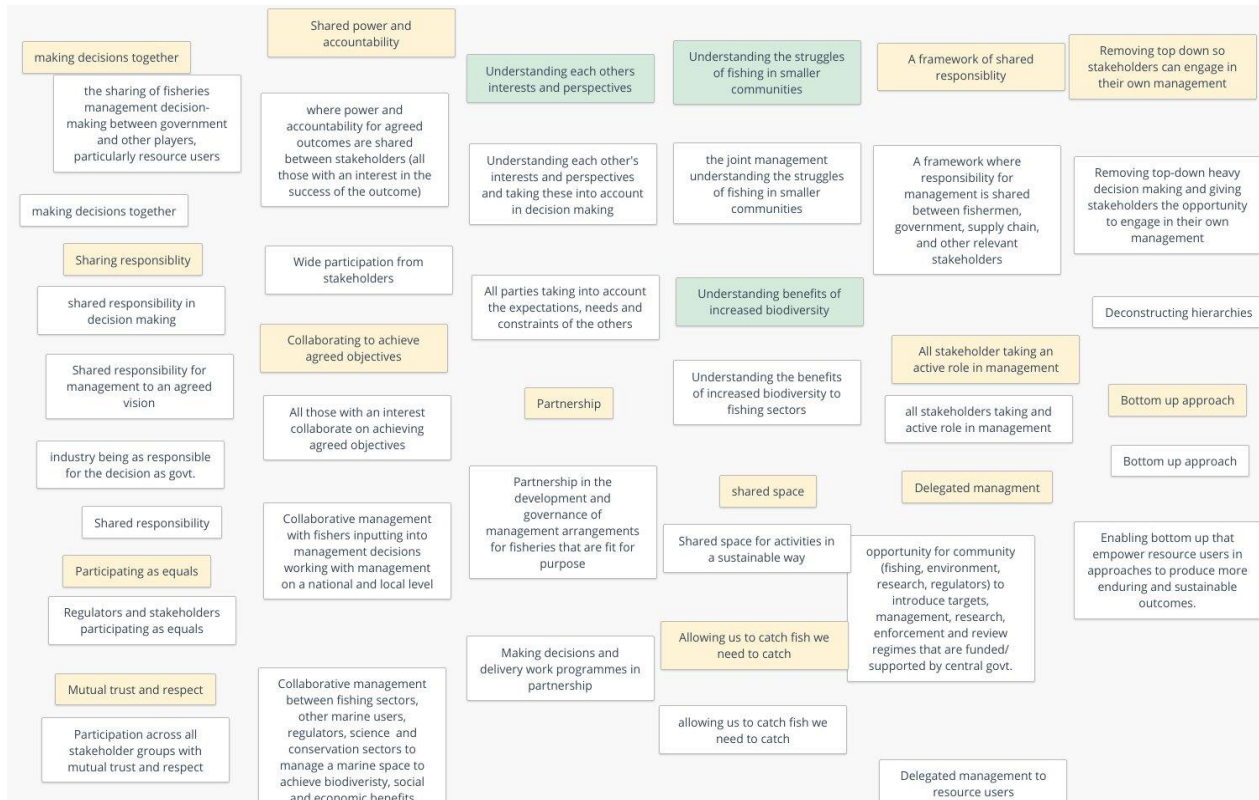
Clean waters

- Clean waters

Gone sailing!

- 2035: I've retired and gone sailing :-)

1.2 What does co-management mean to you?



Making decisions together

- Making decisions together
- the sharing of fisheries management decision-making between government and other players, particularly resource users

Sharing responsibility

- shared responsibility in decision making
- Shared responsibility
- Shared responsibility for management to an agreed vision
- industry being as responsible for the decision as govt.

Participating as equals

- Regulators and stakeholders participating as equals

Mutual trust and respect

- Participation across all stakeholder groups with mutual trust and respect

Shared power and accountability

- where power and accountability for agreed outcomes are shared between stakeholders (all those with an interest in the success of the outcome)
- Wide participation from stakeholders

Collaborating to achieve agreed objectives

- All those with an interest collaborate on achieving agreed objectives
- Collaborative management with fishers inputting into management decisions working with management on a national and local level
- Collaborative management between fishing sectors, other marine users, regulators, science, and conservation sectors to manage a marine space to achieve biodiversity, social and economic benefits

Understanding each other's interests and perspectives

- Understanding each other's interests and perspectives and taking these into account in decision making
- All parties taking into account the expectations, needs and constraints of the others

Partnership

- Partnership in the development and governance of management arrangements for fisheries that are fit for purpose
- Making decisions and delivery work programmes in partnership

Understanding the struggles of fishing in smaller communities

- the joint management understanding the struggles of fishing in smaller communities

Understanding the benefits of increased biodiversity

- Understanding the benefits of increased biodiversity to fishing sectors

Shared space

- Shared space for activities in a sustainable way

Allowing us to catch fish we need to catch

- Allowing us to catch fish we need to catch

A framework of shared responsibility

- A framework where responsibility for management is shared between fishermen, government, supply chain, and other relevant stakeholders

All stakeholders taking an active role in management

- all stakeholders taking and active role in management

Delegated management

- Delegated management to resource users
- opportunity for community (fishing, environment, research, regulators) to introduce targets, management, research, enforcement, and review regimes that are funded/ supported by central govt.

Removing top-down so stakeholders can engage in their own management

- Removing top-down heavy decision making and giving stakeholders the opportunity to engage in their own management
- Deconstructing hierarchies

Bottom-up approach

- Bottom-up approach
- Enabling bottom up that empower resource users in approaches to produce more enduring and sustainable outcomes.

2 Parking Place

Parked idea or comment	Required action (if any)
- Can I just say this workshop, while being positive, there's a huge scope of people from the industry	
- https://www.fishingporthole.co.uk/stakeholder-droptdowns/?dd=industryorgs - when we think about industry representation the scope is much wider than just "POs and Fishers"	
- Is it ok to share a story after the workshop?	- Yes <ul style="list-style-type: none"> • by end of this week
- north-west initiative	- Share additional info <ul style="list-style-type: none"> • after workshop • Ed Baker
- Other groups to be involved in carousel - CEFAS	- Involve groups like CEFAS
- This is a discussion that should be happening in relation to other organisations too	
- We protect inshore grounds out to 6 miles. Other countries evolve their fleets, they don't have small inshore boats. Outcompeting smaller onshore fleets - we don't tell that story. System under pressure at the moment. We have a protected 6-mile belt	- Any response appropriate after workshop

3 Session 1: Sharing Understanding

3.1 What wider trends and changes are taking place, that need to be taken into account? What is your observation based on?

Political

Trend or change
FMP's opportunity and challenge for co-management
Cross border (Cumbria/Scotland) changes of political parties and potential knock-on effect
Post Brexit break down of trust (fisheries and government)
Joint fishery statement - across devolved Administration great enabling document providing context - urge others to read it
Regional fishery groups created to give smaller scale fisherman an avenue discussions government and scientist - should be important group to in discussions (example projects to learn from)
We are still delivering fair amount of top-down policy partly reflected in rigid of IFCA's largely top down creating tension within fishing industry in what that means for their operation - issue with IFCA's on paper great but failing in reality due to top-down policy
Changes in political wind - very ambitious targets 10% waters very top-down approach (England and Scotland)

Economic

Trend or change
Small scale inshore fleet under significant pressure and therefore stretched in time and money hindering ability to participate without support
Costs of modifications they have to pay for modifications and surveys for being redone - many fishermen tying boats up not being able to use them anymore
MCA code to practice to improve safety in smaller vessels making unreasonable demands - example which would be factor working against co-management - empire building - concentrating on single headline (accident prevention at any costs) very rigid and inflexible - cost involved huge - can't even sell your boat as they need to redo inspection - paperwork complicated

Social

Trend or change
Inshore small-scale fleet so stretched need social support to participate and to feel that their place at table is on equal footing to larger fleet (also economical)
General way of doing things is very much not co-management - inertia to overcome shifting to one to the other
Inshore small scale fleet loss of trust led to loss of willingness to take part in co-management and have become cynical of outcomes and regulators motivation and outdone by larger scale operators in fleet - some of this partial comes from recent east die off - expected to have authorities rush in but not much happened - vested interests? most of inshore industries will see what other bodies will do rather than rush in - IFCA's not been very positive and huge difference between members of IFCA's lots of dissatisfaction as they don't seem to be means of which fishermen can take ownership as it was advertised as it was formed
IFCA's and MMO not working together as fisheries expecting them to work together (breakdown of communications leading to reduced trust)

Technological

Trend or change
Shift towards catch app IVMS (Inshore Vessel monitoring system / AIS (Vessel tracking system) (being able to track fish trends and catch more effectively) positive
Better understanding better data but unknown aspect of gear which could have different impacts (what could new technology bring to fishing)
Technological advances of renewable energy can have impact on where fishery beds are

Legal

Trend or change
Does the fishery act really provide the legislative framework to allow for collaborative management
Policy incoherence and lack of joined up governments
MCA (Maritime and Coastguard Authority) enforcement for the under 15m fleet - with regards to medicals and vessel safety - both of these causing lots of stress to fishermen at the moment - experienced fishermen not trusting MCA

Environmental

Trend or change
CC and other pressures such as spatial squeeze are challenges that will affect our common understanding of what the actual benefits of effective marine space co-management will achieve
Highly protected marine protected areas coming on board
accumulative impacts trying to manage fisheries in isolation but there are many other influences
Environmental pollution - northeast large scale die off of crabs and lobsters - DEFRA view not because of dredging - gov policy impacting the environment
Wider picture generally positive state of environmental recovery - tension is between pace of recovery and where we want to get to in terms of policy
Clean catch UK to address wildlife bycatch in fisheries - working really well - what has happened to them?

3.2 What do you think are the main opportunities for co-management?

Including and validating fishers' knowledge

- fishers' knowledge - hasn't been classed as 'scientific'. Opportunity in increased social engagement to develop what is acceptable new knowledge, validating fishers' knowledge. Turning it into accepted brand of knowledge

Supporting the inshore fleet and coastal communities

- Addressing social deprivation in coastal communities. Current allocations maintain imbalance between large- and small-scale sectors. Until those two factors are addressed, inshore will continue to be discriminated against. Simple act fundamentally misses opportunity to rejuvenate inshore fishing management
- Co-management, can we achieve in a wider sense? Could it support coastal communities - fishing towns and villages engaged in other activities beyond fishing. Helping these communities with their livelihoods and wellbeing

Merging top-down and bottom-up approaches

- Bottom-up approach - able to hear from fishermen. Successful management by including fishers' perspectives/ experience
- society is more brought into the process and outcomes - merging top down and bottom up. All round buy-in, as opposed to positional

Bringing a more joined up approach

- Fisheries currently separate from other marine activities - co-management could bring a more joined up approach
- Offshore - more of a join up with inshore. Currently IFCAS do their thing, anything outside 6 nautical miles then happens in a very different way. Fish move, beyond boundaries. Having better cohesion between territorial and offshore waters

Making livelihoods part of the solution

- Making livelihoods part of the solution - reframing fishers as stewards of the environment. Shift in role? Fishers as guardians of the sea. Sustainable practice that most fishers do is promoted, positive framing. Brings people together with a shared vision. Environment as well as fishing aspects - building on shared goals

Moving to adaptive and responsive systems

- Preoccupied with enforcement and control (current policy) - management hasn't been adaptive to what's happening on the coast. We can pivot away from old system to adaptive and responsive systems that deliver dividends for the local community. Look at key species landed by inshore fleets - most have lack of national management. Now can focus on long terms sustainability - opportunity to put this to right. Focus on delivering social and economic criteria as well as enviro

Getting away from the authoritarian approach of past years

- Right the wrongs of past fisheries management. Whether that's Brussels, MMO, DEFRA. Significant opportunities in co-management. Hopefully gets away from authoritarian approach of past years

Economic and social criteria only relate to allocating access to new fishing opportunities

- Section 25 says the government shall include social economic criteria when allocating access to fishing opportunities. In reality, what they say now differs from what the act says - these criteria only relate to new fishing opportunities.

Greater balance

- Willingness by government to embrace co-management. Opportunity for positive influence and greater balance. Balance needed and how to achieve is a challenge.

3.3 What are the benefits of co-management and who experiences those benefits?

Giving young people a future in the fishing industry

- Coastal communities, fishermen. Encouraging more youth into the industry
- Feel that there is hope to change the future. Young people currently discouraged. They feel things can't change, that they're becoming extinct. Many fishers wouldn't think of encouraging their children into the industry currently. Legislation can help secure future fish stocks not put fishers out of business.
- Giving a sense they have a chance to shape the future
- Isn't a lot of encouragement out there for young people. Depressing. Take on board what fishermen are saying, work with them, creates opportunities. Negative aspects of fishing not as apparent, more positive.

A clearer path to looking after livelihoods

- As fishermen we do tend to paint a negative picture of the industry - it reflects our feelings. Clearer path to shape the future and not be side-lined - more confident to launch themselves into a fishing career
- Difference between inshore and their view of situation and larger scale offshore sector - we don't see ourselves as businesses, more with livelihoods to look after
- More pertinent to inshore or offshore fleets?

Awareness of issues that arise

- Ability of the group to be aware of other issues that arise. People can take incidents into consideration and act on them

Holistic approach to a complex environment

- Defining/achieving ecosystem-based fishery management as opposed to single issue management. holistic approach to complex and fluid enviro

Increased democracy and fairer representation

- Democratic and participatory system, increased democracy, peer pressure shown to be effective in co-management
- Inshore/offshore - benefits skewed towards sectors in the industry who can afford (time/money) engage. Measures need to be put in place to address e.g. support for inshore community representation. People who have staff/aren't going out on vessels can attend meetings and remain active in debate.

Deprived coastal communities

- Deprived coastal communities

Much higher degree of acceptance for measures and regulations

- improved awareness and stewardship. Hopefully it will be genuinely adaptive. new management system needs to adapt. Much higher degree of acceptance of regulations, better at resolving conflict
- Measures more readily accepted when decided on collectively and informed by SH knowledge (e.g. fishermen)

Increased trust

- improved networks and understanding - more cohesion and trust - benefits felt more widely and deeply than being on the receiving end
- increased trust - open collaboration needs trust

3.4 What do you think are the main challenges, barriers, and constraints for co-management?

Mistrust

- mistrust
- Where is the mistrust? Think about the mistrust within the fishing industry
- mistrust amongst sub-sectors
- This can lead to a downward spiral of mistrust

Trust necessary to develop agreement

- Trust and time are necessary to develop some sort of agreement. And resources
- An upward spiral can build trust and confidence

Needs to be done from the bottom-up

We're in a situation where various things are happening, climate and ocean emergency. Some measures need to be bold, there is a mismatch in how we achieve that. Majority of fishers want to protect fisheries into the future. Management needs to make decisions that may be unpopular. There is miss match here. Needs to be done from the bottom up and is a massive challenge

Need top-down and bottom-up

We have these emergencies to deal with, I question whether we can rely on bottom-up processes. I think we need both top-down and bottom-up to deal with these issues

Enforcement disincentivises compliant fishers

- One big part of the challenge, getting buy in for difficult policies. Diversity in response to this is needed, non-compliant fishers, fishing next to the compliant ones. How do you improve enforcement because that disincentivises those complying

Enforcement can lead to a downward spiral of mistrust

- This can lead to a downward spiral of mistrust

Ability to participate

- Ability to participate, I know fishing into the future are doing good work helping people to understand how to have those discussions with government and facilitate discussions with colleague
- Ability to participate, sometimes things can be a bit shouty and valid points can be lost.

Collecting long-term data trusted by all sectors

- Ability to collect the long-term data in which all sectors have trust

Ability to recognise and cope with uncertainty

- Ability to recognise and cope with uncertainty

Competing for space with new technologies (e.g. renewable energy)

- changing technologies, likely to be more competition for space. For example, with renewable energies. Inevitable potential conflict

Split of jurisdictional management between IFCA and MMO

- 6 to 12 nautical miles, the split of jurisdictional management between the IFCA and the MMO, is a barrier to cohesive ecosystem-based management. Whole life-cycle stock management.

Disparity of influence and representation between larger/foreign and smaller fleets

- disparity between the influence and the voice of the larger fleets vs the small, one-man crew vessels. The small fleet. It feels very much like management is led by those who can afford staff to attend meetings, respond to consultations. Fisheries management led by 25% of the fleet (the fleet owners). Whereas 75% of our vessels are under 10s.
- Balance of representation and influence will be a challenge. 79% are 10 metres and under. Well over 50% of UK quota is held by foreign interest. Current imbalance.

No guidance on how to balance social, economic, and environmental sustainability

- really different opinions from people invested in the same fisheries. How do you choose who gets priority? When you look at different social benefits vs sustaining a larger offshore fleet. Balance of social, economic and environmental sustainability aspect. No guidance on how we actually balance this.

Fisheries management currently not and inclusive space

- challenge of accessibility, not just who has the time, but also who has the capabilities to engage in the way the government wants them to. Literacy levels in the inshore fleets are still quite mixed. It's not currently an inclusive space. Some literally can't engage even if they wanted to and that is a problem with the management as things stand.

Fisheries governance and management are not locally based

- Trust and being known and being brought into the process. Trust is around relationships and knowing people places and things. Potential for bottom-up where it connects with people who are known locally. A real barrier that all people who are part of the process are not locally based or known. Even IFCA cover whole regions, that's not really that local. Whereas other IFCA are more local and have a small area.
- Targets are pre-set, so the conversation already has to go one way. In order for co-management to be a true inclusive process it needs to start at the very beginning. At the moment the conversations that happen are around how do we hit these targets. But this already sets the discussions in one way. Targets are set at national level not local. In order to involve communities, the discussion needs to be more local than that
- Development of national policies which are not explained locally, which require implementation at a local level. Local people have not been involved in the creation of the policy, if the rules are hard wired in, the ability to flex and adapt to meet the needs of a local community are removed.
- some of the organisations may not be set up to deliver co-management. This is a big vicious circles. The decision makers are local councillors who may live hundreds of miles away from the coast.

Uncertain objectives for fisheries management

- Understanding what is the end objective, is this well-articulated? This could be on a spectrum for some people who say they use approach to implement their regulatory responsibilities and see it as a means to communicate more to stakeholders who have these regulations imposed upon them. On the other end this could be a fully implemented system, a participatory process. Where are we aiming to be on this spectrum?
- At a national level, what is the fisheries objective? Is it just about fisheries or is it about developing security and wellbeing of coastal communities in a broader sense of which fisheries is a key party.
- Something we are struggling with, a road map is supposed to be a plan to take you somewhere, but where are we trying to get to? If fisheries is a successful economic and social activity what would that look like?

People lobbying for/protecting their own interests

- In my experience of attending advisory council meetings, regional stakeholder groups, designed as a mechanism to consult with stakeholders. They ended up as lobbying groups on the outside of the process shouting in. Internally within the groups they had a range of diverse groups. There ended up being a lot of people protecting their own interests. Lost opportunity, if they had come up with some tangible solutions.

UK management decisions taken in consultation with other states

- UK management decisions do not sit in isolation, some decisions around fisheries are taken in consultation with other states, e.g. EU, Norway, Iceland. Can these spaces be co-managed where it's a space that sits between governments? The fisheries management plan is going to

be an interesting one to follow, set out to follow a wider participatory approach. Again these plans have to be signed off by government. Also have to be synchronised with international management decisions.

Consensus can lead to compromised decisions

- Can lead to more compromised decisions when a consensus is reached.

Lack of shared understanding and ambition

- diverse perspectives and conflicts there-in. Divergent priorities
- lack of shared understanding, lack of shared ambition

Siloed structures

- structures that are set up in siloed ways, not part of your daily tasks, the priority areas that you need to get on with. Makes it difficult to carve out time and funding.

Time and availability

- Not the co-management isn't a priority, people are just so busy with doing things as they are now. It's a culture shift
- availability of time is an issue, when people have free time they aren't out fishing, they want to be spending time with families not responding to big documents
- I think we need to be careful, if we get the process and facilitation right and if people have the right time. This isn't going to make the conflict going way

Communication between different sectors and stakeholders

- Challenges in communication and how we communicate and how that's facilitated and the different ways different sectors communicate best with stakeholders

Fishing community feels let down by previous management and government

- I think within the fishing community there can be from individuals a feeling of being let down by previous management regimes and decision-making processes where they haven't had their voices heard
- Let down by government, specifically since Brexit and what was promised

Ongoing failure to address issues in the Channel

- Ongoing failure to address the issues in the channel. Aspect of the trade and cooperation agreement. And fisherman see that as a big betrayal. It's an ongoing betrayal, fishing is still going on it hasn't been addressed

3.5 What do the different types of organisation or interest hope for from co-management?

Improvement in policy coherence

- improvement in policy coherence

Trust in data and science

- trust for data, trust for science

Achieving the three pillars of sustainability (economic, social, environmental)

- achieving the 3 pillars of sustainability - econ, social and environmental management is way of achieving them - provide more flexibility of resources, more in tune with resource users' needs

Economic stability for fishers/producers

- economic stability - what producer of food chain requires as well
- Fisherman - economic stability - recognition of imp of fishing as a primary food producer. Often forgotten, original renewable resource

Mutual trust and understanding

- mutual understanding - if you work together, you understand each other and then easier to obtain goals - my hope from perspective in MMO. My understanding of what the fishermen ask for too. People in MMO get asked to go out fishing as the fishermen want them to understand what they do
- good levels trust between resource managers and policy makers and scientists - good understanding between the three

Those responsible need the resources and capacity for co-management

- Double edged sword - with power comes great responsibility. If you have that remit you need to be responsible and have the resources and capacity for co-management

Context-dependent management measures

- people believe things can be more effective, more efficient and more relevant - hope for everyone moving from where we are now to something better. relevant - management measures to fisherman's organisation are better suited and more fit for purpose, more context dependent instead of shoehorning into blanket policy which causes frustration

Healthy and sustainable ecosystems

- sustainability of ecosystems - allows us to take from ecosystems without damaging them - this is a hope for coastal partnerships, governments, fisheries as well as its a longer-term approach
- Coasts- healthy and productive - broader areas

What are the benefits of shared responsibilities?

- what are the benefits of the shared responsibilities of co-management

Positive stories of working together

- Positive stories of working together to achieve aims. Things that are hard about co-man - people at the extremes (so supportive and those not supportive). Figure out how to acknowledge the extremes and bring the middle majority too.

What can be done to challenge oversimplified narrative?

- Oversimplified narrative - what could be done to challenge that?

NGOs want ban of bottom trawling

- NGO - banning fishing, banning bottom trawling to working collaboratively - wide range of what they hope for (1?)

Main challenge: People have different priorities

- what the diff organisations hope for - here lies the main challenge - people will have diff priorities - within sector and in wider society. Seas are a societal resource e.g. sea swimming, diving, snorkelling. Poses challenges for co-management - more people who have another set of priorities again. We will have diff hopes and priorities

Highlighting that everyone wants a healthy sea despite different motivations

- (1?) environmental NGOs have agenda to put environment before everything - work that has happened to date has created fishing vs environment - but everyone wants a healthy sea just for different reasons. Hope for co-management is to highlight that everyone wants a healthy sea even if they have different motivations - this seems to have been lost a bit. Hope is to join things up and recognise common ground, fins ways to work together. Media does some pitting against the other

Working with stakeholders to find compromised solutions

- for putting together roadmap - how to achieve balance through co-management, work with stakeholders to find compromised positions

Fishers supported and enabled to participate

- Fishers can be supported, enabled to participate - involves paying for their time, easy ways for their views to be know. Workshops are very good but someone who's employed will struggle to answer academic q's and daunted by tech - if I feel like this how does someone without an office job feel? Academics good at asking complex q's - FITF doing a great job at supporting fishermen

Bringing councils into discussions

- councils - as a group of elected and staff who are tasked with environmental goals and planning goals which impact future of sea and how it is felt, experienced. they are key and not brought in much yet - into discussions around future of sea management. They have a lot to give around planning, regulations, and management

Including the wider public in discussions

- wider discussions away from marine. In co-management there is a difference between stakeholders and opinion holders. Natural environ - everyone is a stakeholder. Fisherman harvesting a natural resource - public resource so wider public have a right to. Big thing with co-management tis the balance
- Public want to know fisheries are well managed, reduced by catch

3.6 What are the projects in the UK or elsewhere to learn from?

Local

- Lyme Bay fishers and conservation committee. has been going for 12 years, a committee of fishermen, blue marine, regulators', LA, scientist. has terms of ref etc and works to ensure protection of SAC alongside sustainable static gear fishery - this is now a new CIC
- On a smaller scale - Cumbrian / Scotland border - code of conduct between scallop and lobster / crab fisheries' - codes of conduct and people working together
- In Scotland the Coastal Communities Networks - they can take on management in their local area - super bottom up
- From South West Cornish Management org, interested in sardine,
- We work with CEFAS to set a catch limit based around best science and this is a vol agreement from catchers and processors, this is unique in the UK for managing a non-quota species
- Shetland scallop management - shellfish - can't remember their agreement but it was a bottom-up initiative that was then certified
- Not so much co management - Devon inshore potting agreement - a level of autonomy and decision making for the fishermen
- Handline mackerel fisheries in Cornwall is about maintaining market price - the skippers agree to limit catches to maintain market price - this has been tried on a number of occasions
- Handline fisheries has an allocation of quotas - when there is excess, we enter conversation as to how that can be traded, the gov responds to their needs

Government /agency

- Regional fisheries groups created by DEFRA and MMO. They are a mechanism for unrepresented inshore fishermen to communicate with gov and scientist. Goal is co management but at the moment it is still gov lead. These stem from quota advisory groups
- MMO - quota advisory groups set up in southwest 10 years ago, we brought industry reps together to discuss monthly quotas allocations, MMO manage the quota for vessel not part of producer orgs, we set monthly catch limits
- The group would tell me ideally how much they needed and the gov enact, if possible, this is good example of co management
- Look at the approach taken by IFCA's since 2010 - operational co-management in England - what has been good practice - Inshore fisheries and conservations authorities
- Advisory councils put forward suggestions of solutions, decisions are made higher up
- Soft co-management

Research Institute

- CEFAS -have we got genuine co management examples - is there always a top-down decision-making element? WE do have a range of collaborations. Science industry puts forward suggested solutions, we generate evidence on those suggestions as is then used to make decisions. This is partnerships with decisions being influenced rather than collective decision making

NGO led

- Agents of change (project to work alongside coastal communities to make marine protected areas matter)

Co management project in other countries

- Isle of Man scallops?
- Scallop industry consultation group - self nominated group represented all sectors, recommend the number of days at sea etc, sponsor some science - this is working
- Globally there are examples of true co management in Baja peninsula and Madagascar - these are run by fishermen for fisherman - these exist without a context of national legislation. We need to see what autonomy national legislation gives us.
- There is a lot of work elsewhere done on co management - developing fisheries so it is bottom up by necessity. Australia - and councils in N America. Fisheries management councils in N America. These are being looked at in the UK

4 Session 2: Sharing ideas about what works

4.1 What is working and taking things in the right direction?

Fisheries science partnership projects

- fisheries science partnership projects encouraging collection of data and building trust in science

Increased trust leading to more collaboration

- not long ago when there was distrust between science and fisheries and lot of these barriers have broken down - led to motivation to more collaboration and more partnership working

Connectivity between different groups of actors

- connectivity we have between different groups of actors (Fishing industry, scientist, MMO, DEFRA), existing networks between many of these organisations and the individual - lots of familiar faces because this network exists

Regional fishery groups

- Regional fishery group working really well (Southwest) as discussion area - good gauge on how well the industry is engaged with the process
- Regional fishery groups - not necessarily great model for future but have made a start. Had opportunity to input views to groups and has encouraged participation today

The IFCA model

- IFCA - 12 years established generally a good model how decisions are shared
- Inshore, IFCAs are recognised that consultation techniques in the past (questionnaire) is not working well. They are working with those with expertise in participation - improved communication and understanding. Not ideal - targets still set by central gov, but there is room for conversation to be explored in different ways e.g. MMO have a social science team
- worth looking at inshore fisheries and conservation authorities, there are differences in the detail of how they function. We need to look at how IFCAs manage good practice, there are eggs of good practice. there are also tensions and challenges, but these are not failings of the model - what can we distil from this?

Implementation of the Fisheries Act

- implementation of UK fisheries act does provide a pointer that you can take things in a different direction - opportunity to take things in different direction - co management is referred to in joint fishery statement within Fisheries act - Joint fishery statement reference there for co management and movement towards it
- the fisheries act - range of objectives including fishery management plans - Defra is rewriting parts of that act already - section 25. Co-man shouldn't be a diff in what you say and what you do

Holistic approach of the coastal partnerships network

- Local coastal partnership not just about fishery - cross border - cooperative partnership learning from each other finding out what is happening - good conduit
- beyond central gov, although it happens organically, the Coastal partnerships network are joining up holistic conversation about the sea locally - not just fisheries management but also licensing, issues of the area, range of community stakeholders. They connect across all gov boards where they exist and can be a force for good

Funding opportunities (e.g. UK seafood fund)

- ongoing funding available - UK seafood fund including training and infrastructure and science - new way of doing things will need to be funded (co-management- bringing people together)

Engaging with fishermen on the quayside

- feedback on South Coast - effort the MMO put in fishers' management plan engagement on the quayside - welcomed and rare - personal contact and working around timetable of fisherman - understanding it is not 9-5 industry
- coming down and engaging in SW, in Lyme Bay, they came and talked to fishermen on the ground. we hope that they take our comments on board, but we are hopeful as we feel we have been listened to
- who knows if they are hearing - but they down here listening
- On the ground comms. Going as many ports as possible - helps get buy in from fishers.
- Walking along the quayside, talking to people on their boats (1)

- (1) long-term relationships built on understanding and trust. Being part of the community to build enduring relationships.

New recognition of social and economic factors

- New recognition of social and economic in terms of management is key

Fishermen community interest groups

- support for establishing fishermen community interest companies - stronger voice at regional and national level esp. inshore small-scale sector

Joint Fisheries Statement

- Fishery policy statement - initial framework for delivering policy
- policy signposting by joint fisheries statement, provides a mandate from the top. this is the way we are going to do things; this then filters down. the speed of that depends on structures and individuals....
- mandate gives conditions but you need people to be willing and open for it to work

Producer organisation

- producer organisation

POs as trusted intermediaries

- Collective management of quota through co-management arrangements with industry via POs is well proven in terms of flexibility, compliance and providing focal points for the collective organisation of the industry. POs are seen as trusted intermediaries between fishing businesses, managers, science institutions and government.

Incentivisation through access to additional quota

- Incentivisation through access to additional quota has assisted in the participation of fishing businesses in the FDF scheme and is an important element for motivating the development of the Fish I's project bid. A desire to be at the forefront of new approaches to improving sustainability is also important to a number of EEFPO members and the organisation. This has been supported by a fisheries administration that has in a number of ways been conducive to facilitating industry-based approaches together with enabling access to funding. The framework is not yet in place to incentivise and expand the role of industry bodies such as POs to routinely take on other management functions.

The fact that we are here today

- we are here today - this is impressive - there is capacity for us to be here today. This shows that over the past 10 years we have been allowed to come to this point

Fisheries meeting attended by the fisheries minister

- we did have a fisheries meeting last week and the fisheries minister was there - this was very positive

Opportunities to take us in right direction with Brexit

- Opportunities to take us in right direction is sitting there with BREXIT - the opportunity exists

Carbon agenda is a big driver

- carbon agenda is a big driver too that will help us along

Willingness and desire from the fishing industry to take part

- Willingness and strong desire from fishing industry to take part. People want to take part

Supporting and enabling fishermen's participation

- Supporting fishermen's participation - e.g., DEFRA national survey and fishing into the future - incentivising fishers, acknowledging they're missing out on income to participate
- We give fishermen the opportunity to contribute. Involved in making decisions e.g. quota management. Quick feedback loops. (1)
- (1) Capturing examples of feedback where fishers have been involved. How to do we communicate how this engagement is worthwhile for fishers
- Making it easy for fishers to engage and participate e.g. Facebook poll, with comments if they want to say more - quick easy binary responses
- asking when fishers works best for them - e.g. high tide, low tide, evenings
- Quality over quantity. Small no. of fishers giving their time regularly very valuable

Using trusted contacts (e.g. Fishing into the Future)

- using trusted contacts - fishing into the future example, WhatsApping people, trusted gatekeepers used (2)
- (2) people we know that will rally fishers for us
- Finding people who genuinely represent the fishing industry that you can talk to

Working collaboratively with academics and social scientists

- Working collaboratively with academics and social scientists, more capacity now.

Early engagement

- Early enough engagement, even a little bit early enough in process. Rather than coming out of the blue

Transparency and clarity about why we're engaging

- Transparency
- Being clear with fishers about why we're engaging with them and what the outcomes will be

Growing awareness of the importance of meaningful engagement within DEFRA

- a growing awareness of importance of meaningful engagement within DEFRA

A lot of management is working – in places stocks and catches are high

- a lot of management is working. Sometimes we overlook those examples - where stocks are high and fishers reporting good catches. There are some places in that position (2)

England has one of the largest inshore fleets in Europe

- (2) England has one of largest in shore fleets in Europe. Very much strained and tested currently, not similar in other Northern European countries

4.2 What else needs to be done to increase the likelihood of success and overcome any challenges or issues?

Long term data accessible to all

- Long term data - more confidence needed into trends for decision making
- regarding access to information and data, all need to be privy to the same info. So much is hidden, we need a repository for all the data that people can view and add to - this does not exist

Long term funding and resources

- providing financial and institutional support for smaller inshore sectors (regional fisheries partly achieving)
- resourcing for the long term. frontloading and understanding what it takes significant resources - full gov financial support
- capacity and resources to deliver - we have 2 IFCAS - there are some measures that there is no capacity to implement
- the capacity and resources to deliver. Fishing orgs have limited capacity, they need to undertake new responsibilities, to do the job right

Cultural shift from top-down models

- cultural shift - don't underestimate challenge shift from top down and hand over to autonomy rather than something more superficial
- experience of consultations where results are ignored and gov has imposed own view

Providing infrastructure to make sure fishing communities are represented

- providing facilitation roles for certain sectors some very well represented others aren't - don't see lots of interaction of fishermen themselves - problem when developing co-management - requires particular type of person - who is spending their time when they need to be out fishing - need financial aid to get those people involved in discussion
- supporting right people's participation - not everyone can afford to do this.
- Needs to be infrastructure of how the fishing industry is represented - more funding and resources to make sure fishing communities are properly represented. Requires magic in place for it to happen - doesn't happen in every corner of England and that they are represented by the right people. Formal infrastructure, maybe community vote for their representative. Look at US fisheries council who have done it well
- it is mainly to be inclusive. so many meetings with smaller vessels / some stakeholders - not all represented. We need to have everyone in the room

Find ways of including fishers' voices

- Way of including people - education, finding ways to help people understand why they need to contribute to decisions. Understand why they should participate (3)
- (3) barrier = fear of repercussions from rest of industry. Not sure how to solve that currently. Finding a way for fishers' voices to be heard (those who are currently excluded)

Being clear about process objectives and what it can achieve

- communicating - presenting accurate expectation and not too high of what process can achieve - sometimes hard decisions have to be made but as long as reached collaboratively through shared process it can work
- clarity of objectives - need to be clear about what seeking to achieve- as a baseline

Clear understanding of who is leading the process

Real understanding of who is leading the process, who is driving this? If MMO there is already a relationship there, work needed to build trust and happen soon. Fully understand who's leading

IFCAs - good practice - legal. We have a political mandate from the top but the governance arrangement need to be put in place. Who has the designated authority to do this, this needs to be clear, we are a long way from this at the moment. We need a designated authority for this

Joined-up approach between inshore and offshore

- have more join up between inshore and offshore work. Currently two separate conversations but fish they are interested in are often from same stocks and their work impact each other. IFCAs working in one way, MMO in another, frustration both ways about lack of management in one - need to overcome to support successful co-man

Approaches consistent with co-management across regulators

- From regulators side - need all approaches to be compatible with co-man. If attempts to encourage participation in co-man, it is counter intuitive to have others orgs adopting a top down approach. HPAs are being imposed and in IFCAs - being used as instrument to implement gov policy on MPAs

Clear prioritisation of economic, social, and environmental factors

- clarity of hierarchy of 3 pillars of sustainability - clarity of decision-making criteria. Balance of benefits
- And/or clear policy on prioritisation of social/economic/environmental
- Legislation establishes who gets opportunities based on enviro/social/economic factors. No incentivisation or reward for fishers. Distribution of fishing allocated based on enviro/social/economic criteria - more powerful actors can capture more resource via their capacity to participate.

Balance of social and economic needs between fishers

- Balance of social/economic needs between fishers. Quota co-management examples are skewed by larger voice, driven by larger economic need. People sometimes excluded from co-management

Continuity in the process and the people taking part

big change needed if working towards genuine co-decision making - industry often position as lobbying and trying to influence through that and government can't protect themselves against (easy to make difficult decisions if you protect yourself from people) - special skill required to make that process work - need to be developed - having continuity in process and people taking part - as lot of objectives will take a long time to get there

Involving all relevant stakeholders for a balance of views

- Good definition of who is a stakeholder in the process. Relevant stakeholders been used today - who is this? Problem - we take polarised positions to pull the argument. But could take a more considered approach to setting out our own position
- Talking about natural environment and stakeholders - argument for opinion holders - everyone as it is a public resource. But biggest challenge is balance - who decides where the balance lies? Fishing industry/NGOs/or an approach which is genuinely collective
- Everyone to achieve balance in their own views

Build a foundation for mutual dialogue – shared knowledge, trust, and confidence

- needs to be baseline foundation of mutual dialogue, shared knowledge, trust, confidence - everyone able to engage in co-man - requires some kind of process or experiences where people work together and build this knowledge to lay foundations

Get things moving – we are running out of time

- Timeliness - this is vital discussion but if goes on too long without introducing effective management - against a background of absence of fish. All of process is important but need to get things moving
- time is really a challenge - we are running out of time - we won't have a fishing industry left if the changes don't get addressed quicker. Things take years not months. They need to make fishing more inviting to bring in the youngsters. There is nothing to draw them in at the moment. MCA policies have been brought in, too many problems
- we need to make sure that inshore fleet does not become extinct

Hard for fishers to think beyond putting food on the table to engage with co-management

- times of turmoil in industry - people can't turn heads to co-man. if pressing issues economically for fishers, hard to think beyond getting food on the table. People can't engage

Build capacity for co-management at lower levels

- at the top level we have some orgs that can do this, but needs to be possible at a lower level
- Simplicity of managing orgs, where do we have the skills for the industry?

Brexit compromises are the elephant in the room – people feel betrayed

- we have a hierarchical arrangement of authority, based on zones. The elephant in the room is Brexit, the compromises that were made, people feel betrayed. There are fundamental inequality in the system

Encourage the youngsters, show them there is hope

- we need to encourage the youngsters - if we do this right then we can show the new entrants that there is hope, that their thoughts and feelings matter

New skills needed to interpret data and documents

- modern skills are needed to use the data, to ask the right questions of that data.
- Skills - this is so imp - need to be able to read / understand / process the docs that are sent out. They need to easy to access and not pages and pages of words. Give the info that is relevant and make it accessible in a short period of time
- Simplicity of managing orgs, where do we have the skills for the industry?

How do we manage across borders?

- Cross border - how do we manage these?

Satisfy the needs of the user rather than the organisation

- need to satisfy the needs of the user rather than the organisation

It is a challenge that people have different objectives

- challenge that people have different aims and objectives

Lots of interest around the sea – will bring new perspectives and conflicts

- lots of other interests around the sea - this will bring new perspectives and conflicts

Proper compensation for people losing out in allocations

- (1) Proper compensation for people losing out in allocations - not pushing the problem down the road. Current funding mechanisms unclear, not getting to the right people
- Are cases where this kind of thing is happening - CIC in Lyme Bay, CIC for Plymouth Fisherman's Assoc. Small scale fishers coming together and getting recognition and access to funding

Offer more than financial compensation (e.g. shares in aquaculture, reskilling, vessel modification)

- (1) more than financial, if you're closing areas for trawling, could you offer something in return e.g. share in aquaculture
- (1) opportunities to train, reskill and modify vessels e.g. for working on wind farms, helping people change
- (1) Takes a lot of resources, following through on resources and giving adequate time - e.g. gov targets to get all designated sites in favourable condition. how do we achieve that? Those convos not being had.

Co-management can fall down due to people/personalities

- Can fall down due to personalities/people. Eastbourne quay, closed a lot due to people and personality issues

Bringing in systems for defining protected areas

- Key issues for IFCAS, bringing in systems for defining protected areas. Left to IFCAS to implement measures to achieve objectives but objectives not articulated well - legislation not explained from its origins, purposes. Small orgs left to implement national/international commitments. Appears to fishers that org trying to find solutions is making the problem

4.3 To future proof co-management endeavours, what new and emerging things does co-management need to factor in and make the most of?

Fishery management plans delivering multiple objectives

- Fishery management plans - real opportunity to move forward to get them right - delivering various objectives (e.g. Ecosystem Approach) -

Needs consistent and accessible funding/resources from the outset

- needs funding and support provided from the outset to avoid cynicism creeping in
- Money - how to have a stable funding process for this? need long term gov budget.
- providing resource and finance to go with management measures
- making structural funding accessible - e.g. fisheries local action group funding. Resourcing to feed adaption and innovation, bringing it to community level

Formal evaluation of the process

- formally evaluating the processes - enabling learning from the process (misunderstandings, definitions etc) it will take time to get right
- FMP evaluation plan

Flexibility to review, adapt and improve

- balance between being clear from outset and at same time, flexibility to change that if it's not working - review and adapt
- if we take it as a process of continuous improvement
- they need to have mechanism built in that can modify and change things

Establishing links between people to establish communication and trust

- establishing links between people making communication and trust easier - and how to maintain relationships with Roles (as well as with people)

Equip people with the right skills

- equip people with right skills - who can do this?

Exploring how to channel diverse views into decision-making

- where does information / experience come from? and how to channel the very diverse views into the decision-making process - useful to explore what the best approaches are to gather and use that knowledge

Move towards electrifying the fleet in light of climate change

- with CC move towards electrifying fleet future management needs to keep this in mind

Standardising data to include more easily

- ability to include fishery data more readily - need for standardising the data and including into co-management

Potential controversy surrounding remote electronic monitoring

- Remote electronic monitoring (potential controversy but there is a need for it) if we move to fully documented fisheries - buy in needed to move towards REM
- issue of technology -remote electronic monitoring being implemented. Can be in a very top-down way. Gov accepts that this is not compatible with policy on discard management. There are other ways of doing this - cameras for avoiding cod - demonstrated that industry can take on more responsibility for managing discard issues and tech demonstrates what environmental impact is. Can be imp for co-management

Ageing inshore fleet and lack of recruitment into the industry

- ageing inshore fleet and lack of recruitment into industry - industry is shrinking rapidly at the moment. Growing sense of apathy within some of industry e.g. I'm done in 5 years, what does it matter. To get participation and future proofing co-man - recruitment into the industry to support constructive conversation about the future

Facilitating credible participation

- Not always apathy, but sometimes fatigue. been there before and not always happened (e.g. consultations) - views not taken into account. Participation and credibility of that for fishermen. There is more we need to do as fishermen to come up with something as the gov can facilitate that with help of infrastructure and funding. Industry rely less on sacrifice of few individuals

Incentives to encourage people to get involved

- incentives - we are co-man organisation and existed for 40 years plus. Right policy framework and incentives are in place. Makes sense of the members to be co-managed as there is flexibility with quotas. Where else can incentives be placed to encourage people to get involved? Delegated management - need something tangible - create a better picture for fishing industry to collectively organise

Pay everyone for their time and expertise

- Get into habit of everyone involved being paid for time and expertise that they put in - especially for fishers who have to stop fishing to engage in co-management.

Clear and transparent management of the process

- process of management of co-management. Make sure it's a clear process and right people involved at the right time. Needs to be transparent. People know where they fit in process and feel confident that their voice is heard, respected.

Different groups may need to be involved at different points of the process

- Food security - role of fishers - everyone is stakeholder but not everyone may want to be involved. Different groups may need to be involved in diff points of process

Government needs to deliver on co-management to generate trust

- responsibility of gov to do what they say and actually deliver co-management. Timeliness - process needs to pick some low hanging fruit sooner rather than later. Generate trust in the process. start delivering even in small ways to encourage engagement

Need to gain the trust of fishers

- gaining trust - we need to get pure trust between fisheries and management before we can move forward
- something needs to be offered to prove that there is trust
- they have so many things against them, nothing will happen unless we get trust
- they need fishermen to give the info to move forward, until there is trust there will be no info given...go round and round in circles

Mistrust is difficult to address

- mistrust is difficult to address

Learning from failures and celebrating successes together to build trust

- developing trust comes from people working together - we can learn from failures but successes are great
- Simple process of getting people together on a panel can be very strong - learning and celebrating success - this will build trust

Transparency will build trust

transparency is so important. This is a complex system, transparency will build trust. even if people don't get the result they wanted, an explanation of why that decision was made will make a difference

Management of inshore seas must integrate with other interests

- management of inshore seas has to take place within a platform of other interests - there are other agendas here as well as internally

Encourage positive framings

- management need to encourage the fisheries in a way that they will see positivity and not negativity

We need to commit to learning and adapting together

- don't try and run before we can walk, we need commitment to the process, we will commit to this and hopefully that will start to build trust. We are learning and adapting together, building from examples and committing to learning together

A legal framework to enable collaboration and reshape if necessary

- having the legal framework in place to enable collaboration - and the basis to dissolve or re-think a collab if it is not working. we need a system to fall back on if needed

Must not be discriminatory

- must not be discriminatory - must apply to everyone in all zones - we need to be all inclusive and apply to all
- level playing field

There will always be some who feel discriminated against

- there will always be some who feel that they have been discriminated against

Local pilots e.g. Sussex Kelp and Lyme Bay

- local pilots - like Sussex Kelp or Lyme Bay - these are really strong
- Sussex Kelp and Lyme Bay - there were conflicts but the common denominator is that there were people with objections (trawling) but transparency made it easier

Explaining rationale behind management clearly and transparently

- New management or policies, fishers lack evidence for the necessity for it. Platforms emerging to present the case for policy to fishing industry clearly and transparently, while also recognising there is evidence gaps. Making a stronger case for rationale behind management changes
- Implement the science - but fishers need to understand and scientists need to explain well to come to collective decision

Recognise where management is sufficient but needs better implementation

- Recognise where management is sufficient, but needs better implementation

Regional flexibility and autonomy

- Co-management will look different in different areas (gears, issues etc.) - needs to be flexible enough to take into account differences in locations. Needs to be principles based? Principle based framework that allows for local adaptation (4)
- (4) stronger devolution of shared powers to regional levels where people understand the issues faced locally. Regional autonomy. Strengthening power within different local bodies - not giving it to one group. Need to have role for governments - co management with communities, not community management
- (4) local people feeling they can make decisions to manage the local area (?)
- (?) needs of local fishers different to nomadic fleet - also policy of equal access in fisheries act. People have to consider national element

Every individual has different ideas how to manage something

- Such diversity within one sector - every individual has different ideas how to manage something

Need clear, coherent policy

- Need for clear policy that is well understood
- Policy incoherence - often different parts of government has different clashing objectives. More on enforcement side than fisheries management

How do you judge hierarchy of environmental, social and economic sustainability?

- Joint fisheries statement says enviro sustainability comes before economic/social. How do you judge these different factors? Nothing in the statement (5)
- (5) government took a particular line on this. Abstraction between policy aspiration and delivery function. Policy to high level without detailing how it can be implemented. People implementing asked to get preoccupied with intent. Intent should be set centrally

Need to factor in future space taken by wind farms

- Need to factor in future space taken by wind farms. Needs to be taken into account in fisheries management

4.4 What kind of 'favourable wind' arrangements will best enable success? (What needs to be in place to best enable success?)

Focus on cultural shift

- cultural shift important rather than single issue focus - create time and space for letting it develop
- cultural shift base of it - then move onto new processes - will take a lot of resource and time

Breaking down barriers to accessing people and knowledge

- Access to people knowledge, breaking down some barriers on approach currently taken

Shared understanding of available evidence

- having a shared understanding and interpretation on the available information and evidence of the current status good starting point on where we want to go next and how do we get there (data collection and information)

Clear lines of communication

- ability to communicate data and information really well (no mixed messages and wrong information)
- Need arrangements around good communication and be able to look back on things and change - not have to set in stone - needs to grow and evolve as things change
- joining up the gov to make one line of call - make it simple

Routes for people to share their views and flag issues

- make sure there are routes for people to make their views known
- Regional fisheries groups identified as a way for fishers to flag issues - When handed over to central government it falls down. Illustrates the need to deliver a result

Willing to take some risks

- willing to take some risks to enable cultural shift (gov)- ok if stakeholders make different decisions even though outcome might not be as good but providing level of trust for them to make some mistakes

- willing to take some risk: on level of industry - risk of making popular decision but not in the group you are associated with

Embed co-management/participation in policy

- Hear gov say it's our legal obligation to do consultations. Needs to be legal framework for doing co-management, obligate participatory process
- Co-management approach embedded in policy. Risk that it's taken off track with policy above that

A review of past work

- all other approaches and previous work is 'substandard'. Does this trigger a review of past work? People are still lumped with previous work over decades - new approach alone is not enough?

Learning from successful and non-successful examples

- Don't seek to reinvent the wheel - look to global examples where these things work. Could spend too long developing new but could take from success stories elsewhere
- Try and properly collate examples and case studies where things fell through and a list of achievement where gov did listen and were able to act on fishers' inputs. RFDs can do this? Annual list of updates? Annual reflection

Dynamic and adaptive management

- management needs to be flexible and dynamic and adaptive
- learn from mistakes, make it fluid

Fishers involved every step of the way

- ensuring that before launching into co-management process, that fishermen on the ground have been approached and asked to input, Find an effective way of doing that, so that they feel brought into process. Today is very small subset across the sector
- baby steps, let's make this a journey. Fishermen will take ownership if they are involved all the steps along the way
- Inclusion of genuine fishermen in full governmental process. Rep from each regional fisheries group seeing requirements discussed. Seeing this in action. Providing training course to be a local rep? to be more incorporated into government processes

Provision of long-term funding and resources

- provision of time and financial resource support is vital
- funding - long term with easy access

Joint ownership from different sectors and parties

- Make clear it's a joint statement from different sectors - get different sectors to state they have shaped it and that it's a good starting point. Opposite to top down
- Bringing different parties together -industry, policy makers, scientists - depending on issue. Have time to solve issues. Big policy issues - seabed impact and by catch - can take top down approach but can do bottom up approach - work together to find technical and management solutions

Clear and proactive leadership

- leadership - someone needs to step out and do this stuff
- leadership, we have a problem that there are too many leaders, too many authorities trying to lead us. They need to give us the info that we need - they need to join together and manage us

Commitment

- committing to saying we are doing this and get some examples going
- let's start to demonstrate that this can work

We're trying to earn a living and have 4 or 5 managing groups trying to stop things

- we are trying to earn a living on our boats and have 4 or 5 managing groups trying to stop things

Acceptance of responsibility

- it is about responsibility and the acceptance of responsibility; this is big cultural step

Regional fisheries groups

- the newish regional fisheries groups - are they helping to join the different groups?
- yes they could help if they were reduced slightly - but we spend time going over the same ground in every single meeting. Some people dominate and others don't speak. localised groups are good though
- the regionals are a bit top-heavy. we also need people to give us the answers
- it is all very confusing

Fishermen need to see value in this

- Fishermen need to see it as something that helps their business and empowers them - they need to see value in this. Need to deliver a result

Capacity building for collaborative management

- Capacity building in fishing industry and government for collaborative management. some decision making at gov and EU levels happens behind closed doors. Hard to see why things fall down. Capacity building can help empower people to take part in policy building. Language of fishing policy complicated, difficult to engage with from fishing industry side. If government can't understand pressures on fishermen, can't understand why they haven't taken opportunity to be involved (6)

Capacity for smaller fleet to contribute to policy debates

- (6) capacity for smaller fleet needed more than the larger fleets. Small scale fleet nowhere near policy debates

Capacity to engage across educational divides

- A lot of reps in Brussels have higher education quals, more capacity to engage than someone without further education

Structures to support representation of fishermen

- Issue of representation - real challenge, how can you engage without good representation. Offshore has better representation, large-scale industry representation as it's funded
- FLAG groups and CICs - representing smaller scale fishermen.
- Infrastructure to support fisheries e.g. representation, consideration of fisheries in local council areas

Give opportunities for co-creation

- identify areas that would benefit from funding and give opportunities for co-creation

5 Session 3: Suggesting priorities

5.1 What would you like to see in the MMO roadmap?

Commitments and steering group**Commitment and joint statement**

- Joint statement between MMO/Defra/AIFCA/NE of the purpose, vision, aims, principles and process of delivering co-management
- Declaration of commitment to the process
- A joined-up approach and commitment by DEFRA and MMO

Steering group with stakeholder participation

- Steering group with stakeholder participation

Governance, responsibilities and roles**Equal relationship, selection of those with decision making power and process of decisions**

- Regulators & stakeholders participating as equals with mutual trust and respect.
- an understanding of how the groups/individuals with new decision-making power could be selected and the process of arriving at decisions (e.g. mediation)

Definition of Roles and Responsibilities

- Addressing governance responsibility and responsibilities
- Definition of the roles and responsibilities of the authorities necessary to develop and implement co-management initiatives
- Greater recognition of the role and function of IFCA's to manage inshore fisheries and integration of their systems of management

Devolve responsibility

- Ability to devolve power and responsibility

How the co-management arrangements are a change and how it relates to the Fisheries Act

- an understanding of how the decision-making authority of co-management is a change from the current system and how it relates to the fisheries act

Co-management decision making framework

- The co-management decision-making framework logic chain = transparency and trust

Clear participation, engagement and collaboration plan**Clarity and a plan on how participation and engagement will be achieved**

- Clarity on how engagement with all stakeholders will be achieved
- Ensuring representation and participation of people in the industry
- A structured plan to work with trusted actors (such as Fishing into the Future and Fishing Animateurs) to communicate and engage with fishers directly.

Stakeholder identification

- Stakeholder mapping exercise

How regulators and stakeholders participate

- How different stakeholders / organisations / individuals and also government agencies will connect / join up with each other to enable sharing of ideas/knowledge and how they will be enabled to collaborate (i.e., how will people come together to manage collaboratively)

Provision of face-to-face mechanisms for fishermen to input

- Provision of face-to-face mechanisms for fishermen to provide input and feedback, seek clarifications

Recognition of conflict and the need to address diverse priorities

- Recognition that conflicts cannot necessarily be planned away, facilitated away or deliberated away, and that our seas are a societal resource so co-management will have to address diverse priorities amongst fishing sectors and between fishing sectors and wider societal perspectives
- Recognise that empowering one group potentially disempowers another group (recognising diverse priorities for marine management), but if we empower all groups, it is not realistic to assume they can reach consensus.

Clear intent**Detailed definition of sustainability policy**

- detailed definition of policy relating to balancing environmental, economic, social needs

Co-management first approach

- Roll out a co-manage first approach to the MMO's fisheries and marine management related functions.

Fishing opportunities allocated on social economic objectives

- Allocation of fishing opportunities according to social economic objectives

How to approach issues beyond MMO remit

- Ability to approach/ support change in issues that are beyond MMO remit (e.g. water quality)

Innovation and adaptation**Innovative management**

- A commitment to facilitate innovative management approaches working with resource users to find and implement solutions to fisheries related conservation/ environmental management problems.

Regular studies to keep up to date with fisheries and fishermen's information

- Regular Studies to take place to be kept up to date with fisheries. Working with the fisheries to keep up to date with information. The fishermen know more than they are given credit for.

Plan of action**Clear feasible actions**

- A clear set of actions that can be feasibly delivered

Structured plan for working

- A structured plan for working

Timeliness - dealing with pressing problems

- Timeliness by example - dealing with some of the pressing problems facing the inshore sector.

Resources and capacity to implement**Capacity building for co-management**

- An education programme to build the baseline skills, knowledge, trust, relationships and confidence to engage in co-management

More funding and resources for existing management so have a chance to work better and build trust

- more funding and resource to implement and develop existing management measures in order to make it easier for fishers to understand, comply with, and realise the benefits from. therefore

increasing trust and buy-in from fishers. i.e. if existing management measures were obviously leading to a better place, then fishers would be more inclined to take part in co-management

Demonstration/pilot projects

Demonstrator/pilot sites including local and cross border

- Demonstrator/pilot sites
- Commitment to local and cross border 'pilot' processes

Evaluation

Evaluating and improving as roadmap progresses

- Evaluation step - how well is co-management working, what can be improved/changed within the roadmap as it progresses?

Compelling evidence of the value of collaboration /co -management

- Compelling evidence of the value of collaboration/ co-design and meaningful engagement

5.2 What type of initiative would you most like the MMO to pilot to trial processes and tools for collaborative management?

Check-ins on outcomes of decisions

- The sea is an increasingly busy place. Trial formalising regular check ins on the outcomes of decisions beyond those that are direct fisheries management, (e.g. construction licences) to holistically consider and review the impact to future of ocean health, fisheries and fishing industry

Collaboratively setting and then using clear balanced policies

- setting (and then using) clear policies regarding balancing environmental, social and economic requirements in partnership with fishers e.g. Defra led Low Impact Fisheries workshops that ran in 2019.

Collate and communicate examples of where fisher engagement did and didn't influence decisions

- A collation and regular communication of examples where fisher engagement achieved influence over a decision and where it didn't influence, an explanation as to why - perhaps within the RFGs, to help evidence the worth of engagement to fishers.

Connecting policy makers/government and fishers

- incorporating fishers into higher levels of government processes. e.g. work shadowing the development of negotiation priorities that are taken to the EU. - also bringing senior government managers/policy makers out to sea with fishermen to understand their perspectives
- greater engagement in the marine planning system to ensure local communities can play an active role in decision making
- How local groups can link with national, to maintain bottom up local knowledge and empowerment supported by top down legal and financial process
- Opportunities for policy makers to regularly talk to fishers (local to them) to learn about the realities in their lives

Determine fair representation

- Getting relevant players in the room [physically] to determine effective and fair representation

Develop conservation initiatives through co-managed approaches

- Develop conservation initiatives through co-managed approaches - e.g. seabed impact mitigation, bycatch mitigation, discards minimisation.

Drift netting surveyed

- we would like to see Drift netting surveyed in regional areas.

Ecosystem science approach to management

- Trial a truly ecosystem science approach to management - using a holistic natural capital approach set within ecosystem based management - and evidencing how this can connect across disciplines

Existing recommendations/arrangements

- Rather than starting from the beginning in every case, actively demonstrate listening by considering existing recommendations already that have not yet been introduced, checking they are still relevant and if so, supporting them to happen
- How can we utilise current networks/management systems to incorporate more collaborative working?

- Trials should start with logical step of building on any existing arrangements where there is a good foundation (trust and organisational capacity) for collaboration and can be seen as transferable to others.

Extend co-management options beyond quota management

- Extend co-management options beyond quota management through the PO reform process.

Framework for sharing management responsibility

- A framework where responsibility for management is shared.

Funding support for small scale fishers

- Develop, establish and provide funding support for representation of small scale fishers - many of whom do not belong to a producers organisation or national representative body

Improved catching sector engagement

- Improved catching sector engagement

Initiative that blends a range of interests to assess communication and negotiation

- an initiative that has a range of interests represented so the process of communication, negotiation and agreement can be reviewed
- an initiative that has genuine decision-making authority, where those decisions are implemented

Learning from the 10 IFCA's

- Looking at how the 10 IFCA's have evolved effective co-management approaches and what learnings there are for co-management

MMO work with fishing industry group and spend time with them to come up with a pilot

- I would like to see the MMO approach a fishing industry group and spend time & resources with them directly to come up with a pilot to trial

Non-quota species

- Non-quota species are likely to make a less complicated starting point.

Regional management

- Regional management

Resources

- Financial support to assist these studies to move forward
- The provision of resources to allow effective engagement
- Any finance needs for local level pilots to have simple supported arrangements

Skills sharing/capacity building

- Establish funding routes for local capacity building - akin to (properly supported) Fisheries Local Action Groups
- provision of capacity building and awareness training for collaborative/co-design/co-management processes and governance
- co-management skill sharing

Steering or consultative group with stakeholder participation

- Steering or consultative group with stakeholder participation

Stock based fishery management plans

- Delivery of stock-based fishery management plans for all the six frontrunner FMPs - trial the processes and tools in all six to identify what core principles should apply to all FMPs and which elements need to be more adapted to regions or species

6 Session 4: Working together more effectively and playing to strengths

6.1 When collaborations work well, what characterises them?

Flexibility to support outcomes/recommendations

- having the flexibility to support the outcomes and recommendations as far as possible
- not being too limited and able to enact recommendations

Conflict resolution

- hopefully resolve conflict but if not the capacity to resolve conflict or to take decisions if there are outstanding objectives and issues

Shared understanding

- supporting commitment to build mutual understanding (works well if regular attendees and time to build trust and understanding)
- achieving a shared understanding of the problem
- bringing everyone up to the same level of understanding
- Shared understanding of the problem/issue. Evidence and information that underpins possible solutions
- a common understanding (goals, issues, technical issues) and means to achieve a common understanding (communication channels)
- understanding each other's viewpoints

Consistency of people involved

- consistency of process and people involved matters
- continuity of representation, people who have been in the dialogue all the way through

Committed individuals

- committed individuals

Commitment of time

- commitment of time - long term
- they don't look rushed. This can't be pulled together in a rush

Having the right people there from outside

- having the right people there from outside (include as many as possible but also to equal degrees)

Communication

- communicating all the way through the whole process - back and forth process
- regular communication
- in person communication

Information simple to read

- making sure information is in simple manner for people involved (e.g. trade) issues about time and ability to read if in too much technical manner

Accountability

- making sure there is accountability and what that looks like

Jurisdiction to deliver

- having jurisdiction to deliver whatever the collaboration is delivering (legal, political, scientific framework it is operating in)

Trust between partners

- Trust, time and understanding (if not necessarily agreement with other points of view)
- Also trust between partners - trust you'll get listened to
- trust

Trust in the process

- Trust in the process, that what you say won't be used against you

Trust in evidence

- Trust in any evidence, credible and legitimate

Mutual respect

- Respectful even when people don't agree
- Mutual respect, appreciating people have other views and respecting them

Ownership of the process and outcomes

- ownership - feel involved
- early engagement - better ownership when this happens
- a sense of ownership of the process
- a sense of ownership of the process and the potential outcome - you have a vested interest in what the outcome may be

Balance of equal partners

- reasonable balance with groups so don't get a single dominant element that overwhelms
- Moving from consultative system to a cooperative system where we come together as equal partners in decision making

Everyone is well prepared for collaboration

- Everyone is well prepared for the collaboration

Collaboration is a priority and workload equally shared

- Collaboration is a priority - equally prioritised in workload of the parties

Faith that ideas will be implemented

- faith that decision you come to are taken on board by gov
- If ideas get taken on and implemented - your work is worthwhile. Constant engagement without leading anywhere is demotivating

Feedback about ideas that weren't taken up

- If ideas not taken on - feedback about why they weren't

Transparent decision-making

- Transparency on how a decision has been made

Empathy

- we have to be human, not robots doing the job. Connect on a human level. Humanity in each of us
- Empathy - accepting that others don't know as much. People are receptive about sharing info. have empathy that this process may not be the norm for fishermen on the ground. Some instruments to help them

A central person to bring people together

- Central human to bring people together, a connector against the groups. Bring in non-obvious voices and drive things forward. A good leader can help

Neutral facilitation

- Facilitated by someone who understands all involved but doesn't have a motive for being involved
- Effective leadership is key - seen globally. Some meetings are not well facilitated

Collaborative leadership

- Having leadership from different individuals - skillsets and personalities of individuals determine approaches taken. Lends itself to more successful outcome
- collaborative leadership to ensure that all are engaged, involved and is heard

An internal champion taking responsibility

- Having a 'champion' internally making sure influence is realised - someone who takes responsibility. someone taking up the cause and championing in a joined-up way

Store of institutional knowledge

- High turnover in Defra new faces in MMO - need for institutional knowledge, giving background and understanding. Hard to move forwards if you don't know what's happened in the past

Agreed common goals

- not talking shop - a long term goal / or short term - people need to see progress
- agreed goals at the outset - taking the time to agree these at the outset
- Understanding or agreeing a common objective (what you want to achieve) and aim (how you're going to achieve it)
- Common objectives, common need

Inclusivity

- inclusivity

Willingness to accept collective decisions

- willingness to accept the collective decision

A safe space to talk, listen and learn

- a safe place to talk
- safe place to listen and to learn

Funding and resources

- funding - would be interesting to hear about collabs where there hasn't been too much funding
- Sufficient resources. Different groups need to have equal access into the process

Acknowledge the costs of engagement and compensate

- when you compensate people for their travel, even if it's just food and drink - this works well
- Clear costs and benefits and recognising individual or group costs to engagement. Compromised positions might need to be agreed

Recognising and celebrating achievements

- milestones and recognising achievement and celebrating that - recognising learning - iterations

Long-term teamworking

- creates a team feeling
- working together for a while, you can see the vision together, produce it together
- Long-term relationships - enduring beyond short-term projects

Recognition of requirement to change something

- Recognition of requirement to change something

Opportunity to impact the collaboration

- Having opportunity to impact the collaboration

Platform for debate or discussion of policy objectives

- Platform for debate or discussion of policy objectives

Buy-in from government

- Buy in from government about value of collaboration

6.2 What ethics and principals work to guide effective co-management projects?

Respect and honesty

- treat others in a way you expect to be treated yourself (respect and honesty)
- Honesty - vital. they have to understand to agree to disagree agreeably
- Lay foundations of respect and trust. be able to work together. Mutual dialogue
- we can disagree without being disagreeable
- Respect, mutual respect. Important prerequisite of trust

Transparency

- transparent agenda, incentives, motivations (i.e. why are people motivated) - involved for genuine reasons
- transparency accountability and mutual respect (broad principles)
- Transparency from central government

Data protection and sharing

- data protection and data sharing in collaboration aiding transparency (accessible to all party)
- commitment into process to reach shared objectives and common ground

External/neutral facilitation

- potential for external facilitation for discussion
- Having facilitation or neutral coordination. Coordinating everyone to make sure there aren't dominance of voices or groups

Just and fair process

- needs to be a just and fair process and not run by majoritarianism

Flexible and adaptive long-term process

- longevity process - big issue if it cannot happen over a long time (consistency, continuing work that sometimes does take decades and having the commitment to that) - see outcomes whilst being flexible and adaptive going forward

Focus on greatest good for the greatest number

- Focus on greatest good for greatest number - especially for fishing communities. Who should benefit from harvesting a natural resource? Fishers as integral part of coastal communities or faceless foreign corporations

Security and wellbeing for coastal communities

- Security and wellbeing for coastal communities
- Lack of past management has resulted in failure of security and wellbeing. Co-man approach has to be a significant gamechanger, especially for coastal communities

Equal weighting between social, economic and environmental factors

- socio and economic parts of new legislation gives more funding to social scientists - this leads to better incorporation of qualitative ways of capturing data, prioritise the social and economic - at least bring it to equal weighting with environmental. Bring diff knowledges together to same table so they are not contradicting each other's work

Mechanisms to address government reps who could derail the process

- Scenarios of people in gov where they derail these processes - no mechanism to remove them from processes. What's the infrastructure going to look like? Have right people in place. 'Exclusion principle'
- always elephants in the room at meetings - people scared or unable to say. Ethically, need to be way for people to speak their truth. Need to be more honest about things - remove barriers
- don't have to exclude them but maybe pull aside and teach them how to engage in a better way

Clearly defining and declaring interests

- people representing different parts of the industry being able to define their interest and explain it
- the group needs to trust that everyone needs to be objective or be clear about any interests or subjectivities - declare interests at start
- be clear about differences, we are trying to achieve common ground as much as possible because we recognise our differences and potential conflicts and interests, these can't be agreed on so they are parked

Willingness to accept collective decisions

- willingness to accept collective decisions

Define how we make collective decisions

- we need to define how we make a collective decision

Safe spaces and confidentiality

- safe spaces are about confidentiality, are you a representative of that group?
- some people will be nervous about taking part because there may be consequences to what people say

Share with as many people as possible

- we want as many people as possible to know what is going on, we want to share widely, this will affect the confidential issues

Law at sea different to the law in meetings

- there is a law at sea which is different to the law in the meetings

Credible representation

- this is hard to balance, credible representation - the group needs to be happy with their spokesperson

Agreed guidelines and standards

- does one size fit all? local groups may want to add their own guidelines
- we need to agree on guidelines - certain standards, these can be overarching principles that can be added to

Equity and equality between all stakeholders

- Equity and equality between all SHs and recognising that this can be difficult. E.g. gov agency has obligation to implement a regulation, that might limit these criteria

Right to have a voice and know how your voice is being used

- Right to have a voice - right to be informed about how your voice is being used

Embrace of flexibility and compromise

- Change in approaches taken by different groups - some groups more isolated, others focused on lobbying. Different ways of working together required - moving away from position of individual interest and embracing flexibility and compromise

Embrace innovation

- Focused on opportunities, not just management. Embracing innovation. Fisheries management has always been bad news for industry, try and make it good news. Also about innovative opportunities

Good communication is key

- Good communication key. Poor communication often responsible for things going wrong

Agreed protocols, structure, and process

- agreed protocols and structures to capture different views and outcomes from co-management process. Everyone involved can agree to content of outputs
- Agreement on the process from which outputs come from. Feeling that due process has been followed

6.3 When it comes to implementing co-management, what could each part play for success?

Producer Organisations & Fishers

Credible representative voice

- representative voice
- need credible representation
- they are there to represent members, what management could work for fishers?

Encourage and facilitate engagement

- encourage and facilitate engagement amongst members and peers

Providing knowledge and evidence

- inputting knowledge and evidence
- Give perspective on effect of decisions on their businesses. Better placed than anyone to understand implications of decisions on the ground
- A lot of knowledge and experience not captured through other quant data programs. Can be supplemented with direct exp of fishing
- Perfectly placed to gather information. Working w/ researchers to give evidence where gaps are identified

Identifying issues affecting them

- education on the specific issue
- Identifying real issues that are affecting them. Identifying risks/opportunities as they emerge

Capacity to engage around resources

- capacity to engage around resources

Skills to engage with data

- skills to engage with data

POs do not have a representative role

- many are not members of producer orgs, they are on their own, the POs do not have a representative role

Who do POs represent?

- recognise PO quite important role but who do they represent? PO still represents larger scale quota and ended up with issues between large- and small-scale sector

POs are more about marketing product than quota

- POs are more about marketing product than quota etc???

Most POs involved in development of technical measures – effective voice to government

- this is varied around the country, most do get involved in dev of technical measures, they are an effective voice to gov

Sense check what works and what doesn't

- POs bring the sense check of what works and what doesn't

POs should be leading the discussion

- POs should be leading the discussions (1?)

No element should feel they have the right to lead the discussion

- (1?) why should any particular element at this stage of the conversation feel that they have the right to lead the discussions?

Set up fishers' ambassadors' programmes/fishers' associations

- We could do with a fishers' ambassador programme, leaders who can communicate important messages. Fisherman's associations This does exist but are limited in their scope, especially geographically. We need to build these to give those that don't have a voice, to give them a voice
- good to help people set up fisherman's associations. there is a lot of fatigue around this whole process (2)
- trying to do this in community interest company - could be helpful in this process (2)

Bycatch and seabed impact reduction

- by catch reduction and seabed impact (PO potentially get involved with it)

No funding

- no funding - difficult to keep them going (personal connection rather than individual giving up time free of charge)

No successful contact between fishers and POs in the past

- Fishers can't go anywhere near in a PO no successful contact in the past

Don't agree with pairing fishers and POs in this category

- Don't agree with the pairing of this category
- Question is contradictory - differentiating between POs and 'fishers'. there is a dichotomy there

Place faith in co-management

- co management implementation meaning fishers will actively trailing and what can fishing community do to participate - have faith in new way of working - giving a go what comes of it - consensus is really hard to built
- place faith in the vision (big ask in current climate). Without them it's unachievable

Engage with the sea as societal resource and intergenerational justice

- willingness of fishers and POs to engage with bigger picture of sea as a societal resource - not just theirs. Intergenerational justice.

Route into wider coastal communities

- Route into wider communities e.g. Non-fishing communities within coastal communities

MMO & Defra

Monitor and evaluate co-management

- Capture evidence as to difference co-management makes and can make. And disseminate evidence
- Some objective evaluation process of co-management initiatives. Important to assess performance

Honest and transparent debate around what is and isn't possible

- Honesty around what is and isn't possible
- High level debate about what people perceive to be the value of co-management, what is possible/not possible. Transparent debate
- clearer communication about what can be done and what we can do with what we have

Clarity on roles and responsibilities

- Leading on this MMO need to be clear on expectations on themselves, DEFRA and IFCA's and Where their roles lie
- Being clear who these groups are and which orgs they include e.g. evidence gathering bodies such CEFAS
- industry deserves clarity in terms of roles and responsibilities of Defra and MMO

Relinquish some decision-making

- relinquishing some decision-making priority comes with risk. Need to accept some level of risk. Acknowledging some decisions might be different to their view
- relinquish decision making, accept that decisions may not be the ones they would have made

Co-management and social science capacity building

- building co-management expertise, broader social science capacity building

Continuity and consistent process

- Continuity of roles, consistent process and roles provided by MMO and DEFRA

Ensure co-management compatible with international dimensions

- international dimension - UK fisheries isn't done in isolation. Role for DEFRA to try and ensure co-management compatible with decision making in international negotiations

Being transparent

- Transparency. Often it isn't felt like orgs aren't transparent as they could be, e.g. around international negotiations
- No hidden agendas
- Being transparent

Recognising what has worked before and carrying it forward

- Recognizing that not everything is wrong. Recognising what has worked in the past (process, roles, people). Important to carry forward things that have worked

Clearly defining balance between social, economic, and environmental outcomes

- clear definition of how sustainability pillars will be applied to balance socio economic and environmental outcomes
- identify key pivot point - around current government risk assessment process - economic loss against environmental need (too basic too simple - value of heritage)
- not easy to get a win win solution - where does the balance sit, what criteria will be used?

Looking after those who lose out in decisions

- need to provide the what happens next? to the 'losers' of a decision
- DEFRA need to not play winners off against losers - we need to look after the losers as well

What do bottom trawlers do with the 50% they can't use?

- second part of the policy that at the moment does not exist, what do the bottom trawlers do with the 50% they can no longer use?

Take responsibility for dealing with issues

- thinking and voicing the issue and the commitment to carrying that forward - and taking responsibility for dealing with the issues

Understanding the realities of small-scale fishing

- DEFRA understanding the realities of small-scale fishing, They hear a lot from the larger scale, but would be good for them to be more present at the coast

Joined-up approach across departments

- cross governmental level - all the depts need to work together
- MMO - supposed to be overarching body that joins up diff areas of marine management but still faces challenges in joining up. challenges that MMO has to overcome before to can potentially enable co-man at a local level. Needs to work on itself and Defra to be more joined up approach. Collaboration within departments is very minimal. Practise as well as preach, help to trickle down the framework for being involved i co-man

Act as a firewall to government/political priorities

- act as a wall to government and a whim of government - support what actually people want and need
- firewall against political priorities (can't firewall industry against wider issues) need to address structural issues in future policies

Look after fishing communities

- economic dev of coastal communities are often about sailing vessels, we need to look after our fishing communities, this can be due to gov policy

Invite fishermen into discussion

- fishermen need to be invited into the discussions about development of coastal areas

Understand the practice and ethics of fishing

- Very helpful from reps of MMO and DEFRA to have better understanding and knowledge of practical fishing and ethics and livelihood of fishing

Provide the conditions for co-management

- MMO & DEFRA need to work together to provide conditions to make it happen

Provide funding and incentives

- Funding streams as well as incentives for co-management arrangement to work, acting as a focal point of bringing different parties together (1)

- (1) really important if they are putting community interest groups together. If they want people to form organisations need ability for seed money to be there, need match funding. Need funding measures in place (without strings attached)

Give direct input into research questions

- Gov agencies able to let research bodies know the questions they want answered. Directly inputting into research Qs they need to help them inform and implement policy

Amount of research that can be commissioned and funded?

- amount of research that can be commissioned out and funded?

Commit to co-management – nest it in implementation

- Commitment to co-management needs to be nested in implementation of management - currently stops at risk assessment process - too basic

Be aware of shifting baselines for catching sector prosperity and ecosystems

- Gov needs to be aware of shifting baselines syndrome in terms of aims and objectives for the survival of prosperity of catching sector and ecosystem

Set an example for reconstructing decision-making processes

- Norm for many years - gov make decisions, some fishermen input, gov final decision. Need MMO and Defra to be an example to deconstruct what they do so we can reconstruct differently

IFCA & NE

IFCAs in local communities

Providing a route into and links with local communities

- IFCAs - key because of regionality. A lot of learning to do done from IFCAs about what works or not. They are within local communities. They are maybe the start of connecting a system but not everything is quite right
- IFCAs have benefit of having local expertise and networks. Operate in SH groups. A lot to be gained from mechanisms IFCAs use. Linked to implementing existing overarching decisions and how best to do this.
- Route into wider communities e.g. Non-fishing communities within coastal communities

IFCAs should retain their local character

- IFCAs should retain their local character

Difficult for IFCAs to gel with local community due to enforcing role

- IFCA - agents in local communities but also have monitoring and enforcing role. Difficult to gel local community

Need dedicated IFCA engagement officers to build trust

IFCAs need to have dedicated engagement officers that are not enforcement officers, these should be separated so we can build up trust

Using nature conservation regulations to manage fisheries is difficult

- IFCA - use nature conservation regs to manage fisheries is difficult. Expecting them to be both 'poacher and gamekeeper'

Everyone has a part to play in success of co-management

- Everyone has a part to play in the success of co-man

Government has the main decision-making powers

- who decides who does what will come down to maybe co-man group - democratic? Imposed by gov? At the end of day gov are decision makers
- IFCAs - gov have main decision-making power, but if co-man work shifts that, where would IFCA be within that? What is an ideal role for them, to enable co-management?

If co-management group decisions clash with IFCA, what will happen?

- If co-man group decides policy but this clashes with IFCA what will happen? need to understand mechanics of process. needs to be considered

NE providing training in sustainable resource management

- NE - training and discussion of roles people can play in sustainable resource management.
Social element of NE's work seems quite small, could have wider impacts (not just in marine)

IFCAs aligning themselves with the process

- IFCAs - being part of the process and aligning with the process

Involving IFCAs early in policy design

- IFCAs central government need s to involve IFCAs earlier on in policy design

Coordinate the information that IFCAs gather nationally

- IFCAs - info that they gather is not coordinated nationally. Data collection etc. there is no clear channel to collate it to be used at wider scale e.g. stock assessments

Mechanism to challenge existing representation

- IFCAs - representation within the IFCAs in terms of decision making, some ways of challenging the existing representation when it's needed. Mechanism to challenge in place if needed

IFCAs well-placed to facilitate consultations

- IFCAs - well placed to facilitate consultations, getting inclusive response (may need extra funding for this)

Learn from commercial fishermen's experience of policy

- Importance of the role of commercial fishermen on IFCAs. not well understood how they shape decisions. More could be made of learning from their experience for policy. People actively involved in co-management now have a lot to teach others

Learn from across the IFCAs what is and isn't working

- IFCAs organised in different ways. Each has its own way of doing co-management. Implementing - learning from across the IFCAs what is/isn't working. Making sure things working are transferred across all orgs. E.g. role of commercial fishermen restricted in some IFCAs, some can't have a voice as they have a 'business interest' - can't vote on topics which directly affect them (?)

More could be done systematically to understand decision-making processes

- (?) Not sure this is correct. More could be done systematically to understand decision making processes

Distil examples of good practice

- examples of good practice (IFCAs) analysis into where IFCAs where successful in co management - distil good practice examples

Highlight the impact that other marine industries have on fishing

- nature conservation regs - what they need the power to do is to manage other industry that affect fisheries. There are other factors that affect the stock - e.g. dredging is not taken into account properly
- just highlight impact that non fishing activities have on fisheries and sound the alarm bells

NE deny dredging is having an impact on crabs

- NE Crabs - deny that dredging is having any impact

EA should be included

- EA should be included

Hard to implement co-management when working across large regions

- Challenging to group together (IFCAs) very diverse covering large regions hard to implement co-management when working across large regions

NE small input

- NE small input

Fishers need better communication with IFCAs

- Fishers need better communication with IFCAs hard to get hold of

Researchers & NGOs

Researchers and NGOs are different

- Research and NGO different (impartial versus focus) different work streams
- Totally different ends of spectrum
- Research get paid lots of money NGO not much

Research and academia can help us know more about the sea

- research and academia - help to answer we know so little about sea - where does information come from (industry and research based) supporting theories coming from industry with a scientific confirmation if needed

NGOs could help provide funding

- NGO provide additional support, collaborative expertise, fundraising
- NGOs - could fund co-management
- NGO - got match funding to create community interest company and there were no strings attached
- NGOs help get funding

Information required to keep fisheries alive has to come from fishermen/NGOs

- Majority of information required to keep fisheries alive has to come from fishermen/ NGO - get information across to researchers to work together

Building capacity for participatory research

- Researcher - evidence based - independently or working with industry (participatory research fundamental steppingstone - structure and capacity

Applied research to help facilitate co-management

- applied research and innovation and transfer, helping to facilitate co-management

Social science considered more important than previously

- Researchers - used to get fisheries scientists, now have social scientists. Social scientist elements considered more important than previously

Make sure research is relevant at delivery level

- Res - where the funding comes from will affect the research. Uni might have an objective etc. Make sure research is relevant at delivery level. Early engagement with communities about what is useful and relevant. Work with fishing communities to create usable outputs

NGOs as disruptors – pushing agendas that can't be pushed by others

- NGOs - role to be disruptors - good troublemakers - people pushing agendas that can't be pushed by those aligned to something - lobbying - help drive co-man. can be a place for others to learn from

NGOs representing the public voice

- NGOs - public voice, but they also all have their own agendas

NGOs giving fisherman a voice

- NGOs - very important that lobbying happens as fishermen are sometimes unable to do this
- NGOs like blue marine are good at giving fishermen who don't have a voice and giving them a voice

Co-management could change 'them and us' approach between NGOs and fishers

- Them and us approach with NGOs and fishers - co-man could help to change this dynamic

Not all NGOs are opposed to fishermen

- Not all NGOs are opposed to fishermen

Capture evidence of the usefulness of co-management

- Researchers - need to capture the value of co-man so we have evidence to show if useful or not useful. Gov relies on scientific papers

Direction of travel has to be evidence-based

- direction of travel has to be evidence based

Researchers engaging with policymakers and communities

- Res - fruitful for researchers to engage closely with policy teams to understand policymaking realities. And engaging with communities to bridge between the two

Provide an objective view

- Res - coming in with an objective view, want to collect info without influencing it. Accurately gather views and info from others

Anecdotal evidence from fishers given equal weight

- fishers anecdotal evidence given equal weight

More emphasis on fisher co-designed research

- more emphasis on fisher co designed research - this should be a requirement

If government wants co-management, they should fund it

- If gov wants co management, they should fund it

Be concerned about the welfare of fishers and the fish

- there is a role for funders to play in supporting fishers, but we are concerned about the welfare of the fishers as well as the fish

Research around robust evaluation systems

- research around robust evaluation systems

NGOs as impartial conduits between government and fishers

- NGOs can be seen as impartial and helpful conduits between gov and fishers on the ground, they help interpret

NGOs are an essential part of the system

- They are an essential part of the system

Help fishermen fill in applications online

- Help fishermen fill in applications online

Bridge gaps between ENGOs and welfare NGOs

- bridge gaps between ENGO and welfare NGO by collaboration

7 Session 5: Short-listing priorities

7.1 Out of the priorities for the MMO roadmap which do you most want included?

Participants were invited to think about everything discussed during the workshop and write their suggestions for what they would most like to see in the MMO roadmap.

It had been intended that the group would prioritise their suggestions, however the comments spanned the roadmap content from commitment, to participation, action, and evaluation so it would have been meaningless to prioritise one aspect over another.

Please see section 5.1 for the full list.

7.2 Out of the suggestions for types of initiative to pilot which do you most want to see happen?

Idea	No. of dots
Skills sharing/capacity building	8
Framework for sharing management responsibility	8
Develop conservation initiatives through co-managed approaches	8
Initiative that blends a range of interests to assess communication and negotiation	7
Determine fair representation	7
Stock-based fishery management plans	5
Learning from the 10 IFCA's	5
Extend co-management options beyond quota management	5
Connecting policymakers/government and fishers	5
MMO work with fishing industry group and spend time with them to come up with a pilot	5
Steering or consultative group with stakeholder participation	5
Funding support for small-scale fishers	5
Regional management	4
Ecosystem science approach to management	4
Collate and communicate examples of where fisher engagement did and didn't influence decisions	4
Collaboratively setting and then using clear balanced policies	3
Resources	3
Improved catching sector engagement	3
Non-quota species	3
Existing recommendations/arrangements	2
Check-ins on outcomes of decisions	2
Drift netting surveyed	1

Annex 1 Shared Stories

Still to be added

Annex 2 Agenda

Establish Co-Management for Fisheries Workshop

Date: 27/03/2023

Morning

09:15 Registration, informal starting activities

Imagine it is 2035 and you are at an event celebrating successful collaborative and co-management projects. The two things that please you most are....

What does co-management mean to you?

Add your thoughts to those of others

09:30 Welcome Carole White – MMO

Facilitator's introduction Joel Pound Dialogue Matters

10:00 Session 1: Sharing understanding

Visit the topics below prioritising where you can contribute or learn most

The context for change

- What wider trends and changes are taking place, that need to be taken into account? What is your observation based on?
- What do you think are the main opportunities for co-management?
- What are the benefits of co-management and who experiences those benefits?
- What do you think are the main challenges, barriers, and constraints for co-management?
- What do the different types of organisation or interest hope for from co-management?

What projects are already underway? & Share your stories.

- What are the projects in the UK or elsewhere to learn from?
- Share your stories – with learning for others

10:40 Break

10:50 Session 2 - Sharing ideas about what works

Here a summary of reasons to celebrate in 2035

Then, drawing on collaborative, co design and co management initiatives you are involved in, or heard about...

- What is working and taking things in the right direction?
- What else needs to be done to increase the likelihood of success and overcome any challenges or issues?

- To future proof co-management endeavours, what new and emerging things does co-management need to factor in and make the most of? (e.g. ideas, innovations, ways of working, ways of thinking (framing), tech, ways of delivering or intersections with other agendas)?
- What kind of 'favourable wind' arrangements will best enable success?

Session 3: Suggesting priorities

In light of your conversations:

- What would you like to see in the MMO roadmap?
- What type of initiative would you most like the MMO to pilot to trial processes and tools for collaborative management?

12:05 Break

12:20 Session 4: Working together more effectively and playing to strengths

- When collaborations work well, what characterises them?
- What ethics and principles work to guide effective co-management projects?
- When it comes to implementing co-management what could each part play for success? (Producer Organisations, Fishers, MMO, IFCA, NE, DEFRA, Researchers, NGO)

13:05 Short break

13:10 Session 5: Short listing priorities

- Out of the priorities for the MMO Road Map which do you most want included?
- Out of the suggestions for types of initiative to pilot which do you most want to see happen?

Wrap up

Last things – thanks, feedback, what people can expect next.

13:30 Finish no later than this

Annex 3 List of Attendees

	Name	Organisation
1.	Alice Tebb	Agents of Change
2.	Annabelle Ray	-
3.	Carole White	MMO
4.	Claire Mcfarlan	Solway Firth Partnership
5.	Dale Rodmell	Eastern England Fish Producers
6.	Edward Baker	MMO
7.	Emma Lowe	-
8.	Emma Plotnek	Fishing into the Future
9.	Fran French	West Mersey Native Oyster Group
10.	Gus Caselake	Seafish
11.	Jerry Percy	New Under Tens Fishing Association (NUFTA)
12.	Jo Pollet	Marine Stewardship Council (MSC)
13.	Mandy Wolfe	Lyme Bay CIC
14.	Martin le Tissier	Coastal Matters
15.	Niall Benson	Coastal Partnership and independent advisor
16.	Nicola Cusack	Marine Stewardship Council (MSC)
17.	Peter Jones	University College London (UCL)
18.	Rachel Holtby	Northumbria University and MMO
19.	Richard Stride	South Fishermen Council
20.	Rob Clarke	Inshore Fisheries and Conservation Authority (IFCA)
21.	Sam Fanshawe	Blue Marine
22.	Sarah Coulthard	Newcastle University
23.	Steve Mackinson	Scottish Pelagic
24.	Tina Barnes	The Sea Farers Charity
25.	Tom Catchpole	CEFAS
26.	Tom Hooper	Inshore Fisheries and Conservation Authority (IFCA)