

Ghana: Training & Capacity Building Narrative report



**TECHNICAL SERVICES
FOR COMMUNITY DEVELOPMENT**



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INTRODUCTION

On 24 June 2021, the International Collective in Support of Fishworkers (ICSF) and Technical Services for Community Development (TESCOD) signed a Letter of Agreement for the implementation of the second phase of the SSF Guidelines in Ghana.

The overall outcome of the Phase II project is stated as follows: capacity of small-scale fishery leaders have been developed in human rights-based approach (HRBA) in SSF; to educate their members on human rights standards; and to influence national policies on fishery through advocacy and formulation of draft policy document on SSF. In tune with the project's objective, three main interrelated activities would be undertaken by TESCOD, the service provider, viz.:

- A. Consultative engagements with small-scale fisheries stakeholders to develop a draft document on national policy on SSF;
- B. Training and capacity building of FWOs and SSF leaders to educate their members and align their organizations and communities with human rights standards and
- C. Develop informational materials and articles to address communication gaps in promoting the SSF Guidelines.

This narrative report focuses on B: training and capacity building of FWOs and SSF leaders to educate their members and align their organizations and communities with human rights standards. It describes in detail the training and capacity process and activities of the service provider from commencement to completion of the project: 24 June 2021 to 31 December 2022.

PROGRESS REPORT

The adoption of the VG-SSF by FAO member countries in June 2014 provided the much-needed framework for empowerment of SSF communities to participate in decision-making and management - through a shift from macro-level, top-bottom policy approach to a human rights-based approach.

The first phase of the VG-SSF implementation in Ghana (2018/2019) focused on: improving awareness about the SSF Guidelines; identifying common challenges that could be addressed within a national SSF Guidelines framework and understanding implementation challenges at subnational and national levels. Despite the initial dissemination exercise through translation of the SSF Guidelines and local workshops in the Phase I, a great need existed for capacity building. Thus, training and capacity building in the Phase II sought to equip FWO leaders with participatory techniques to educate their members on the SSF Guidelines and align their organizations with human rights standards; improve collaborations with other actors in the SSF value chain and take a bigger role in SSF Guidelines advocacy and community monitoring.

To this end, three local training and capacity building workshops were organised in 5 local languages:

- 17 June 2022: Trade Union Congress (TUC) of Ghana – Greater Accra, (Ga language);
- 24 June 2022: Social Security & National Insurance Trust (SSNIT) - Cape Coast, (Fante and Nzema languages); and
- 28 June 2022: Kpando Torkor – Volta Region (Ewe and Dangme languages)

The three training workshops brought together over 120 fishers and fish workers across the SSF value chain, as well as traditional SSF leaders, representatives from the Fisheries Commission, FWOs, NGOs and media houses. The workshops featured training sessions on the SSF Guidelines, human rights-based approach (HRBA) and lobbying and advocacy campaigns.

TRAINING WORKSHOPS

Greater Accra Training Workshop: 17 June 2022 – TUC Accra

Greater Accra Region has one of the most urbanised small-scale fishing communities in Ghana. Despite being the economic and political hub of Ghana; fishing and related trades remain the main source of livelihood for the indigenous Ga-Adangmes who live along the coast. However, fishworkers in Accra have not been spared the challenges in the SSF sector and the consequent economic reversal. Owing to the first phase of the VG-SSF (2018/2019), most FWOs and SSF leaders in the region are familiar with the SSF Guidelines. Informed by the local SSF context, a one-day training workshop was held in the Ga language on 17 June 2022 at the Trade Union Congress. Participants were drawn from the National Fish Processors and Traders Association (NAFPTA), Development Action Association (DAA); Ghana National Canoe Fishermen Council (GNCF); Fisheries Commission (FC) and other stakeholders across the fish value chain.

The training workshop was officially opened and co-chaired by the Greater Accra Regional Director of the Fisheries Commission, Ms. Hannah Agyei-Boakye; and Nii Dzamlodza VI, Wuolaitse of Osu. Ms. Hannah Agyei-Boakye who read a speech on behalf of the Minister of MoFAD underscored the critical role of training and capacity building and expressed gratitude for the collaboration between TESCOD and MoFAD. On his part Nii Dzamlodza VI praised TESCOD for the local content and depth of the training materials and recommended that the training should be widened further to embrace all aspects of the SSF sector. Next, in a solidarity statement issued by Mr. Ndiaga Gueye of FAO Regional Africa Office, he expressed FAO's support for such training efforts and outlined a number of support to the government and CSOs for the implementation of the SSF Guidelines in Ghana.

The three-part session began with an overview of the human rights-based approach within the context of small-scale fisheries by Peter Adjei of TESCOD/ICSF. Using an interactive question and answer approach, he guided participants through the concept of right holders, duty bearers, substantive and procedural rights, how to identify SSF rights, how to claim such rights and how to ascertain whether or not a plan, project, or activity is being implemented through a human rights-based approach. This was followed by the second training session facilitated by Mr. Richard Kyei, a multi-lingual translator/interpreter who introduced the concept of policy influencing through lobbying and advocacy. The interactive question and answer session also explored the pros and cons of such policy influencing methods such as lobbying, networking, awareness raising, media advocacy, and mass action as well as when to use a particular method with case study examples. The third training session focused on how to plan advocacy and lobbying campaigns. Facilitated by Peter Adjei of TESCOD/ICSF, he drew attention to the need for stakeholder analysis and problem identification/analysis as central to the success of any lobbying and advocacy campaign. He also discussed with the participants how to set goals/objectives; how to formulate an action plan and the role played by monitoring, evaluation and feedback in the process.

The final part of the programme was devoted to a question-and-answer open discussion session. The participants deeply expressed gratitude for the training. Most participants remarked that training was their first on lobbying and advocacy although they often hear it vaguely in the media. They also noted that they need to build the capacity of their own members to use the right approach and tools to have their grievances addressed. In bringing, the training workshop to a close, the FWO and SSF leaders pledged to promote HRBA and lobbying/advocacy campaigns in their organisations and communities and called for periodic training workshop by TESCOD/FC. Ms. Hannah Agyei-Boakye; and Nii Dzamlodza VI, thanked the organisers and stated they will explore further collaboration with TESCOD to simplify complex human rights and management concepts to fishers and fish workers.

Western/Central Regional Workshop: 24 June 2022 – SSNIT Cape Coast

Since the mid-1990s, the once vibrant small-scale fisheries economies of the Central and Western Regions have been on the decline. Various interventions have proved ineffective in reversing the decline. The two regions have high incidence of illegal transshipment of fish at sea (saiko) and other unsustainable fishing practices, in particular - the use of light, harmful chemicals and explosives. The Central Region (population: 2,859,821 - 2021) is viewed as the hub of Ghana's tourism but it is amongst the poorest regions. It is also a major source of children who are trafficked for child labour on the Volta Lake. On the other hand, Western Region (population of 2,060,585 - 2021) is endowed with significant mineral and timber resources. In 2010, offshore oil production began in the region and fishers were denied access to their fishing grounds for posing a danger to the oil installations.

During the first phase of the VG-SSF implementation (2018/2019); Fanti/Nzema workshop was organized, at Takoradi to disseminate the SSF Guidelines. Building on this foundation, a day's training and capacity workshop was organised at Cape Coast on 24 June 2022. It brought together stakeholders from the National Fish Processors and Traders Association (NAFPTA); Development Action Association (DAA); Ghana National Canoe Fishermen Council (GNCFC); Central and Western Fishmongers Association (CEWEFIA); Fisheries Commission and major fishing communities including Axim, Shama, Elmina, Winneba, Moree, Mumford and Sekondi.

The Cape Coast training workshop commenced with a welcome address by the Regional Director of SSNIT, Mr. Quayson. This was followed by introductory remarks by a three-member chair comprising Mr. Jescitan Sanakey, Regional Director of Fisheries Commission; Mrs. Emelia Abaka-Edu, National Vice-President of NAPFTA; and Mr. Dominic Ignatius Dadzie, Executive of GNCFC Western Region. Next, was a solidarity statement from Mr. Ndiaga Gueye of FAO RAF. He expressed support for the programme and called on participants to participate fully in the training and avail themselves of other training tools provided by the FAO. Peter Adjei of TESCOD/ICSF then introduced the first training session which focused on the concept of right holders, duty bearers, substantive and procedural rights, how to identify SSF rights, how to claim such rights and how to establish whether or not a plan, project, or activity is being implemented through a human rights-based approach. Next, Mr. Richard Kyei, a multilingual translator and interpreter presented the second session with the concept of policy influencing through lobbying and advocacy. This interactive question and answer session explored the pros and cons of policy influencing methods such as lobbying, networking, awareness raising, media advocacy, and mass action as well as when to use a particular method.

The third training session was facilitated by Peter Adjei of TESCOD/ICSF with a focus on how to plan advocacy and lobbying campaigns. He underscored the need for stakeholder analysis and problem identification and analysis, without which lobbying and advocacy campaign will not be effective. He also discussed with the participants how to set goals/objectives; how to formulate an action plan and the role played by monitoring, evaluation and feedback in the process. Following the question-and-answer open discussion session; the appreciative FWO and SSF leaders observed that the training has brought to the fore gaps they need to close in their own advocacy efforts. In particular, they realised the need for proper stakeholders' analysis to include not only "allies" but those perceived as "opponents" as well as formulating advocacy campaigns within workable cycles. They also requested TESCOD to provide periodic training and best practices on the subject. In conclusion, Mr. Jescitan Sanakey encouraged the FWO leaders to continually apply themselves to training and capacity building as it would help rid the SSF sector of unsustainable fishing practices and improve their living and working conditions. He also assured the participants that he will investigate complaints of IUU activities of trawlers in the Central Region.

Volta/Oti Regional Workshop: 28 June 2022 – Kpando Torkor

Located 198km from Accra with a population of 6,800 in the Kpando Municipality is Kpando Torkor. It is famed for its fish market, clay production and farming and serves not only the municipality of 58,552 residents but also regional markets in Ho, Dambai, Kumasi and Accra. It also caters for hundreds of overbank and island communities in the Volta Lake. During the first phase of the VG-SSF implementation (2018/2019); an Ewe language workshop to disseminate the SSF Guidelines was held at the coastal town of Keta. While the Oti Region is predominantly inland fisheries, the Volta Regions has both marine and inland fisheries. Despite the differences, however, the SSF sector is characterised by declining fish landings, increasing poverty and deprivation, low social infrastructure and decent work deficits. The Kpando Torkor training workshop was held in Ewe and Dangme on 28 June 2022. It brought together National Inland Canoe Fishermen Council (NICFC) members; fisheries officials; and fish workers from neighbouring towns.

Following self-introductions, the workshop commenced with a solidarity statement from Mr. Ndiaga Gueye of FAORAF which expressed support for the training and highlighted other available training tools to assist fishers implement the SSF Guidelines. Mr. Jacob Tetteh Agekeh, National President of the NICFC expressed profound gratitude to the organisers for focusing on the Inland SSF in the second phase of the VG-SSF. Next, Mr William Anfull, a representative of the Regional Director of the Fisheries Commission catalogued current interventions in the region including support to small-scale fishers. This was followed by a presentation by Peter Adjei of TESCOD/ICSF on the human rights-based approach within the context of small-scale fisheries. Using an interactive question and answer approach, he guided participants through the concept of right holders, duty bearers, substantive and procedural rights, how to identify SSF rights, how to claim such rights and how to determine whether or not a plan, project, or activity is being implemented through a human rights-based approach.

The second training session was facilitated by Mr. David Danquah, team leader of the Ewe translation. He introduced to the participants the concept of policy influencing through lobbying and advocacy. Together with the participants, they explored the appropriateness of policy influencing methods such as lobbying, networking, awareness raising, media advocacy, and mass action as well as when and how to use a particular approach. Introducing the third training session, Peter Adjei of TESCOD/ICSF explained the process involved in planning lobbying and advocacy campaign and why stakeholder analysis and problem identification/analysis are crucial to the success of any lobbying and advocacy campaign. He then discussed with the participants how to set goals/objectives; how to formulate an action plan and how to monitor, how to evaluate and how to incorporate feedback in the process.

The final part of the programme was dedicated to a question-and-answer open discussion session. Facilitated by Mr. David Danquah and Mr. Jacob Tetteh Agekeh; the participants noted that they were better equipped to formulate and implement their own advocacy and lobbying action plans. While acknowledging the numerous problems in the Inland SSF sector, there was general consensus for a well-defined and concerted action plan for the Inland Fishery SSF, as they felt particularly marginalised and deprived in social development. Many expressed the hope that the training programme would be organised multiple times within a year and across many fishing communities in their native language. The executives of the NICFC expressed deep appreciation to TESCOD and resolved to make major amendments to their constitution to make it more human rights-based; particularly in decision-making, and establishing a unit to train all national, regional, zonal and community executives in HRBA and lobbying and advocacy campaigns.

Annex 1A: List of Participants – Accra Training Workshop

SN	Name	Organisation/Address	Contact
1	Ms. Hannah Agyei-Boakye	Fisheries Commission, Ridge - Accra	+233245670828
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23	Mr. Benjamin Nyampong	TESCOD, Accra	+233241321878
24	Peter Adjei	TESCOD/ICSF	+233561110099
25	Ms. Priscilla Essel	Fish Processor, Nungua	+233245670828

Annex 1B: List of Participants – Cape Coast Training Workshop

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7	Nana Mesi Ansah V	Ghana National Canoe Fishermen Council -C/R	N/A
8	Nana Sam Tawiah	Ghana National Canoe Fishermen Council -C/R	N/A
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20	Mr. Richard Kyei,	Interpreter, Accra	+233548552993
21	Mr. David Danquah	Interpreter, Accra	+233275982527
22	Mr. Albert Ayeh	TESCOD, Accra	+233243173441
23	Mr. Benjamin Nyampong	TESCOD, Accra	+233241321878
24	Peter Adjei	TESCOD/ICSF	+233561110099

Annex 1C: List of Participants – Kpando Torkor Training Workshop

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18	Adi Mawunu	National Inland Canoe Fishermen Council, Kpando Torkor	+233243335598
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55	Hobenu Stephen	National Inland Canoe Fishermen Council, Abotoase	+233243335598
56	Gyamfi Solomon	National Inland Canoe Fishermen Council, Abotoase	+233243335598
57	Kudedzi Kwasi	National Inland Canoe Fishermen Council, Abotoase	+233243335598
58	Etse Agbazey	National Inland Canoe Fishermen Council, Abotoase	+233243335598
59	Ebo Quansah	National Inland Canoe Fishermen Council, Abotoase	+233243335598
60	Anani Akpaligah	National Inland Canoe Fishermen Council, Abotoase	+233243335598
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62	Avor Daniel	National Inland Canoe Fishermen Council, Abotoase	+233243335598

* Since most participants did not have access to individual postal addresses and telephone network, it was agreed to use the official address of the NICFC, P. O. Box DC 63 Dansoman-Accra; Tel: +233 302236996 (landline); +233243335598; +233202689688

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66	Agbenyegah Kpekpena	National Inland Canoe Fishermen Council, Abotoase	+233243335598
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68	Tigo Goku	National Inland Canoe Fishermen Council, Abotoase	+233243335598
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72	Sabbah Emmanuel	National Inland Canoe Fishermen Council, Abotoase	+233243335598
73	Gbafa Akos	National Inland Canoe Fishermen Council, Abotoase	+233243335598
74	Yevugah Destiny	National Inland Canoe Fishermen Council, Abotoase	+233243335598
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79	Apeku Ben	National Inland Canoe Fishermen Council, Abotoase	+233243335598
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NOTE: The service provider (TESCOD) sent invitations for 20 FWO/SSF leaders for the training workshop. However, more than 80 participants showed up for the programme. Since it is against local custom to send the uninvited participants away, they agreed among themselves to participate without obligation to TESCOD. In line with the LoA, TESCOD covered the transport cost of only 20 participants.