

2009 Annual report of the UNU-FTP

31. October 2009

Tumi Tómasson, programme director

Executive Summary

The main focus of the work of the UNU-FTP is to contribute to institutional capacity building in fisheries in developing countries where fisheries are of national or provincial importance. This is done through offering six month post-graduate training in various areas of fisheries to practicing professionals in developing countries, in most cases providing full fellowships. So far 186 fellows from 36 countries have successfully completed the programme which is in its twelfth year. More than one-third of the fellows are women and in line with UN policy, there is a special focus on sub-Saharan Africa. In recent years increased emphasis has been intakes from West Africa and Small Island Developing States (SIDS).

Over the past five years, short courses in partner countries and a scholarship programme for former UNU-FTP fellows to study towards a higher degree at Icelandic universities has become an important part of the programme. In 2009, three short courses were completed and implemented in Tanzania, Kenya and Uganda. Work is progressing on three more short courses, which will be held next year. During the year, two former fellows graduated with MSc degrees from the University of Iceland, and one fellow is expected to defend her PhD later this year. At present there are ten former fellows studying towards a higher degree in Iceland, two for MSc degrees and eight for PhD degrees.

Proceedings of the UNU-FTP 10th anniversary symposium on sustainable fisheries were published and distributed during the year, along with a comprehensive review of the programme. A new and improved website which has been under construction for several months was commissioned in September and has raised the profile of the programme.

After several years of considerable growth, the programme faces severe cutbacks in funding next year. The programme should however be able to continue to contribute significantly to institutional capacity building in fisheries in partner countries, building on the strengths developed over the past few years.

1. Director's Introduction

The main focus of the work of the UNU-FTP is to contribute to institutional capacity building in fisheries in developing countries where fisheries are of national or provincial importance. This is done through three main approaches:

- The UNU-FTP offers each year six month post-graduate training for practicing fisheries professionals in Iceland, with around 20 fellows completing the studies each year. The training is applied in nature and strong emphasis to adapt it to suit individual needs and address major issues in the fisheries sector in participants' home countries. In March, nineteen fellows graduated successfully from the programme and in September a new group of nineteen fellows commenced their studies.
- The programme supports events in partner countries, including short courses, seminars and workshops. The main emphasis so far has been on the development and delivery of

short courses, both national and regional, in cooperation with partner institutions and international organisations. Three short courses were held in 2009.

- A scholarship programme for former UNU-FTP fellows to study for post-graduate degrees at Icelandic universities. Two fellows graduated with MSc degrees and three fellows entered the programme in 2009, one in MSc and two in PhD studies. At present there are ten former UNU-FTP fellow pursuing graduate studies in Iceland, eight in PhD programmes and two MSc students.

Care is taken to plan and implement different components in a manner to ensure synergies. Former fellows are often involved in short courses and their work in the regular training in Iceland may be part of the preparation of these courses. The participation of Icelandic experts in these activities should also strengthen their teaching in the regular programme

Over the past few years, the programme has grown rapidly and the expansion has mainly been in the development and delivery of short courses in partner countries and in the scholarship programme for former fellows. In October 2008 the Icelandic banking system collapsed and it is clear that the contribution the UNU-FTP receives from the general budget will be reduced over the next few years. The challenge will be to maintain the quality of work developed over the last few years and find the right balance between the different components of the programme.

2. Comparative Advantage/Additionality

Fisheries play an important part in the lives of peoples and the economy of nations, not least in developing countries. By fisheries we mean capture fisheries and aquaculture.

- Capture fisheries grew rapidly in the 40s and 50s, but gradually the growth rate was reduced and since the mid 80s world capture fisheries has fluctuated around 90 million tons annually, with most major commercial stocks now being considered to be either fully exploited or over exploited.
- With the stagnation of capture fisheries and increased demand, aquaculture has filled the gap. Due to the rapid increase in aquaculture in the last few decades, per capita supply has actually been increasing. By now about 50% of all fish consumed directly by the human population comes from aquaculture. But in recent years, the growth of aquaculture has slowed down dramatically, raising concerns about the sustainability of aquaculture and its ability to meet increasing demand, which is estimated to be about 40 million tons by 2030.
- Subsistence and artisanal fisheries in inland waters and coastal areas in developing countries account for about a third of the world capture fisheries and most of this is destined for human consumption on local markets. These fisheries are generally poorly regulated and the stocks they depend on are in many cases considered to be under threat, bringing into focus the importance of improved management
- International trade in fish and fish products has increased faster than that of any other food and agricultural commodity, such as tea, coffee, rubber, bananas etc. and the volume and value of fish and fish products now traded now outstrips any other food commodity. About 40% of the world production of seafood is now exported, and more than half of that comes from developing countries. This is in part due to the extension of the EEZ to 200 miles in the seventies, which has gradually become effective in developing countries, but also and not least because of the increase in aquaculture, primarily in Asia, in particular China. According to official statistics total export value of fish now exceeds USD 100 billion. Developing countries import as well as export fish, but as they tend to export relatively expensive products, their net export revenue is still

about USD 26 billion. For many developing countries, fisheries are a major earner of foreign exchange.

The importance of fisheries to developing nations and the developments and concerns outlined above brought fisheries into focus an issue of “particular concern to the UN and its peoples”, to quote the charter of the UNU.

Fisheries is one of the main pillars of the Icelandic economy. Over the years, a comprehensive management system has been developed and implemented in Iceland and Icelandic fish and fish products have strong position on the international market, in part because of this management system. Over 99% of the fish caught in Iceland is destined for export. That, coupled with the small society and good contacts with different actors in the sector makes the UNU-FTP uniquely placed to provide high level practical training in the field of fisheries with a strong international focus.

3. Capacity Building/Training Activities

As the name implies, the UNU-FTP is a capacity building programme, focussing primarily on strengthening capacity of departments, institutions and other organisations dealing with the formulation and implementation of development plans in fisheries. Training activities fall broadly into three categories, six month post-graduate training in Iceland, short courses and workshops in partner countries and scholarships for MSc and PhD studies in Iceland. The last part will be discussed under a separate heading.

Six month post-graduate training for fisheries professionals.

Fellows arrive in September and after one week of orientation they enter a common five week introduction, designed to give an overview of a developed fisheries sector and the international framework within which fisheries has developed. Fellows should gain a holistic view and be able to put their own fisheries into a regional and international context and evaluate its development potential. After the introductory part, comes an intensive six week specialist course. Six main lines of specialisation have been developed. In March nineteen of the 21 fellows who started the programme in 2008 graduated, but one of our fellows met with a fatal accident early in the year, which had a great impact on us all. The total number of fellows who have now successfully completed the six month training programme now stands in 186 and come from 36 countries (Table 1). Of those 64 are women or just over a third (34%). In addition, several people have done parts of the six month training, some being unable to complete for a various reasons, but several individuals have also completed the specialist course part of the programme, both the introductory course and the specialist courses, usually then in conjunction with the development and delivery of short courses in partners countries.

Table 1. Overview of fellows who have completed the six month post graduate training in Iceland during the first 11 years of the UNU-FTP from 1998 to 2009, divided by country and fields of specialisation.

	Area of specialization						Total
	Quality Management	Fisheries Policy and Planning	Stock Assessment	Fishing Technology	Management of Fisheries Companies	Sustainable Aquaculture/ Env.Studies	
Angola						1	1
Argentine		1					1
Bangladesh	2	1			1		4
Brazil	1						1
Cambodia		1		1			2
Cape Verde	2		1	2	1		6
China	7	2	1		1	1	12
Cuba	5	1	3	1	3	2	15
DPR Korea	2			1			3
Estonia	1	2	2				5
Ghana			1				1
Guyana		1					1
India			1	1			2
Iran	3	1	1			1	6
Jamaica			1				1
Kenya	4	1	2		1	3	11
Liberia					1		1
Malawi	1	1	1	3			6
Malaysia	1			1	4	2	8
Mauritius	1		1	1		1	4
Mexico	2			2		1	5
Mozambique	5	2			2	1	10
Namibia	1	4		2			7
PICs*		3	2		1		6
Russia	1		2	1		1	5
Sierra Leone					1		1
South Africa		2					2
Sri Lanka	5	2	3	2	2		14
Tanzania	2	3		1		2	8
The Gambia	1		3	1	1		6
Uganda	8	3	2		1	1	15
Vietnam	9	1	4	1	1		16
Total	63	32	32	21	20	17	186

*Pacific Island Countries, including Fiji, Nauru, Samoa, Tonga and Vanuatu

In September, the twelfth cohort of fellows arrived in Iceland, a total of nineteen fellows, including eight women and nine from sub-Saharan Africa. The emphasis on West Africa and Small Island Developing states, in particular from the Pacific and the Caribbean, has continued, and it is expected that this will continue to receive special emphasis in the next few years. New countries represented in the programme this year include Belize, Barbados and Cameroon. Areas of specialisation taught this year are Fisheries

Policy and Planning, Quality Management of Fish Handling and Processing, Marine and Inland-Waters Resources Assessment and Monitoring, and Sustainable Aquaculture.

Short courses and workshops.

Over the last few years, short courses, developed and delivered in cooperation with local institutions in partner countries have become an increasing part of the UNU-FTP. Often, former fellows play an important role in this process and sometimes co-workers in partner countries come to Iceland to undertake 6 week specialist courses as part of the preparation. As far as possible, the content of these courses is integrated into the regular curricula of local universities or other training institutions. In 2009, three such courses were held in Tanzania, Kenya and Uganda, while the preparation for three more advanced well. The life cycle of these courses, their conception, development and adaptation to local conditions and priorities and finally their delivery and evaluation usually takes more than one year and can in each case be seen as small development cooperation project.

Introduction to aquaculture management, Uganda. This course was developed in cooperation with Makerere University and led by specialists from Holar University College. It was held on 16-22 August with about 40 participants. In the face of diminishing catches of export quality fish from Lake Victoria, the development of aquaculture is seen as having high priority in the riparian countries, to supply existing processing factories and cater for the local demand for fish and fish products. Capacity building is essential if development plans are to be realised, but several studies have concluded that geographical and climatic conditions are particularly favourable for aquaculture development in Uganda. A training manual exists in a draft form, but it is planned that it will be revised and finalised for a second run of the course in 2010.

Fisheries data collection and analysis, Tanzania and Kenya. For the past three years, the UNU-FTP has been participating in the FAO Custom Training Project, which is based on a philosophy and an approach developed by the UNU-FTP and financed by the Government of Iceland. The last courses to be developed under this project were two one-week courses on fisheries data collection and analysis for district fisheries officers in Tanzania and Kenya respectively. The courses were developed in partnership with fisheries departments in the two countries and are aimed at strengthening the development and implementation of community based fisheries management. The first delivery of the courses were on 14-18 September in Bagamoyo, Tanzania where 20 district fisheries officers took part. The second course, adapted to conditions in Kenya, took place in Machakos on 28 September to 2 October where 15 district fisheries officers took part. Based on the first run, training manuals have been revised and are available upon request.

Leadership for fisheries directors in the Caribbean. As fisheries resources come under increased pressure and new policies have to be implemented which may require major organisational change. Our partners in the Caribbean Regional Fisheries Mechanism (CRFM) have identified this as an area needing urgent attention. A short course is being developed in partnership with the University of Belize and the UNU-FTP through the University of Akureyri. The course will largely be funded by the Island Growth Initiative (IGI) fund, which has been established by the Government of Iceland. The final course development workshop will be held in December and the course will be held in Belize in early 2010.

Monitoring and assessment of fish stocks in the Caribbean. The preparation of this course started in 2008 when a professional officer from the CRFM underwent 6 month training in stock assessment in Iceland. It is in part modelled on a similar course held in the Pacific in 2007 and 2008, but much expanded, as it focuses on stocks exploited by large scale off shore fisheries, which influences the availability and resolution of data. A first course development workshop was held in 2009 with staff from the CRFM and the University of the West Indies (UWI). The course will be implemented in two sessions, several months

apart, where participants will be expected to work on the assessment of a particular stock between sessions. Most of the costs will be covered through the IGI fund. The development of the materials is well underway and it is expected that the first part of the course will be held at the UWI in early 2010.

Business management principles and practices in small scale aquaculture in Asia-Pacific. The need for a course of this type was identified by the network for Aquaculture Research Centres in Asia-Pacific (NACA), who along with Nha Trang Fisheries University in Vietnam are our partners. A first course development workshop was held last year, and a first draft of the course materials is about to be completed. It is expected that the course will be held in Nha Trang during the first half of 2010.

4. Publications

All fellows of the UNU-FTP have to complete a final project which is published on the web. The material developed for short courses is likewise available, but only upon request. Below is a list of other publications from 2009, mainly done by UNU-FTP fellows receiving scholarships for MSc and PhD studies in Iceland

Papers:

Mai, N. T. T., Martinsdóttir, E., Sveinsdóttir, K., Olafsdóttir, G. and Arason, S. 2009. Application of Quality Index Method, Texture Measurements and Electronic Nose to Assess the Freshness of Atlantic Herring (*Clupea harengus*) Stored in Ice. In *World Academy of Science, Engineering and Technology*, Vol. 57, pp. 371-377, WASET, Amsterdam.

Shaviklo, G.R, Arason, S., Thorkelsson, G., Sveinsdottir, K., and Martinsdottir, E. 2009. Sensory Attributes of Haddock Balls Affected by Added Fish Protein Isolate and Frozen Storage. *Journal of Sensory Studies* (In press)

Tao Wang; Rósa Jónsdóttir; Guðrún Ólafsdóttir. 2009. Total phenolic compounds, radical scavenging and metal chelation of extracts from Icelandic seaweeds. *Food Chemistry*, 116 (1), 240-248.

Tao Wang; Rósa Jónsdóttir; Guðrún Ólafsdóttir; Hörður G. Kristinsson. 2009. Antioxidative properties of marine macroalgae. In: *Antioxidants and Functional Components in Aquatic Foods*, H. G. Kristinsson, S. Raghavan; Ames, IA: Wiley-Blackwell, John Wiley & Sons, Inc.

Tao Wang; Guðrún Ólafsdóttir; Rósa Jónsdóttir; Hordur G. Kristinsson; Ragnar Johannsson. 2009. Functional and nutraceutical ingredients from marine algae. In: *Seafood quality, safety, and health effects* . C. Alasalvar, K. Miyashita, F. Shahidi, and U. Wanasundara. Oxford: Blackwell publishing limited.

Tómasson, T. and Ásgeirsson, Th. 2009. Education and training with and for the fisheries sector. Pp. 103-109 in H. Einarsson and W. Emersson (eds). *International seafood trade: challenges and opportunities*. FAO

MSc. Theses:

Mhongole, O.J.M. 2009. Microbiology and spoilage trail in Nile perch (*Lates niloticus*), Lake Victoria, Tanzania. M.Sc. thesis. University of Iceland.

Odoli, O.C. 2009. Optimal storage conditions for fresh farmed Tilapia (*Oreochromis niloticus*)fillets. M.SC. thesis, University of Iceland.

Training manuals:

Singh, W. 2009. Assessing the status of fish stocks for management: the collection and use of basic fisheries data and statistics, 99 pp + exercises. Available upon request.

Posters:

Bogason, S., E. Martinsdóttir, S. V. Árnason, B. Margeirsson, H. L. Lauzon, E. Reynisson, M. Guðjónsdóttir, N. Mai, L. Þorvaldsson, T. Hafliðason, K.A. Þórarinsdóttir, S. Arason, B. S. Jóhannsson, L.M. Jóhannsson, G. Ólafsdóttir. 2009. Novel Technologies to improve safety and transparency of the chilled food supply chain. Poster presented at *Innovation in the Nordic Marine sector, organized by Nordic Innovation Center*, Reykjavík May12, 2009

Mai, N., Margeirsson, S., Bogason, S. G., Stefansson, G., and Arason, S. 2009. Application of process mapping to analyze the traceability system of a frozen Tra catfish (*Pangasius hypophthalmus*) processing company in Vietnam. Poster abstract accepted for the final TRACE conference: "How to trace the origin of food?" organised in Brussels, Belgium on the 2nd and 3rd December 2009 by CRA-W.

Odoli, O.C. 2009. "Arctic" tilapia (*Oreochromis niloticus*): Optimal storage and transport conditions for fillet. Poster presented at 3rd Joint Trans-Atlantic Fisheries Technology Conference Copenhagen, 15-18 September 2009.

Rósa Jónsdóttir, Tao Wang, María Jesús Gonzales, Isabel Medina, Hörður G. Kristinsson, Guðrún Ólafsdóttir, 2009 Bioactivity of phlorotannins in brown seaweed, *Fucus vesiculosus*. Poster presented at 3rd Joint Trans-Atlantic Fisheries Technology Conference Copenhagen, 15-18 September 2009.

Shaviklo, G.R., Thorkelsson, G., Arason, S., Kristinsson, H.G. 2009. Influence of Different Drying Methods and Additives on Lipid Oxidation and Functional Properties of Saithe Surimi Powder, Poster presented at *Innovation in the Nordic Marine sector, organized by Nordic Innovation Center*, Reykjavík May12, 2009.

Shaviklo, G.R., Thorkelsson, G., Arason, S., Kristinsson, H.G. 2009. Influence of Different Drying Methods and Additives on Lipid Oxidation and Functional Properties of Saithe Surimi Powder Poster presented at the 4th Nordic Drying Conference - June 17th to 19th 2009, Reykjavik, Iceland.

Tao Wang, Rósa Jónsdóttir, Hordur G. Kristinsson, Gudjon Þorkelsson, Charlotte Jacobsen, Guðmundur Óli Hreggviðsson and Guðrún Ólafsdóttir, 2009. Algal polyphenols as novel natural antioxidants. An oral presentation at 3rd Joint Trans-Atlantic Fisheries Technology Conference Copenhagen, 15-18 September 2009.

G. Ólafsdóttir, T. Wang, R. Jónsdóttir, H. K. Kristinsson, G.Ó. Hreggviðsson, G. Þorkelsson, 2009. *Palmaria palmata* in food formulations as natural antioxidant and functional ingredient. Poster presented at *Innovation in the Nordic Marine sector, organized by Nordic Innovation Center*, Reykjavík May12, 2009

T. Wang, R. Jónsdóttir, H. G. Kristinsson, G. O. Hreggviðsson, J. O. Jónsson and G. Ólafsdóttir. 2009. Free radical scavenging and metal chelating activities of enzymatic extracts from the red algae *Palmaria palmata*. Poster presented at IFT Annual Meeting & Food Expo, Anaheim, CA.

Nguyen Van Minh, Sigurjón Arason, Kristín A. Þórarinsdóttir, Guðjón Þorkelsson and Ágústa Guðmundsdóttir, 2009. *Effects of different brine concentrations on the physical characteristics of salted cod (Gardus mohua L.) during brine salting*. Poster presented at *Innovation in the Nordic Marine sector, organized by Nordic Innovation Center*, Reykjavík May12, 2009

Nguyen Van Minh, Sigurjón Arason and Ásbjörn Jónsson, 2009. *The effects of freeze drying on quality of desalted tusk*. Poster presented at the 4th Nordic Drying Conference - June 17th to 19th 2009, Reykjavik, Iceland.

5. Dissemination, Communication and Outreach

In October 2008 the UNU-FTP celebrated its 10th anniversary by holding a symposium on sustainable fisheries in Reykjavik. The symposium was most successful, with several international key-note speakers which dealt with major global issues in fisheries and aquaculture which were then analysed further in parallel sessions and finally summed up in a plenary. This was also an opportunity for the UNU-FTP and its' constituent institutions to give an overview of their work and contribution to the programme. The posters and talks and other materials presented at the symposium was published in 2009 as a booklet and a CD, and has been distributed widely.

This year, a new web-site has been developed for the UNU-FTP and was opened in September. The new web site has been most successful and has resulted in a major increase in the profile of and interest in the UNU-FTP.

6. Events

In October 2009, the UNU-FTP and the University of Akureyri organised a two day symposium on fisheries export and international trade in fisheries in cooperation with FAO. The main lecturers were Dr. Audum Lem from FAO and Prof. James Young from the University of Sterling.

7. Institutional Matters

The financial crisis which has had severe repercussions in Iceland has led to some budget cuts and devaluation of the Icelandic krona and inflation has meant that some plans had to be postponed. However, even during these tough times, the UNU-FTP continues to receive good support from the Icelandic government and the fisheries sector in Iceland in general.

In April, Gudni Eiríksson, programme officer, went on leave to concentrate on his Ph.D. studies. In July 2009 Tumi Tómasson, programme director returned from a 15 month leave of absence while working for the Icelandic International Development Agency in Sri Lanka, and Thor Asgeirsson resumed his post as deputy director. In October Mr Konrad Thorisson who came on secondment from the Marine Research Institute in June 2008 went back to his previous post, having seen through the publication of the anniversary conference and the implementation of the two courses on fisheries data collection and analysis. Mrs Sigríður Ingvarsdóttir programme officer remained in her post throughout the year. This means that from October there are three full time employees in the programme, the same team as has been working together for most of the lifetime of the UNU-FTP.

8. Partnerships and Links

During 2008, the UNU-FTP responded to requests from the Rector's office and the UNU representative at UNESCO in Paris and recruited two Icelandic fisheries experts who went on an appraisal mission for a UNU and Banco do Brazil project on Regional Sustainable Development in Brazil. This followed contacts and cooperation with UNU-PREP in Brazil. The mission took place in 2009, but did not result in any further involvement of the UNU-FTP. There have also been contacts and cooperation with UNU-INRA, both in Ghana and Namibia.

Of other UN organisations, the UNU-FTP has the strongest links with FAO, which involves both formal cooperation as described in this report, and informal contacts.

The UNU-FTP is based on a formal cooperation among leading research institutions in fisheries and universities in Iceland. These include the Marine Research Institute, which hosts the programme and is responsible for its operation, Matis food research, University of Iceland and the University of Akureyri. In addition there are formal cooperation agreements with Holar University College in northwest Iceland and the university Centre of the Westfjords. But there are also strong albeit informal links to all major players in Icelandic fisheries, private and public alike.

Major international organisations the UNU-FTP is in cooperation with outside the UN system include:
Secretariat of the Pacific Community (SPC)
Caribbean Regional Fisheries Mechanism (CRFM)
Network of Aquaculture Research Centres in Asia-Pacific (NACA)
Commonwealth Secretariat

9. Development on Twinning

The UNU-FTP does not engage in direct twinning arrangements, although this may be done by our Icelandic partners, such as the University of Iceland and University of Akureyri. Lecturers and professors from these universities working within the UNU-FTP have spent as part of their sabbatical leaves several months at some of the universities the UNU-FTP has developed good partnerships with and are listed below. UNU-FTP cooperation with Universities in partner countries include training opportunities for academic staff in Iceland and cooperating in the development and delivery of short courses, which in many cases become incorporated and further developed in the normal curricula of these universities.

The University of the South Pacific
Dalian Fisheries University, China
University of the West Indies
University of Belize
Nha Trang Fisheries University
Makerere University, Uganda
University of Namibia
University of Malawi, Bunda Agricultural College.

Earlier this year, a former UNU-FTP fellow and current Ph.D. student in Iceland completed a six month assignment funded by the UNU-FTP at the USP in the final preparation of a manual in stock assessment based on two regional courses the UNU-FTP has completed in cooperation with USP, the Commonwealth Secretariat and the SPC. The manual will be used for a course at the university.

This year, work has been carried out on the developments of materials for short courses involving University of West Indies, University of Belize, Nha Trang Fisheries University and Makerere University.

10. Development of Graduate Degree Programmes

The UNU-FTP has not developed a graduate degree programme, but it is safe to say that it has been instrumental in the further studies of many of the fellows who have completed the six month programme in Iceland. Many fellows continue their studies and obtain higher degrees, subsequent to their studies in Iceland, often using their final projects as a major part of their theses. The UNU-FTP also offers scholarships to former fellows to study for higher degrees at Icelandic Universities. Only those who gain credits equivalent of one semester's studies for their studies at the UNU-FTP are considered for support. So far six fellows have graduated with M.Sc. degrees from the University of Iceland. Three of those are currently engaged in their Ph.D. studies, two at the University of Iceland, with the support of the UNU-FTP.

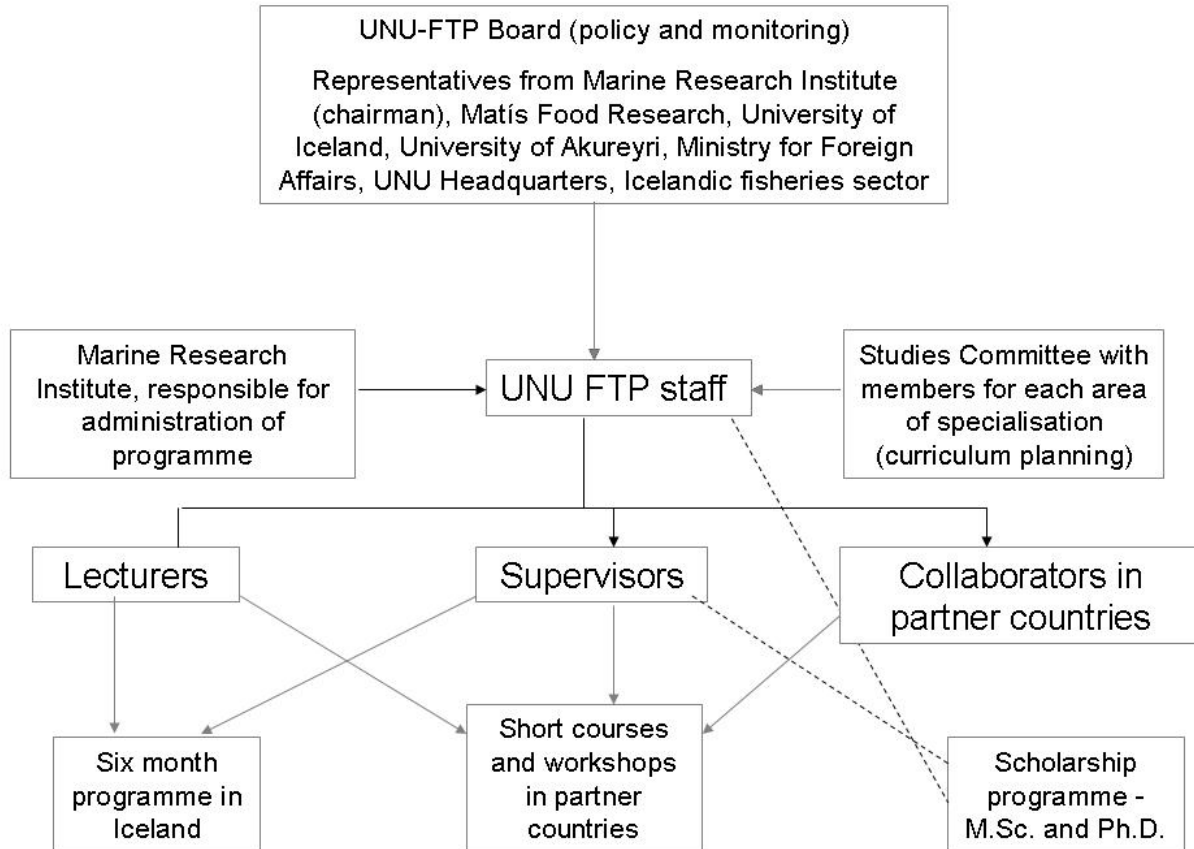
In 2009, two UNU-FTP fellows graduated with MSc degrees and the first UNU-FTP to graduate with a Ph.D. degree in Iceland is expected to do so in December this year. Apart from these three, two UNU-FTP fellows are engaged in their M.Sc. studies and seven are studying towards a Ph.D. degree at Icelandic universities with the support of the UNU-FTP.

Achievements and Challenges

Over the last few years, we feel that the UNU-FTP has become an important and recognised agent in global fisheries development. This has been made possible through generous contributions by the Icelandic government and the good guidance provided by the UNU, the board of the UNU-FTP and the efforts of our cooperating institutions. As we face reductions in funds, it is our challenge to maintain a high profile and find innovative ways to build on our strengths to continue to make a difference in the development of fisheries in our partner countries.

Annexes

Annex 1: Unit Organization Chart



Annex 2: Unit Staffing Table

Mr. Tumi Tómasson (Ph.D.) Programme Director

Mr. Thor H. Ásgeirsson (M.Ed., M.Sc.) Deputy Programme Director

Mrs. Sigríður Kr. Ingvarsdóttir (B.Sc.) Office Manager

Mr. Guðni M. Eiríksson (M.Sc.) Project manager (on leave)