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SUSTAINABLE FISHERIES MANAGEMENT PROJECT (SFMP)

Year 5 Amended and No Cost Extension Period
Work Plan



June 1, 2019 – September 30, 2020

THE
UNIVERSITY
OF RHODE ISLAND
GRADUATE SCHOOL
OF OCEANOGRAPHY



Hen Mpoano



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Cover photo: Canoes along the coastline of Ghana

Photo credit: Najih Lazar

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1. PROGRAM OVERVIEW AND SUMMARY

Table 1: Sustainable Fisheries Management Project Summary

Program Name	Sustainable Fisheries Management Project (SFMP)
Activity Start and End Date	October 22, 2014 to October 31, 2019 No-cost extension period Nov. 1 -2019, Sept. 31, 2019
Name of Prime Implementing Partner	Coastal Resources Center University of Rhode Island
Agreement Number	AID-641-A-15-00001
Name of Sub-awardees (For the workplan period)	Resonance Global Central and Western Fishmongers Association (CEWEFIA) Development Action Association (DAA)
Major Counterpart Organizations	Ministry of Fisheries and Aquaculture Development (MOFAD) Fisheries Commission (FC)
Geographic Coverage (cities and or countries)	Ghana: Central Region, Western Region, Greater Accra Region, Volta Region

1.1 Program Description/ Introduction

The objective of the USAID/Ghana Sustainable Fisheries Management Project (SFMP), a five-year project (October 2014 - October 2019), is to rebuild marine fisheries stocks and catches through adoption of responsible fishing practices. The project contributes to the Government of Ghana's fisheries development objectives and the US Government's *Feed the Future Initiative*. Working closely with the Ministry of Fisheries and Aquaculture Development (MOFAD) and the Fisheries Commission (FC), USAID/Ghana SFMP aims to end overfishing of key stocks important to local food security through achievement of the following intermediate results:

- Improved legal enabling conditions for co-management, use rights and effort-reduction strategies.
- Strengthened information systems and science-informed decision-making.
- Increased constituencies that provide the political and public support needed to rebuild fish stocks.
- Implementation of applied management initiatives for several targeted fisheries ecosystems.

More than 100,000 men and women involved in the local fishing industry are expected to benefit from this project and tens of thousands of metric tons of additional high quality low cost food supply from fisheries can be regained via improved and sustainable management of the marine fish stocks in Ghana's waters.

The Coastal Resources Center (CRC) at the University of Rhode Island's Graduate School of Oceanography is the lead implementer of the SFMP, working with a consortium of other international and local partners

SFMP is focusing efforts on small pelagic fisheries along the entire coastline as well as fisheries and essential mangrove fish habitats in three coastal estuaries - The Densu, Pra and Ankobra systems. Additionally, SFMP supports improvements in the value chain of smoked fish, important to tens of thousands of women fish processors and ensure the production of

and trade in quality fish. Key government clients of this project include the Ministry of Fisheries and Aquaculture Development, and its' Fisheries Commission. Additional support is also provided to a number of local NGOs and women's associations that are active in fisheries management.

This work plan provides an overview of activities scheduled for the terminal phase of the project including amended activities in the last part of Year 5 and extending into the No-Cost Extension period. Year 5 work was heavily impacted by two slow down notices from USAID that restricted funding availability in the first three quarters of the workplan year. With the no-cost extension approval and receipt of funds up to the agreement ceiling in the third quarter, some Year 5 activities that had been delayed previously have now been refined and captured in this amended Year 5 workplan period below (June – Sept, 2019). Work for the No-Cost Extension Period (Oct 2019 – Sept 2020) is also included. A portion of the work covered in this workplan is also part of the USAID's Learning Initiative on Women's Empowerment, Access to Finance, and Sustainable Fisheries.

The workplan covers the following key Intermediate Results (IR) areas:

- Improved Enabling Conditions.....IR 1
- Applied Science for Informed Decision Making.....IR 2
- Improved Constituency and Political Engagement.....IR 3
- Applied Management and Cross-Cutting IssuesIR 4
- Project Management and Project Close-out Tasks

1.2 Objectives of the Workplan

The objective of this work plan is to facilitate identification and implementation of project activities resulting in continuous progress of work leading to achievement of results that will consolidate the gains of the project over the six years of its implementation including documentation and dissemination of project challenges, success stories, lessons learned as well as termination and final closure of project activities. Funding available for the final phase of the project is significantly less than in previous years and therefore the workplan and tasks are also considerably reduced after the end of Year 5 and in the No Cost Extension period.

Amended Year 5 Activities (June – September 2019)

IR 1 Improved Enabling Conditions

Continued support for legal and policy reform.

It is anticipated that the project will be able to finalize the Drafting Instructions for the new Fisheries Legislation. However, this is against the background that MOFAD has not been able to secure yet approval of a Cabinet Memo for the development of the new legislation. The approval of the Cabinet Memo is needed to facilitate engagement with Attorney General's Office leading to translation of the Drafting Instructions into a Draft Bill.

It is also anticipated that current engagements with the Ministry and the Fisheries Commission will lead to the approval of a Cabinet Memo on the Fisheries Co-Management Policy prepared by the project.

SFMP has provided continuing support to MOFAD and FC for the amendment of the Ghana National Fisheries Act of 2002, Act 625. Act 625 is outdated in terms of its applicability and capacity to accommodate changes related to best practices in fisheries management, creation

of the legal environment to operationalize fisheries co-management which is a key deliverable for SFMP. The new fisheries legislation will have provisions for regulation of fishing gear such as trawls, and also clarify the relationship, authority and responsibility between MOFAD and the Fisheries Commission (the Fisheries Commission was created prior to the establishment of the Ministry). Besides, Act 625 does not have provisions that reflect many current international obligatory and voluntary treaty commitments. SFMP will continue to work with FC/MOFAD to finalize the Drafting Instructions so that when the Cabinet Memo on the development of the new legislation is approved, MOFAD can work with the Attorney General to complete the process. With the election season forthcoming next year, it is uncertain whether additional work on drafting a bill and getting it adopted is possible before the project ends.

The co-management policy is expected to be approved by the end of the 2019 calendar year. No further work is planned in this area. SFMP has phased out project support to the three pilot community-based management initiatives in Q2 of FY 19 and will work with the FC under the extension to institutionalize their full take-over and support for these initiatives as projected in the co-management policy implementation plan section.

IR 2 Use of Applied Science to Inform Decision Making

Ecological and socio-economic monitoring of the impacts of the closed season.

No monitoring was planned in the initial Year 5 workplan through the end of October 2019. However, with the decision to declare a 2019 canoe closed season May 15 – June 15 instead of August 2019, funds were reallocated in Q2 and Q3 for initial monitoring but it is insufficient for an adequate period of time to fully assess the impact of the canoe closed season. Monitoring regarding the biological survey started after the closed season and will continue through February 2020. In connection with this, SFMP will conduct training for staff of the Fisheries Scientific Survey Division (FSSD) of the Fisheries Commission to build their capability to monitor the impact of subsequent closed seasons even in the absence of the project. The success and eventual public acceptance and adherence with the closed seasons depends on documenting the process as well as providing analysis of the social and ecological impacts. Under the extension, SFMP will work with the University of Cape Coast and University of Ghana, and the Fisheries Scientific Survey Division (FSSD) of the Fisheries Commission to determine ecological and social baselines prior to closed season, track impacts and social adaptations/coping strategies during the closed season, and document immediate-term results following the closed season.

Particularly important for SFMP indicators is the assessment of whether the seasonal closure increases fish stock recruitment for the 2020 harvesting season (increased biomass) resulting from the closed season and whether the timing was the model scientifically ideal period or not. Gender disaggregated socio-economic data will also help to better understand and design fisher household coping strategies for support of future closures as well as inform stakeholders on the relative success of the closures.

IR 3 Improved Constituencies and Political Will

Scale up of communications support to MOFAD/FC before during and after the closed season

The postponement of the 2018 closed season declared by MOFAD was primarily due to absence of effective coordination and communication between the government and the Ghana National Canoe Fishermen's Council (GNCF), and directly between the government and canoe fishers in all regions. The project played a very important role in facilitating dissemination of information and enhancing awareness on the importance of the closed

season and its relevance to rejuvenating the fish stocks which culminated in the success of the closed season. Under the extension, SFMP will support FC/MOFAD outreach, awareness raising and direct communication and joint planning with GNCFC and canoe fishers across the coast. The project will support preparatory activities related to next year's closed season.

IR 4 Applied Management in Targeted Fisheries and Cross-cutting Issues on Gender Empowerment and Capacity Building

Cooperation with the USAID Washington learning initiative on Women's Empowerment, Access to Finance and Sustainable Fisheries.

Ahotor fish smoking oven promotion.

Activities that strengthen sustainability of investments in DAA and CEWEFIA demonstration fish processing and training centers.

Strengthening the Capacity of NAFPTA and GNCFC to sustain the F2F dialogues and to implement their constitutional reforms, Standard Operating Procedures and other priority actions identified in their organizational capacity development action plans.

Women are key actors in the fishery value chain in Ghana's post-harvest processing of fish for domestic consumption. Under SFMP, they are demonstrating their potential to form an influential constituency supporting improvements in fisheries management if they have the motivation, skills, organization and agency. Most women (and men) working in small-scale fisheries in Ghana lack access to fair, reliable credit and banking services with the result that predatory lending is pervasive in the sector.

In November 2018 SFMP coordinated with USAID/Washington to conduct a scoping mission to assess the extent to which access to finance and financial literacy plays a role in women's empowerment in the artisanal fisheries sector in Ghana. Local women's non-governmental organizations and the National Fish Processors and Traders Association executive committee and some of its members were engaged to map out issues related to financial inclusion in the artisanal sector. SFMP will carry out activities to implement the theory of change developed during the scoping mission. SFMP will support innovations that empower women through various micro-credit and financial literacy programs as pathways for strengthened, meaningful, women's empowerment in Ghana. These activities will integrate advocacy on Child Labor and Trafficking (CLaT) to sustain the gains made by the project with respect to reducing Trafficking in Persons (TIP). The program will inform broader global USAID gender and microfinance strategies and strengthen evidence for women's empowerment as an effective strategy for sustainable fisheries management that is compliant with USAID's Global Biodiversity Strategy. While the initial plan was to implement these activities prior to the closed season (initially estimated to occur in August 2119), the actual date for this year's closed season (May 15 – June 15, 2019), implies that these activities will be implemented after the first closure in 2019. However, the implementation of the women empowerment and learning initiative program will continue to prepare women and youth for coping and resilience during the subsequent closure in 2020 and will also include advocacy and awareness raising on CLaT.

The introduction of the new Ahotor fish smoking technology experienced a number of challenges related to uptake by fish processors and limitations in access to finance (see above discussion). There is limited additional effort planned. SFMP will work with the Fisheries Commission to support their planned roll out of the Certification scheme for fish kitchens that promotes and requires Ahotor ovens to be used. Increasing the number of artisans trained to build the Ahotor ovens to specifications will also take place. Additional supporting services will be provided for women processors, including youth, such as formation of VSLAs to

create operating capital, other business development and financial inclusion services, creation of gender inclusive forums for promotion of closed seasons, elimination of Child Labor and Trafficking and other responsible management actions in the fishery that can be led by women entrepreneurs.

Two success stories for building civil society capacity under SFMP lie in the performance of the Central and Western Fish Mongers Improvement Association (CEWEFIA) and the Development Action Association (DAA), both women-focused organizations supporting small scale female owned fish processing businesses. Both of these organizations have undergone international standard audits for financial management and done well, and have developed their own internal capacity to deliver services to women-owned small businesses. The DAA, a recipient of significant USAID support for building a fish processing demonstration and training center, is now beginning to host events and cooperate closely with the Fisheries Commission to explore provision of services on a larger scale. While significant progress has been made, both organizations require additional support to transition to fully self-sustained organizations. Under the no-cost extension, SFMP will ensure that effective, realistic and time-bound business plans are developed for both organizations and provide support to kick-start their business activities (producing certified quality processed products and training).

Emerging in the last two years of SFMP engagement is the potential for the Ghana National Canoe Fishers Association (GNCFC) and the National Fish Processors and Traders Association (NAFPTA) to motivate public commitment to sustainable fisheries management in Ghana. Neither organization was identified at the beginning of SFMP as a partner for intensive organizational development support but were added on for capacity development about mid-project. Support focused on revision of each organization's charter, standard operating procedures, including elections for national and regional executives as first steps toward organizational strengthening. As a direct result, these organizations are both ready and asking for more intensive support to enable them to play a larger role in sustainable fisheries management in Ghana. Both organizations will receive support to begin implementing details of the strategic plans already developed, to strengthen implementation of their revised charters, enhance advocacy skills related to CLaT and to increase and strengthen their membership across all regions.

Support for the national fisheries management plan: Support canoe registration

During the final phase of FY 19, SFMP will support the fisheries commission to complete one of the most important milestones toward national sustainable fisheries management – moving from open-access to managed-access fishing in the artisanal sector by completing a national registry of all canoes linked to owners and canoe captains. This activity was initially projected to be completed by the end of 2018 but was delayed due to priority of MOFAD and FC on the May-June closed season, and due to the need for a final clean up and verification of the existing registry. Registration cards will be produced and distributed in the final quarter of FY 19 with SFMP support

Project Management

Closure of the East Legon Project Office, reduction of staff and sharing of office space with the USAID METSS project.

Project management will not experience major changes outside of the already established closeout plan that includes retention of staff key for completing work on strengthening enabling conditions, application of science-based information for fisheries management, and related operations. Core monitoring and evaluation staff and communications staff will

remain in place through the September 2019 timeframe, along with key technical staff such as the fisheries advisor. A small core program team and finance/admin team will remain into the FY 20 fiscal year, some M&E and communications functions will be consolidated within the smaller core team, and final country office close out will take place in the early part of Q4 of FY 2020. A reduced SFMP team will relocate and share office space with the USAID/METSS project in the Cantonments area with effect from first week in October 2019.

Activities for the Period October 1, 2019 to September 30, 2020

IR 1 Improved Enabling Conditions

Support MOFAD on the Fisheries Act Amendment process

By the end of September 2019, SFMP will have supported MOFAD/FC to identify specific desired amendments of the Ghana National Fisheries Act with a target completion of a finalized Drafting Instruction, against the background that there have been difficulties associated with obtaining Cabinet Approval for the Memo on the development of the new legislation.

At this time, the planned drafting and submission of the bill to parliament and projected time of adoption by Parliament is uncertain. No further support is planned in this area in FY2020 unless the cabinet memo is approved and the AGs office allows the drafting of the bill to move forward.

IR 2 Applied Science for Decision Making

Ecological and socio-economic monitoring of the impacts of the closed season.

The ecological and socioeconomic monitoring described previously will continue after the 2019 canoe and trawler closures. Results will be documented in reports to be peer reviewed by the Science and Technical Working Group and summary findings disseminated widely through various communication channels and media.

IR 3 Building Constituencies

Communicating results of the ecological and socioeconomic impacts, planning for a second 2020 closed season and communications on other critical management actions on IUU, canoe registration, canoe moratorium, etc.

As already described, communicating the process and results of the 2019 closed season is critical to eventual public acceptance and compliance with the closed season concept. This engagement with stakeholders will also touch on CLaT in order to sustain the positive impact that the project has generated over the course of its implementation to eradicate Child Labor and Trafficking within the fisheries sector in Ghana. Under the FY 20 extension period, the SFMP will support the Fisheries Commission to develop and deliver an effective, broad-based communication campaign that will accomplish this need. Also in FY 20, increasing capacity of NAFPTA and GNCFC will be brought to bear to enable direct communications between the leadership of the associations and their memberships across all coastal regions. These efforts will be focused on setting the stage for a 2020 closed season, with an eye to establishing the closed season as a recurring annual event during a specific biologically important period of the year.

During the final quarter of FY 19, SFMP will support the fisheries commission to complete one of the most important milestones toward national sustainable fisheries management – moving from open-access to managed-access fishing in the artisanal sector by completing a national registry of all canoes linked to owners and canoe captains. A moratorium preventing

the registration of additional canoes and the issuing of identity cards for each canoe that is linked to the purchase of subsidized fuel is also planned. The importance of this achievement cannot be overstated, however the actual implementation of this multiple-pronged program will need support. Under the no-cost extension in FY 20, SFMP will continue to assist the Fisheries Commission in rolling out these programs in terms of compliance and management of data generated by the registration system, and communication of this information to multiple stakeholders including regional Fisheries Commission offices, Zonal Officers, District Assemblies, traditional authorities such as Chief Fishermen, the GNCFC and landing beach management committees. This work will also include coordination with the Pre-mix committee on ways the cards can eventually be linked to individual canoe owner pre-mix allocations.

IR 4 Applied Management

Cooperation with the USAID Washington gender and finance learning initiative on financial empowerment and support of management measures.

Ahotor fish smoking ovens promotion.

Activities that strengthen sustainability of investments in DAA and CEWEFIA demonstration fish processing and training centers.

Building Capacity of NAFTA and GNCFC.

These activities previously described will be completed and wrapped up in the first and second quarter of FY 20.

Documenting and Communicating Lessons Learned

The project still plans to produce capstone products documenting project accomplishments, challenges and lessons learned for dissemination at the National Fisheries and Coastal Management Conference planned for August 2019 (previously planned for June before notice of the second slowdown). This will be planned and jointly sponsored by SFMP and the USAID UCC Capacity Development Support Project, highlighting USAID's past five-year commitment to sustainable fisheries management and university capacity development for science-based fisheries management in Ghana. Under this no-cost extension, the legacy set and lessons learned brief will be updated and finalized and a final printing made in the third quarter of FY 20.

The capstone documents will create a readable account of what the USAID SFMP has done, accomplished and learned, and will clearly orient a well-thought out way forward in a form that is useful both to stakeholders in Ghana and other development partners. The SFMP communications team will conduct a communications campaign focused around disseminating these legacy products, materials, and messages. It will also insure that all project reports, documents, and data are published on Ghanalinks and the USAID DEC in the final quarter of FY 2020. This will include a bibliography and classification of all documents in terms of their association with main tasks, quality, and level of completion and acceptance.

Project Management and Close-out

The end-line survey which repeats the baseline survey conducted in 2015 will compare changes in some indicators the project expected to influence and in other cases provide trends analysis of conditions in fishing households. This includes a component on knowledge, attitudes and perceptions of practice regarding CLaT.

While we intend to phase out a number of local direct hires operating out of the SFMP East Legon Office starting in April of 2019, a remaining small core staff will stay on the SFMP

payroll through September of 2020. Under the no-cost extension, the East Legon office will be closed and a reduced team relocated to Cantonment to share an office facility with the USAID METSS project. We intend to close out a number of implementing partner sub-contracts by June 30, 2019 and will retain three subcontractors (DAA, CEWEFIA and Resonance) who will be mainly responsible for the women's finance, empowerment, and sustainable fisheries management activities integrated with continued *Ahotor* oven scale-up and a focus on sustainable business plans for the two women's fish processing and training demonstration centers.

A detailed close out plan as described in the Year 5 work plan will be developed and submitted to USAID Ghana 90 days before the extended end date of September 30, 2020.

All major project publications – special publications, technical reports, training reports, work plans and progress reports will be compiled and edited, converted to PDF format to meet 508 accessibility requirements and electronically archived at URI and USAID websites.

Final Project Reports (program and financial) will be prepared and submitted prior to due dates as stipulated in the Cooperative Agreement.

Summary of the Schedule of Activities

The following summary table shows activities proposed as part of the no-cost extension as well as activities in the Year 5 workplan where the timing of the activity will change under a no-cost extension. A detailed activity plan and implementation schedule is provided in the Annex.

Table 2: Summary of the Schedule of Activities

Result Area	FY 2019			FY 2020			
	Q2	Q3	Q4	Q1	Q2	Q3	Q4
IR 1 Enabling Conditions							
Support MOFAD with drafting of a new fisheries bill	X	X	X				
IR 2 Applied science for management							
Monitoring of the closed season – ecological and socio-	X	X	X	X	X		
IR 3 building constituencies and political will							
Communications support to MOFAD for the closed season and other mgt measures and F2F dialogues	X	X	X	X	X	X	
Final outreach activities and dissemination of project legacy documents						X	X
IR 4 and cross cutting on gender empowerment and capacity development							
Women’s empowerment and access to finance and sustainable fisheries initiative	X	X	X	X	X		
Ahotor oven promotion		X	X	X			
Strengthening DAA and CEWEFIA training centers		X	X	X			
Capacity building of NAFTA and GNCFC		X	X	X	X		
Project Management							
End line survey and comparison with baseline including change in CLAT KAP			X	X			
Close out of East Legon Office and move to smaller			X				
Preparation of close-out plan					X		
Notice letters given to personnel and sub-contractors	X	X			X	X	
Termination of remaining sub-contracts					X		
Transfer of Equipment			X			X	X
Shipping of financial documents						X	X
Final termination of remaining personnel						X	X
Major project publications, media, maps, data, compiled, archived, converted to PDF, uploaded to CRC and						X	X
Final project completion report prepared							X

Summary Pipeline Analysis and Budget

USAID/Ghana Sustainable Fisheries Management Project

University of Rhode Island, Coastal Resources Center

Award Number: AID-641-A-15-00001

USAID/Ghana Total Estimated Amount: \$23,987,826

Initial Award Period of Performance: October 22, 2014 to October 31, 2019

Approved No-Cost Extension Period of Performance: October 22, 2014 September 30, 2020

Table 3: Summary Pipeline Analysis and Budget

Category	Total funds Obligated to Date through Mod 12 (US\$)	Estimated Cumulative Expenses through June 30, 2019 (US\$)	Projected Expenses July 1, 2019 through September 30, 2020 (US\$)
Direct costs	11,189,120	9,621,773	1,567,347
Sub-grantees	9,202,525	8,692,616	509,909
Construction	387,000	307,113	79,887
Training	349,655	208,703	140,952
<i>Total Direct</i>	21,128,300	18,830,205	2,298,095
<i>Modified Direct</i>	11,189,120	9,621,773	1,567,347
<i>Indirect</i>	2,859,526	2,501,661	357,865
Total	23,987,826	21,331,866	2,655,960

Table 4: Indicators and Targets

Indicator No.	Indicator	Targets for June 1, 2019 – Sept. 30 2020	Comments
PROJECT GOAL of Rebuilding Fish Stocks			
EG 4.8.1	Number of hectares in areas of biological significance and/or natural resources showing improved biophysical conditions as a result of USG assistance	No change in target, but additional parameters monitored for closed season	Parameters such as Biomass to produce MSY (Bmsy) and Fishing Mortality at MSY (Fmsy), fecundity of sardinella, etc. will be tracked though the Science and Technical Working Group and via updating of stock assessments through 2019 landings data, and the closed season monitoring, to make a judgement as to whether biophysical parameters are projected to be trending in the right direction of rebuilding the small pelagic fish stocks.
IR 1 - Improved enabling conditions			
Ind no. EG. 3.1-12) (Old)	Number of agricultural and nutritional enabling environment policies (1) analyzed, (2) consulted on, (3) drafted or revised,(4) approved and (5) implemented with USG assistance.	1 (National Fisheries Act – Step 2&3)	National Fisheries Act bill will be drafted (step 3) and some consultations supported (step 2) prior to end of extension period. NOTE: This indicator is no longer continued in FtF Phase 2 but the new FtF Indicator Handbook 2018 allows continued reporting on the old indicator until the IM has ended. (Already-awarded and operating IMs that end after September 30, 2019: Report results and set targets on any continued reporting on any old indicator on which the IM wishes to continue reporting. <i>Old indicators will still be available in FTFMS, but would be considered custom, if used.</i>)
IR 2 Improved science for decision making			
EG.3.2-1	Number of individuals who have received USG-supported short-term agricultural sector productivity or food security training	22	22 FC officers and fishermen to be trained for closed season data collection and monitoring.

Indicator No.	Indicator	Targets for June 1, 2019 – Sept. 30 2020	Comments
FtF 4.8.1-29	Number of person hours of training in natural resources management and/or biodiversity conservation supported by USG assistance	264	(2 days X 6 hrs X 22 persons = 264)
IR 3 Improved constituencies			
(Project custom indicator).	Number of information products disseminated in local media reports, radio shows, conference papers, and research studies (Project indicator).	13	Media support for fisheries closed season 5, Ahotor Promotion 6, Publication of Update on Status of Ghana's small pelagic stocks and recommendations to achieve sustainable fishing. 4, Media support for Fisher 2 fisher Dialogue 3.
EG.3.2-1 (Old)	Number of individuals who have received USG-supported short-term agricultural sector productivity or food security training	600	F2F training across 4 regions
(EG 4.8.1-27/ 4.8.2-6) (Old)	Number of people receiving USG supported training in natural resources management and/or biodiversity conservation, and climate change, disaggregated by gender	600	Communications support to MOFAD for the closed season and other mgt measures and F2F dialogues.
FtF 4.8.1-29 (Old)	Number of person hours of training in natural resources management and/or biodiversity conservation supported by USG assistance	3600	Based on the 600 number of people receiving USG supported training for 6 hrs a day.
IR 4 (related to the post-harvest, gender and finance activities)			
FtF 4.5.2 (Old)	Number of micro, small and medium enterprises (MSMEs), including farmers, receiving business development services from USG assisted sources	533	533 (VSLAs-375, input suppliers-96 and builders-62.
FTF 4.5.2(27) (Old)	Number of members of producer organizations and community based organizations receiving USG assistance	533	533 (VSLAs-375, input suppliers-96 and builders-62.

Indicator No.	Indicator	Targets for June 1, 2019 – Sept. 30 2020	Comments
GNDR-2	Percentage of female participants in USG-assisted programs designed to increase access to productive economic resources	95%	Target to be achieved through creation of VSLAs to build operating capital & literacy or entrepreneurship training of fish processors, targeting primarily women entrepreneurs
YOUTH-3	Percentage of participants in USG-assisted programs designed to increase access to productive economic resources who are youth (15-29)	20%	Target to be achieved through creation of VSLAs to build operating capital & literacy or entrepreneurship training, and employees of oven building companies targeting mainly women entrepreneurs and a target of 20 % youth (15-29 years of age)
EG.3.2-6 (Old)	Value of agricultural and rural loans as a result of USG assistance (RAA) (WOG)	NA	No new targets for this indicator. Achievement is solely dependent now on approvals and issuance of credit by MASLOC
EG.3.2-3 (Old)	Number of micro, small, and medium enterprises (MSMEs), including farmers, receiving agricultural-related credit as a result of USG assistance (RAA)	NA	No new targets for this indicator. Achievement is solely dependent now on approvals and issuance of credit by MASLOC
EG.3.2-27	Value of agriculture-related financing accessed as a result of USG assistance, a new indicator that looks at both credit and debt (loan)-related financing provided.	NA	No targets for this indicator. We expect to meet the target for the old indicator EG 3.2-6 above in FY 19 or and solely dependent now on approvals and issuance of credit by MASLOC.
EG.4.2.7	Number of individuals participating in group-based savings, micro-finance or lending programs with USG assistance [IM-level]	375	VSLAs to build operating capital. Target for groups per partner (estimated 25 persons per group: CEWEFIA - 5 DAA - 5 NAFPTA - 5 = 375 (target 20% youth)
(FTF 4.5.2(11) (Old)	Number of food security private enterprises (for profit), producers organizations, water users associations, women's groups, trade and business associations, and community-based	3	DAA, CEWEFIA and NAFPTA will be receiving assistance under the gender and finance project

Indicator No.	Indicator	Targets for June 1, 2019 – Sept. 30 2020	Comments
	organizations(CBOs) receiving USG assistance (RiA) (WOG)		
EG.3.2	Number of individuals participating in USG food security programs	158	62 for class 1,50 fat collectors and 46 builders
EG.3.2-1 (Old)	Number of individuals who have received USG-supported short-term agricultural sector productivity or food security training	15	(5 from DAA, CEWEFIA and NAFPTA to benefit from VSLA training) also activity titled “Leadership Training for Women’s Organizations” under Resonance has no target. Doris to provide target or cross check from finance.
EG.3.2-24	Number of individuals in the agriculture system who have applied improved management practices or technologies with USG assistance	162	(62 class 1 and 100 estimated to apply business mgt and financial tools)
IR 4 (related to management actions for the small pelagic stocks)			
EG.3.2-24	Number of individuals in the agriculture system who have applied improved management practices or technologies with USG assistance	110,000	Will be counted in FY 20 due to mgt measures such as, additional fishing holiday, closed season, canoe IDs and moratorium co either additional practices or continuing implementation of the new practices for previous years. estimated 110,000marine artisanal fisherfolk from canoe frame survey
EG.3.2-25	Number of hectares under improved management practices or technologies with USG assistance	611,000 marine hectares to be counted in FY 20	Already met in previous years but closed season 2020 and registration and moratorium enhance number of practices being utilized to improve the fish stocks, so this number will continue to be reported in FY 20

Annex: Detailed Implementation Schedule for the Period of June 1, 2019 – September 31, 2020

Table 5: Detailed Implementation Schedule for the Period of June 1, 2019 – September 31, 2020

IP	IRS	IR	Sub IR	Task	Task Description	Output (Product/report) Published Docs	Result Target per indicator	Target Due Month PUT BY QUARTER												Person Responsible					
								JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY		JUN	JUL	AUG	SEP	
	1				Strengthened Enabling environment for Marine Resources Governance																				
	1.1	1	1		Fisheries Co-Management Policy																				
CRC-GH	1.1.1	1	1	1	Launch Event of fisheries co-management policy									x										Kofi/Ray	
CRC-GH	1.1.1	1	1	1	Launch Budget			x																	Enoch/Ray
CRC-GH	1.2	1	2		Legal Reform																				
CRC-GH	1.2.1	1	2	1	Support the Revision of the Fisheries Bill	Drafting Instructions		x	x	x	x													Kofi/Tsamenyi/ Ray	
CRC-GH	1.2.1	1	2	1	Expert group meeting for policy direction on outstanding issues	Attendance sheet				x														Ray/ Kofi	
CRC-GH	1.2.2	1	2	2	Consultancies		Ind 5: 60 days	x	x	x	x													Kofi/Tsamenyi/ Ray	
CRC-GH	1.2.2	1	2	2	One-Day Regional Stakeholders Workshop(s) on Draft Bill	TraiNet forms	Ind 17&19: 200 people Ind 18: 1600hrs New GFSS-34: 200				x													Ray/Kofi	
CRC-GH	1.2.2	1	2	2	Support National Workshop on Finalization of the Draft Bill						x													Ray/Kofi	
CRC-GH	1.2.2	1	2	2	Parliamentary subcommittee on Agric engagement on the Draft Bill							x												Ray/Kofi	

IP	IRS	IR	Sub IR	Task	Task Description	Output (Product/report) Published Docs	Result Target per indicator	Target Due Month PUT BY QUARTER												Person Responsible					
								JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY		JUN	JUL	AUG	SEP	
CRC-GH	1.2.2	1	2	2	Support to AG to finalize the Bill			x	x	x	x														Ray/Kofi
CRC-GH	1.2.2	1	2	2	Support Legal Consultant to travel to Ghana to facilitate consultation on review process	TOR	Ind 5: est. 80 Days	x	x	x															Ray/Kofi
CRC-GH	1.2.2	1	2	2	Production of Draft Bill						x														Ray/ Kofi
	2				Science and Research Applied to Policy and Management																				
CRC-GH	2.1	2	1		Scientific and Technical Working Group (STWG)																				
CRC-GH	2.1.1	2	1	1	Annual meeting of the Scientific and Technical Working Group	Stock Assessment report								x											Najih/ Kofi
CRC-GH	2.2	2	2		Monitoring of 2019 Closed season																				
CRC-GH	2.2.1	2	2	1	Training of fishers to contribute in the monitoring and evaluation of Closed season (Biological Monitoring of the closed season)	Training recommendation report	Ind 17 & 19: 22 persons, Ind 18: 264 person hours	x	x	x	x	x	x	x	x	x	x	x	x	x					Fisheries specialist/ Bakari
CRC-GH	2.2.2	2	2	2	Data collection at specific landing sites			x	x	x	x	x	x	x	x	x	x	x	x						Fisheries specialist/ Bakari
CRC-GH	2.2.3	2	2	3	Coordinators (Field visits)			x	x	x	x	x	x	x	x	x	x	x	x						Fisheries specialist/ Bakari
CRC-GH	2.2.4	2	2	4	Socio-economic monitoring of 2019 closed season	Report		x		x	x														Bakari
CRC-GH	2.2.5	2	2	5	Workshop on closed season data collection, review data collection with enumerators	Report		x																	Fisheries specialist

IP	IRS	IR	Sub IR	Task	Task Description	Output (Product/report) Published Docs	Result Target per indicator	Target Due Month PUT BY QUARTER												Person Responsible					
								JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY		JUN	JUL	AUG	SEP	
CRC-GH	2.2.6	2	2	6	2019 Closed season analysis report presentation	Report							x												Fisheries specialist
	3				Creating Constituencies and Stakeholder Engagement																				
CRC-GH	3.1	3	1		<i>Communications Campaign on Implementation of NFMP Implementation actions and other MOFAD Policies (NII)</i>																				
CRC-GH	3.1	3	1	1	F2F Preparatory meeting with GNCFC,GITA,GIFA,NAFPT A and NAFAG in collaboration with MOFAD/FC, to prepare operational plan, assign responsibilities and deliverables	Operational plan								x											Fisheries specialist/ Kusi
CRC-GH	3.1	3	1	2	F2F regional training events in all four regions	one consolidated report	Ind 17&19: 1600 persons Ind 18: 9600 person hours								x	x	x	x							Fisheries specialist/ Kusi
CRC-GH	3.2	3	2		2019 Post closed season communication																				
CRC-GH	3.2.1	3	2	1	Newspaper publication on socio-economic and biological result.		Ind 6: 1 Media clipping						x												Nii
CRC-GH	3.2.2	3	2	2	TV discussion on socio-economic and biological result.		Ind 6: 1 video recording						x												Nii
CRC-GH	3.2.3	3	2	3	Radio discussion on socio-economic and biological result		Ind 6: 1 audio recording						x												Nii
CRC-GH	3.2.4	3	2	4	Printing of socio-economic report	Report							x												Nii
CRC-GH	3.2.5	3	2	5	Print biological monitoring report	Report							x												Nii

IP	IRS	IR	Sub IR	Task	Task Description	Output (Product/report) Published Docs	Result Target per indicator	Target Due Month PUT BY QUARTER												Person Responsible																
								JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY		JUN	JUL	AUG	SEP												
CRC-GH	3.2.6	3	2	6	Factsheet on socio-economic and biological report		Ind 6: 1 printed copy																													Nii
CRC-GH	3.3	3	3		Other MOFAD Support -2019 Close Season-Durbars and meetings																														Nii	
CRC-GH	3.3.1	3	3	1	Closed Season song production		Ind 6: 1	x																											Nii	
CRC-GH	3.3.2	3	3	2	Closed season artist campaign and Appearance			x																											Nii	
CRC-GH	3.3.3	3	3	3	Printing of 2019 Closed season T-shirts		Ind 6: 1	x																											Nii	
CRC-GH	3.3.4	3	3	4	Air time for jingles (30 slots for each coastal region)		Ind 6: 1	x																											Nii	
CRC-GH	3.4	3	4		Close out Legacy documentation and outreach communication																														Nii	
CRC-GH	3.4.1	3	4	1	Nation Conference support			x	x	x																									Nii	
CRC-GH	3.4.2	3	4	2	Printing for legacy set			x	x	x																									Nii	
	4				Applied Management: Improved Management of Marine Resources																															
	4.1	4	1		Implementing the NFMP with emphasis on small pelagics fisheries management (Kofi and Najih)																															
CRC-GH	4.1.1	4	1	1	Closed Season, Moratorium on New canoes, Canoe Registration and Fisherman ID																															
CRC-GH	4.1.1	4	1	1	Procurement			x																											Ray	
CRC-GH	4.1.1	4	1	1	Smart IDs for Canoes (plus printing)	15000 smart cards	Ind 15: 15,000	x	x																										/Kofi/Kusi	
CRC-GH	4.1.1	4	1	1	Consultant - Develop QR codes, clean up registry, design cards and create portal for printing (Nana)		Ind. 5: 14 days	x	x																										Kofi/Kusi	
CRC-GH	4.1.2	4	1	2	Launch of Fishermen ID cards																														Kofi/Kusi	
CRC-GH	4.1.2	4	1	2	Official launch of Fishermen ID cards at World Oceans	Report on launch	Ind 6: 1					x																							Kofi/Kusi	

IP	IRS	IR	Sub IR	Task	Task Description	Output (Product/report) Published Docs	Result Target per indicator	Target Due Month PUT BY QUARTER												Person Responsible				
								JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY		JUN	JUL	AUG	SEP
					Day by Hon Minister of MoFAD																			
	4.3	4	3		Value Chain and Post-harvest Improvements in Small Pelagic Fisheries																			
Resonance	4.3.1	4	3	1	Promotion of Class 1 Recognition Scheme - Resonance																			
Resonance	4.3.1	4	3	1	Inauguration and awareness campaign for Class 1 Recognition Scheme	Copies of IEC materials	Ind 6: 1		x	x	x													Doris/ Comms team
Resonance	4.3.1	4	3	1	Grant support for 50 individuals signed on to the fish kitchen certification scheme		EG.3.2: 50 processors				x	x	x											Doris/ CEWEFIA/ DAA
Resonance	4.3.1	4	3	1	Certify and Strengthen the Artisan Network		EG.3.2: 96 (46 builders & 50 fat collectors)				x	x												Doris
Resonance	4.3.1	4	3	1	Document Ahotor oven uptake by women fish processors as well as feedback (survey)				x	x						x	x							Doris
CEWEFIA	4.3.1	4	3	1	Promotion of Class 1 Recognition Scheme - CEWEFIA																			
CEWEFIA	4.3.1	4	3	1	Continue awareness campaign through the development of IEC materials, Radio discussions and documericals with support from the communications team	Copies of IEC materials.	Ind 6: 1		x	x	x	x	x											Hannah /Rose
CEWEFIA	4.3.1	4	3	1	Link processors on class1 certification with end markets	contract between the processors	Ind 12&19: 10 Fish processors					x												Josephine/ Rose

IP	IRS	IR	Sub IR	Task	Task Description	Output (Product/report) Published Docs	Result Target per indicator	Target Due Month PUT BY QUARTER												Person Responsible					
								JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY		JUN	JUL	AUG	SEP	
						and the end users																			
CEWEFIA	4.3.1	4	3	1	Train women on class one certification and provide financial support	TraiNet, training report,	Ind 12&19: 10 Fish processors (same as above)																		Josephine/Hannah
DAA	4.3.1	4	3	1	Class 1 FC Recognition Scheme - Certification & Support 2 MSMEs to qualifies for Recognition Scheme - DAA																				
DAA	4.3.1	4	3	1	Visitation and assessment of nominees of FC 1 class from year 4 based on audit report from FC	Field Notes, Photo			x	x															Emelia/ Lydia/ Abraham
DAA	4.3.1	4	3	1	Screening and Selection of additional MSMEs for class 1	Final Selection list, participant list				x															Emelia/ Lydia/ Abraham
DAA	4.3.1	4	3	1	Support and Kitchen improves for MSMEs for FC Class 1 recognition scheme	photo of sample kitchen	Ind 12&19: 2 MSMEs (2 new) New GFSS-34: 2 people				x	x	x												Emelia/ Lydia/ Abraham
DAA	4.3.1	4	3	1	Monitoring of Progress								x	x											Emelia/ Lydia/ Abraham
DAA	4.3.1	4	3	1	Reassessments and support after initial visit by FC review team for compliance	Field notes							x	x											Emelia/ Lydia/ Abraham
Resonance	4.3.2	4	3	2	Strengthening Women's Organizations - DAA, NAFPTA, CEWEFIA etc.																				

IP	IRS	IR	Sub IR	Task	Task Description	Output (Product/report) Published Docs	Result Target per indicator	Target Due Month PUT BY QUARTER												Person Responsible				
								JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY		JUN	JUL	AUG	SEP
Resonance	4.3.2	4	3	2	Meeting with NAFPTA National Executives				x	x	x													Doris/NAFPTA
Resonance	4.3.2	4	3	2	Capacity Building for NAFPTA & GNCFC				x	x	x													Doris /NAFPTA /Kusi
Resonance	4.3.2	4	3	2	Support implementation of SoP of NAFPTA				x	x	x													Doris/ Tasha
Resonance	4.3.2	4	3	2	Support adoption of Constitution for GNCFC				x	x	x													Doris/ Kusi
Resonance	4.3.2	4	3	2	Leadership and Advocacy Training for Women's Organizations				x	x	x													Doris/ CEWEFIA/DAA/ NAFPTA
Resonance	4.3.2	4	3	2	Strengthening the Organizational Relationship among Cewefia, DAA and NAFPTA to ensure Synergy of Operations & Sustain awareness on CLaT		Ind 14: 3 (CEWEFIA, DAA and NAFPTA)		x	x	x													Doris/CEWEFIA/DAA /NAFPTA
Resonance	4.3.2	4	3	2	Develop an action plan for implementation from business plan				x	x	x													Doris/CEWEFIA/DAA/ NAFPTA
Resonance	4.3.2	4	3	2	Monitor Action plan implementation				x	x	x													Doris/CEWEFIA/DAA/ NAFPTA
Resonance	4.3.2	4	3	2	Additional Consultancy days (10)		Ind 5: 10 days					x												
CEWEFIA	4.3.2	4	3	2	Strengthen CEWEFIA																			
CEWEFIA	4.3.2	4	3	2	Develop an action plan for implementation from business plan	Copy of Action plan				x														Nicholas /Rose
CEWEFIA	4.3.2	4	3	2	Monitor Action plan implementation	Monitoring report					x	x	x	x										Nicholas /Rose

IP	IRS	IR	Sub IR	Task	Task Description	Output (Product/report) Published Docs	Result Target per indicator	Target Due Month PUT BY QUARTER												Person Responsible				
								JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY		JUN	JUL	AUG	SEP
CEWEFIA	4.3.2	4	3	2	Product and facility certification	copy of certificate		x	x	x	x												Nicholas /Rose	
CEWEFIA	4.3.2	4	3	2	Link up with shops to patronize products and provide continuing awareness on CLaT	contract between CEWEFIA and the shops			x	x	x	x	x	x									Nicholas /Rose	
CEWEFIA	4.3.2	4	3	2	Work with women and youth to maintain the cassia woodlot plantation in Anlo	Picture Report			x						x								Nicholas /Rose	
	4.3.2	4	3	2	Strengthen DAA FTC																			
DAA	4.3.2	4	3	2	Operationalizing DFTC Business Plan																			
DAA	4.3.2	4	3	2	Standardization and Maintenance of DFTC (Facility fumigation, continues product development and FDA certification, water filters/UVA and quality test, replacement of smoking trays, repainting of processing unit)	Photo			x	x	x												Emelia/Lydia	
DAA	4.3.2	4	3	2	Promotion and Branding of the DFTC																			Consultant /Emelia/ Lydia
DAA	4.3.2	4	3	2	Flyers (1000 pieces of DFTC/DFTC product flyers)	Sample flyer	Ind 6: 1		x	x	x	x											Emelia/ Lydia	
DAA	4.3.2	4	3	2	Development of Sales Outlets - one mobile or semi mobile fish sales point at vantage places in Accra	Photo	Ind 6: 1				x	x	x										Emelia/ Lydia	

IP	IRS	IR	Sub IR	Task	Task Description	Output (Product/report) Published Docs	Result Target per indicator	Target Due Month PUT BY QUARTER												Person Responsible				
								JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY		JUN	JUL	AUG	SEP
Resonance	4.5.1	4	5	1	<i>Women Empowerment, Access to Finance initiative - Resonance</i>																			Doris/CEWEIFIA/DAA/NAFPTA
Resonance	4.5.1	4	5	1	Site selection			x																Doris
Resonance	4.5.1	4	5	1	Identification of beneficiaries (375) DAA,CEWEIFIA,NAFPTA			x																Doris
Resonance	4.5.1	4	5	1	Sensitization of beneficiaries			X	x															Doris
Resonance	4.5.1	4	5	1	Procure VSLA kits			X	x															Doris
Resonance	4.5.1	4	5	1	Complete training Manual & Monitoring Framework			x																Doris
Resonance	4.5.1	4	5	1	Design and print communication materials on the initiative			x																Doris
Resonance	4.5.1	4	5	1	Training of Trainer		Ind 12 & 19: 5 person	x																Doris
Resonance	4.5.1	4	5	1	Set up of 5 VSLAs	125	GNDR 2: 95%, YOUTH-3: 20%, EG.4.2.7: 125 person	x	x															Doris
Resonance	4.5.1	4	5	1	Organize trainings for beneficiaries and provide advocacy skills on CLaT		Ind 12&19: 125			x	x	x	x											Doris
Resonance	4.5.1	4	5	1	Monitoring and data collection					x	x	x	x	x	x	x	x							Doris
Resonance	4.5.1	4	5	1	Final Report & Sustainability plan												x	x						Doris
CEWEIFIA	4.5.2	4	5	2	Women Empowerment, Access to Finance initiative - CEWEIFIA																			

IP	IRS	IR	Sub IR	Task	Task Description	Output (Product/report) Published Docs	Result Target per indicator	Target Due Month PUT BY QUARTER												Person Responsible						
								JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY		JUN	JUL	AUG	SEP		
DAA	4.5.3	4	5	3	Set of 5 VSLA Group	Field Notes	GNDR 2: 95%, YOUTH-3: 20%, EG.4.2.7: 125 person		x	x	x														Abraham/ Nancy	
DAA	4.5.3	4	5	3	Monitoring and data collection	Field Notes			x	x	x														Abraham/ Nancy	
	8	8			Project Management & Coordination																					
CRC-GH	8.1	8	1		Monitoring and Evaluation																					
CRC-GH	8.1.1	8	1	1	M&E coordination and management of final products			x	x	x	x														Bakari	
CRC-GH	8.1.2	8	1	2	Data Quality Assessment (M&E System compliance and field Audit)			x	x	x	x														Bakari & Fant	
CRC-GH	8.1.3	8	1	3	End line Survey			x	x	x															Bakari & Fant	
CRC-GH	8.1.3	8	1	3	<i>Training of Enumerators</i>		Ind 17&19: 8 person	x																	Bakari & Fant	
CRC-GH	8.1.3	8	1	3	<i>Community Entry</i>			x	x																Bakari & Fant	
CRC-GH	8.1.3	8	1	3	<i>Field Work</i>			x	x																Bakari & Fant	
CRC-GH	8.1.3	8	1	3	<i>Data Cleaning</i>					x															Bakari & Fant	
CRC-GH	8.1.3	8	1	3	<i>Dissemination of findings at regional level</i>						x														Bakari & Fant	
					Reporting																					
CRC-GH	8.1.2	8	2	1	Submission of Quarterly reports			x							x										Ray and Brian	
CRC-GH	8.1.2	8	2	2	Submission of annual workplan							x													Ray and Brian	
CRC-GH	8.1.2	8	2	3	Submission of annual report								x												Ray and Brian	
CRC-GH	8.1.2	8	2	4	Submission of Final project report																			x	Ray and Brian	

IP	IRS	IR	Sub IR	Task	Task Description	Output (Product/report) Published Docs	Result Target per indicator	Target Due Month PUT BY QUARTER												Person Responsible					
								JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY		JUN	JUL	AUG	SEP	
CRC-GH	8.1.2	8	2	5	Submission of Accruals			x			x			x			x								Woodi and Brian
					Project Close Out																				
CRC		8		1	Close out of East Legon Office and move to smaller facility					x															Nafisa and Ray
CRC		8		2	Preparation of close-out plan												x								
CRC		8		3	Notice letters given to personnel and sub-contractors			x			x			x							x				Enoch/Ray/Brian
CRC		8		4	Termination of remaining sub-contracts																	x			Enoch/Ray/Brian
CRC		8		5	Transfer of Equipment					x											x	x	x		
CRC		8		6	Shipping of financial documents																	x	x		
CRC		8		7	Final termination of remaining personnel																	x	x		Brian
CRC		8		8	Major project publications, media, maps, data, compiled, archived, converted to PDF, uploaded to CRC and USAID websites																	x	x		
CRC		8		9	Final project completion report prepared																		x		Enoch/Ray/Brian