



USAID/GHANA SUSTAINABLE FISHERIES MANAGEMENT PROJECT

Year 4 Work Plan



OCTOBER 1 2017, TO SEPTEMBER 30, 2018



Friends of the Nation



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Cover photo: Fisherfolk in the Greater Accra Region showing their signed compact of commitment to good fishing practices. (PHOTO CREDIT: SFMP)

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ACRONYMS

AOR	Administrative Officer Representative
Bmsy	Biomass to produce MSY
CCM	Centre for Coastal Management
CCPCs	Community Child Protection Committees
CECAF	Fishery Committee for the Eastern Central Atlantic
CEWEFIA	Central and Western Region Fishmongers Improvement Association
CFR	Code of Federal Regulations (USA)
CLaT	Child Labor and Trafficking
CoP	Chief of Party
COVET	Council for Occupational and Vocational Training
CR	Central Region
CRC	Coastal Resources Center
CSLP	Coastal Sustainable Landscapes Project
CSO	Civil Society Organization
DA	District Authorities
DAA	Development Action Association
DQF	Daasgift Quality Foundation
DEC	Development Experience Clearinghouse (USAID)
DFAS	Department of Fisheries and Aquatic Sciences
DQF	Daasgift Quality Foundation
DFTC	DAA Fisheries Training Center
EEZ	Exclusive Economic Zone
EMMP	Environmental Mitigation and Monitoring Plan
ERF	Environmental Review Form
FA	Fisheries Alliance
FAO	Food and Agricultural Organization of the United Nations
FC	Fisheries Commission
FCWC	Fisheries Committee for the West Central Gulf of Guinea
FEU	Fisheries Enforcement Unit
Fmsy	Fishing Mortality at MSY
FON	Friends of the Nation
FSSD	Fisheries Statistical Service Division
FtF	Feed the Future
FWG	Fisheries Working Group
FWV	Fisheries Watch Volunteers
GIFA	Ghana Inshore Fishermen's Association
GIS	Geographic Information System
GITA	Ghana Industrial Trawlers Association
GNCFC	Ghana National Canoe Fishermen's Council
GoG	Government of Ghana
HFH	Hygienic Fish Handling
HM	Hen Mpoano
ICFG	Integrated Coastal and Fisheries Governance
ICT	Information, Communication Technology
IEC	Information, Education and Communication
IEE	Initial Environmental Examination
IR	Intermediate Results

IT	Information Technology
IUU	Illegal Unreported Unregulated
KM	Knowledge Management
LOC	Letter of Collaboration
LoP	Life of Project
MCS	Monitoring, Control and Surveillance
METSS	Monitoring, Evaluation and Technical Support Services
MMDA's	Metropolitan and Municipal Development Authorities
MoFAD	Ministry of Fisheries and Aquaculture Development
MoGCSP	Ministry of Gender, Children and Social Protection
MPU	Marine Police Unit
MSME	Micro Small and Medium Enterprises
MSY	Maximum Sustainable Yield
M&E	Monitoring and Evaluation
NAFAG	National Fisheries Association of Ghana
NAFPTA	National Fish Processors and Traders Association
NGO	Non-Governmental Organization
NMFMP	National Marine Fisheries Management Plan
NRM	Natural Resources Management
OCA	Organizational capacity assessment
PAH	Poly Aromatic Hydrocarbon (also can refer to Polycyclic Hydrocarbons)
PMP	Performance Management Plan
PRA	Participatory Rapid Appraisal
RCC	Regional Coordinating Council
SFMP	Sustainable Fisheries Management Project
SMEs	Small and Medium Enterprises
SMS	Short Message Service
SNV	Netherlands Development Organization
SpS	Spatial Solutions Incorporated
SSG	SSG Advisors Incorporated
TCPD	Town and Country Planning Department
STWG	Scientific and Technical Working Group
SUA	Small Unmanned Aircraft
UAV	Unmanned Aerial Vehicle
UCC	University of Cape Coast
URI	University of Rhode Island
USAID	United States Agency for International Development
USG	United States Government
VSLA	Village Savings and Loans Association
WARFP	West Africa Regional Fisheries Development Program
WR	Western Region

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PROJECT OVERVIEW

The United States Agency for International Development (USAID) committed approximately \$24 million US Dollars to the implementation of the USAID/Ghana Sustainable Fisheries Management Project (SFMP). The objective of this five-year project (October 2014-October 2019) is to rebuild targeted marine fisheries stocks and catches through adoption of responsible fishing practices. The project contributes to the Government of Ghana's fisheries development objectives and USAID's Feed the Future Initiative. More than 100,000 men and women involved in the local fishing industry will benefit from this project. Working closely with the Ministry of Fisheries and Aquaculture Development and the Ghana Fisheries Commission, SFMP aims to end overfishing of key stocks important to local food security through:

- 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

USAID selected the Coastal Resources Center (CRC) at The University of Rhode Island's Graduate School of Oceanography as lead implementer of the SFMP. In leading the project, CRC works with The Ministry of Fisheries and Aquaculture Development and the Fisheries Commission along with a consortium of international and local partners, including SNV Netherlands Development Organization, SSG-Advisors, Hen Mpoano (HM), Friends of the Nation (FoN), the Central & Western Fish Mongers Improvement Association in Ghana (CEWEFIA), Daasgift Quality Foundation (DQF), the Development Action Association (DAA), and Spatial Solutions (SpS). The project contributes to the strengthening of marine and fisheries management educational, research and extension capabilities at the University of Cape Coast in conjunction with its Department of Fisheries and Aquatic Sciences. SFMP also collaborates with the USAID Coastal Sustainable Landscapes Project (CSLP), and improves coastal spatial planning capacity of districts in the Central and Western Regions. The SFMP builds on the accomplishments of the previous USAID-Ghana Integrated Coastal and Fisheries Governance (ICFG) Program. The USAID/Ghana SFMP focuses efforts on implementing Ghana's National Marine Fisheries Management Plan, gazetted in 2015, with an emphasis on small pelagics fisheries along the entire coastline as these stocks are the leading source of animal protein supply in the Ghanaian diet. The project is promoting ecosystem-based and adaptive management approaches, improved law enforcement and co-management of local fish stocks in lagoons and estuaries. Additionally, improvements in the value chain of smoked fish, important to tens of thousands of women fish processors and marketers, are supported. The project also includes efforts aimed at reducing child labor and trafficking in the fisheries sector in the Central (CR) and Western (WR) Regions of Ghana. Poverty is a major cause of child labor and trafficking in fishing communities which is exacerbated by declining fish catches.

Highlights of key Life-of-Project Results in the current M&E Plan include the following

- Implementation of National Fisheries Management Plan measures that reduce fishing effort, will depleted fish stocks to recover, and allow for the recuperation of tens of thousands of metric tons of food protein supply lost due to severe overfishing and poor management, indirectly benefiting over 130,000 fishers, processors and traders.

- Approval of community based management plans and use rights for three estuarine fisheries systems that empower local users to sustainably manage these resources for local economic benefit
- A Fisheries Act and associated policy framework that allows co-management and use rights in Ghana's fisheries to be realized.
- 735,241 hectares of natural resources and fish habitat under more effective management.
- Inclusive participation by under-represented groups, women and youth in decision-making.
- 4,324 people (a majority women) benefiting from improved livelihoods, access to micro-credit, adoption of more efficient and profitable fish smokers and fish product value-added.
- Several climate-resilient fishing communities and strengthened capacity of District Assemblies to promote and support resilient community policies and initiatives.
- A decline in child labor and trafficking in the fisheries sector in the Central Region.

THE EVOLVING PROJECT OPERATING ENVIRONMENT, RESULTS TO DATE, AND CHANGES IN STRATEGY

Starting in Year 4 the dividends of balanced engagement across all IRs in previous years are visible. The most recent external financial audit showed increases in financial accountability and reporting with most of the issues identified associated with the first years of the project. The recent SFMP organizational capacity development assessment (OCA) revealed increases in technical and operational effectiveness across all SFMP partners and higher levels of issue awareness and articulation. At the project's mid-term, 10 Government of Ghana and university units have improved capacity as a result of SFMP support as defined in SFMP Indicator 4: "Number of institutions with improved capacity to develop and implement managed access fisheries management plans". Fisheries Commission relationships with civil society organizations are stronger and more highly appreciated by FC respondents than in 2015, due largely to SFMP. Fisheries Commission respondents report an increased appreciation of how their roles to successfully manage change in the artisanal sector depend on strong civil society organizations that effectively represent fishermen and value chain actors. SFMP civil society partners, NGOs, are more engaged and are calling for greater leadership and pro-active engagement by the Fisheries Commission.

Increased women's empowerment in the fisheries sector since the start of the project is one of the most significant changes reported by respondents in the organizational capacity assessment. They report that women's voices are heard more as fishmongers and processors participate in meetings at all levels where previously they would not have had a voice in terms of want and need. According to one respondent in the mid-term organizational capacity assessment, "SFMP initiated the no buying bad fish campaign. Now we see women standing up and taking up their role. That can be attributed to SFMP and the NGOS. Women have been emboldened and can now take decisions for themselves. Women in the fisheries sector are voicing their views...at the community level. They even speak on the radio. It was not like this before."

Representatives of NAFPTA confirm that SFMP approaches to gender inclusion are becoming standard practice in Fisheries Commission-led activities, "Women are happy with the co-management process. Women will get to talk. Traditionally women would get no input for laws and policies. Under the co-management process women will get to talk and the husbands will not beat them for speaking because he knows it now is the policy that women should speak."

Evidence-based decision-making by the Fisheries Commission has increased, and the quality and availability of evidence generated and accessed by the organization has improved due to SFMP support. Support to UCC capacity development for evidence-based decision-making by fisheries actors resulted in greater and more reliable science-based information for fisheries management. For example, the Fisheries Commission FSSD sardinella stock characterization and stock assessment work supported by SFMP and carried out by UCC and the Fisheries Commission was considered in the decision for determining the timing of the closed month for trawlers. Research and analysis of costs, health impacts, and quality of the products produced supported greater user appreciation of improved fish smoker models developed by SFMP and led to Fisheries Commission and NAFPTA promotion of the Ahotor (Comfort) stove. In addition, two FC staff and three UCC students are completing URI Master's degree programs with SFMP support. One UCC student is a PhD candidate at URI and is conducting thesis research on sardinella stock assessment that will support further progress on small pelagics management efforts.

SFMP provided inputs to the National Fisheries Management Plan and supported printing and distribution of the final document. SFMP also supported the drafting and adoption of a Fisheries Commission Gender Policy that will be further socialized across the organization in Year 4. SFMP supported the drafting of a National Co-Management Policy and is currently working with FC on a final set of public consultations before presenting to the minister for consideration. A draft Anti-Child Labor and Trafficking Policy for the fisheries sector is drafted and ready to be presented to the Ministry of Gender, Children and Social Protection for adoption and coordination with the Fisheries Commission. Finally, SFMP is working with the Fisheries Commission and its partners to revise the Ghana Fisheries Act to reflect innovations such as co-management, post-harvest, clarified enforcement procedures and other issues.

YEAR 4 Priorities and Changes

Year 4 of SFMP comes with notable changes in some specific activities and in the overall organization of work. Competency-based training for Ghana's Marine Police is complete. No further training will take place in Year 4 although follow-up visits and one group meeting will be conducted with Marine Police supervisors on use of tools taught/learned in SFMP training. With SFMP's success in increasing women's participation and voice in fisheries management at all levels, gender work will not be expanded except for an emphasis on greater awareness and implementation of the national gender policy for the fisheries sector. Ongoing gender-based work will be mainstreamed into other work areas of the project. Readiness and ability of the Fisheries Commission to institutionalize mobile applications for fisheries landings data collection remains low. This mirrors experiences of FAO and FCWC to introduce mobile fisheries data applications in other West Africa countries where efforts have either failed or are not progressing as expected. As a result, a workshop in the first quarter of Year 4 will document lessons-learned and no further support will be provided to FSSD on the implementation of a mobile data collection application.

Overall organization of work reflects a tighter focus on the formal adoption of outstanding policies and the acceptance and implementation of fisheries management measures by stakeholders in the fisheries sector. This includes a fisheries sector closed season for both trawlers and canoes (although canoes technically are exempted from seasonal closures in the current five-year national fisheries management plan), rollout of the national co-management policy, adoption of an additional fishing holiday (non-fishing day) in all coastal regions beyond the single traditional fishing holidays already established in each region, and broader implementation of the fisheries sector national gender policy. Existing community Fisheries

Watch Volunteers groups will be strengthened and an additional 6 FWV groups will be started based on an updated and revised training guide based on lessons learned during the official launch of the first groups. SFMP will emphasize greater coordination across SFMP implementing partners, resulting in greater consistency of messaging across larger areas of the coast, and strengthened engagement in geographic focal areas.

The most important change in overall organization of work will be achieved by locating communications for behavior change at the center of all SFMP work streams. Multi-media and multi-modality efforts will increase awareness of the state of Ghana's inshore small pelagic fisheries stocks, the problems at the root of the current near-collapse of small pelagics populations, and actions that need to be taken to address these problems. Learning from the success of the anti-galamsey (illegal mining operations) movement that successfully demanded action on the part of government, SFMP will work with the Fisheries Commission and others to raise awareness of the dire state of small pelagic stocks in Ghana, the threats to food security and social stability this presents, and actions that must be taken immediately to avert near-term disaster and its impacts. Information, education and behavior change communications will focus on the importance of fisheries policy adoption by parliament and implementation by Fisheries Commission national and regional offices.

In cooperation with the Canoe Council and Fisheries Commission, voluntary registration and embossment of all coastal canoes will be completed with the intention of paving the way for capping new entries into the canoe fisheries sector as a first step to reducing fishing effort.

A separate media campaign will promote adoption of the Ahotor smoker, highlighting the attendant health and value chain benefits. Using a variety of creative communication tools, the participation of women in fisheries post-harvest and management decisions will be highlighted, further building the successes of SFMP-supported progress in the area of gender.

A communication blitz is planned alongside the launch of the SFMP-supported mobile money and communications technology innovations such as the Tigo Fishers' Communications Network and fishers' Micro-Insurance Life and Accident insurance programs. Finally, a renewed communications push will take place supporting community action against child labor and trafficking starting with the national airing of an anti-child labor and trafficking documentary.

Also, new to Year 4, a partnership between USAID/Ghana, USAID's Global Development Lab and SFMP will explore fisheries harvest and post-harvest value chain opportunities for expansion of mobile money systems in Ghana. Building on SFMP's ongoing mobile phone-based Tigo Fishers Communication Network and Fishers Micro-Insurance Programs, this effort seeks to identify the specific opportunities and related mobile money products that meet market needs within Ghana's specific context with lessons for regional applications.

Linked to the expansion of the SFMP communications program, constituency building and capacity development continues through organizational capacity development for the Ghana National Canoe Fisheries Council (GNCFC), the National Fish Processors and Traders Association (NAFPTA), and the National Fisheries Association of Ghana (NAFAG). Engaging through these organizations at once builds their organizational capacity to serve fisheries constituencies and strengthens constituencies ability to directly participate in fisheries management decisions and actions.

SFMP and the Fisheries Commission developed a joint communications strategy for Year 4 as SFMP looks to the Fisheries Commission to lead in many of the programmatic and communications areas, including national and regional dialogues with fishers on voluntary compliance and other issues related to policy implementation. SFMP is putting particular

emphasis on strengthening Fisheries Commission links to an expanded Fisher-to-Fisher (F2F) dialogues program that creates an environment for fishers to talk with other fishers about the needs for new management measures.

While it is unlikely that changes in the small pelagic fish stock will be measured by the end of SFMP, the changes in SFMP's approach in Year 4 will increase political will, increase demand for change and strengthen constituencies that support new polices and management measures which are expected to result in improvements of the small pelagics stocks within a few years of the end of SFMP.

The following sections provide more detail related to activities under each IR, and the task tables included at the end of this work plan provide details of specific activities and responsible parties.

Table 1 Results to date, Year 3 targets and revised life-of-project targets per result area and indicator

InD No	Indicator	Result to Date		Work Plan Target Year 4	Original PMP Target Year 4	Target LoP	Revised LoP Target
		No	%				
Goal: Rebuild marine fisheries stocks and catches through adoption of responsible fishing practices.							
1	Number of hectares in areas of biological significance and/or natural resource showing improved biophysical conditions as a result of USG assistance (EG 4.8.1-1)	N/A	N/A	Track	Tracked	610,900 marine	No Change in LoP Target
1a	<i>Fishing Mortality at MSY (Fmsy) (Small pelagics & Demersal)</i>	<i>Baseline (declining – positive trend)</i>				Stable /decreasing (Assumes major mgt measures put in place)	No Change in LoP Target
1b	<i>Biomass to produce MSY (Bmsy): (Small Pelagics only)</i>	<i>Baseline (declining – negative trend)</i>				Stable/decreasing (Assumes major mgt. measures put in place)	No Change in LoP Target
2	Number of indirect project beneficiaries (project custom indicator)	N/A	N/A	N/A	N/A	Tracked 130,000 small pelagic mgt.(assumes benefits from adoption of closed season)	Changed from a USAID standard indicator to a project custom indicator (Indirect from direct beneficiaries)
IR1: POLICY: Strengthened enabling environment for marine resources governance							
3	Number of agricultural and nutritional enabling environment policies analyzed, consulted on, drafted or revised, approved and implemented with USG assistance (RAA)(EG.3.1-12)	Fish Act: Stage 2 Child labor: Stage 4 Small pelagic: ongoing Demersal plan: Stage 3 ongoing Pra Plan: stage 3 Ankobra plan: stage 3 ongoing		<ul style="list-style-type: none"> • Fish Act • Co-Mgt Police • Ind. 3 (approval of 1 regulatory policy) • Ankobra CBM plan finalized & adopted • Pra CBM Plan (stage 4-5) 	Fish Act approved small pelagic plan approved Demersal plan submitted	6 (Fish act, child labor, small pelagic, demersal plan, Pra plan, Ankobra plan)	7 Fish Act step 4 CLaT strat step 4 NMFMP – step 5 Co-mgt pol –step4 Pra, Ankobra, Densu –step 4

InD No	Indicator	Result to Date		Work Plan Target Year 4	Original PMP Target Year 4	Target LoP	Revised LoP Target
		No	%				
				<ul style="list-style-type: none"> Densu CBM plan (Stage 2-5) 			
IR2: SCIENCE & RESEARCH: Increased use of science and applied research to inform decision-making and the implementation of management plans							
<i>See cross cutting indicators</i>							
IR3: CONSTITUENCIES: Constituencies and political will for policy reform & implementation built, demanding sustainable use and conservation							
6	Number of information products disseminated in local media reports, radio shows, conference papers, and research studies (Project indicator).	135	94%	54	20	98	140
IR4: APPLIED MANAGEMENT: Improved management of marine resources to conserve bio- diversity & provide other benefits							
7	Number of hectares of biological significance and/or natural resources under improved natural resource management as a result of USG assistance (EG 4.8.1-26)	17		510 hectares	118700 Demersal plans	735,241	
8	Number of DAs supported with USG Assistance (Ghana CDCS, IR 2.3 indicator)	5	125%	4	4 on going	4	No change in LoP target
9	Improvement in fisheries enforcement and prosecutorial chain to counter IUU fishing (Project Indicator)	Decreasing	N/A	Increasing	Increasing	Increasing	No change to Target
10	Number of climate vulnerability assessments conducted as a result of USG Assistance (EG 4.5.1)	3	100%	N/A	N/A	3	No change in LoP Target
11	Number farmers and others who have applied improved technologies or management practices with USG assistance (RAA)(WOG)-EG.3.2-7	N/A	N/A	100,100 (assumes national closed season or other measure for canoes/small pelagics adopted and stove)	10,000 WR Cape three points no take zone/demersal plan	111,000	No change to Target
12	Number of micro, small and medium enterprises (MSMEs), including farmers, receiving business development services from USG assisted sources (FtF 4.5.2)	3084	71%	1150	1,000	4,324	No change to Target
IR 5 Gender							
<i>See ross cutting indicators</i>							
IR 6 Public Private Partnerships							
13	Value of new private sector capital investments in the agriculture sector or food chain leveraged by Feed the Future implementation.(RAA)-EG3.2-22	\$ 172758	N/A	Track No Target	Tracked ,no target	Tracked, no target	N/A
16	Number of public-private partnerships formed as a result of USG assistance (RAA)-E.G 3.2-5	2	100%	0	0 (2 ongoing)	2	No change to target
IR 7 Capacity Development							

InD No	Indicator	Result to Date		Work Plan Target Year 4	Original PMP Target Year 4	Target LoP	Revised LoP Target
		No	%				
4	Number of institutions with improved capacity to develop and implement managed access fisheries management plans	15	93%	16 Ongoing ,NAFTA replaces FA	16-Ongoing, no new groups	16	No change in LoP Target
14	Number of for- profit private enterprises ,producers organizations, water users organizations, women's groups, trade and business associations, and community based organizations(CBOs) receiving USG food security related organizational development assistance	4	100%	4 (1 new-NAFTA)	4 ongoing assistance	3	Target changed from 3 to 4
15	Number of members of producer organizations and community based organizations receiving USG assistance (S) (FTF 4.5.2(27))	1498	N/A	TBD	Same on going	TBD	TBD
Cross Cutting Indicators (summarized for all IRs)							
5	Number of days of USG funded technical assistance in NRM and/or biodiversity provided to counterparts or stakeholders (EG 4.8.1-28)	2244	62%	260	708	3,634	No change to LoP Target
17	Number of people receiving USG supported training in natural resources management and/or biodiversity conservation, and climate change, disaggregated by gender (EG 4.8.1-27/ 4.8.2-6)	3466	68%	3164	1600	5,126	No change
18	Number of person hours of training in natural resources management and/or biodiversity conservation supported by USG assistance (4.8.1-29)	49424	84%	61425	16,000	59,080	No change
19	Number of individuals who have received USG-supported short-term agricultural sector productivity or food security training (RAA) (WOG) EG.3.2-1	2470	39%	2200	2200	6387	No change
20	Number of individuals who have received USG-supported degree-granting agricultural sector productivity or food security training (RAA) EG.3.2-2	5	100%	5	5	5	No Change
21	Value of agricultural and rural loans as a result of USG assistance (RAA) (WOG) EG.3.2-6	\$10514	9%	TBD	\$42,682	\$121711	No Change
22	Number of micro, small, and medium enterprises (MSMEs), including farmers, receiving agricultural-related credit as a result of USG assistance (RAA) EG.3.2-3	110	N/A	TBD	TBD	TBD	No Change

A ACTIVITIES AND RESULTS EXPECTED PER INTERMEDIATE RESULT (IR) AREA

This section is organized around the four primary intermediate results (IRs) areas described in the theory of change provided in the original Program Description (http://www.crc.uri.edu/download/PGM001_508.pdf). It also includes sections organized around the cross-cutting result areas of gender, public-private partnerships and capacity development. Each IR section includes an overall strategy description and a brief overview of the key activities for Year 4. For each activity area, a table is provided in Section D: Implementation Schedule, which details the main tasks, related outputs and results targets, sequencing of tasks over the year by month and the lead person and organization responsible.

IR 1 Strengthened Enabling Environment for Marine Resources Governance

Key outcomes and results expected over the LoP for IR 1 as described in the Program Description include:

- Recommendations for the amendment of the Fisheries Act amended with explicit language for co-management and use rights.
- Strategies for fishing capacity reduction, fuel subsidy phase-out discussions, and other policy options presented to MoFAD/FC.
- Policies and recommendations concerning ways to reduce child labor and trafficking presented to the National Child Labor Steering Committee.
- Significant decrease in IUU fishing through increase of arrests made and successful prosecutions that act as real deterrence and coerce more compliant fishing behavior.

At the end of Year 3, progress on achieving these LoP results was on schedule. Revisions to the Fisheries Act are underway with the SFMP supporting MOFAD in drafting new language in the fisheries bill. Stakeholder consultations were completed on a draft co-management policy. A review was completed on the national fuel subsidy program (Premix) highlighting opportunities for redirecting the program to align it with fisheries management actions.

In Year 4, the fuel subsidy paper will be formally presented to the Fisheries Commission and discussion on options identified in the review will be supported. SFMP will assist the Commission to finalize registration of all canoes and take actions to cap new entries into the canoe sector, a first step toward eventual fleet reduction.

A national child labor and trafficking policy for the fisheries sector has been submitted for adoption and a robust behavior change communications strategy in the Central Region is starting to make inroads in making this practice socially unacceptable.

After the recent national elections, there has been an uptick in the number of operations, arrests and confiscations of illegal gear in spite of some continued political pushback to stronger enforcement of the fisheries laws.

1.1 Key Policy Reforms in the Fisheries Sector

Legal Reforms in the Fisheries Sector: The Ministry of Fisheries and Aquaculture Development (MoFAD) is revising the National Fisheries Act to improve fisheries management in Ghana with the current expectation that the revised act will be presented to Parliament in 2018. This timing represents a unique window of opportunity for the SFMP to support what is typically a once in a decade opportunity to enact legal reforms that can support a range of best practices including co-management and use rights, among others. The technical legislative drafting committee, including an SFMP advisor, was constituted by MoFAD in July 2016 and will soon complete its work on a fully revised draft.

However, there are additional technical issues that have yet to be factored into the bill. In addition, a stakeholder engagement process is required before the revised act can be presented to Parliament. Working with the Fisheries Commission and Ministry staff, SFMP will support the required stakeholder engagement process to ensure that stakeholder views and concerns are addressed in the revised fisheries bill. The SFMP team will support the FC to collate inputs and, to the extent practical, support a process by which these inputs are incorporated into the bill. SFMP will support seven 2-day workshops on the revised Fisheries Act in the 4 coastal regions where SFMP is engaged. It is expected that by the end of the second quarter of Year 4, the stakeholder process and redrafting will be completed enabling the minister to present the final revised act to parliament by the end of 2018.

Socialization of the co-management policy framework with regional stakeholders: A new fisheries co-management policy framework was drafted with SFMP support using a stakeholder consultative process of drafts prepared by technical experts. This policy framework was drafted drawing on lessons of past failed efforts at community-based management in Ghana. The final draft is expected to be approved by the Minister in the first quarter of Year 4. This was targeted for completion in Year 3, but additional consultation meetings were added in Year 3 to ensure a robust stakeholder review process. While this draft policy was under final review in Year 3, SFMP, in coordination with the Fisheries Commission, facilitated the initiation of community-based management demonstrations in three estuarine fisheries systems to provide examples of how the policy can be effectively implemented and to build formative adaptive learning for wider scale up once the policy and supporting legislation are both formally approved (see IR 4.2).

The policy launching will be supported by SFMP at a public event selected by the Fisheries Commission. Approximately 100 stakeholders and officials will be invited to the launch and copies of the document will be distributed. Prior to the launch a two-day workshop with senior level personnel, the FC Board, Directors/Deputies and 10 regional Directors to expose the contents and clarify roles and responsibilities related to implementation will be supported. One thousand (1000) hard copies of the final document will be printed and distributed to support implementation of the policy.

The Fuel Subsidy: As the fuel subsidy program (premix) is very political, it is not likely that changes to this program can be affected within the remaining time of SFMP. However, SFMP has completed an analysis of the premix subsidy and discussion on opportunities for reallocation of subsidies to encourage good fishing practices and this will be introduced and discussed with Fisheries Commission and parliament members in Year 4.

1.2 Harmonizing Regional Fisheries Policies

Previous regional assessments conducted by FAO/CECAF considered the stocks between Liberia and Nigeria as a shared unit. Under this assumption, Ghana accounts for about 80% of landings within this management unit and is therefore considered the dominant force in the stock collapse. A genetic (DNA) analysis of regional sardinella stocks, currently underway at URI and to be completed in Year 4, will establish the extent of shared sardinella stocks along the West Africa coast. This study will scientifically confirm the extent of shared stock boundaries of sardinella stocks to inform future management actions. While this work has longer-term implications for regional management, they in no way provide a reason for any delays within Ghana for taking action on the dire status of Ghana's stocks and the need for radical actions to reduce overcapacity and fishing effort to avoid total stock collapse and the attendant social, economic and ecological destabilization. SFMP will co-sponsor a regional scientific technical meeting to disseminate the results of the stock discrimination (DNA) analysis and open discussions on implications for regional coordination of fisheries

management. The workshop will be co-sponsored with the Fisheries Commission, FAO, FCWC and WARFP.

IR 2 Science and Research Applied to Policy and Management

Key Outcomes and results expected over LoP for IR 2 as described in the Program Description include:

- The Fisheries Statistical Service Division (FSSD) is leading the production of policy relevant science-based information in collaboration with UCC and other research institutions. It is convening trainings and workshops with other Fisheries Commission staff and stakeholders to promote science-based decision making.
- Improving fisheries and GIS data and actively utilizing stock assessments in management processes.
- A formalized scientific and technical working group (STWG) is continually advising the FC.
- Competent UCC personnel are educated and serve in positions within the Government of Ghana, as well as NGOs and business oriented stakeholder groups.
- Cooperative, integrated research with industry and fisheries stakeholders becomes the norm for the UCC Department of Fisheries and Aquatic Sciences and other UCC departments.

The FSSD has been provided with successful demonstrations of electronic data collection and is engaged in preparing stock assessments of small pelagic and demersal fisheries via the ad-hoc Science and Technical Working Group. The Fisheries Commission staff are being trained including at the Master's Degree level at the University of Rhode Island.

The University of Cape Coast is engaged with the Ghana Industrial Trawlers Association to carry out one collaborative research projects. The Center for Coastal Management have extension agents implementing outreach activities with fisherfolk. Three DFAS staff are completing graduate degrees at URI.

UCC is also partnering to establish the capability to gather, process and utilize high resolution aerial imagery collected by unmanned aerial vehicles which is being applied for natural resources management in settings where co-management plans for fisheries are being developed, and analysing vulnerabilities of fishing communities to coastal hazards. SFMP will focus on addressing challenges faced by government and university entities in achieving full uptake of these promising innovations. The Fisheries Commission needs to address internal sustainability issues for fisheries data collection. The University of Cape Coast needs to carry out a business development plan to meet the growing demand for collaborative research with industry and the collection, processing and analysis of geographic information for fisheries and coastal management.

2.1 Scientific and Technical Working Group (STWG)

The National Marine Fisheries Management Plan of Ghana (2015-2019) requires an annual review of the status of the fish stocks within its EEZ. This requirement calls for additional capacity and technical expertise in fish stock assessment and management from various national research institutions, fisheries projects, fishers and academia to update the recent assessments and make recommendations. The Scientific and Technical Working Group (STWG), formed to carry out this work, was endorsed by the Fisheries Commission in Year 1 and has been supported since then by SFMP. The STWG continues to advise the FC on fisheries management actions. It prepared and submitted status reports to the FC and MOFAD on small pelagic fish stocks in 2015 and 2016. In addition, the STWG proposed a

management measure to address the overfishing situation by implementing a one month closure during the peak spawning season of small pelagics for all fisheries including canoes. The proposal remains under review by the new administration of MoFAD, was discussed with stakeholders during SFMP's Fisher-to-Fisher (F2F) dialogues and will be supported in SFMP Year 4.

Preliminary results from the STWG review of small pelagic and demersal fisheries shows that in 2016 fishing mortality, an estimate of the total amount of fish extracted and lost to natural causes each year, already exceeds sustainable levels. Both of these key fish stocks are overfished and overfishing is continuing as a result of increased fishing effort and efficiency (bigger boats, bigger engines, more extensive and unsustainable net usage, etc.).

Although the establishment of the Science and Technical Working group was agreed to by the Fisheries Commission, it was never formally endorsed and is not a formal advisory body to the Fisheries Commission and therefore it remains at present an ad hoc and a project driven and supported group. However, during the recent STWG meeting in August 2017, the Chief Director of MoFAD and the Director of the Fisheries Commission renewed their interest and commitment to formalize the STWG through a Ministerial Decree and staff from SFMP and FC will continue to coordinate the formal recognition of the STWG in Year 4. SFMP will convene STWG twice during this Year 4 to report on the status of the small pelagic and demersal stocks and provide performance reports of management actions implemented by the Fisheries Commission. STWG advisories feed into national consultations and set the stage for Small Pelagics management (see IR 4.1). SFMP will facilitate formal recognition of the STWG and its outputs as contributions to MOFAD and FC advisory systems and structures.

The SFMP will complete development of stock assessment capacity so that FSSD and the STWG can conduct analyses without SFMP Technical assistance by the end of the project. Capacity will also be enhanced by the FSSD Master's degree candidate who is currently at URI and projected to finish her degree in FY2018.

2.2 UCC/DFAS/CCM Capacity Development

The aim of SFMP support to capacity development at UCC is to help it attain its vision as a center of excellence in research, extension and education in support of fisheries and coastal management. This will provide long term benefits through emergence of a robust scientific community, emerging extension capability for the sector, and engagement of the private sector, notably the Ghana Industrial Trawlers Association, in collaborative research.

The Centre for Coastal Management (CCM) is well recognized within UCC. It is engaging research assistants, fostering interdepartmental collaboration such as forensics for chemical fish research and advancing the small unmanned aircraft program in conjunction with the Geography and Regional Planning Department. The CCM is spearheading the Fisheries Leadership course and offering short courses in climate change, coastal management, GIS and fisheries management. The Fisheries Commission staff is encouraging the CCM to develop short courses in policy and social sciences to help its staff.

CCM's capacity to provide outreach and extension services in support of fisheries co-management has been extended with community work by two women extension staff who are fisheries specialists supported by SFMP. As a result of mentoring through the various activities of SFMP in country and internationally, CCM has adopted within the Ghana context, lessons and examples from URI and CRC.

The inaugural visit by the president of URI to Ghana in 2016 further strengthened the ties between the two institutions and provided a wide range of additional opportunities to collaborate in other areas such as biological and life sciences, oceanography, business and

pharmacy. The Deans of each of these departments from URI and UCC completed successful exchange visits to discuss ways to create a dual PhD degree program, exchange of graduate students and other short term international educational experiences for undergraduate students.

In Year 4, SFMP will continue to supplement USAID's direct investment in strengthening UCC capacity. Specific activities jointly supported by SFMP include the following:

Leadership Training/Roundtable Events: In year 4, SFMP will continue to strengthen this alumni network by providing targeted follow on coaching to our in-country leadership coaches who are building the capacity of the three pilot fisheries co-management committees. The focus will be encouraging stakeholders to implement management plans. They will support community members to overcoming conflicts and influence behavior change. A leadership alumni retreat will bring together leaders from the four co-management sites to share experiences and further build their skills for leading implementation. SFMP leadership coaches will organize two more courses for FC Mid-Level Officers and other early adopters (Volta region fishermen) of co-management initiatives

UCC and FC Student training: Four PhD students from UCC will attend one semester abroad at URI for enhanced education and work on their dissertation topics during the Fall quarter of Year 4. An additional PhD student from UCC will attend Spring semester 2018 followed by another group of five Ph.D. students in the Fall semester 2018. URI will assign mentors to work with each student with costs of this training are split between SFMP and UCC project budgets. CRC will offer a one-credit graduate seminar in the 2017 URI Fall and Spring semesters that also will include the two Fisheries Commission staff and three University of Cape Coast staff pursuing their graduate degrees at the University of Rhode Island. A pool of CRC staff including Dr. Najih Lazar, Dr. Don Robadue, Dr. Brian Crawford, Dr. Elin Torell, and Dr. Catherine McNally will serve as committee members (Crawford and Torell) and provide support (all) to the visiting graduate students as well as the five students that are obtaining degrees from URI. The CRC team will work closely with the students' advisors to ensure that they stay on-track with their studies and work through any challenges to on-time completion of requirements.

Policy Dialogues: SFMP will jointly sponsor with UCC policy dialogues between the trawlers association, government and university researchers. The topics of the dialogues will be determined in the first roundtable discussion but likely include strategies to reduce fleet size, applied research to develop more environmentally friendly gear designs, and ways to develop capacities of Ghanaians to replace foreign fishing captains and engineers within the local trawler fleet.

Fisheries Extension; SFMP will continue to support CCM extension agents conducting outreach activities with fisherfolk groups.

2.3 Improving FC Data Systems and Stock Assessment Capacity

The SFMP is working closely with Fisheries Statistical Services Division (FSSD) of the FC to increase their capacity to conduct fish stock assessment and collect baseline fisheries and biological data.

FSSD advanced fish stock assessment: SFMP previously conducted a number of trainings for a group of FSSD staff and UCC faculty to strengthen their capacity to conduct local stock assessments. In spite of this training, FSSD and the STWG still rely on outside expertise to conduct annual stock assessments. A project goal and sustainability concern is to make them fully and independently capable to carry out annual stock assessments and make recommendations to the Commission on measures to end overfishing and rebuild overfished

stocks by project end, especially for the small pelagics stocks. To achieve this, SFMP will provide specialized training at URI for 3 months for 2 mid-career staff of FSSD who attended and successfully completed the previous trainings offered by SFMP in-country and are deemed capable of leading the stock assessment work of FSSD and the STWG in the future. By the end of this training, the two individuals will be capable of building on the work done to date by the STWG and updating annually the status of the stocks for the Commission without the assistance of SFMP, URI and/or FAO consultants.

Piloting mobile technologies for fisheries management. Joint efforts by SFMP and FSSD to introduce mobile technologies for fisheries data collection at landing sites will be completed and closed in the first quarter of Year 4. The pilot program designed with FSSD in collaboration with FAO and FCWC to pilot fisheries data collection using smartphones and tablets provided important lessons for mobile application use in Ghana. However, institutional challenges and low organizational readiness indicate that mobile technology applications will be best introduced at a later date. Introduction of mobile applications for fisheries landings data collection reportedly met similar challenges in other West Africa countries. A lessons learned document will be produced that can support start-up of the program at an appropriate time in the future.

2.4 Advanced Spatial Data Collection and Processing for SFMP, the Coastal Sustainable Landscapes Project and the University of Cape Coast

During Years 1-3, the SFMP developed the capacity of district planners and others in the Planning and Land Use Authority in the Central and Western Regions. The SFMP completed refurbishment of the training facility at the central region TCPD office. During Year 3 of the project, more than 40 spatial planners and technical officers were trained in GIS-based technologies for coastal resilience planning. The SFMP also explored the use of unmanned aerial vehicle (UAV) for collecting and analyzing very recent high resolution imagery for various planning scenarios. Hen Mpoano has been very instrumental in all the achievements the project has chalked in the area of geospatial data processing/analyses for decision making and planning purposes. In Year 4, data acquisition and processing capacity will be developed to meet the needs of on-going fisheries co-management work and priorities of sister projects CSLP and DFAS/CCM. SFMP will complete the process of receiving a fixed wing UAV and associated training, pilot certification and licensing. Priorities include providing information for the estuary based fisheries co-management initiatives in the Ankobra and Pra rivers and the Densu lagoon sustainable oyster fishery. Project partners Hen Mpoano (HM) and Friends of the Nation (FoN) and DAA with help from UCC will either develop or be a prime user of the new information.

An additional priority is to aid the Coastal Sustainable Landscapes Project (CSLP) work in the six coastal districts and metropolitan assemblies of Ghana's Western Region. CSLP will leverage USAID/SFMP investments in UAV technologies to support their activities in community wetland/mangrove management and improving agricultural practices for Feed the Future initiatives. Imagery collected will be used to identify and quantify management issues, communicate the need for action to community members and serve as the foundation for short-, medium-, and long-term monitoring efforts. SFMP will make the UAV available along with the expertise of C. Damon in flight planning, execution and data processing. Hen Mpoano will also be engaged throughout the process of creating and analyzing products from the UAV, including orthomosaics and surface models to support the community-based fisheries management pilots. In addition to the image acquisition, processing and analysis of the UAV data, CSLP will be provided with an estimate of the costs of field operations and data processing that it needs to cover for the mapping of their priority areas.

A sustainable operations plan and related agreements will be executed with UCC prior to making SFMP UAVs available for programming and use. CRC will support UCC's efforts to implement the plan in order to create long-term capacity supporting management efforts across Ghana's coastal regions.

IR 3 Creating Constituencies and Stakeholder Engagement

Key outcomes and results expected over LoP as described in the Program Description include the following:

- Under-represented groups engaged in decision-making, promoting responsible practices.
- Active support for policies and stakeholder behaviors consistent with best practices and legal requirements for responsible fishing (voluntary compliance increased).
- Active participation by stakeholder organizations throughout policy development and management planning processes.

With SFMP support, the Fisheries Commission and fisherfolk are coming together in perhaps the most participatory fisheries sector policy and management consultation process in the history of the country. At the end of Year 3, women and fishers are notably have more voice and are directly participating in fisheries management decisions. This was noted by multiple Fisheries Commission informants during the mid-term organizational capacity development assessment completed in Year 3. Women are participating in greater numbers as a result of SFMP's engagement of the National Fish Processors and Traders Association with a membership of over 13,000. Fishers are now more directly engaged as a result of SFMP teams' engaging directly in carrying out project work, and particularly through the Fisher-To-Fisher (F2F) program that creates safe environments for fishers to talk with other fishers about issues that affect their livelihoods and day-to-day life. In the Volta Region, chief fishermen have adopted the F2F model and are now financing their own local F2F meetings. Hosting and costs of the Volta F2F dialogues rotates between chief fishermen in different areas. Links between the Fisheries Commission and fisherfolk (fishers and processors) are strengthened across the coast through involvement of national and regional Fisheries Commission staff in project activities, meetings, durbars and workshops.

There is broader support for policies and actions related to responsible fishing, and voluntary compliance is apparent in some areas, notably the Volta Region and some locations in the Western Region. While the launch of the Fisheries Volunteer Watch (FVW) revealed that resistance remains to voluntary responsible fishing compliance, but calls by fishers for FVW launches in other areas shows that support for voluntary compliance is increasing. There is increasing inter-stakeholder group interaction (GITA, GIFA, GNAFC, NAFPTA, NAFAG, etc.) around issues that resonate across stakeholder groups about responsible fishing practices.

In Year 4, SFMP will reposition its communication program as a centerpiece work stream supporting and linking other SFMP programs in policy and legal reform, applied management, constituency and political mobilization, public-private partnerships and gender. A joint Fisheries Commission-SFMP communications plan was developed at the end of Year 3 that aligns SFMP support directly to self-identified Fisheries Commission needs and makes visible to the Fisheries Commission additional value-adding SFMP supported IEC efforts not covered in the Fisheries Commission communication plans and budgets. Policy and legal reform efforts supported by SFMP are, in general, on schedule for Year 3 and Year 4 and communications elements will focus on building understanding by stakeholders of how these new policies and laws impact their day-to-day activities while building support for voluntary

compliance with these new policies and laws. These efforts will especially emphasize the importance of addressing overfishing and overcapacity issues via a closed season, canoe registration (a first step in reducing effort), eliminating IUU, additional fishing holidays, implementation of a national co-management policy framework, and other management measures.

The F2F program is being expanded to deepen direct engagement of fishers in meaningful discussion around the changing management needs of fisheries, particularly small pelagics on which the food security of so many depend. A ‘national song sheet’, developed cooperatively with Fisheries Commission staff, will identify the key messages that need to be communicated regularly, consistently and across all partners from national and community levels. While ‘song sheets’ can contain local content in specific areas, a single set of core messages used by SFMP teams, implementing partners and government representatives will contribute to clear messages on fisheries management needs, opportunities for post-harvest value chain improvements, and the importance of fighting child labor and trafficking in the fisheries sector, and provide a common platform leading to achievement of LoP outcomes.

Already visible are increased interactions between stakeholder organizations (GIFA, GITA, GNCFC, NAFPTA, NAFAG, Paramount Chiefs, chief fishermen, etc.). A particularly important line of work under the communications will be to strengthen these interactions through a focused communications campaign for changes in the management of small pelagic fisheries. The campaign will raise awareness of critical issues, including the poor state of the small pelagics fisheries, among all stakeholders and highlight their contributions to current problems create an environment in which stakeholders can negotiate positions and make their own recommendations about how the fishery can be rebuilt.

The SFMP CiviCRM contact management database now has 3,500 individual contacts segregated by organization, geographic location and other metadata. Regular messages broadcast through SFMP’s short text messaging service will provide additional energy and dynamics of discussions among stakeholders and further deepen awareness of issues and the changing context of fisheries management. Both SMS and email messages will be sent on a regular schedule, developed in collaboration with MOFAD and the Fisheries Commission.

Dialogue with media houses started at the end of Year 3 will be moved forward to establish partnerships with television, radio and print media to generate widespread awareness of the status of inshore and small pelagic fisheries in Ghana. Similar to the campaign on *galamsey* (illegal mining in Ghana), SFMP will support emergence of a ‘home-grown’ movement and call for action in the fisheries sector. While SFMP has long engaged in radio and television talk shows and print media. These will be more frequent, more focused and use a wider diversity of modalities to increase the intensity of public engagement in core issues.

SFMP’s Year 4 communication and outreach program includes an important change emphasizing engagement with traditional leaders. The importance of engaging Ghana’s traditional leaders to support fisheries management actions cannot be overstated. Ghana’s system of traditional leadership plays an important role in the day-to-day lives of fisherfolk and will be an important ‘force multiplier’ in terms of behavior change, education and acceptance and voluntary compliance with new fisheries management measures. Establishing closer working relationships with them is expected to result in broader behavior change related to fisheries management actions in a shorter amount of time than would otherwise be possible. The central government realizes that traditional leaders are key in governance at the local level where traditional leaders have taken it upon themselves to modernize the institution of chieftaincy to meet the needs of their people, particularly where rapid changes

are coming up against social, economic, and health problems such as are now seen in the fisheries harvest and post-harvest value chains.

Regional queen mothers will be engaged to address fisheries harvest issues but especially post-harvest value chain and health related issues and opportunities related to adoption of the *Ahotor* stove. Also in the last quarter of Year 3 the Minister of Fisheries and Aquaculture Development was briefed on the *Ahotor* stove and stated that she wanted to personally own the initiative. SFMP's facilitation will bring chiefs and queen mothers together with the Minister to fully own and support management measures and adoption of post-harvest opportunities.¹

In addition, the system of paramount chiefs, queen mothers and the '*Odikros*' will be engaged to promote and play key roles in promoting CLaT practices. SFMP already has seen progress in this area in the Western Region. In Year 3, the Elmina Paramount Chief was engaged by SFMP and led a crusade against illegal fishing and CLaT.

SFMP engaged the first council of paramount chiefs in the Western Region at the end of Year 3. This engagement will continue in Year 4 and move in a stepped process to Central, Volta, and Greater Accra regions, respectively, with the expectation that this will culminate in a national meeting of all coastal regional houses around a common fisheries sector charter that calls for the immediate implementation of management measures described in the NFMP and other additional management measures as well CLaT issues across the coast.

Ghana National Canoe Fishermen Council (GNCFC), National Fish Processors and Traders Association (NAFPTA), Ghana Inshore Fishermen's Council, etc. are the key fisherfolk leaders expected to lead the successful implementation of the NFMP and rally the support of their constituencies around the management issues. In Years 2 and 3, SFMP engaged these groups along their association lines and this promoted informed constituencies at the association levels. In Year 4, SFMP will expand these engagements to promote compliance of the fisheries laws and implementation of the NFMP.

IR 4 Applied Management: Improved Management of Marine Resources to Reduce Over-exploitation, to conserve Biodiversity and Provide Other Benefits

Key outcomes and results expected over LoP as described in the Program Description include the following:

- Four fisheries management plans developed and/or adopted and implemented at different ecosystem scales.
- Approximately 3,000 people, a majority being women, benefiting from diversified livelihoods, access to micro-credit, adoption of more profitable smokers and product value additions.
- Several fishing communities more resilient to climate impacts.
- Capacity of more than a dozen district authorities to promote and support resilient community policies and initiatives increased.

Progress to date on applied management results are well on target. The Fisheries Commission formally adopted a national marine fisheries management plan. Implementation, while slow, is underway. Draft community-based fisheries management plans for three estuaries have been completed and will be submitted for approval in Year4. More than 3000

¹ As an example of how traditional authorities can support development action see USAID LOGODEP's support for female chiefs, queen mothers and female assembly members that led to the first Queen Mothers' Association in Ghana and increased regional chiefs and queen mothers representation support for local improved governance.

people have benefited to date from SFMP business development services and over 1500 fisherfolk have signed on to a new micro-insurance/savings scheme developed especially for the fishing industry through a private sector partnership. Two coastal resilience plans have been prepared and mainstreamed into local district development plans and coastal districts in the Central Region were strengthened through GIS training and development of spatial planning guidelines for coastal areas. The ability to utilize small unmanned aircraft (SUAs) for high resolution mapping and coastal planning has been demonstrated. Development of sustained capacity at the University of Cape Coast to continue to use SUAs for mapping and environmental monitoring and provide services to local government is underway (see section 2.2). After about two years of technology development and testing, a new energy efficient and more profitable small-scale fish smoker has been developed and demonstration sites show positive feedback from small scale women fish processors. However, a key constraint to broader and faster scale-up of the new “Ahotor” (comfort) stove is the high initial cost. Development of finance arrangements and partnerships with banks to address this issue is a priority in Year4.

4.1 Implementing the NMFMP with emphasis on small pelagics fisheries management

SFMP’s support for the implementation of the NFMP is integrally linked to its expanded Year 4 communications program. Multi-media (television, radio, documentaries, etc.) and multi-modality (expanded F2F, engagement of traditional authorities, organizational development of the national canoe council, completion of canoe registration, etc.) events all will be brought to bear to grow and mobilize constituencies, increase political will and demand for government action, and provide political support for politicians who currently do not feel they have the political support to implement management measures. Working with partners and the government, SFMP will emphasize the importance of a fisheries sector closed season, a second fishing holiday in all coastal regions, registering and capping canoe registration, and dialogue on fleet reduction. Elements of the NFMP will be communicated to traditional authorities and SFMP will facilitate greater direct communication and engagement between Fisheries Commission staff and fisherfolk and organizations representing them. Coast-wide behavior change communication programs on good fishing practices will be planned in collaboration with the Fisheries Commission, with particular emphasis in an additional 15 communities. Linked to the expanded communications program, this communication campaign will involve a combination of audio-visual aids and short videos on overfishing and IUU fishing. Among the selected communities are Denu and Angloga in the Volta region, Tema Newtown, Prampram and Ada in the Greater Accra region, Senya Beraku, Fetteh, Mumford, Nyanyano, Dago, Heniyi in the Central region and Shama, Axim, Dixcove and Metika, in the Western region

By the end of the first quarter of Year 4, SFMP will have worked with the Fisheries Commission and Ghana National Canoe Council to complete registration of all canoes operating in the coast. The FC has recognized the canoe council as their key partner in reaching all canoe fishermen. SFMP will facilitate the collaboration between the FC and GNCFC to finalize the registration and embossment of all canoes operating in the coastal region. In addition, SFMP will assist the Fisheries Commission to complete its concept for identification cards, assist in consulting with and socializing this concept with fisherfolk, and provide financial support for biometric registration and issuance of smart ID cards related to canoe registration. While the process is yet to be clarified with the Fisheries Commission, it is envisioned that canoes involved in *saiko* fisheries activities (illegal transshipment at sea) will not be registered and receive cards through the normal process with possible scale-up in the near future to control *saiko* fishing. The registration of canoes is a required, though not a singularly sufficient step in capping and eventually reducing fishing effort.

In the last quarter of Year 4, SFMP held a private, unofficial meeting with the speaker of Ghana's Parliament to discuss elements of the NFMP. In Year 4, SFMP will engage directly with key committees and members of parliament to build political will and support for action on the part of the Ministry of Fisheries and Aquaculture Development and Fisheries Commission. Members representing specific coastal regions will be identified, involved in SFMP activities, and SFMP will facilitate building a cohort of parliament members with interests in good fisheries practices and implementation of the National Fisheries Management Plan.

Strategic Communications Supporting Implementation of a Closed Fishing Season: During FY16, the SFMP through the STWG submitted to the MoFAD an analysis of Ghana's small pelagic fish stocks and recommendations for a closed season for all fleets (including the canoe fleet). The National Marine Fisheries Management Plan only calls for a closed season for the industrial and semi-industrial fleets but the stock status is considered near collapse and so grave as to lead to an all fleet closure recommendation from the STWG to save the small pelagics fishery. Last year a 3-month closed season was declared and successfully enforced of the industrial trawler fleet. The recommendation for the closed season is before the Minister for approval and adoption and is needed not only for the renewal of a trawler closure but for the other fleets as well. It is expected that the closed season policy will be implemented in August 2018. SFMP will support the Ministry and Fisheries Commission to establish the closed season and support implementation of a joint communication strategy to ensure full understanding of why it is needed and full awareness of when it will take effect. The communications program will include press announcements; distribution of a copy of the ministerial directive signed and published, factsheets, an ongoing information blitz on local and national media, radio jingles as appropriate, SMS messages to fishers through the Tigo Fisher's Network and other SMS channels, celebrations for the closing and opening days of the closed season and other efforts. The STWG led by FSSD will craft a monitoring and evaluation plan of the impacts of the closed season.

Fisheries Watch Volunteer Groups. In Year3, SFMP, in collaboration with the Fisheries Commission, trained 50 Fisheries Watch Volunteers from two districts (Accra Metropolitan Area and Ada East) in the Greater Accra Region as an innovation to support fisheries enforcement work within the communities based on the volunteer watch programs observed during an exchange tour to the Philippines. The FWV was officially launched in Ada by the Hon. Minister, MoFAD amidst some controversies. Despite resistance, the GNCFC and coastal fishing communities continue to demand from the FC the establishment of new FWVs. Through a joint FC/MoFAD/SFMP working group, establishment of six more FWVs groups are scheduled in Year 4 in selected districts in the Volta, Central and Western Regions. In all, 300 volunteers - men and women - will be trained and resourced to support fisheries education and voluntary compliance. The new fisheries co-management policy supports the establishment of the FWV and makes provisions for how these will be sustained. Currently, activities of the FWV are supported by the World Bank's WARFP project and SFMP. Newly established FWVs will visit and learn from the already established groups. In Year 4, SFMP will review pilot FWVs progress, challenges, and successes and develop a lessons-learned paper to guide future FWV program implementation and scale up. The training manual for FWV groups will be revised reflecting lessons-learned and a scale-up and sustainability strategy for the program will be developed to guide implementation, expansion, and development of the program beyond the pilot phase and beyond the life of SFMP.

Performance Evaluation of Marine Police in Fisheries Sector: The police are often blamed for not enforcing laws or treating stakeholders with disrespect, resulting in a lack of responsible fishing. While the stakeholders need to take a leading role in starting the change

in fisheries, the improved performance of the Marine Police is a significant contribution to the system that can help change stakeholders' perceptions, attitudes and willingness to act responsibly. In years 2 and 3, SFMP had supported the Marine Police in changing their human resources policies for officer development and conducted a series of training events. In year 4 the focus will be on guiding the Marine Police to conduct field patrols and enforcing fishery laws in collaboration with local stakeholders – including the Community Fisheries Watch groups and fisheries co-management committees. The impact of this coordinated approach to joint patrols, education and enforcement can be increased confidence of local stakeholders act responsibly and know the political context is supportive for change. SFMP will mentor the Marine Police supervisors in conducting performance evaluations and encourage them to ensure their officers are performing and to influence a learning culture for the Marine Police. The impact to the Marine Police will be increased motivation to perform at a high level based on strong community support and a reduction in political interference. Success within the Marine Police can influence the coastal district Police posts that have significant interactions with fisheries stakeholders. Specific activities will include:

- Matching the MP with a local FWV groups to push forward with joint fisheries enforcement/education activities and ID MP resource persons for the SFMPs leadership courses.
- Advise and mentor MP supervisors in evaluating performance of officers in focus areas.
- One workshop to review the competency assessment process and recognize supervisors that are applying the tools.

4.2 Community based Fisheries Management Pilots

Parallel to national efforts in developing a national co-management framework policy and legal reforms to more fully promote co-management and use rights, SFMP started piloting the development of three community-based fisheries management plans in Year3. This is part of a strategy to learn and demonstrate through early action, how to effectively implement these policies. This will help inform subsequent scale up by the Fisheries Commission and other fisheries projects coming on line. Also central to this applied management strategy is demonstrating how NGOs and CBOs can be tapped to facilitate such processes in cooperation with the Fisheries Commission, and thereby extend the Commission's capacity to implement and scale-up community-based initiatives. All of the draft plans are proposing that use rights be provided to local user groups by the Fisheries Commission, which if adopted, would be the first time ever in Ghana where managed access in a fishery is implemented. It is anticipated that in Year5, once the co-management policies are formally adopted and early stage on-the-ground experience developed, we can start to codify the process in "how to" guidelines that can be used in training of Fisheries Commission regional and zonal staff, CBOs and NGOs.

While the planning and adoption process is ongoing, early actions called for in the draft management plans will be implemented. In all three cases of the Densu, Pra and Ankobra estuaries, habitat restoration (mangroves) will be undertaken along with other fisheries management actions such as closed areas and seasons.

In the Densu estuary, located on the outskirts of Accra, and a RAMSAR designated site, the focus is on a women-dominated oyster fishery. The 150 oyster pickers in this estuary are among the poorest and most vulnerable in the communities surrounding the Densu estuary. The work here is being facilitated by development Action Association; a woman's based organization of fish processors and farmers. The planning and implementation actions are involving not only the Fisheries Commission but the Wildlife Department and traditional

leaders. The Pra estuary fisheries management planning is led by Friends of the Nation and coordinated with the Fisheries Commission's Western Region office and the local district authorities. The priority species that are the focus of the plan are several finfish species of economic importance to the river fishers in Anlo Beach and Shama communities. The Ankobra estuarine management plan is led by Hen Mpoano and builds on work concerning resilience planning and mangrove habitat restoration conducted in previous project years. It involves fisherfolk from five communities including several remote and isolated communities an hour boat ride above the river mouth. In addition to continuing habitat restoration actions, seasonal area closures for four finfish species included in the management plan will be implemented in selected areas of the estuary and its tributaries.

For these management plans, all of the past characterization of the fishery, as well as catch trends and issue definition is based on local knowledge as a means to keep these small scale initiatives cost effective and simple. Local planning groups have been working with the resource users to identify priority species, formulate management objectives and related management measures to achieve the objectives. Year4 will continue to see strengthening of user group management associations to enable them to continue self-governance of the fishery after completion of the project. Continued socialization of the contents of the plan will be undertaken to ensure the communities and all users fully understand the objectives.

Under existing law, these management plans must be endorsed by the national Fisheries Commission, approved by the Minister, and nationally gazetted as the decentralized system envisioned in the co-management policy and legal reforms may not yet be activated at the time they are ready for approval. The project will bundle all three plans into a single submission to the Fisheries Commission and Minister for consideration of approval, after they are reviewed and endorsed by the Regional Fisheries Directors and other local authorities and leaders. These three pilot community-based fisheries management plans are important for national attention as past attempts at institutionalizing community-based management a decade ago in Ghana's fisheries sector were unsuccessful. Lessons from the past have informed development of this next generation of fisheries co-management pilots.

Eventually under the reforms, and as proposed in the new policy, the Fisheries Commission Regional Directors can directly approve community-based management plans. However, the current interim process while not fully in line with the proposed new policies is bottom up with zonal officers and the regional directors involved in the planning effort and guiding the CSO and NGO community facilitators. The key objective in Year4 is formal approval of the plans and initiating early implementation actions to build momentum and keep support and interest of the local stakeholders. Exchange visits will also be organized to promote cross-site sharing and lesson drawing. For the Densu fishery management initiative, continued exchanges with the TRY oyster harvesters association in the Gambia will be undertaken as well as a study visit to Benin where there is a history of community oyster management and habitat enhancement.

4.3 Value Chain and Post-harvest Improvements in Small Pelagic Fisheries

The SFMP is working to organize and strengthen women's fish processing and marketing groups with an emphasis on three main pillars: (1) promoting more profitable and efficient fish smoker designs, (2) improving fish quality, storage facilities, handling and traceability from nets to table, and leading the "Healthy Fish" campaign aimed at fish consumers and intermediaries and (3) livelihood activities that add value to the products/services of small to medium sized businesses. SFMP will provide training in micro-credit, entrepreneurship and marketing. These activities are aimed at stabilizing and improving incomes in the near term even as the small pelagic fisheries remain near collapse, activating a large and important

stakeholder group, women fish processors, to have a stronger voice in favor of recuperating the fishery, and to be ready to take full economic advantage when the recovery begins.

The SFMP has succeeded in engaging, training and supporting the small pelagics fish processing sector and advancing the “Healthy Fish” campaign. The DAA training center is also nearing completion. Partner SNV had to develop a new smoking stove technology, the *Ahotor* stove, to address health and food contamination problems from PAH levels discovered through tests of the other types of stoves that originally were evaluated for adoption. The *Ahotor* stove design is both effective and accepted, and the technology can be retrofitted to some existing stoves, but has a higher initial cost. Financing is critical but has been slower to emerge, and each region needs more certified stove builders.

In Year 4 SFMP is focused on jumpstarting adoption of the technology and creating a self-sustaining growth, and collaborating with the FC Post-Harvest Unit’s program as well. SSG Advisors will aid in the financing component, SNV will continue to provide support and guidance, and CEWEFIA and DAA will play major roles in aiding processors to acquire and successfully operate the improved equipment.

Market Development and Financing for Improved Stoves and Women-Owned Fish

Processing Businesses: In Year 4, SSG will provide a full-time Business Development Specialist to build on SFMP and SNV’s work with women-owned fish processing businesses and support continued introduction of the improved *Ahotor* stoves. The SSG Business Development Specialist will work closely with SNV to advance work related to business planning, market development, and financing for the improved stoves and women-owned fish processing businesses.

Together with SNV, the Business Development Specialist will finalize and operationalize a comprehensive market development strategy and business plan for the improved *Ahotor* stoves and associated women-owned fish processing businesses. Connected to this work, the Business Development Specialist will work with SNV to finalize and implement a financing strategy for the improved stoves and the women-owned fish processing businesses and will continue exploration into concrete financing partnerships and solutions. Where applicable, the Business Development Specialist will work with SNV to develop partnerships with financial institutions or BDS partners to improve access to finance or investment readiness for women-owned fish processing businesses.

CEWEFIA will train 160 end users in the four project communities; Sekondi, Anlo Beach, Elmina and Moree on the use and maintenance of the stove to process quality fish for consumption. Users will be trained in how to keep the stove clean and in a good condition all the time to enhance its shelf life. In order to facilitate the adoption of the *Ahotor* Stove in the communities, there is the need to train local artisans in the communities to construct the stoves for the processors instead of inviting stove building companies from outside the target communities. CEWEFIA will collaborate with SNV to select and train local artisans in the Central Region in construction of the *Ahotor* stoves. DAA will also engage in promoting and supporting the adoption of the *Ahotor* Oven, focusing on fish processors in Apam, Mumford, Winneba and some parts of Greater Accra. Public campaigns such as community durbars, fish processors focal group and radio discussions will be used to gather support and create demand for the *Ahotor* Oven.

Healthy Fish program: Both DAA and CEWEFIA will continue to lead public advocacy on Healthy Fish Campaigns in their respective areas of influence. This includes continued training of fish processors to create well packaged and branded products, seeking cooperatives or market consolidators to develop the supply chain for healthy fish to help

create a bigger volume supply for the big buyers, and identify upscale local markets for improved quality fish. The implementing partners will monitor all the Post-harvest activities to ensure that best fisheries practices are adopted (from net to plate) to achieve the intended result. DAA will continue to contribute to the healthy fish handling campaigns through local community radio sensitization and education on good post-harvest practices in Apam, Mumford, Winneba and some parts of Accra. Such public campaigns will include the annual celebration of World Rural Women's Day, the annual meeting with the Fisheries Minister where the fight against IUU fishing ("sea galamsey"), overcapacity and overfishing by the industry and effort will be highlighted for action on the part of duty bearers and fishers.

MSME business development: The third pillar of SFMP work in the post-harvest value chain is sustaining the positive effects of efforts by implementing partners to build the business skills of fish processors and traders. Among the Year 4 activities are provision of microcredit, expanding the scope of Village Savings and Loans groups, training packages including refresher events for MSMEs including building capacity in entrepreneurial skills, customer relations, recordkeeping and financial management, demonstration stoves and kitchens, and identify individuals who are ready for receiving loans to adopt the new *Ahotor* smoker technology

Evaluation of Post-Harvest Activities: Doctoral candidate in Marine Affairs/URI Kristine Beran will assist SFMP Post-Harvest Senior Management in the Fall Semester of 2017 to harmonize SFMP Y4 project activities with Fisheries Commission PHU's National Post-Harvest Policy, provide SFMP communications team with stories, reports and relevant updates on post-harvest activities and design portion of a survey on economic viability of ice and ice chests on board fishing vessels in Ghana to improve product quality post-harvest. The goal of assessing the economic viability of the use of ice and ice chests on board is to determine if there is an economic incentive to improve product quality of fish on board fishing boats. The expected impact is that improved fish quality will command a higher price, or improved market.

To assess the impact of the Year 3 activity that enabled sixteen vulnerable households to receive an improved fish smoking stove to increase household income and reduce risk of child labor and trafficking, a survey will be designed and administered to those vulnerable households. The goal of this survey is to test the theory of change for the provision of stoves to vulnerable households and determine if alternative interventions are more beneficial. The expected outcome is to inform future interventions that benefit vulnerable households and reduce risk of child labor and trafficking in fishing communities. Also, a 245-household survey was conducted in the Central Region to understand perceptions of CLaT interventions in coastal communities where interventions have taken place. An additional survey will assess the impact of CLaT interventions by eliciting the perceptions of anti-CLaT activities by project partners. The aim is to inform future interventions and projects focusing on CLaT in the fisheries sector in Ghana. A final workshop will present results from a dissertation research project measuring factors which impact rate of adoption of *Ahotor* stoves across Ghana. Results will be shared with all project partners working on post-harvest activities and the workshop is intended to raise awareness on key issues preventing or facilitating rate of adoption.

4.4 DAA Fisheries Training Center

The DAA Interim Training Center in Bortianor allowed SFMP supported training of fish processors to proceed while the permanent structure was under construction. The permanent center in Kokorbite will be completed early in Year 4, with a formal launch planned in Q1. The priority in Year4 will be making the center fully operational, including provision of all

the interior furnishings and equipment, obtaining a building occupancy and fire permit as well as preparing a business plan, a Center brochure and other tasks to insure sustainability beyond the life of the SFMP. The DFTC will start to engage in some income generating activities that will secure the core objective of providing fisheries based training and as a hub of improved post-harvest knowledge exchange.

DAA Fisheries Training Center (DFTC) will be the support base for capacity building activities in Apam, Winneba, Mumford and Accra. The completed DFTC will be piloting the Council for Technical, Vocational Education, and Training (COTVET) Curriculum as well as the Fisheries Commission's CLASS 1 recognition Scheme & Production of Fish Based Products to Premium Markets in Ghana and Branding of DFTC - Value addition.

The DFTC will enroll 25 fisheries based MSMEs in the COTVET National Proficiency I curriculum in Year 4. The DFTC will also facilitate training of 125 MSMEs in hygienic fish handling practices, fire safety and business skills development. The DFTC will guide and mentor 5 MSMEs as they work to qualify for the "Class 1" recognition scheme by the Fisheries Commission of Ghana.

4.5 Reducing Child Labor and Trafficking in Fisheries in the Central Region

It is estimated that there are over 2.7 million child laborers in Ghana and that the largest employers of child labor in Ghana are in the Fishing, Cocoa and Artisanal Mining sectors. Child Labor and Trafficking (CLaT) victims in the fisheries sector are exposed to various degrees of life-threatening dangers. The U.S. Government 2016 Trafficking in Persons Report classified Ghana as a Tier 2 Watch List country for the second year in a row. This means that the US Dept. of State has concluded that the Ghana government does not fully meet the minimum standards for the elimination of trafficking in persons. This classification has varied implications for Ghana; including potential cuts in US development assistance, and requires both national and local level efforts aimed at reducing child labor and trafficking in the long term to avoid this sanction.

In view of this, the SFMP is implementing a number of strategies aimed at reducing CLaT in the fisheries sector through behavior change communications and livelihood interventions that targets adult caretakers (parents, guardians, etc.) who are the key perpetrators as a result of poverty or lack of knowledge on the damages of CLaT on children. Increasing poverty due to declines in fish catches is viewed as exacerbating this problem in fishing communities.

Our activities on this issue are focused in the Central Region where this practice in the fisheries sector is considered most pervasive and as a source for children trafficked into fisheries work on Volta Lake. The SFMP focus is to reduce Child Labor and Trafficking (CLaT) in Fisheries through prevention interventions in the Central Region. The emphasis is to work with stakeholders to implement prevention actions and behavior-change communications in an effort to make CLaT practices socially unacceptable. SFMP will work with policy makers and key actors at the national level, implementers at the Central Region coastal districts and also with community stakeholders to ensure that all key actors along the policy formulation and implementation chain are actively engaged.

Our strategy is also aimed at supporting Community Child Protection committees to function effectively in advocacy, reduction and elimination of CLaT in source communities. Capacity building support will include training of local District Assemblies, Community Child Protection Committees (CCPCs) and anti-CLaT advocates on Child Labor and Trafficking prevention; use of the systematic referral mechanism and protocols developed under the Child Protection Compacts, and development of Community Action Plans. The project team

will also implement a communications campaign in the Central region aimed at prevention via community theater performances and durbars, community radio and other means.

In Year 4, to enhance coordination of SFMP CLaT intervention, FoN will continue to work with regional and district level actors (including the District Assemblies Child Protection Panels/committees, Regional Social Welfare Department, Region House of Chiefs, Regional and District Faith Based Organizations). CEWEFIA and DAA will work with community actors including local chiefs, community advocates and other community actors. SNV will work at the national level and with national level actors to seek the adoption of the national strategy for the prevention of child labor and trafficking in the fisheries sector.

Value chain improvements in the small pelagic fisheries will include vulnerable households as targeted beneficiaries as they are considered most likely to engage in such practices, under the premise that economic hardship is a leading root cause of the problem.

At the national level we will advocate for the passage of the anti-child labor and trafficking strategy for the fisheries sector developed previously by SNV in coordination with staff of the Fisheries Commission and other agencies and stakeholder groups. It was submitted to the previous Fisheries Minister prior to the national elections and she recommended that it be submitted to the Ministry of Gender, Child and Social Protection. Minor revisions are being made before its formal submission in the first quarter of Year4.

New in Year4 will be expanding our field level prevention strategy and campaign in the Central Region to include faith-based leaders and institutions. Religious leaders play a very important role in the Ghanaian Society especially shaping moral values of society. Ghanaians including coastal communities are very religious and hold sacred teachings from the religious perspective. The religious leaders have also proven potential to change behaviors and promote social acceptable standards and practices. This potential asset has not been fully explored previously by SFMP to address the CLaT practices.

IR 5 Gender

The SFMP acknowledges the gender gap in fisheries and works to address gender inequities in the sector. Over the life of project, the SFMP aims to break out of the “business as usual” mode where men dominate capture fisheries management and women’s influence is tied to the post-harvest processing sector. The project works with the government of Ghana, local NGOs, and women’s fisheries-related associations to strengthen women’s role and leadership in fisheries co-management.

Some of the strategies that have been adopted to strengthen gender equity include: the development of gender analyses, gender mainstreaming strategies as well as capacity development and information, education, and communications campaigns. In year 3, Hen Mpoano worked with stakeholder groups like NAFPTA, GNCFC, GIFA, FC, Chief fishermen, *Konkohemaa* (Queen mothers), and other fisheries groups to strengthen capacity and develop an appreciation for the need to work together to move the sector forward.

The SFMP gender team has seen positive progress. For example, the Western Regional Ghana National Canoe Fishermen Council, for instance, is ready to engage with their *Konkohemaa* during any major fisheries decisions. Men in the fisheries sector have come to realize the need to work with women to develop more sustainable fisheries practices. In Year 4, we will deepen these engagements.

Two activity areas contribute to IR 5: 5.1 Implementation of the FC/MOFAD gender mainstreaming strategy and 5.2 Implementation of the SFMP gender strategy and action plan. These activities will be implemented with technical leadership provided by SNV, Hen

Mpoano, and URI. It will also require coordination and collaboration with local women's processor organizations, including CEWEFIA and DAA. Key counterpart institutions involved in these activities include the Ministry of Fisheries, the Fisheries Commission, and NAFPTA. The Year 4 activities are briefly described below

5.1 Implementation of the FC/MOFAD Gender Mainstreaming Strategy

In year 3, the MOFAD/FC Gender mainstreaming strategy was finalized and socialized among the Commission's Zonal Officers. The FC Zonal officers were trained in the operationalization of the FC/MOFAD Gender Mainstreaming strategy. In year 4, the project will continue supporting the Commission in the implementation its strategy's action plan. Activities will include:

1. Train MOFAD/FC national and regional staff on how to implement the Commission's gender mainstreaming strategy.
2. Provide coaching support to the Gender Desk of the FC to assist in the implementation of the Gender Mainstreaming Strategy.

5.2 Implementation of the SFMP Gender Strategy and Action Plan

The SFMP will continue to implement its gender strategy through the following activities:

Social organization and engagement: The project will continue organizing the gender network of SFMP, Fisheries Commission and other stakeholder partners, which holds semi-annual meetings in quarter one and three. The gender network will be involved in gender mainstreaming learning activities and discuss progress and challenges. A focus in Year 4 will be to implement actions outlined in the network's guidelines and to discuss how to encourage women-lead advocacy related to best practices in fisheries

Gender strategy outreach: SFMP's gender mainstreaming activities and communications messages are tailored to the project's beneficiary communities. In Year 4, the project will continue implementing the gender mainstreaming communications program that includes the following two taglines:

1. *Far Mpuntu: Ogyina Bayin na Basia nkabom do:* Development of sustainable fisheries: Depends on collaboration of both men and women.
2. *Far Mpuntu: Basia ne nsusui pa so hia:* Development of sustainable fisheries: The woman's decision is also required/ important.

Capacity building: Implementing targeted trainings and interventions, the project has made progress towards empowering women within the fisheries sector to. We are seeing signs that women are taking up leadership roles and engaging more in fisheries co-management decision making processes. Despite these gains, women are still lagging behind men in the participation in fisheries and natural resources management. To increase women's leadership and advocacy in fisheries co-management decision making process, the project will implement leadership training events for fisheries related groups at the grass root. The project will continue working with NAFPTA and other fisheries related groups to achieve gender-balanced co-management in the fisheries sector.

Gender strategy monitoring and assessment: In year 4, SFMP will conduct an assessment to gauge the impacts of its gender work and learn from experience. The project will develop an assessment methodology to track and document the impact of its SFMP gender mainstreaming efforts. This methodology will draw from the gender specific indicators outlined in the project's gender mainstreaming strategy. The SFMP gender analysis, gender needs assessment and women in leadership survey conducted during the initial phase of the project will serve as a baseline for the assessment. Any changes in gender roles resulting

from project interventions will be documented and used as part of learning agenda to be shared among partners and stakeholders. The learning agenda will include an impact assessment feedback meeting, where the initial results will be vetted with SFMP partners and stakeholders. The assessment will also lead to the development of gender mainstreaming models and lessons learned.

IR 6 Public-Private Partnerships

The SFMP, through the leadership of SSG-Advisors is providing tailored guidance and technical assistance to Ghana SFMP for the development of innovative partnerships with the private sector. Resources from both SFMP and partners may come in the form of funding, expertise, technology, and brand leverage. Concept notes outline overall partnership goals, resource contributions, responsibilities and partnership governance, while Letters of Collaboration (LOCs) will formalize agreements between SFMP and partners.

Over Life of Project, SFMP has committed to develop at least two public private partnerships. Two under development at present include the micro-insurance product for fishermen (with Millennium Insurance and UT Life) and a fisher's mobile phone network (Tigo).

In Year 4, SSG will engage in the following activities to support strategic partnership development:

6.1 Millennium/UT Life Insurance Partnership:

The SFMP partnership with Millennium Insurance, UT Life Insurance, BIMA, and Vodafone has launched an affordable micro-insurance package and an associated mobile money platform for fisherfolk in Ghana. The insurance product – the Fishers Future Plan – will serve as a safety net for fishers, while also promoting digital finance to rural fisherfolk.

Working with SFMP's private sector partners, SSG will engage in the following activities in Year 4:

- Act as Partnership Secretariat: SSG will act as Partnership Secretariat and will support and co-manage partnership implementation and activities. SSG will regularly communicate with and support all partners, arrange and convene partnership meetings and events, provide technical guidance and support as needed, set partnership targets and goals collaboratively with partners, and ensure that partnership work planning timelines are met.
- Lead a Year 2 partnership work planning session and work with partners to develop the partnership's Year 2 work plan.
- Support the Information and Education Campaign for the partnership.
- Oversee partnership M&E and work with partners to develop partnership scale-up plans.
- Conduct a partnership pilot evaluation and develop a lessons learned paper.
- If desired by the private sector partners, engage a local marketing consultant on plan and coordination for coast-wide launch as well as a national communications campaign plan.

6.2 Tigo Fishers' Network Partnership

SFMP has partnered with Tigo and the Government of Ghana to launch the Tigo Fishers' Network, providing tailored mobile services, a closed user group for calls, and mobile money services for fisherfolk.

In Year 4, SFMP, led by SSG, will engage in the following activities to support the Tigo Fishers' Network:

- Act as Partnership Secretariat: SSG will act as Partnership Secretariat and will support and co-manage partnership implementation and activities. SSG will regularly communicate with and support all partners, arrange and convene partnership meetings and events, provide technical guidance and support as needed, set partnership targets and goals collaboratively with partners, and ensure that partnership work planning timelines are met.
- Lead a Year 2 partnership work planning session and work with partners to develop the partnership's Year 2 work plan.
- Oversee partnership M&E and work with partners to develop partnership scale-up plans.
- Conduct a partnership pilot evaluation and develop a lessons learned paper.
- If desired by the private sector partners, engage local marketing consultant on plan and coordination for coast-wide launch as well as a national communications campaign plan.

6.3 Cooperative Activities with USAID Innovation Lab on Digital Financial Services

In Year 4, SFMP will collaborate with USAID's Global Development Lab, Center for Digital Development (in coordination with the mSTAR program and FHI 360), to advance mobile services for fisherfolk.

Specifically, SFMP (led by SSG) and the Global Development Lab will conduct needs assessments with fisherfolk in communities coast-wide to improve the services provided by SFMP and its partners under the Tigo Fishers' Network and the Fishers Future Plan micro insurance partnership.

The needs assessments will involve surveys, interviews, and/or focus groups with fisherfolk to:

- Support content development and national launch of the Tigo Fishers' Network, to ensure relevance to fisherfolk needs, preferences and priorities.
- Support development of an appropriate business model for the Fishers' Network, testing pilot assumptions made for the Fishers' Network's business model against reality
- Support mobile money use and uptake for both the Fishers' Network and the micro-insurance initiative

SFMP/SSG will independently conduct needs assessments to cover a sample pool of at least 200 fisherfolk, covering different segments of the fishing supply chain, including men and women, fishers and fish processors. SSG will also coordinate with the Global Development Lab to expand and further develop this research approach, to reach additional sites and fisherfolk. SSG will develop a research brief with its findings, to be shared with the Lab and its private sector partners, and SSG will review and provide input into the final deliverables developed by the Global Development Lab based on their activities and research.

IR 7 Capacity Development of Targeted Government of Ghana, Civil Society Organization and Key Partner Institutions

SFMP is designed to develop the capacity of key local organizations in Ghana involved in fisheries to catalyze and drive the transformational change needed in the sector to reverse unsustainable resource exploitation and secure fisheries livelihoods. These include government institutions (Fisheries Commission Units and Divisions, Regional Coordinating

Councils, interagency units, and public university Departments and Units at the University of Cape Coast) as well as civil society organizations (Producer/Processor membership organizations and local NGOs) and the private sector. Over the life of the project the organizational capacity of 16 local organizations involved in fisheries to effectively implement sustainable fisheries initiatives and to improve the quality and sustainability of services they provide to their constituencies is expected to improve. In the case of SFMP's 5 local CSO sub-awardees, their readiness to receive direct USAID funding is also expected to improve.

7.1 GoG Capacity Development

The nine GoG and university units targeted under the capacity development component are as follows:

1. Monitoring, Control and Surveillance unit of the Fisheries Commission (MCS/FC)
2. Fisheries Scientific Survey Division of the Fisheries Commission (FSSD/FC)
3. The Post-Harvest unit of the Fisheries Commission
4. The Marine Fisheries Management Division of the Fisheries Commission (MFMD/FC)
5. The Univ. of Cape Coast/Center for Coastal Management (UCC/CCM)
6. The Univ. of Cape Coast/Department of Fisheries and Aquatic Science (UCC/DFAS)
7. The Western Region Regional Coordinating Council (RCC)
8. The Central Region RCC
9. The Fisheries Enforcement Unit (FEU), an interagency body

Support to these organizations in Year 4 includes learning by doing, such as the Fisheries Commission involvement in the community based management activities described in section 4.2, among others as well as through intensive short term training such as the stock assessment training described in section 2.3. Overseas graduate degree training of two Fisheries Commission and three UCC staff will be ongoing with expected graduation and completion and return to Ghana of the four Masters students at the end of Year 4. The one PhD candidate is expected to graduate in Year 5. In addition, 10 UCC Ph.D. students funded under the UCC USAID Capacity Development Project will spend one semester abroad at URI for enhanced research, mentoring and specialized coursework. CRC will also provide an integrative 1-credit seminar each semester for all the Ghana students at URI that promotes transdisciplinary teamwork and an understanding of a specialist's role in broader planning and management initiatives.

7.2 CSO Capacity Development

To date, capacity has been measurably built in the 5 targeted local organizations - HM, DAA, DQF, CEWEFIA and FON – that also serve as local implementing partners of the SFMP. The 7 CSOs originally targeted under the capacity development component include the 5 local partner sub-awardees of SFMP as well as two additional local civil society membership organizations, the Ghana National Canoe Fishermen's Council (GNCFC) and the Fisheries Alliance (FA). An eighth organization, the National Fish Processors and Traders Association (NAFPTA) benefitted from capacity assessment in Year 2 & 3 with a focus on its regional branches as the FC and WARFP are expected to focus on the national level. The Fisheries Alliance was dropped as a target in favor of the other national fisherfolk associations that have more active and have greater coast-wide membership. , GITA (Ghana Industrial Trawlers Association) was added during Year 3 at their request for assistance. NAFAG (National Fisheries Association of Ghana), at their request, will also be a new entrant and beneficiary of our capacity development activities and will undergo an OCA exercise to assess their capacity and at which levels they may require assistance.

In Year 4, a greater focus will be placed on the national fisherfolk organizations which are now considered in greatest need and can be the most influential groups advocating for change in the fishery. The capacity development component implemented by SNV continues to equip the local partner organisations with the requisite skills identified as gaps in the OCA assessments and through the facilitation and implementation of capacity development action plans of each respective organization.

NAFPTA and GNCFC will be assisted to develop Strategic Plans and a Communications Strategy to guide them in the achievement of their respective organisational visions and missions. In order to streamline their activities and stay focused on same, the SNV team will facilitate and guide them to develop medium term strategic plans. For their visibility and relevance in the fisheries sector, it remains vital that both organisations have a Communications Strategy to be a springboard for their voices being heard. To make the necessary impact for which they exist as organizations both NAFPTA and GNCFC need to engage vigorously in advocacy issues. The SNV team will facilitate a training on the tips of advocacy from a professional stand point without appearing vulnerable.

B SFMP PROJECT MANAGEMENT

B.1 The SFMP Implementation Team

The implementing partners and the main roles are listed in Annex A. The following changes will take place in Year 4. Spatial Solutions Ltd (SpS) and Daasgift Quality Foundation completed their tasks in Year 3 and will not continue with the project in Year 4. SSG Advisors will complete their work in Year 4 and will not be continuing with the project in Year 5.

B.2 SFMP Staffing

In Year 3 several key staffing transitions occurred. The in-country key staff in Year 4 are:

- Chief of Party: Maurice Knight
- Senior Fisheries Advisor: Kofi Agbogah
- Communications Officer: Nii Abbey
- Monitoring and Evaluation Specialist: Bakari Hardi

Dr. Brian Crawford serves as project leader at the Coastal Resources Center, taking over from Dr. Donald Robadue. Najih Lazar continues to serve as a part time technical specialist based at CRC.

B.3 SFMP Office Locations

The SFMP maintains a main office in East Legon, Accra, where the CoP, senior fisheries advisor and other core personnel are located. This allows staff to work closely with MOFAD and the FC and coordinate with WARFP and USAID/Ghana. Field operations are managed out of the respective implementing partner's offices.

B.4 Internal Coordination and Project Management

The CoP is the primary liaison with USAID/Ghana and main point of contact for the USAID/Ghana AOR. The CoP is the main liaison with the URI home office. The Communications Officer coordinates with the USAID communications unit in providing success stories, preparing briefing packets for USAID visits to project sites, etc. The CRC-based Ghana Administrative Coordinator provides oversight of the in-country fiscal and administrative team reviews all in-country direct expenses of CRC as well as the invoices and back up documentation provided by implementing partners. The CRC and URI fiscal team prepare accrual reports submitted to the AOR and process sub-agreements and payments to sub-recipients through URI. Internal communications among partners are maintained via periodic meetings and site visits and other electronic communications.

Operational / Regular Communications

Periodic communications meetings: Held at least twice a year to address communications, branding and marking requirements among partners.

Feed the Future Bullets – All partner organizations will submit bi-weekly bullets of field activities as well as of upcoming events every other Monday to SFMP Communications Specialist for onward submission to USAID.

Success Stories – Two success stories will be produced quarterly in collaboration with partners for submission to USAID.

Document production and distribution: All project documents are submitted to Ghanalinks, USAID Development Clearing House, and are also available on the Coastal Resources Center website.

Compilation of contact management database: The CiviCRM Contact Management Database contains contact information for all stakeholders.

SFMP Photo Bank – SFMP has created a shared project Photo Album on google which all partners can draw from. Communications Officers from each partner organization will be given access to upload good photos which can be accessed by all partners.

SFMP Newsletter –highlights major milestones and success stories gathered under the project.

SFMP Google Calendar – Key project wide events are tracked . The calendar is publically available at this address. http://www.crc.uri.edu/activities_page/sfmp-program-calendar/

B.5 Reporting Requirements

As per the URI Cooperative Agreement, the following reporting schedule to USAID will be implemented. Quarterly progress reports will be approximately 20-30 pages. The first, second and third quarterly reports are due to the AOR by the last working day of December, March, June, respectively. The fourth quarter progress report will be an Annual Activity Report with a descriptive analysis of activities conducted during that USG fiscal year, a description of actual achievements versus planned activities for the year, in both narrative and in data performance table formats. The Annual Activity Report reports against all indicators established in the PMP, and the data performance table which include accomplishments for the fiscal year against the year's targets. The Annual Activity Report is due to the AOR by the last working day of October following the work plan year end.

B.6 Coordination with MOFAD, other GoG Agencies and Key Donor Projects

The SFMP coordinates closely with MOFAD and the FC and World Bank WARFP through periodic meetings. MOFAD and the FC each have designated project points of contact to serve as the main liaisons with the project who are invited to attend meetings and to receive all project reports. SFMP staff and implementing partners maintain close interactions on a regular basis with a number of FC staff in central headquarters, and in the regions depending on the activity.

B.7 Monitoring and Evaluation

The detailed Monitoring and Evaluation (M&E) Plan, including a Performance Monitoring Plan (PMP) and a Knowledge Management and Learning Plan (KM&L Plan) is a separate stand-alone document that was approved in March 2015 and updated in 2016 and 2017. The project M&E Plan uses a three-pronged learning-based approach to methodologically evaluate and communicate the SFMP's relevance, effectiveness, efficiency, impact and sustainability. The performance monitoring plan (PMP) is tied to the project's goal and intermediate results and serves as a tool that allows for effectively implementing the M&E plan. The KM&L Plan is an important way that the SFMP strategy based on adaptive management, sound science for management, stakeholder participation and periodic self-evaluation is carried out. This knowledge management strategy is designed to share information, results and lessons—and solicit input and feedback for adaptive management. The communications strategy for the project complements monitoring and evaluation through dissemination of project lessons and results to ensure accountability to USAID and the Ghanaian and American people. The M&E plan covers the entire period of performance of the SFMP and adjusted annually during the work planning process. Changes are based on any changes in planned activities and lessons learned during implementation that may require adjustments and with the approval of the SFMP AOR.

The SFMP collaborates with the Monitoring and Evaluation Technical Support Services (METSS) project, which assisted in the process of designing an M&E system that can adequately support the data needs of USAID/Ghana and a mandatory formal external evaluation process over the LoP.

USAID/Ghana utilizes performance management information system called AidTracker Plus, and the FtF MS and TraiNet to track activities for all mission-funded projects. The SFMP provides information on the activities funded under this assistance agreement by entering this information into the AidTracker Plus and the FtF MS and TraiNet Partner Portals. The M&E Specialist for the SFMP performs this function.

The SFMP's PMP folds into the mission-wide PMP, which includes Goal and Development Objective (DO) level indicators from the CDCS Results Framework, which include a number of standard FtF indicators. The SFMP also uses standard indicators that contribute to USAID's biodiversity and climate change objectives as well as uses several custom indicators. The project routinely monitors 18 indicators to measure performance annually and at the end of the program, with baselines and targets for each indicator. The full list of indicators, disaggregation, proposed data sources and targets is contained in the Performance Monitoring and Evaluation Plan.

Baselines were established in Year 1 for all of the indicators proposed in the PMP. These include impact indicators on status of fish stocks and other socio-economic indicators that are not part of the PMP targets but which the SFMP will track over LoP to gauge impacts and track trends. Year 4 PMP targets based on this work plan are provided in Table 1 which was presented earlier in the workplan. The table shows targets per this work plan relative to targets in the initial PMP and changes being made over LoP. These changes represent an amendment to the PMP targets for Year 4 and subsequent implications for changes over LoP. In Year4, initial work will be started to plan for an assessment of socio-economic indicators collected as part of the baseline in Year1. The actual survey work and assessment vis a vis Year1 baseline will occur in the final year of the project, Year5. Annual stock assessment of the small pelagic fishery will continue to track trends in biomass and fishing mortality for these targeted stocks (see section 2.1 on the STWG).

The Ghanalinks portal is an online management resource that was put together by USAID METSS to make data and information available to relevant stakeholders and the general public. This portal seeks to function as the clearinghouse or data hub for all geospatial data produced by USAID implementing partners in Ghana. C. Damon of the EDC and HM's GIS officer will work closely with the METSS team to provide relevant data and map products that have been generated during the life of project.

Some of the main activities to be conducted by the M&E Unit in Accra office in year 4 will include semi-annual capacity building for implementing partners M&E officers. The first training will focus on GIS and the second training will be on project evaluation and monitoring of project impact. The unit will conduct data quality assessment for partners. This is to ensure that data collected and reported on project indicators meet USAID ADS 203.3.11.1 data quality standards. The unit will conduct routine monitoring visits to partners to verify and validate data and deliverables reported on monthly basis. Joint monitoring visits will also be conducted by the M&E unit as lead, with finance and programs teams, to conduct performance assessment on partners based on their work plan. This will help identify implementation challenges and report for management actions and decisions. The M&E specialist will also coordinate and collaborate with CRC-URI in preparing for the end of project small pelagics household assessment.

As part of the Knowledge Management and Learning, the M&E unit will create activities, events and groups for mass mailing and dissemination of project information, updating of contact management database with incoming data from events and activities of partner, screening and reviewing existing contacts in the system to ensure quality control, periodic dissemination of project documents and fisheries management to relevant stakeholders and groups, coordinating and monitoring of status of documents and project reports production, Production of Knowledge tree for the SFMP office and Events.

International Workshop to assess our experiences and best practices for implementing small scale fisheries management in developing countries: The United States Agency for International Development (USAID) and other donors, including the World Bank and private foundations, have invested hundreds of millions of dollars in projects aiming to create more sustainable fisheries. These projects are implementing a suite of policy and management approaches that include fisheries co-management, private sector engagement, innovative financing, traceability, and value chain improvements. While many of these projects have been locally successful, there is a lack of sharing of experiences and best practices between them. In response to this, the URI Coastal Resources Center (CRC) will organize a cross-project exchange meeting in Rhode Island that brings together fisheries managers, experts, and donors engaged in small scale fisheries management projects implemented in developing countries in March 2018. It will have thematic topics on co-management, private sector engagement, IUU fishing and maritime security, and fisheries value chains and post-harvest processing. The SFMP project will identify 2 persons either from SFMP staff and/or partners to participate in the meeting to ensure that USAID/Ghana SFMP lessons and experience is captured in the final documentation and outreach events emanating from this meeting and so local professionals can also learn from experience elsewhere. This event is providing a significant match contribution to the project in 2018 as the source of funds, other than participant travel, are from other CRC non-federal sources.

B.8 Environmental Compliance and Management

The project complies with host country environmental regulations unless otherwise directed in writing by USAID. The Environmental Monitoring and Management Plan (EMMP), approved in March of 2015, describes how the SFMP implements all IEE and/or EA conditions that apply to proposed project activities within the scope of the award. The EMMP specifies mitigation actions as needed for different activities, outlines how implementation of activities will be monitored to ensure compliance with required conditions and their effectiveness and specifies timelines and responsible parties for monitoring of the mitigation measures. The EMMP complies with 22 CFR 216, and is based on the approved Initial Environmental Examination (IEE) of the USAID Ghana Economic Growth Portfolio.

The EMMP covers all activities currently anticipated under this work plan as well as over the LoP. The EMMP conforms to IEE requirements regarding negative determinations with conditions. Environmental screening and review procedures for project activities that do not fall under a categorical exclusion have been adopted. No activities with moderate, unknown or high risk are planned in the SFMP. However, the project uses an environmental review form to screen proposed activities not fully covered in the IEE and take action as appropriate. Screening forms or if required, an IEE amendment, will be submitted to USAID for approval before carrying out activities not covered by the IEE.

Some construction activities are planned or continuing in Year 4. Construction of the DAA Training Center and CEWEFIA processing center will be completed in early Year4 so both will continue to have some level of ongoing monitoring and post construction monitoring. This work will include environmental monitoring documentation for USAID review.

Additional construction activities in Year4 includes construction of small scale demonstration fish processing stoves and associated sheds.

All sub-grantees are required to comply with USAID environmental policies and the SFMP EMMP. For any new activities not included in the EMMP, sub-grantees will use the USAID Environmental Review Form (ERF) and Environmental Review (ER) checklist to screen grant proposals to ensure the funded activities will result in no adverse environmental impact, include mitigation measures, as necessary, and to comply with required monitoring and reporting. As noted earlier, this is particularly important for those sub-grantees conducting value chain improvement activities that include construction or rehabilitation of smokers and drying sheds and woodlots. While CRC is responsible for ensuring that mitigation measures specified by the ERF or ER checklist process are implemented, compliance with approved measures is required by all sub-grantees as part of the standard provisions of their URI sub-award. Quarterly reports and the annual report will be submitted as noted above.

Adiza Ama Owusu serves as the SFMP environmental compliance officer, based at HM's Takoradi Office. She is responsible for training all partners on conditions of the IEE, the EMMP reporting, screening and review processes. She works with partners proposing activities not covered under the IEE to complete proper reviews for submission and approval to USAID. When developing applied management activities, or livelihood activities, the project also has strict requirements for what activities are allowable or not. For example, subsidies for fishing inputs will not be purchased with USAID funds and when implementing fish smoking activities, measures will be taken to ensure that it does not lead to over exploitation of fuel wood as we are promoting only more fuel efficient stove designs.

B.9 Marking Strategy and Branding

The approved marking strategy and branding plan is contained in the URI Cooperative Agreement. All implementing partners are required to follow the plan and it is contained in the standard provisions of their sub-awards. Additionally, the SFMP communications team has developed standardized templates for all SFMP reports, administrative reports, technical reports and special publications, to ensure that the all documents have a standard look and feel as well as to ensure they conform to the USAID co-branding policies and guidelines. Implementing partners are continually oriented on the marking and branding plan and on use of report templates as well as building base documents in a way that facilitates ease of preparing final PDFs that are "508 compliant" prior to submission to USAID and DEC.

C BUDGET

The following tables are summaries of the USAID budget by standard cost accounting categories and summary estimates allocated to each Project Intermediate Result (IR) category. For the table by IR, project management costs are distributed proportionally to these activities.

C.1 Budget by Line Item

Item	USAID (US\$)	Cost Share (US\$)	Total (US\$)
Direct	3,086,195	617,239	3,703,434
Subcontracts	1,834,144	366,828	2,200,973
Training	110,336	22,067	132,403
Construction	4,761	952	5,714
Total Direct	5,035,437	1,007,087	6,042,525
Indirect	802,410	160,482	962,893
Grand Total	5,837,848	1,167,569	7,005,418

C.2 Budget by Program Element

Item	USAID (US\$)	Cost Share US\$)	Total (US\$)
Strengthened enabling environment	574,626	114,925	689,551
Science and research applied	937,376	187,475	1,124,851
Creating Constituencies	634,300	126,860	761,160
Applied Management	2,371,896	474,379	2,846,275
Gender Approach	199,155	39,831	238,986
Public-Private Partnership	632,927	126,585	759,513
Capacity Development	487,569	97,514	585,082
Grand Total	5,837,848	1,167,570	7,005,418

**C.3 International Program Management and Technical Assistance Travel Schedule:
October, 2017 to September 2018**

The following table shows all planned international travel; and the purpose (related to the work plan IR) and quarter in which that travel will occur.

Traveler	Purpose (IR)	Total # of trips	Q1	Q2	Q3	Q4
Senior Coastal Manager - Crawford	1.1,4.2	4	1	1	1	1
Chief of Party Home Leave - Knight	8	1	0	0	1	0
Dr. Marta Gomez (DNA results)	1.2	1	0	0	1	0
Research Associate - Najih Lazar	1.2,2.1,2.3	3	1	1	1	0
Castro (action research)	2.2	1	1	0	0	0
Research Assoc. - Ricci (leadership course)	2.2	1	0	1	0	0
High level study tour (FSSD)	2.3	2	2	0	0	0
Research Associate IV - Damon	2.2,4.2,8	4	1	1	1	1
Associate Coastal Mgr - Robadue	2.2,3.0	2	0	1	1	0
CRC Director (UCC cooperation)	2.2	1	0	1	0	0
Marine Research Specialist -Bowen	2.5	2	0	1	1	0
Marine Research Associate - Kent	4.2	1	0	0	1	0
Gambia – Ghana exchange visits	4.2	5	0	5	0	0
Densu Oyster Pickers study tour to Benin	4.2	7	0	0	7	0
FSSD stock assessment training at URI	2.3	2	0	2	0	0
Darren Miao – SSG Dir. Sust. Investment	4.3	1	0	1	0	0
SFMP impl partners (URI learning event)	7.2	2	0	0	2	0
Tess Zakaras – SSG Project Manager	4.3	1	0	1	0	0
Associate Coastal Mgr -Torell	5.0	1	0	0	1	0
Ph.D. candidate K. Beran Value Chain	4.3	2	2	0	0	0
J. Bernard – SSG Dir. Strat. Partnerships-ICT	6	1	1	0	0	0
Claire Swingle – SSG Partnerships Assist.	6	1	1	0	0	0
Ghana URI graduate students to Ghana	7.1	5	0	0	4	1
CoP to URI (workplan, close out strategy)	8.0	1	0	0	0	1
Finance Mgr to URI (workplan, close out)	8.0	1	0	0	0	1
Int'l Coordinator –Woodring (admin/finance)	8.0	1	0	1	0	0
CRC Bus Mgr– Moreau (audit)	8.0	1	1	0	0	0
URI Controller office (audit)	8.0	1	1	0	0	0
TOTAL		56	12	17	22	5

D IMPLEMENTATION SCHEDULE

The following tables show the implementation schedule of the various work plan activities and tasks along with associated outputs and results targets where applicable. The table also shows the lead implementer and/or person responsible and supporting partner institutions.

The following tables show the implementation schedule of the various work plan activities and tasks along with associated outputs and results targets where applicable. The table also shows the lead implementer and/or person responsible and supporting partner institutions.

IR 1 Strengthened Enabling environment for Marine Resources Governance

Lead	IRS	IR	Sub IR	Task	Task Description	Output (Product/report) Published Docs	Result Target per indicator	Target Due Month PUT BY QUARTER												Person Responsible	
								OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP		
		1			Strengthened Enabling environment																
	1.1	1	1		Addressing key policy issues in the Marine Fisheries Sector																
	1.1.1	1	1	1	Support for Stakeholder Engagements on the Fisheries Bill																
CRC-URI	1.1.1	1	1	1	Provide inputs into final review of Co-mgt policy, input into legal reforms		Ind 5: Intl TA captured under 4.2 mult trip) - Crawford		X												Crawford
HM	1.1.1	1	1	1	Stakeholder Engagement on the Drafting Instruction				X	X	X										Kofi
HM	1.1.1	1	1	1	Stakeholder Engagement on the Fisheries Bill							X	X	X	X	X					Kofi
HM	1.1.2	1	1	2	Socialization of co-management policy framework with regional stakeholders																
HM	1.1.2	1	1	2	Workshop with Senior staff on the Co-management Policy				X												Kofi
HM	1.1.2	1	1	2	Printing of Hard Copies of Co-management Policy					X											Kofi
HM	1.1.2	1	1	2	Launch of the Policy					X											Kofi
HM	1.1.3	1	1	3	Establishment of a Pilot co-management (National Pelagics)																
HM	1.1.3	1	1	3	Establish SPMC Committee, appointment of members				X	X	X										Kofi
HM	1.1.3	1	1	3	Inauguration of Committee						X										Kofi
HM	1.1.3	1	1	3	Meetings of Committee					X		X		X		X			X		Kofi
HM	1.1.3	1	1	3	Review Workshop with FC Board														X		Kofi

Lead	IRS	IR	Sub IR	Task	Task Description	Output (Product/report) Published Docs	Result Target per indicator	Target Due Month PUT BY QUARTER									Person Responsible					
								OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN		JUL	AUG	SEP		
HM	1.1.3	1	1	3	Meetings with producer associations (GNCFC, GITA, NAPFTA, others)		Ind 15: - GNCFC, GITA, NAPFTA							X		X					Kofi	
HM	1.1.3	1	1	3	Beach level meetings (10) with fishers folks coast-wide						X	X	X	X	X	X	X	X	X	X	Kofi	
HM	1.1.5	1	1	5	National Dialogues on Fisheries and Coastal Zone Management																	
HM	1.1.5	1	1	5	National Dialogue on Fisheries					X											Kofi	
HM	1.1.5	1	1	5	National Dialogue on Coastal Zone Management									X							Kofi	
HM	1.1.5	1	1	5	Meeting with Parliamentary Committee on Fisheries								X								Kofi	
HM	1.1.5	1	1	5	Meeting with Coastal Members of Parliament						X										Kofi	
HM	1.1.5	1	1	5	Meeting with the FC Board				X												Kofi	
CRC	1.2	1	2		Harmonizing Regional Fisheries Policies																Lazar	
CRC-URI	1.2.1	1	2	1	Regional workshop in Accra for 30 participants to Disseminate Sardinella stock discrimination Analysis (DNA results) and update regional small pelagic fish stock assessment and management recommendations. Workshop co-sponsored by FAO, SFMP and WARFP (FC). *TDY Lazar & Gomez to Ghana (01)	Report on Population discrimination of Sardinella in West Africa, Management implications. Report on Regional Stock Assessment of small pelagics.	Ind. 17 (30 people trained in DNA analysis) Ind. 18 (30x18 hrs training) Ind. 19 (30 people trained in DNA analysis)								X							Lazar, (w/ Gomez and Tayki)

IR 2 Science and Research Applied to Policy and Management

Lead	IRS	IR	Sub IR	Task	Task Description	Output (Product/report) Published Docs	Result Target per indicator	Target Due Month PUT BY QUARTER												Person Responsible
								OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	
		2			Science and Research Applied to Policy and Management															
CRC	2.1	2	1		Scientific and Technical Working Group (STWG)															
CRC-URI	2.1.1	2	1	1	Annual Meetings of the Scientific and Technical Working Group. *TDY Lazar to Ghana (02)	Annual Stock Assessment 2018	Ind. 1.a Ind. 1.b											X	Lazar, Agbogah	
CRC-URI	2.1.1	2	1	2	Training the Scientific and Technical Working Group in Fisheries Management in collaboration with UCC. *TDY Lazar to Ghana (02)	Training report	Ind. 4 (FC, FSSD, UCC, CCM), Ind. 5 (5 days- Lazar) Ind. 17 (12) Ind. 18 (480 hrs) Ind. 19: 12 trained STWG in fisheries mgt											X	Lazar	
CRC-URI	2.1.1	2	1	3	Formalizing the Scientific and Technical Working Group	Ministerial decree	Ind. 3 (approval of 1 regulatory policy)				X	X	X						Lazar/Agbogah	
CRC	2.2	2	2		UCC/DFAS/CCM Capacity Development															
MOA	2.2.1	2	2	1	UCC/CCM/Geo Capacity Building														Damon	
MOA	2.2.1	2	2	1	MOA SFMP and CCM signed						x								Robadue	
CRC-URI	2.2.1	2	2	1	Sustainability plan operationalized												x		Robadue	
CRC-URI	2.2.1	2	2	1	Obtain GCAA UAV Permits	Updated permits for Phantom and Bramor; Updated operations manuals; Insurance		x											Damon	
CRC-URI	2.2.1	2	2	1	C-Astral UAV Training	Manufacturer flight certification; CAA Flight safety check	Ind. 17 xx people Ind. 18 xx hrs Ind. 19 xx people trained in C-Astral UAV	x											Damon	

Lead	IRS	IR	Sub IR	Task	Task Description	Output (Product/report) Published Docs	Result Target per indicator	Target Due Month PUT BY QUARTER									Person Responsible						
								OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN		JUL	AUG	SEP			
CRC-URI	2.2.1	2	2	1	Image analysis results and methods	Transfer image processing methods and results							X					X					
	2.2.2	2	2	2	<i>Mentor HM and UCC for CBFM UAV Flights and Image Processing Analysis and Derivative Products for the Ankobra, Pra, Densu</i>																		Damon
CRC-URI	2.2.2	2	2	2	UAV Flights of Ankobra, Pra, Densu				X														
CRC-URI	2.2.2	2	2	2	Mosaics completed	Imagery delivered to partner					X												
CRC-URI	2.2.2	2	2	2	CBFM wetland/mangrove delineation	Results delivered to partner					X	X											
	2.2.3	2	2	3	<i>Mentor HM and UCC for CSLP Flights and Image Processing Analysis and Derivative Products</i>																		Damon
CRC-URI	2.2.3	2	2	3	UAV flights of Amanzule, Akwadii and Inchuban wetlands								X										
CRC-URI	2.2.3	2	2	3	Mosaics completed	Imagery delivered to partner								X									
CRC-URI	2.2.3	2	2	3	CSLP wetland/mangrove delineation	Results delivered to partner								X	X								
	2.2.4	2	2	4	Leadership Courses																		
CRC-URI	2.2.4	2	2	4	Coaching Leadership Trainers	Gather Stories for Comms team			X		X		X										Glenn
CRC-URI	2.2.4	2	2	4	Conduct Leadership Alumni Retreat as part of the leadership course focusing on Cross Site learning for Co-Mgt Committees	Gather Stories for Comms team					X												Glenn
CRC-Ghana	2.2.5	2	2	5	Fisheries leadership course	4 reports					X			X					X			X	Socrates
	2.2.6	2	2	6	Supporting Degree Training at UCC																		

Lead	IRS	IR	Sub IR	Task	Task Description	Output (Product/report) Published Docs	Result Target per indicator	Target Due Month PUT BY QUARTER												Person Responsible				
								OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP					
CRC-URI	2.2.6	2	2	6	Coordinate Dual Degree Program between UCC-DFAS and URI-CELS. Work with UCC and CELS to develop MOU and prepare an action plan for the Dual degree program.	Dual degree program established. MOU signed between URI-CELS and UCC-DFAS.	Ind. 4 (2 institutions' capacity improved UCC-DFAS, UCC-CCM) 5 PhD students enter the dual-degree program.					X	X	X									Lazar	
CRC-URI	2.2.6	2	2	6	Coordinate first group of UCC degree students from UCC-DFAS URI-PhD for two semesters in September 2018.	First group of PhD students enter the dual degree program and attend URI for 2 semesters in September 2018. SFMP pay for tuition , UCC pay for travel, stipend, medical...etc.	Ind. 20: 5 PhD students														X		Lazar, Kaine	
CRC-URI	2.2.6	2	2	6	Plan and prepare to register second batch of UCC grad students at URI first group of students from UCC-DFAS to enter the URI-PhD for 1 semester in September 2018.	First group of PhD students enter the dual degree program and attend URI for 2 semesters in September 2018. SFMP pay for tuition , UCC pay for travel, stipend, medical...etc.	Ind. 20: 5 PhD students															X		Lazar, Kaine
CRC	2.3	2	3		Improving FC Data System and Stock Assessment Capacity																			
	2.3.1	2	3	1	Stock Assessment																			
CRC-URI	2.3.1	2	3	1	Improving FC-FSSD Stock Assessment Capacity.	Train two (2) mid-career professionals from FSSD in stock assessment techniques at CRC-URI	Ind. 17 (2 people) Ind. 18 (3 months = 1400 hrs) Ind. 19 (2 people trained in Stock assessment						X	X	X	X	X							Lazar
	2.3.2	2	3	2	FSSD data systems																			

Lead	IRS	IR	Sub IR	Task	Task Description	Output (Product/report) Published Docs	Result Target per indicator	Target Due Month PUT BY QUARTER												Person Responsible
								OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	
CRC-URI	2.3.2	2	3	2	Final assessment and lessons learned on mobile app data collection	Final lessons learned report			X	X										Bowen (w Socrates, Lazar)
CRC-URI	2.3.2	2	3	2	Training workshop in fisheries data collection *TDY Lazar to Ghana	Training trainers in adding biological sampling module and fish sampling techniques.	Ind. 17 5 people trained Ind. 18 200 hr Ind. 19 5 people trained in fisheries data collection					X								Lazar
CRC-URI	2.3.2	2	3	2	Evaluate mobile data collection initiative and lessons learned report	Closeout report on lessons learned			X											Lazar (w Socrates, Bowen)
	2.4	2	4		Environmental Planning Data Hubs for the Western and Central Regions															
HM	2.4.1	2	4	1	Provide program-wide geospatial support, services and product(Responsive)			x	X	X	X	X	X	X	X	X	X	X	X	Justice
HM	2.4.2	2	4	2	UAV image acquisition and analysis/processing (Ankobra, Pra and Densu)	GIS maps				X			X			X				Justice
HM	2.4.3	2	4	3	Mapping Support for DAA on CBFM plan	GIS maps				X				X	X					Justice
HM	2.4.4	2	4	4	GIS/RS Literacy training for IPs (Quarterly trainings tied to M&E trainings for IPs)	Report, manual, TraiNet	Ind 17: 15 people , Ind 18: 240 hrs, Ind 19: 15 IP staff trained in GIS/RS				X									Justice
HM	2.4.5	2	4	5	GIS Training for FC Zonal Officers (Support to FC)	Report, manual, TraiNet	Ind 17: 15 people trained, Ind 18: 360 hrs Ind 19: 15 FC staff trained in GIS	X	X											Justice
HM	2.4.6	2	4	6	Provision of Geospatial data for USAID GhanaLINKS Portal - staff time			X	X	X	X	X	X	X	X	X	X	X	X	Justice

IR 3 Creating Constituencies and Stakeholder Engagement

Lead	IRS	IR	Sub IR	Task	Task Description	Output (Product/report) Published Docs	Result Target per indicator	Target Due Month PUT BY QUARTER									Person Responsible		
								OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN		JUL	AUG
		3			Creating Constituencies and Stakeholder Engagement														
		3	0		Building Constituencies and political will														
CRC-URI	3.0.1	3	0	1	Creative Talent and Staff Support														
CRC-URI	3.0.1	3	0	1	Adapt and revise communications strategies as needed, per feedback	Modifications to communications strategies in the work plan+				x			x			x			Sherman
CRC-URI	3.0.1	3	0	1	Help CoP and project leader align communications staff in Accra Office to requirements of work plan	Written recommendations to the CoP and Project Leader			x						x				Sherman
CRC-URI	3.0.1	3	0	1	Monitor/evaluate performance and deliverables of creative services and media relations firms	Written appraisals and advice to CoP and Communications Specialist				x			x			x			Sherman
	3.0.2	3	0	2	Message/Content Development														
CRC-URI	3.0.2	3	0	2	Author and publish articles/content for primary audiences outside of Ghana (URI, federal agencies, US-based academic peers, periodicals, etc.)	<i>Press releases, opinion pieces, presentations, blog posts, etc.</i>				x		x			x			x	Sherman
CRC-URI	3.0.2	3	0	2	Develop content about educational mission and activities of SFMP-Ghana, especially visiting professors and students based at URI or UCC and other success stories.	Press releases, feature articles, and/or short films					x					x			Sherman
CRC-URI	3.0.2	3	0	2	Promote US-based social-media traffic and audience engagement with CRC	<i>SM posts of publicity, blog entries, event announcements, etc.</i>		x	x	x	x	x	x	x	x	x	x	x	Sherman

Lead	IRS	IR	Sub IR	Task	Task Description	Output (Product/report) Published Docs	Result Target per indicator	Target Due Month PUT BY QUARTER												Person Responsible			
								OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP				
	3.1	3	1		<i>Strategic Communication Campaigns in support of MOFAD/FC policy initiatives for small pelagic fisheries</i>																		
CRC-Ghana	3.1.1	3	1	1	Fisherman-to-Fisherman dialogue with NAFPTA																		
CRC-Ghana	3.1.1	3	1	1	Canoe Council F2F consultation initiatives (GNCFC,GIFA,NAFPTA)			X	X	X	X	X	X	X	X	X	X	X	X			Socrates	
CRC-Ghana	3.1.1	3	1	1	Prepare operational plan	Operational plan developed		X														Socrates	
CRC-Ghana	3.1.1	3	1	1	Declaration of additional Sunday at World Fisheries Day	Report on Launch		X														Socrates	
CRC-Ghana	3.1.1	3	1	1	Four Consultation event in Western	Participant list				X												Socrates	
CRC-Ghana	3.1.1	3	1	1	Three Consultation event in Central	Participant list					X											Socrates	
CRC-Ghana	3.1.1	3	1	1	Four Consultation event in Greater Accra	Participant list						X										Socrates	
CRC-Ghana	3.1.1	3	1	1	Two Consultation event in Volta	Participant list/Consolidated report							X									Socrates	

Lead	IRS	IR	Sub IR	Task	Task Description	Output (Product/report) Published Docs	Result Target per indicator	Target Due Month PUT BY QUARTER									Person Responsible			
								OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN		JUL	AUG	SEP
							Ind 19: 400 people trained on NFMP													
CRC-Ghana	3.1.1	3	1	1	Preparation towards World Oceans day							X	X	X	X					Socrates
CRC-Ghana	3.1.1	3	1	1	FC Launch of Fisherman ID Smart card on World Oceans Day	Report on Launch									X					Socrates
CRC-Ghana	3.1.1	3	1	1	Monitoring impact of Dialogues on 13 landing sites										X	X	X	X		Socrates
CRC-Ghana	3.1.1	3	1	1	Meetings and sensitization in Districts (13 Districts)	Report, TraiNet form	Ind 15: 260 NAFPTA members				X	X	X	X	X	X				Margaret
CRC-Ghana	3.2	3	2	1	Promoting Good Fishing Practices															
CRC-Ghana	3.2.1	3	2	1	Mass Media Campaign			X			X					X				Nii Odenkey
CRC-Ghana	3.2.1	3	2	1	Media coverage for 2 National Dialogues on Small Pelagics Mgt and Co-management	Media clippings	Ind 6: 6 (4 media clippings & 2 video interviews on Co-Mgt)					X			X					Nii Odenkey
CRC-Ghana	3.2.1	3	2	1	Production of Fact sheet on MOFAD/FC Co-Management program	Factsheets	Ind 6: 1 Media clipping (Factsheet on Co-mgt)		X											Nii Odenkey
CRC-Ghana	3.2.1	3	2	1	World Rural Women's Day	IEC (T-shirts), Media clippings, Event report	Ind 6: 1 Media clipping (World Rural women day)	X												Nii Odenkey
CRC-Ghana	3.2.1	3	2	1	Elmina Festival 2017	Media clippings	Ind 6: 1 Media clipping - Elmina Festival									X				Nii Odenkey
CRC-Ghana	3.2.1	3	2	1	Field trip with Media Personal (Media Engagement)	Media clippings, TraiNet forms	Ind 6: 1 Media clipping -			X							X			Nii Odenkey

Lead	IRS	IR	Sub IR	Task	Task Description	Output (Product/report) Published Docs	Result Target per indicator	Target Due Month PUT BY QUARTER												Person Responsible	
								OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP		
							Media engagement														
CRC-Ghana	3.2.1	3	2	1	World Oceans Day	IEC (T-shirts), Media clippings, Event report	Ind 6: 1 Media clipping - World oceans day										X			Nii Odenkey	
CRC-Ghana	3.2.1	3	2	1	Training workshop for Media personal (Semi-Annual Media outreach)	Report, TraiNet forms	Ind 17: 25 media personal trained, Ind 18: 150 hrs Ind 19: 25 media personal trained				X								X		Nii Odenkey
CRC-Ghana	3.2.1	3	2	1	Schools Essay Competition	IEC (T-shirts), Media clippings, Event report	Ind 6: 1 Media clipping - School Essay										X				Nii Odenkey
CEWEFIA	3.2.1	3	2	1	Elmina Bakatue Festival.	video, pictures ,Report												X			Hannah Antwi
CEWEFIA	3.2.1	3	2	1	Weekly Radio Talk shows /community radio /information centers	Call in tracker list, panel list, audio recording	Ind 6: 3 radio talk shows	X	X	X	X	X	X	X	X	X	X	X	X	X	Hannah Antwi
CRC-Ghana	3.2.2	3	2	2	Improving Post-Harvest Quality and Value																Nii Odenkey
CRC-Ghana	3.2.2	3	2	2	Best Fisheries Practices Awards Scheme towards World Fisheries Day		Ind 6: 1 Media clipping - Best fisheries award					X									Nii Odenkey
CRC-Ghana	3.2.3	3	2	3	Ending Child Labor and Trafficking																Nii Odenkey
CRC-Ghana	3.2.3	3	2	3	Video Documentary	Video documentary	Ind 6: 1 Video documentary						X								Nii Odenkey
CRC-Ghana	3.2.3	3	2	3	International Day against Child Labor and Trafficking	Media clippings	Ind 6: 1 Media clipping - International										X				Nii Odenkey

Lead	IRS	IR	Sub IR	Task	Task Description	Output (Product/report) Published Docs	Result Target per indicator	Target Due Month PUT BY QUARTER												Person Responsible			
								OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP				
							day against child labor																
	3.3	3	3		<i>Executive level Communications</i>																		
CRC-Ghana	3.3.1	3	3	1	Training/Orientation Workshop for Editors/Morning Show Hosts	Report, TraiNet forms	Ind 17: 25 media editors trained Ind 18: 150 hrs Ind 19: 25 media editors trained			X					X								Nii Odenkey
CRC-Ghana	3.3.2	3	3	2	Training/Orientation Workshop for Coastal DCEs	Report, TraiNet forms	Ind 17: 13 coastal DCE Trained in fisheries Ind 18: 78 hrs Ind 19: 13 coastal DCE Trained in fisheries					X											Nii Odenkey
	3.4	3	4		<i>Corporate Communications/ Document Production</i>																		
CRC-Ghana	3.4.1	3	4	1	Production of Semi-annual newsletter		Ind 6: 2 annual new letters																Nii Odenkey
CRC-Ghana	3.4.2	3	4	2	Printing of Quarterly reports	3 quarterly report				X		X			X								Nii Odenkey
CRC-Ghana	3.4.3	3	4	3	Printing of Annual Report																X		Nii Odenkey
CRC-Ghana	3.4.4	3	4	4	Printing of year 4 work plan	Work plan Printed		X															Nii Odenkey
CRC-Ghana	3.4.5	3	4	5	Production of generic t-shirts for events and donations	1000 polo shirts and T-shirts printed and distributed					X												Nii Odenkey
CRC-Ghana	3.4.6	3	4	6	Capacity training workshop for Communications officers-Semi-Annual for 16 people	TraiNet forms, training report	Ind 17: 16 IP Comms officers trained Ind 18: 384 hrs Ind 19: 16				X				X							X	Nii Odenkey

Lead	IRS	IR	Sub IR	Task	Task Description	Output (Product/report) Published Docs	Result Target per indicator	Target Due Month PUT BY QUARTER												Person Responsible			
								OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP				
							IP Comms officers trained																
CRC-Ghana	3.4.7	3	4	7	Printing of bi-Monthly Success Stories			X		X		X					X						Nii Odenkey
CRC-Ghana	3.4.8	3	4	8	Illustration on Good Fishing Practices	300 copies of illustrations printed							X										Nii Odenkey
CRC-Ghana	3.4.9	3	4	9	Printing of Song Sheets	Song sheet printed	Ind 6: 2 song sheets	X							X								Nii Odenkey
CRC-Ghana	3.4.10	3	4	10	Communication Strategy	Communication strategy produced.		X															Nii Odenkey
CRC-Ghana	3.4.11	3	4	11	Virtual Workstation development and Maintenance	Virtual work station established with document, gallery and work forum function		X			X			X			X						Nii Odenkey
CRC-Ghana	3.4.12	3	4	12	Printing of SFMP Calendar	1, 500 of 3pg. A2 Calendar	Ind 6: 1 - SFMP calendars		X														Nii Odenkey
SNV	3.4.13	3	4	13	Half year radio programs on CLaT, Post-Harvest and other related messages such as over capacity	1 radio program per month in the Volta Region (6 sessions)	Ind 6: 1 Radio program on CLaT		X		X		X		X			X				X	CLaT Consultant & Emmanuel
SNV	3.4.14	3	4	14	Print and distribute CLaT Policy documents for stakeholders	100 copies of documents	Ind 6: 200		X	X													CLAT Consultant
SNV	3.4.15	3	4	15	Print and distribute Gender Strategy document for stakeholders	100 copies	Ind 6: 100		X	X													Georgina
SNV	3.4.16	3	4	16	Success story on Child Labor and Trafficking	1 Success story	Ind 6: 1 - Success story on CLaT								X								CLaT Consultant
SNV	3.4.17	3	4	17	Success story on Post Harvest Improvements	1 Success story	Ind 6: 1 - Success story on post-harvest								X								Eli
SNV	3.4.18	3	4	18	IEC materials for Post-Harvest	Printed materials	Ind 6: 1 - IEC materials on post-harvest				X	X	X										Eli

Lead	IRS	IR	Sub IR	Task	Task Description	Output (Product/report) Published Docs	Result Target per indicator	Target Due Month PUT BY QUARTER									Person Responsible			
								OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN		JUL	AUG	SEP
SNV	3.4.19	3	4	19	IEC materials for CLaT	Printed materials	InD 6: 1 IEC materials on CLaT				X	X	X							CLaT Consultant
SNV	3.4.20	3	4	20	Celebration of World Day against Child Labor and Trafficking	Report									X					Consultant
SNV	3.4.21	3	4	21	Media coverage of activities in all components	Copy of print media, recordings and clips	InD 6: 1 video show		X			X			X			X		Georgina

IR 4 Applied Management: Improved Management of Marine Resources to Reduce Over-exploitation, to conserve Biodiversity and Provide Other benefits

Lead	IRS	IR	Sub IR	Task	Task Description	Output (Product/report) Published Docs	Result Target per indicator	Target Due Month PUT BY QUARTER												Person Responsible
								OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	
		4			Applied Management: improved management of Marine Resources to Reduce Over-exploitation, to conserve Biodiversity and Provide Other benefits															
		4	1		Implementation of the National Marine Fisheries Management Plan															
	4.1.1	4	1	1	Communication Campaign on Good fishing Practices															
HM	4.1.1	4	1	1	Strategic communication around Fisheries Closed Season (National and Regional levels)		Ind 3: Stage 5 (Implementation of NFMP)												Kofi (with Odenky)	
HM	4.1.1	4	1	1	Closed season recommendation adopted for implementation	Minutes, Participants list	Ind 3: Stage 5 (Implementation of NFMP)	X											Kofi (with Odenky)	
HM	4.1.1	4	1	1	Closed Season Communication Strategy finalized/distributed	Minutes, Participants list	Ind 3: Stage 5 (Implementation of NFMP)		X										Kofi (with Odenky)	
HM	4.1.1	4	1	1	Jingles Developed and playing	Audio Recordings	Ind 6: 1 Jingle for close season			X	X	X	X	X	X	X	X	X	X	Kofi (with Odenky)
HM	4.1.1	4	1	1	SMS messages Developed and circulated		Ind 6: 1 SMS message for close season				X	X	X	X	X	X	X	X	X	Kofi (with Odenky)
HM	4.1.1	4	1	1	National/Regional Radio and Television discussions	audio and Video Recordings	Ind 6: 2 (1 TV and 1 radio)				X		X		X	X	X	X	Kofi (with Odenky)	
HM	4.1.1	4	1	1	Announcement of Closed Season (President/Minister)	1 press release	Ind 6: 1 media clipping for close season				X								Kofi (with Odenky)	
HM	4.1.1	4	1	1	Celebration of Closed Season (National)													X	Kofi (with Odenky)	
HM	4.1.1	4	1	1	Celebration of Opening Season (Regional)													X	Kofi (with Odenky)	
HM	4.1.1	4	1	1	Meetings with Stakeholders					X	X	X	X	X	X	X			Kofi	
HM	4.1.1	4	1	1	Monitoring of Closed Season												X	X	Kofi	
HM	4.1.1	4	1	1	<i>Support Implementation and monitoring of estuarine management measures</i>															
HM	4.1.1	4	1	1	Closed areas and seasons (Drama)	Minutes, Participants list		x	x	x									Balertey	
HM	4.1.1	4	1	1	Open forum on closed seasons and areas	Minutes, Participants list		x	x	x									Stephen	

Lead	IRS	IR	Sub IR	Task	Task Description	Output (Product/report) Published Docs	Result Target per indicator	Target Due Month PUT BY QUARTER									Person Responsible			
								OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN		JUL	AUG	SEP
HM	4.1.1	4	1	1	Radio sensitization on closed seasons and areas	Radio recordings	InD 6:1 Radio discussion on closed season				x	x	x							Cephas
HM	4.1.1	4	1	1	Design and produce posters on good estuarine fishing practices	100 posters on good fishing practices	InD 6: 1 (poster on good fishing practices)	x	x	x										Balertey
HM	4.1.1	4	1	1	Support annual durbars (5 communities)	Report		x	x	x	x	x	x	x	x	x	x	x	x	Cephas
HM	4.1.1	4	1	1	<i>Scale-up IUU communication and landing sites engagements (15 communities)</i>															
HM	4.1.1	4	1	1	Video screening on IUU in 15 landing sites	Report		x	x	x	x	x	x	x	x	x	x	x	x	Daniel
HM	4.1.1	4	1	1	Radio air time for discussions - Western Region	Radio recordings	InD 6:1 Radio program on IUU			x										Cephas
HM	4.1.1	4	1	1	Radio air time for discussions - Central Region	Radio recordings	InD 6:1 Radio program on IUU								x					Cephas
HM	4.1.1	4	1	1	Radio air time for discussions - Greater Region	Radio recordings	InD 6:1 Radio program on IUU					x								Daniel
HM	4.1.1	4	1	1	Radio air time for discussions - Volta Region	Radio recordings	InD 6:1 Radio program on IUU											x		Daniel
HM	4.1.1	4	1	1	IUU television discussions	Video recording	InD 6:1 TV program on IUU						x							Cephas
	4.1.1	4	1	1	Stakeholder Engagements and implementation of National Fisheries Management															
FoN		4	4.1	1	Four (4) Regional Traditional Leaders' Engagement on implementation of National Fisheries Management Plan and CLaT (30pers X 4meeting)	4 Reports	InD. 3 Pra Stage 2: Stakeholders (Traditional leaders) on NFMP and CLaT		x	x	x	x								Donkris
CEWE FIA	4.1.1	4	1	1	Work with chiefs and opinion leaders to combat IUU and CLaT in Moree and Elmina	Report,		x				x						x		Hannah Antwi
DAA	4.1.1	4	1	1	Distribute 50 copies of Plan to MMDA's Traditional Authorities, Assembly member	Distribution list of NFMP						x								Nii Okainja Adamafo and Emelia Nortey
DAA	4.1.1	4	1	1	Radio Sensitization on Management Plan (IUU, Closed season canon registration) - 4 Radio programs	Audio Recordings	InD 6: 1 radio program on IUU and close season			x			x			x	x			Nii Okainja Adamafo and Emelia Nortey

Lead	IRS	IR	Sub IR	Task	Task Description	Output (Product/report) Published Docs	Result Target per indicator	Target Due Month PUT BY QUARTER									Person Responsible		
								OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN		JUL	AUG
DAA	4.1.1	4	1	1	Quarterly review Meetings with Fisher folks (peer to peer knowledge sharing and mentoring) – APAM, WINNEBA, ACCRA	TraiNet forms, Minutes from meetings	Ind 15: 400 DAA women			X				X			X		Nii Adamafio, and Emelia Northey
DAA	4.1.1	4	1	1	Kick off meeting with MMDA's and District FC officers - Review year 4 plan and areas of synergy & Midterm review engagements with MMDA and FC on SFMP to access progress of work done and further areas of cooperation				X									Nii Adamafio, and Emelia Northey	
DAA	4.1.1	4	1	1	Field Monitoring Activities on group strengthening activities						X			X				Abraham Asare,	
	4.1.2	4	1	2	Fisheries Working Group														
FoN	4.1.2	4	1	2	Fisheries Working Group (FWG) Quarterly Regional Coordination meetings with SFMP Partners.	1 summarized Report			X		X			X		X		Donkris	
FoN	4.1.2	4	1	2	Fisheries Working Group Regional Meeting with NFMP, GNCFC, Canoe/Gear Owners, Boat/Canoe Captains, Service Boys and crew members.	1 summarized Report	Ind. 15: 50 people - NFMP, GNCFC				X	X	X	X				Kyei	
FoN	4.1.2	4	1	2	Fisheries Working Group Legislative Review Regional Consultations with Fishers, Traditional leaders & CSOs.	1 summarize report				X			X					Kyei	
	4.1.3	4	1	3	Law enforcement														
CRC-URI	4.1.3	4	1	3	Support evaluation of Marine Police performance on fisheries patrols and supervisor development of officers using competences	Evaluation report on performance and attitudes (Do you need this as an online report or just internal is fine?)	Ind 5: 10 days of TA Ricci					X						Glenn	
SSG	4.1.3	4	1	3	FWV Lessons Learned Assessment	Lessons Learned Paper	Ind. 5: 15 days -	X										Socrates	
SSG	4.1.3	4	1	3	FWV Scale up and Sustainability Strategy Development	Strategy Document	Ind. 5: 15 days	X										Socrates	
HM	4.1.3	4	1	3	Support establishment of fisheries watch volunteer	Minutes, Participants list			x		x			x			x	Daniel	
HM	4.1.3	4	1	3	Priming and Selection of FWVs in 8 districts			X	X									Kofi	

Lead	IRS	IR	Sub IR	Task	Task Description	Output (Product/report) Published Docs	Result Target per indicator	Target Due Month PUT BY QUARTER								Person Responsible			
								OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY		JUN	JUL	AUG
HM	4.1.3	4	1	3	Training of FWVs in district		Ind 17: Ind 18: Ind 19:		X	X									Kofi
HM	4.1.3	4	1	3	Mini Launch of Volunteers					X									Kofi
HM	4.1.3	4	1	3	Cross Site learning (local Study tour)		Ind 17: Ind 18: Ind 19:					X							Kofi
HM	4.1.3	4	1	3	National meeting of FWV representatives to compare lessons learned		Ind 17: Ind 18: Ind 19:						X						Kofi
HM	4.1.3	4	1	3	Support for Existing FWV			X	X	X	X	X	X	X	X	X	X	X	Kofi
HM	4.1.3	4	1	3	Produce and air documentary on FWV activities		Ind 6: 1 documentary on FWV							X	X	X	X		Kofi (with Odenky)
HM	4.1.3	4	1	3	Quarterly Radio and Television discussions on FWV		Ind 6: 2 (1 radio and 1 TV discussions on FWV)			X		X			X				Kofi (with Odenky)
FoN	4.1.3	4	1	3	NFMP Implementation support in Western Region	One (1) reports	Ind. 3: Stage 5 of NFMP					X		X					Kyei
FoN	4.1.3	4	1	3	Support competence-based processes for enhance deterrence for Fisheries Management Plans.	Final SoP							X						Kyei
		4	2		Community Based Management														
CRC-URI		4	2	0	Review of final plans and strategy for formal submission for approvals	Crawford TDY 10 days			X										Crawford
HM	4.2.1	4	2	1	<i>Ankobra</i>														
HM	4.2.1	4	2	1	<i>Finalize the draft management plans developed in Year 3, submit to FC, MOFAD for adoption, get adopted</i>														
HM	4.2.1	4	2	1	Adoption of fisheries management plan - National Level	Minutes, Participants list	Ind 3. Stage 4 of Ankobra mgt plan finalized and adopted					X	X	X	X				Stephen
HM	4.2.1	4	2	1	Adoption of fisheries management plan - Regional Level	Minutes, Participants list	Ind 3. Stage 4 of Ankobra mgt plan finalized and adopted			X	X								Stephen
	4.2.1	4	2	1	<i>Socialization of Fisheries management plan with estuarine communities</i>														0

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HM	4.2.1	4	2	1	Regional level stakeholder meeting to socialize plan (1 region)	Minutes, Participants list	Ind 3. Stage 2 of Ankobra co-mgt plan Regional stakeholders meeting						x										Cephas	
HM	4.2.1	4	2	1	District level stakeholder meeting to socialize plan (2 Districts)	Minutes, Participants list	Ind 3. Stage 2 of Ankobra co-mgt plan district level stakeholders meeting						x										Cephas	
HM	4.2.1	4	2	1	Community (5) level stakeholder meetings to socialize plan	Minutes, Participants list	Ind 3. Stage 2 of Ankobra mgt plan Community level stakeholders meeting				x	x											Cephas	
HM	4.2.1	4	2	1	Production and distribution of abridged version of the plan	1000 copies of abridged CBFM plan		x	x	x													Balerty	
HM	4.2.1	4	2	1	Facilitate codification for the protection of mangrove ecosystem																			
HM	4.2.1	4	2	1	Meetings to document norms with traditional authorities and community members	Minutes, Participants list										x	x	x	x				Balerty	
HM	4.2.1	4	2	1	Validation meetings to finalize norms with traditional authorities and community members	Summary report on Traditional norms for mangroves protection													x	x			Stephen	
HM	4.2.1	4	2	1	Ceremony for the endorsement of norms by chiefs/community elders	Minutes, Participants list																x	Stephen	
HM	4.2.1	4	2	1	Restoration of degraded sites within the CBFM plan area (target 10 hectares) ; Raising of 20,000 propagules	Participant list		x	x	x	x	x											Daniel	
HM	4.2.1	4	2	1	Transplanting and tendering of mangrove seedlings	GIS maps	Ind 7: 10 hectares, 20,000 propagules						x	x	x	x					x	x	Daniel	
HM	4.2.1	4	2	1	Quarterly review meetings and training workshops	Report, manual, TraiNet, minutes	Ind 17: 10 people trained , Ind 18: 80hrs, Ind 19: 10 people trained				x			x					x				x	Cephas
HM	4.2.1	4	2	1	Trainings for Traditional Authorities	Report, manual, TraiNet	Ind 17: 15 traditional authorities trained, Ind 18: 120hrs, Ind 19: 15 traditional authorities trained				x			x					x				x	Cephas

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HM	4.2.1	4	2	1	Meetings with estuarine committees to draft governance guidelines for CBFM	Minutes, Participants list						x	x						Balertey	
HM	4.2.1	4	2	1	follow up during construction phase to inspect and monitor compliance	Report		x	x	x	x	x	x	x	x	x	x	x	Adiza	
	4.2.2	4	2	2	PRA															
FoN	4.2.2	4	2	2	Finalize the fishery co- management plan and engage for the approval and adoption of the plan by Fisheries Commission.	One (1) Approved Pra Fisheries Co-mgt plan	Ind. 3: Stage 3 of Pra Mgt Plan					x	x						Theophilus	
FoN	4.2.2	4	2	2	Implementation of Pra Fisheries Co-mgt Plan. Close areas, Fishing Gear regulations, etc.	1 summarized report	Ind. 3 Stage 5 of Pra Co-Mgt plan, Ind.7:		x	x	x	x		x		x			Theophilus	
CEWE FIA	4.2.2	4	2	2	Work with women and youth to maintain the cassia woodlot plantation in Anlo	Pictures		x	x	x	x	x	x	x	x	x	x	x	Josphine O Addo	
CEWE FIA	4.2.2	4	2	2	Work with the Forestry Commission /District Assembly to formalize the Woodlot Management Committee at Anlo Beach	Certificate of the committee		x											Michael Takyi	
	4.2.3	4	2	3	Densu Oyster Fishery															
CRC-URI	4.2.3	4	2	3	Two Way Exchange Visit on Shellfish Co-Management: TRY Gambia/Densu Estuary Ghana	Exchange Visit Report	Ind 17: 3 people trained in Ghana to Gambia leg, Ind 18: 180 hrs. Ind 19: 3 people trained in Ghana to Gambia leg Ind 17: 10 people trained during TRY visit to Ghana Ind 18: 30 hrs, Ind 19: 10 people trained during TRY visit to Ghana						x						Karen Kent (w/ DAA & TRY)	
CRC-URI	4.2.3	4	2	3	Study Tour to Benin by DAA oyster pickers to Benin communities where active oyster mgt and transplantation is ongoing	Study Tour Report	Ind 5: 10 days Intl TA - Kent Ind 17: 9 people trained Ind 18: 270hrs Ind 19: 9 people trained		#	#	#				x				Karen Kent (w/ DAA & TRY)	
DAA	4.2.3	4	2	3	DAA Fisheries Training Center (DFTC) Led Activities in Accra – Densu Estuary Community Based Management Plan															

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DAA	4.2.3	4	2	3	Mangrove Nursery establishment in Tsokomey/Bortianor (collaborate with Forestry commission and Hen Mpoano) - 2 Day -Training on Nursery Establishment- 10,000 seedlings	TraiNet Forms, Training report					X	X								Emelia Nortey
DAA	4.2.3	4	2	3	2nd, 3rd, 4th and 5th Phases of mangrove replanting at the Densu Estuary at Bortianor/Tsokomey in Greater Accra Region (10,000 seedlings)	TraiNet Forms, photos Report	Ind 7: 500 hectares		X			X		X			X			Emelia Nortey
DAA	4.2.3	4	2	3	Densu Estuary Oyster Co management Plan Committee meeting – 3 Review meetings of Draft Community Management Planning committee	TraiNet Forms, Minutes of meeting, photos report	Ind 3: stage 3 of Densu Co-Mgt Plan review meetings		X		X		X							Abraham Aasre,
DAA	4.2.3	4	2	3	Stake holder Engagement Workshops - Consultation on Draft Densu Oyster Co Management Plan with Fisher folks, Traditional Authorities and Community, policy makers, community, etc.) – 4 stakeholder engagements meetings	Participant roster, Minutes from Meetings, photos report				X		X		X			X		X	Abraham Aasre,
DAA	4.2.3	4	2	3	Densu Oyster Co Management Plan Stakeholder Validation workshops - 1st and 2nd Validation Workshop with stakeholders. - 2 validation workshops	TraiNet Forms, Workshop Report	Ind 3: stage 2 of Densu Co-Mgt plan validation workshop						X						X	Abraham Aasre,
DAA	4.2.3	4	2	3	Formation of Densu Estuary Oyster Management Plan Committee (DEOMPC)															
DAA	4.2.3	4	2	3	<i>Selection and screening</i>	List of Committee members											X			Abraham Aasre,
DAA	4.2.3	4	2	3	Five Day Training on roles and function of Densu Estuary Oyster Management Plan committee members	TraiNet forms, Training Report	Ind 17: 30 Committee members trained on Densu co-mgt plan , Ind 18: 750 Hrs. Ind 19: 30 Committee members trained on Densu co-mgt plan										X			Abraham Aasre,

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								OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN		JUL	AUG	SEP
DAA	4.2.3	4	2	3	Approval and signing of management plan (MOFAD, FC, GA South Municipal, Densu Oyster Harvesters Association, Traditional Authorities)	Densu Estuary Oyster Management plan document, TraiNet forms, Photo report	Ind 3: Stage 4 of Densu Co-mgt plan, Ind 6: 1 Approval and signing of co-mgt plan											X		Abraham Aasre,
DAA	4.2.3	4	2	3	Implementation of Densu Estuary Oyster Management Plan		Ind 3: Stage 5 - Implementation of Densu Co-mgt Plan													
DAA	4.2.3	4	2	3	Printing and distribution of management	Distribution list												X		Irene Sepenya
DAA	4.2.3	4	2	3	Radio and Community sensitization (Up to 5 times)	Audio Recordings	Ind 6: 1 radio program on Co-mgt												X	Abraham Aasre
DAA	4.2.3	4	2	3	Documentary and airing on TV Mangrove plantation – Densu Estuary	Documentary	Ind 6:1 documentary on Co-mgt												X	Irene Sepenya
DAA	4.2.3	4	2	3	Registration of Densu Oyster harvesters association (DOHA) - Legal Status recognition. Registration and permits with Register General, Ga South Municipal, Social Welfare, etc.	Registration Certificate						X								Emelia Nortey
DAA	4.2.3	4	2	3	Training of Trainers (ToT) on Fish/ Oyster Value Addition and processing methods - (10 office staff)	TraiNet forms, Training Report	Ind 17: 10 people trained on Fish/oyster value addition, Ind 18: 100 per hrs. Ind 19: 10 people trained on Fish/oyster value addition						X							Emelia Nortey
DAA	4.2.3	4	2	3	Training on Oyster Culture (50 oyster harvesters in Tsokomey/Bortianor and Tetegu all in Greater Accra	TraiNet forms, Training Report	Ind 17: 50 people trained on oyster culture, Ind 18: 250 man hrs. Ind 19: 50 people trained on oyster culture(same - Counted already)						X							Emelia Nortey
DAA	4.2.3	4	2	3	Monitoring of Densu Estuary Oyster and Mangrove Activities - 3 times	Field Notes				X						X				Abraham Asare
CRC-Ghana	4.2.3	4	2	3	Participate in 2 Stakeholder consultation, 1 Validation Workshops on Densu Draft Management Plan							X						X		Margaret

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CRC-Ghana	4.2.3	4	2	3	Participate in the inauguration of Densu Management plan committee							X					X		Margaret
CRC-URI		4	3		Value chain and post-harvest improvements in local small Pelagic fisheries Supply Chain														
	4.3.1	4	3	1	Value Chain and Post-Harvest														
CRC-URI	4.3.1	4	3	1	Cross-reference SFMP Y4 project activities with Fisheries Commission PHU National Post-Harvest Policy	Reference Guide		X											Kristine Beran, w/ Samuel Manu
CRC-URI	4.3.1	4	3	1	Assist communications with writing and editing success stories related to post-harvest activities	Ahotor Stove Success Story	X												Kristine Beran, w/ Nii O. Abbey
CRC-Ghana	4.3.1	4	3	1	Organize quarterly post-harvest Coordinating Meetings	minutes	X			X		X		X	X				Margaret
CRC-Ghana	4.3.1	4	3	1	Quarterly Meetings with Fisheries Commission and MoFAD	minutes	X			X		X			X				Margaret
CEWE FIA	4.3.1	4	3	1	Post-harvest value chain Coordinating Meetings	Meeting reports		X			X		X				X		Nicholas smith
CEWE FIA	4.3.1	4	3	1	Quarterly meeting with FC and MoFAD	Meeting report		X			X		X				X		Nicholas smith
CEWE FIA	4.3.1	4	3	1	Monitoring of Trained Post-harvest activities	Monitoring report		X			X		X				X		Michael Takyi
SNV	4.3.1	4	3	1	Coordination meetings, Briefing of FC	4 meeting reports			X		X			X		X			Kwarteng
	4.3.2	4	3	2	Extension Strategy for widespread scale-up of improve smoker technology														
CRC-URI	4.3.2	4	3	2	Impact assessment of Ahotor stove subsidy on vulnerable households in Winneba, Apam Elmina, Moree,	Household questionnaire, Technical report	Ind 5: 10 days Intl TA - Beran	X	X	X									Kristine Beran, w/ DAA and CEWEFIA
CRC-URI	4.3.2	4	3	2	Conduct a workshop on results and recommendations of dissertation research on Ahotor stove	Presentation, workshop	Ind 5: 10 days Intl TA - Beran			X									Kristine Beran
SSG	4.3.2	4	3	2	Finalize comprehensive market development strategy and business plan for the improved Ahotor stoves	Strategy Document	Ind. 5: 8 days TBD		X										Business Development Specialist (TBD)

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SSG	4.3.2	4	3	2	Finalize financing strategy for the improved stoves	Strategy Document	Ind. 5: 8 days TBD		X										Business Development Specialist (TBD)	
SNV	4.3.2	4	3	2	National Healthy Fish and Ahotor oven media campaign in Ghana (, radio programs, IEC materials, durbars)	500 people aware	Ind 6: 2(1 radio, 1 IEC material on healthy fish and Ahotor)											X	Kwarteng (with Odenky)	
SNV	4.3.2	4	3	2	Post-Harvest tour with FC and NAFPTA to promote Ahotor oven and healthy fish handling	500 fish processors aware and 200 ready to switch								X					Kwarteng (with Odenky)	
SNV	4.3.2	4	3	2	Nationwide promotion of Ahotor oven	200 ovens by SNV													Kwarteng (with Odenky)	
SNV	4.3.2	4	3	2	30% subsidy funds	100 beneficiaries	Ind 12 & 19: 100 processors benefit from Ahotor stove subsidy Ind 21: 70% loan value for the 100 subsidy beneficiaries, Ind 22: 100 Ahotor stove subsidy beneficiaries												Kwarteng	
SNV	4.3.2	4	3	2	Incentives to financial institutions for managing scheme and training for new financial institutions	7 financial institutes												X	Kwarteng	
SNV	4.3.2	4	3	2	Training of community level stove building / artisans companies as part of Ahotor oven technology diffusion strategy	Report 5/20	Ind 17: 20 stove artisans trained, Ind 18: 240 hrs, Ind 19: 20 stove artisans trained	X											Kwarteng and Eli	
CRC-Ghana	4.3.2	4	3	2	Support SNV on Ahotor stove awareness creation	field notes			x										Margaret (with Odenky)	
CEWE FIA	4.3.2	4	3	2	Training on the use and maintenance of Ahotor stoves	TraiNet forms, training reports	Ind 12&19: 160 Members trained on Ahotor stove use and maintenance.							X					Josephine O Addo	
CEWE FIA	4.3.2	4	3	2	CEWEFIA to Support SNV to Training local artisans on Ahotor stove construction	TraiNet forms, training reports	Ind 12& 19: 12 Artisan trained in stove construction		X										Josephine O Addo	

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								OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN		JUL	AUG	SEP
DAA	4.3.2	4	3	2	Ahotor Community Stove Demonstrations and Sensitization- 10 Communities in Apam, Winneba, Accra	Demonstration summary report, TraiNet forms, Photos					X		X		X		X			Nii Okainja Adamafo and Emelia Nortey
DAA	4.3.2	4	3	2	Development of ICE Promotional Materials on AHOTOR Oven	Jingle(1) for AHOTOR Oven, Radio Audio (6) recording	Ind 6: 2 (jingle and radio discussion on Ahotor stove)					X		X		X				Nii Okainja Adamafo and Emelia Nortey
	4.3.3	4	3	3	Labeling of Healthy fish program															
CRC-URI	4.3.3	4	3	3	Design template/questionnaire to be used when soliciting higher markets (questions include product specifications, volume requirements, packaging requirements, payment terms, etc.). Train 10 processors how to use this template – one day event	EZ-to-use Template	Ind 5: 10 days Intl TA – Beran		X	X										Kristine Beran w/ SNV, DAA, CEWEFIA
CRC-Ghana	4.3.3	4	3	3	Support Healthy Fish Handling Campaign			X	X	X										Margaret
SNV	4.3.3	4	3	3	Healthy fish awareness campaign at selected locations along the coast in the Volta and Greater Accra Regions	1000 people made aware		X												Kwarteng
SNV	4.3.3	4	3	3	Pilot and support Healthy Fish Certification program in the Volta Region	10 beneficiaries awarded with Class 1 certification, Report on pilot	Ind 12&19: 10 beneficiaries received healthy fish certification				X									Kwarteng
SNV	4.3.3	4	3	3	Training of certification auditors	Training manual and report	Ind 17: 20 certificate auditors trained, Ind 18: 100hrs Ind 19: 20 certificate auditors trained		X											Kwarteng
SNV	4.3.3	4	3	3	Facilitate certification committee meetings	Meeting minutes		X												Kwarteng
SNV	4.3.3	4	3	3	Training on Hygienic Handling of Fish; Class 1 certification guidelines	10 fish processing groups (150people) Training manual and report	Ind 12&19: 150 processors trained in HFH class 1 certification guidelines				X									Kwarteng
SNV	4.3.3	4	3	3	Extensive Research on PAHs and Microbiological profiles on smoked fish	1 report					X									Eli (Volta) Kwarteng (GA)
SNV	4.3.3	4	3	3	Group strengthening for selected groups in the Volta and Greater Accra Regions (Training on market opportunities for healthy fish)	10 groups strengthened , Inputs ,	Ind 12&19: 150 Processors trained on market opportunities				X									Eli (Volta), Kwarteng (GA)

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						1 national network created													
SNV	4.3.3	4	3	3	Create a supply chain for healthy fish; to introduce them to higher markets										X				Kwarteng
CEWE FIA	4.3.3	4	3	3	Healthy Fish handling, Consumer awareness and improved stove Campaign (AHOTOR)	Report 4			X		X				X			X	Hannah Antwi
CEWE FIA	4.3.3	4	3	3	Work with Trained fish processors to improve their kitchen to meet class one standard and link them to market centers	Pictures of the kitchen	Ind 12&19: 20 MSME kitchens improved (same already counted)	X	X	X	X								Hannah Antwi
CEWE FIA	4.3.3	4	3	3	Work with CEWEFIA processors to produce hygienic fish for the market (Higher and local)	Picture	Ind 12 &19: 20 MSMEs produce hygienic fish for market						X	X	X	X	X	X	Hannah Antwi
DAA	4.3.3	4	3	3	<i>DAA Fisheries Training Center (DFTC) Led Activities in Apam, Winneba, Mumford and Accra on piloting COTVET Curriculum and Fisheries Commission (FC) CLASS I recognition Scheme</i>														
DAA	4.3.3	4	3	3	Pilot Center for Technical Vocational Education Training (COTVET) National Proficiency I Certificate - 25 MSMEs Targeted - 13 units based on COTVET Curriculum	TraiNet forms, Report	Ind 12&19: 25 MSMEs received COTVET training											X	Nii Okainja Adamafo and Emelia Nortey
DAA	4.3.3	4	3	3	Pilot and support healthy fish certification in Central and Greater Region - Construction of Compliance Centers, "mini kitchens" - 5 Total	TraiNet forms, Report	Ind 12 &19: 5MSMEs received Mini compliance kitchens (Already counted)									X			Nii Okainja Adamafo and Emelia Nortey
DAA	4.3.3	4	3	3	Mentoring Visits of 5 Compliance facility "mini kitchens" qualify for Fisheries Commission "CLASS 1" recognition scheme	TraiNet forms, minutes of visits					X		X		X				Nii Okainja Adamafo and Emelia Nortey
DAA	4.3.3	4	3	3	<i>Production of Fish Based Products to Premium Markets in Ghana and Branding of DFTC - Value addition</i>														
DAA	4.3.3	4	3	3	Piloting of Processed Fish (various forms) for Sale to premium markets in Ghana (hotel & restaurants, academic institutions, corporate individuals, etc. in model packaging materials), Linkages to fish suppliers	sample products	Ind12&19: 25 MSME assess premium markets (Same above)											X	Emelia Nortey

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DAA	4.3.3	4	3	3	Registration and Permits of DFTC- fire permits, occupancy permit, food & drugs authority permit, Ghana Standard Authority permit, COTVET Registrations	Evidence of permits (Photocopies)							X							Emelia Nortey and Abraham Asare
DAA	4.3.3	4	3	3	Staff Training on Fire Safety, First Aid and Fire safety equipment for DFTC	TraiNet forms, report	Ind 17: 10 staff trained in fire & safety, Ind 18: 120per hrs, Ind 19: 10 staff trained in fire & safety, (Already counted)						X							Abraham Asare, abasare@daa women.org
DAA	4.3.3	4	3	3	Branding and Promotion on DFTC (video documentary, radio & TV adverts, corporate journal adverts, newspaper and trade fair shows)															Emelia Nortey and Abraham Asare
DAA	4.3.3	4	3	3	Video Documentary on DFTC	Video Recordings	Ind 6: 1 video documentary on DFTC						X							Emelia Nortey and Abraham Asare
DAA	4.3.3	4	3	3	ICE Materials	Clippings	Ind 6: 1 (IEC Materials on DFTC)						X							Emelia Nortey and Abraham Asare
DAA	4.3.3	4	3	3	Radio Adverts	3 Audio Recordings	Ind 6: 1 Jingle and advert						X		X		X			Emelia Nortey and Abraham Asare
DAA	4.3.3	4	3	3	TV Adverts	2 TV Recordings	Ind 6: 1 TV advert							X		X				Emelia Nortey and Abraham Asare
DAA	4.3.3	4	3	3	Corporate Journal Advertisements	1 Clippings	Ind 6: 1 Corporate journal							X		X				Emelia Nortey and Abraham Asare
DAA	4.3.3	4	3	3	Newspaper Advertisements	1 Clippings	Ind 6: 1 news paper					X					X			Emelia Nortey and Abraham Asare
									X		X				X			X		
	4.3.4	4	3	4	MSME business development															

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SNV	4.3.4	4	3	4	Business development training for MSMEs in the Volta and Greater Accra	Training manual and report	Ind 12 &19: 150 MSMEs trained in Business development		X														Kwarteng
CEWE FIA	4.3.4	4	3	4	Fire and safety outreach	Pictures			X			X		X						X			Michael Takyi
CEWE FIA	4.3.4	4	3	4	Train and form VSLA groups in the four targeted communities	TraiNet forms, training reports	Ind 12 &19: 75 VSLA members trained							X									Michael Takyi
CEWE FIA	4.3.4	4	3	4	Monitoring of VSLA activities	monitoring report			X	x	x	x	x	x	x	x	x	x	x	x	x	x	Michael Takyi
CEWE FIA	4.3.4	4	3	4	A Five - Day Training in Non-formal/ Functional Literacy Education	TraiNet forms, training reports	Ind 12&19: 200 MSME. Trained in non-formal education					X											Nicholas smith
CEWE FIA	4.3.4	4	3	4	A Five- Day Training for 160 MSMEs in Business Management Development Services.	TraiNet forms, training reports	Ind 12&19: 160 MSME trained in Business development and management				X	X											Michael Takyi
CEWE FIA	4.3.4	4	3	4	Train MSME in value addition to processed fish	TraiNet forms, training reports	Ind12&19: 50 MSME trained in value addition			X			X			X					X		Hannah Antwi
DAA	4.3.4	4	3	4	Training on Hygienic fish Handling, Business Skills Development and fire safety training for selected 125 MSMEs - Total of 4 Days	TraiNet forms, Report	Ind 12&19: 125 MSMEs trained in HFH, Business skills development and Fire and safety													X			Nii Okainja Adamafo and Emelia Nortey
DAA	4.3.4	4	3	4	Monitoring on MSME'S- 150 MSME (Same as above)	Field Notes							X			X				X			Abraham Asare, abasare@daa women.org
	4.3.5	4	3	5	Piloting use of Ice boxes on-board and on-shore with the fisheries Commission																		
CRC-URI	4.3.5	4	3	5	Design economic viability section of the ice and ice chest pilot conducted by SFMP	Survey Section and write up and analysis (report)			X														Kristine Beran w/ Margaret and Samuel
CRC-Ghana	4.3.5	4	3	5	Sensitize fisherfolk/processors on the use of ice in insulated containers	Sensitization report	Ind 15: 2000 fisherfolk	X	X	X													Margaret (with Odenky)

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								OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN		JUL	AUG
CRC-Ghana	4.3.5	4	3	5	Purchase and distribute containers	Pictures	Ind 12 &19: 20 groups/Members received containers	X											Margaret
CRC-Ghana	4.3.5	4	3	5	Demo. of containers in 2 communities			X	X	X									Margaret
CRC-Ghana	4.3.5	4	3	5	Monitor economic impact and user interest	Monitoring report						X	X						Margaret
CRC-Ghana	4.3.5	4	3	5	Design modifications needed									X					Margaret
CRC-Ghana	4.3.5	4	3	5	Construction rehabilitation of facility										X	X			Margaret
		4	4		DAA Fisheries Training Center														
DAA	4.4.1	4	4	1	Advocacy for responsible fishing during World Rural Women's day - Celebrations in Greater Accra and Central Region	TraiNet forms, Report (Radio 1 & TV 1)	Ind 6: 2(1 radio and 1 TV program on world rural women's day)	X	X										Nii Okainja Adamafio and Emelia Nortey
DAA	4.4.2	3	4	2	Participation in World Ocean day	Note											X		Nii Adamafio, nii@yahoo.com.ph
DAA	4.4.3	3	4	3	Participation in World Fisheries Day	Note				X									Nii Adamafio, nii@yahoo.com.ph
DAA	4.4.4	3	4	4	Annual meeting with Fisheries Minister - Advocacy annual meeting to discuss various issues affecting the progress of their business.	TraiNet forms, Minutes report	Ind 6: 1 media clipping on annual meeting with minister						X						Nancy Ayesua/Irene Sepenya
DAA	4.4.5	3	4	5	Research and Collaboration on Oyster Harvesting - Densu Oyster Data Collection (Collaborate with UCC Research students)														
DAA	4.4.6	3	4	6	Research and Data collection	Quarterly Summary report of data collection			X		X		X		X				Emelia Nortey
DAA	4.4.7	3	4	7	Procurement of 5HP motor														Emelia Nortey
DAA	4.4.8	3	4	8	Branding of Research Boat														Emelia Nortey
		4	5		Reducing Child Labor and Trafficking in Fisheries in the Central Region														

Lead	IRS	IR	Sub IR	Task	Task Description	Output (Product/report) Published Docs	Result Target per indicator	Target Due Month PUT BY QUARTER									Person Responsible		
								OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN		JUL	AUG
CRC-URI	4.5.1	4	5	1	Assist with analysis and write-up of a 245-household survey on perceptions of CLaT interventions in the Central Region	Final Report, Fact Sheet		X	X										Kristine Beran, Michael Takyi
FoN	4.5.2	4	5	2	CLaT Regional /District Child Protection Committees interface durbars with Community advocates.	10 reports. District level	Ind. 3, Ind. 8 (40pers X 10meetings) Support to 10 DAs	X	X	X		X		X		X			Kwesi Johnson
FoN	4.5.3	4	5	3	Fisheries Child Labor Policy socialization engagement meetings with District Assemblies Child Protection Panels/Committee.	1 summarized report	Ind. 3, Ind. 8 (40pers X 10meetings) Support to 10 DAs.	X	X		X		X		X		X		Kwesi Johnson
	4.5.4	4	5	4	Engage in media awareness and advocacy on CLaT policies and laws that prohibit child labor and child trafficking; 2- press Conference, 6-radio Programs and 1- Journalist Orientation workshops	2 reports on press Conference, 1- summaries report on radio Programs, 1 report Journalist Orientation workshop	Ind. 6: 2 (1 press conference, 1 radio programs), Ind 17: 15 journalist trained on CLaT, Ind 18: 180hrs, Ind 19: 15 journalist trained on CLaT)			X	X	X	X	X	X	X	X		Nana Efua
SNV	4.5.5	4	5	5	Training for Government agencies and MOFAD Regional and Zonal fisheries officers on anti-CLaT policy in fisheries	20 participants, 1 trainings, Training Manual and 2 reports	Ind 17: 20 GoG staff trained on CLaT policies, Ind 18: 140hrs, Ind 19: 20 GoG staff trained on CLaT policies,		X	X									Consultant
SNV	4.5.6	4	5	6	Continuous coaching support to GOG (MOFAD, FC, MoGCSP, MMDAs, GES) staff, Fisheries Associations and IPs on the implementation of the CLaT strategy and related CLaT issues	Support Plan, Inputs			X			X			X			X	Consultant
SNV	4.5.7	4	5	7	Coordinate the “Prevention working group” with the Anti-Human Trafficking secretariat of MoGCSP on the implementation of the National Plan of Action on the elimination of human trafficking.	4 meetings, 4 progress reports			X			X			X			X	Consultant
SNV	4.5.8	4	5	8	Orientation (training) for the leadership of fisheries associations, co-operatives, and unions (NAFPTA, GNCFC) and GES- Heads of Schools, School Management Committees and teachers on CLaT issues, standard operational procedures and referral mechanisms to have the capacity to provide education, sensitization, and timely interventions to vulnerable children and families	25 participants, Training report, Song sheet	Ind 17: 25 fisheries association leaders and GES staff trained on CLaT, Ind 18: 175hrs Ind 19: 25 fisheries association leaders and GES staff trained on CLaT			X	X								Consultant

Lead	IRS	IR	Sub IR	Task	Task Description	Output (Product/report) Published Docs	Result Target per indicator	Target Due Month PUT BY QUARTER									Person Responsible				
								OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN		JUL	AUG	SEP	
SNV	4.5.9	4	5	9	Organize a learning tour to Torkor for SFMP partners and selected stakeholders to understand the Torkor anti-CLaT model for adoption and replication in the Central Region	15 participants, Trip Report	Ind 17: 15 Study tour to Torkor on CLaT, Ind 18: 105hrs, Ind 19: 5 Study tour to Torkor on CLaT					X	X								Consultant
SNV	4.5.10	4	5	10	Develop education and training modules using the Torkor model as a guide for partners' interventions.	Training modules							X								Consultant
SNV	4.5.11	4	5	11	Anti-CLaT implementing partner coordination	At most 4 meetings, Meeting reports		X			X			X			X				Consultant
CEWE FIA	4.5.12	4	5	12	BI -Monthly follow up meetings with members on Post-Harvest value chain, Focus group/ Follow -up small meetings to discuss Family Planning issues, etc.	Report, Participant list, pictures			X		X		X		X		X			X	Josephine O. Addo
CEWE FIA	4.5.13	4	5	13	Community drama performances, TV, Video shows on CLaT, Post-harvest and Resource Management	video, pictures	Ind 6: 1 TV show on CLaT			X			X			X				X	Hannah Antwi
CEWE FIA	4.5.14	4	5	14	World Day against Child Labor Event.										X						Hannah Antwi
CEWE FIA	4.5.15	4	5	15	Multi stakeholder meeting	Report and pictures									X						Hannah Antwi
CEWE FIA	4.5.16	4	5	16	Year four Strategic work plan meeting with key stakeholders	TraiNet forms, training reports	Ind 17: 20 staff and 18 420 man hrs, Ind 19: 20 staff		X										X		Deborah /Juliet Boabeng
CEWE FIA	4.5.17	4	5	17	Exchange Visit	report, Picture				X					X						
CEWE FIA	4.5.18	4	5	18	A Two- Day Training in Advocacy Skills for CCPCs and Anti- CLaT advocates in Moree and Elmina	TraiNet forms, training reports	Ind 17: 80 Advocates and CCPC trained on CLaT, Ind 18: 1120 hrs, Ind 19: 80 Advocates and CCPC trained on CLaT,				X										Michael Takyi
CEWE FIA	4.5.19	4	5	19	A Two -Day Training for the Anti- CLaT Advocates and the CCPCs in the Torkor Model of GAWU.	TraiNet forms, training reports	Ind 18: 1120 man hrs					X									Michael T kaya
CEWE FIA	4.5.20	4	5	20	Training for Director of Education. Coordinating Director, Circuit Supervisor, Unit heads, Head teachers, PTA/SMC Executives in Elmina and Moree in how to make the school environment conducive for school children, especially, CLaT Survivors.	TraiNet forms, training reports	Ind 17: 150 GES and PTA trained on CLaT, Ind 18: 2100man hrs Ind 19: 150 GES and PTA trained on CLaT				X										Michael T kaya
CEWE FIA	4.5.21	4	5	21	Intensive awareness creation of the Community Action Plan (CAP) that was	Meeting report			X			X			X				X		Nicholas smith

Lead	IRS	IR	Sub IR	Task	Task Description	Output (Product/report) Published Docs	Result Target per indicator	Target Due Month PUT BY QUARTER												Person Responsible
								OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	
					developed by the CCPCs and the Anti- CLaT Advocates.															
CEWE FIA	4.5.22	4	5	2	A Two- Day Training for the Trained MSMEs in the concept of CLaT and its prevention	TriaNet forms, training report	Ind 17: 200 MSMEs trained on CLaT, Ind 18: 1200hrs, Ind 19: 200 MSMEs trained on CLaT												Michael T kaya	
CEWE FIA	4.5.23	4	5	2	Fundraising and resource mobilization for CLaT Advocates - (build capacity and explore ideas for fundraising- Develop a fundraising strategy during Refresher Training Courses)	TriaNet forms, training report	Ind 18: 1120 Man Hrs												Nicholas Smith (with Odenky)	
CEWE FIA	4.5.24	4	5	2	Orient fisher groups on CLaT issues to enable them to detect occurrences and to take action.	TriaNet forms, training report	300 fisher groups												Hannah Antwi (with Odenky)	
CEWE FIA	4.5.25	4	5	2	Organize durbars on CLaT to Promote the elimination of harmful cultural practices and encourage alternatives	4 durbar report													Nicholas Smith (with Odenky)	
CEWE FIA	4.5.26	4	5	2	Organize training workshop to build capacity and engage in media awareness and policy advocacy on policies and laws that prohibit child labor and child trafficking; and Media, investigative journalism, advocacy, press conference, press release, etc. (training of media houses on how to represent CLaT activities)	TriaNet forms, Training report	Ind 17: 15 Media personnel trained on CLaT, Ind 18: 90 man hrs Ind 19: 15 Media personnel trained on CLaT												Hannah Antwi (with Odenky)	
CEWE FIA	4.5.27	4	5	2	Refresher training for Anti-CLaT Advocates and community child protection committees (CCPC)	TriaNet forms, training reports	Ind 18: 1120 man hrs												Michael T Kaya	
CEWE FIA	4.5.28	4	5	2	Anti-CLAT Coordinating Meetings	meeting report													Nicholas Smith	
CEWE FIA	4.5.29	4	5	2	Monitoring of CLaT activities	4 Monitoring reports (technical reports)													Michael T kaya	
CEWE FIA	4.5.30	4	5	3	Identify and train church representatives as ambassadors of anti-CLaT in the churches	TriaNet forms, training reports	Ind 17: 60 church representative trained as ambassadors of CLaT, Ind 18: 360 hrs. Ind 19: 60 church representative trained as ambassadors of CLaT												Nicholas Smith	
CEWE FIA	4.5.31	4	5	3	Visit churches to give talk on CLaT issues	Pictures														

Lead	IRS	IR	Sub IR	Task	Task Description	Output (Product/report) Published Docs	Result Target per indicator	Target Due Month PUT BY QUARTER												Person Responsible
								OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	
DAA	4.5.32	4	5	3 2	Conduct a review on CLaT to assess the impact from the stoves given to vulnerable household and identify improve the economic indicators (Work with other SFMP partners who are working on CLaT (No Budget)	Review Report					X								Abraham Aasre,	
DAA	4.5.33	4	5	3 3	Refresher Training for Anti CLaT Advocates- 2 days, 35 participants - in Apam, Mumford and Winneba.	TraiNet forms, Report	InD 17:35 advocates in trained on CLaT, InD 18: 350 hrs, InD 19:35 advocates in trained on CLaT							X					Nii Adamafo,	
DAA	4.5.34	4	5	3 4	Train and Orient fisher groups/associations on CLaT to enable them detect occurrences and to take action in prevention - fisher groups in Apam, Winneba and Mumford and Accra -10 fisher groups/associations	TraiNet forms, Minutes from Meeting	InD 17: 500 fisher association members trained on CLaT, InD 18: 2500 hrs, InD 19:500 fisher association members trained on CLaT					x		x		x		x	Nii Okainja Adamafo and Emelia Nortey	
DAA	4.5.35	4	5	3 5	<i>Public Campaigns and Communications on Anti CLaT - Embark on community Anti CLaT video, Radio, focused group campaigns in Apam, Winneba, Mumford and Accra (Using Audio visuals produced by SFMP and (Collaborate with other SFMP Anti CLaT partners and Communication team)</i>															
DAA	4.5.36	4	5	3 6	Designing and Development of ICE Materials for Anti CLaT															
DAA	4.5.37	4	5	3 7	Bill Boards - 2	Photo	InD 6:1 bill board on CLaT							X					Abraham Asare and Irene Sepenya	
DAA	4.5.38	4	5	3 8	Flyers and Banners	Copy of Flyer	InD 6:1 (IEC Materials on CLaT)							X					Abraham Asare and Irene Sepenya	
DAA	4.5.39	4	5	3 9	Community celebration of World Day Against Child Labor															
DAA	4.5.40	4	5	4 0	Inter Community School Debates - Preparatory meetings with GES and School Heads	TraiNet forms, Minutes from meeting								X					Abraham Asare	
DAA	4.5.41	4	5	4 1	Inter Community School Debates Competitions	TraiNet forms, photo report	InD 6:1 clippings on inter schools debate on CLaT								X				Abraham Asare	

Lead	IRS	IR	Sub IR	Task	Task Description	Output (Product/report) Published Docs	Result Target per indicator	Target Due Month PUT BY QUARTER									Person Responsible			
								OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN		JUL	AUG	SEP
DAA	4.5.42	4	5	4 2	Anti CLaT Day Community Celebration (Participation)	TraiNet forms, summary report										X				Nii Adamafio, nii@yahoo.com.ph
DAA	4.5.43	4	5	4 3	Anti CLaT Community Public Video Shows and Campaigns- 8	TraiNet forms, summary and photo report			X		X		X		X					Nii Adamafio, nii@yahoo.com.ph
DAA	4.5.44	4	5	4 4	Radio Sensitization/ Education on anti-CLaT	Summary Report	Ind 6:1 Radio program on CLaT				X		X		X		X			Nii Adamafio, nii@yahoo.com.ph
DAA	4.5.45	4	5	4 5	Focus Group Discussions (PTA, Churches/ Mosque)= 10	Summary Report			X	X		X	X		X	X	X			
DAA	4.5.46	4	5	4 6	Establishment of Community Information Center- Anti CLaT and Post Harvests	Summary Report							X							
DAA	4.5.47	4	5	4 7	Monitoring / Success Stories on CLaT Activities	Field Notes							X			X		X		Abraham Aasre, abasare@daa women.org

IR 5 Gender

Lead		IR	Sub IR	Task	Task Description	Output (Product/report)	Result Target per indicator	Target Due Month PUT BY QUARTER									Person Responsible		
						Published Docs		OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN		JUL	AUG
	5	5			Gender														
	5	5	1		<i>Assessment and documentation of progress on mainstreaming gender in fisheries sector</i>														
HM	5.1.1	5	1	1	<i>Gender impact assessment</i>	Report						x	x	x	x	x			Adiza
HM SNV, CRC	5.1.2	5	1	2	Gender Impact Assessment on SFMP's interventions so far	Assessment Report													Elin
HM, SNV, CRC	5.1.3	5	1	3	Validation workshop on Assessment	Report							x						Elin
CRC-URI	5.1.4	5	1	4	Prepare an impact assessment report with recommendations														Elin
	5	5	2		<i>Mainstreaming the gender strategy in the fisheries commission</i>														
CEWEFIA	5.2.1	5	2	1	Two days Training on gender fisheries policy / advocacy skills for MSMEs in Elmina, Moree, Anlo and Sekondi.	TraiNet forms, training reports	Ind 17: 160 MSMEs trained in fisheries gender Ind 18: 1920hrs Ind 19: 160 MSMEs trained in fisheries gender							X					Josephine O Addo
CEWEFIA	5.2.2	5	2	2	A day Training MSME's in group development (hownam dialogue) in Elmina, Moree, Anlo and Sekondi. (Same As MSME Business training)	TraiNet forms, training reports	Ind 18: 960 hrs									X			Josephine O Addo
HM	5.2.3	5	2	3	Training of Trainers for Leaders of Fisheries association	Report, manual, TraiNet	Ind 17: 20 fisheries association leaders trained in leadership, Ind 18: 240 hrs, Ind 19: 20 fisheries association leaders trained in leadership,			X									Adiza
HM	5.2.4	5	2	4	Leadership training for various groups (Axim, Ankobra, Shama, Elmina and Winneba)	Report, manual, TraiNet	Ind 17: 150 group members trained in leadership Ind 18: 900 hrs,				X	X	X	X	X				Adiza

Lead		IR	Sub IR	Task	Task Description	Output (Product/report)	Result Target per indicator	Target Due Month PUT BY QUARTER									Person Responsible		
						Published Docs		OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN		JUL	AUG
							Ind 19: 150 group members trained in leadership												
HM	5.2.5	5	2	5	2-day Advocacy and leadership training for 60 Konkohemaa	Report, manual, TraiNet	Ind 17: 60 Kokonhemaa's trained in leadership Ind 18: 720 hrs, Ind 19: 60 Kokonhemaa's trained in leadership	X											Adiza
CRC-Ghana	5.2.8	5	2	6	Meeting on Gender strategy				x								x		Margaret
SNV, HM	5.2.9	5	2	7	Annual meeting of Gender Network (2 meetings)	2 reports			X								X		Benedicta
HM	5.2.10	5	2	8	Support to Gender Network; implementation plan	Input													Adiza
SNV	5.2.11	5	2	9	Training of MOFAD/FC national and regional staff on Gender mainstreaming strategy	Report, TraiNet forms	Ind 17: 15 MOFAD/FC staff trained on gender, Ind 18: 90hrs Ind 19: 15 MOFAD/FC staff trained on gender			X									Benedicta
SNV	5.2.12	5	2	10	Coaching support to FC on the implementation of the Gender Mainstreaming Strategy (The Gender Desk for FC)	Inputs					X		X				X		Benedicta
HM	5.2.13	5	2	11	Coaching support to Fish processors in Western and Central Region (Leadership and conflict management trainings)	Report		X	X	X	X	X	X	X	X	X	X	X	Adiza
SNV	5.2.14	5	2	12	Leadership and Conflict Management training (Hownam Dialogue) for Volta and Greater Accra Regions	Report, TraiNet forms	Ind 17: 10 people trained in leadership and conflict management Ind 18: 280hrs Ind 19: 10 people trained in leadership					X			X				Georgina

Lead		IR	Sub IR	Task	Task Description	Output (Product/report)	Result Target per indicator	Target Due Month PUT BY QUARTER									Person Responsible			
						Published Docs		OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN		JUL	AUG	SEP
							and conflict management													
SNV HM	5.2.15	5	2	13	Coaching for Partners using gender lens checklist for DAA, SNV and CEWEFIA (FON, DQF, Hen Mpoano)	Report			X					X				X		Adiza
SNV HM	5.2.16	5	2	14	Celebration of International Women's Day	Report								X						Benedicta
SNV	5.2.17	5	2	15	Print copies of Mainstreaming strategy	500 copies														Benedicta
HM	5.2.18	5	2	16	Periodic radio discussions on Gender (Gender Network and NAFPTA)	Recordings	Ind 6: 1 radio program on gender	X	X	X	X	X	X	X	X	X	X	X	X	Adiza
HM	5.2.19	5	2	17	Development of IEC materials	Printed materials	Ind 6: 1 IEC materials on gender	X	X	X										Adiza
CRC-URI	5.2.20	5	2	18	Develop models and lessons learned from integrating gender in fisheries management in Ghana	Report														Elin
CEWEFIA	5.2.21	5	2	19	Leadership Skills and Management Training for fish mothers, canoe owners and crew heads(bosons)	TraiNet forms, training reports	Ind 17: 150 Fish mothers, canoe owners trained in leadership skills, Ind 18: 900hrs Ind 17: 150 Fish mothers, canoe owners trained in leadership skills,								X					Nicholas smith

IR 6 Public-Private Partnerships

Lead	IRS	IR	Sub IR	Task	Task Description	Output (Product/report) Published Docs	Result Target per indicator	Target Due Month PUT BY QUARTER									Person Responsible		
								OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN		JUL	AUG
		6			Public-Private Partnerships														
		6	1		Fisheries Future Plan														
SSG	6.1.1	6	1	1	FFP: Act as partnership secretariat			X	X	X	X	X	X	X	X	X	X	X	Nii Tackie-Otoo
SSG	6.1.2	6	1	2	FFP: Lead Year 2 Work Planning Session	Work Plan		X	X	X									Nii Tackie-Otoo
SSG	6.1.3	6	1	3	FFP: Oversee partnership M&E	Reporting on partnership targets and outcomes (e.g., private sector investment and number of customers enrolled)	Ind. 13: tracking of value of new private sector investment in select value chains	X	X	X	X	X	X	X	X	X	X	X	Nii Tackie-Otoo
SSG	6.1.4	6	1	4	FFP Pilot Evaluation	Lessons Learned Paper	Ind. 5: 10 days - Nii Tackie-Otoo	X	X	X									Nii Tackie-Otoo
SSG	6.1.5	6	1	5	FFP: Support national communications plan and scale-up	Partnership scale up and marketing/ communications plan	Ind. 5: 15 days - Nii Tackie-Otoo							X	X	X			Nii Tackie-Otoo
		6	2		Tigo Partnership														
SSG	6.2.1	6	2	1	Tigo: Act as partnership secretariat			X	X	X	X	X	X	X	X	X	X	X	Nii Tackie-Otoo
SSG	6.2.2	6	2	2	Tigo: Lead Year 2 Work Planning Session	Work Plan				X				X	X	X			Nii Tackie-Otoo
SSG	6.2.3	6	2	3	Tigo: Oversee partnership M&E	Reporting on partnership targets and outcomes (e.g., private sector investment and number of customers enrolled)	Ind. 13: tracking of value of new private sector investment in select value chains	X	X	X	X	X	X	X	X	X	X	X	Nii Tackie-Otoo

Lead	IRS	IR	Sub IR	Task	Task Description	Output (Product/report) Published Docs	Result Target per indicator	Target Due Month PUT BY QUARTER									Person Responsible			
								OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN		JUL	AUG	SEP
SSG	6.2.4	6	2	4	Tigo Pilot Evaluation	Lessons Learned Paper	Ind. 5: 10 days - Nii Tackie-Otoo				X	X	X							Nii Tackie-Otoo
SSG	6.2.5	6	2	5	Tigo: Support national communications plan and scale-up	Partnership scale up and marketing/ communications plan	Ind. 5: 15 days - Nii Tackie-Otoo							X	X	X	X	X	X	Nii Tackie-Otoo
SSG	6.3.1	6	3	1	Conduct fisherfolk needs assessments	Research memo with findings	Ind. 5: 15 days - Nii Tackie-Otoo					X	X	X	X	X				Nii Tackie-Otoo
SSG	6.3.2	6	3	2	Coordinate with the Global Development Lab			X	X	X	X	X	X	X	X	X	X	X	X	Nii Tackie-Otoo

IR 7 Capacity Development

Lead	IR	Sub IR	Task	Task Description	Output (Product/report)	Result Target per indicator	Target Due Month PUT BY QUARTER									Person Responsible				
					Published Docs		OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN		JUL	AUG	SEP	
	7			GoG Capacity Development																
				Fall Ghana Graduate student course																
	7.1.1	7	1	1	SPRING GHANA GRADUATE STUDENT COURSE															
CRC-URI	7.1.2	7	1	1	1 credit course for Ghanaian students on integrated fisheries and coastal mgt and paperwork for thesis and graduation	Class syllabus and course report					X	X	X	X	X				Elin Torell (w/ McNally)	
CRC-URI	7.1.3	7	1	2	Master students graduate and return to Ghana	4 Masters completed								X	X					
CRC-URI	7.1.4	7	1	3	Evans Erisi dissertation research on sardinella		X	X	X	X	X	X	X	X	X	X	X		Najih	
CRC-URI	7.1.5	7	1	4	Evans graduates and returns to Ghana	1 PHD competed													Najih	
CRC-URI	7.1.6	7	1	5	Tracking and monitoring and Review progress on capacity development of GOG units – tracking of support provided with view of a final report in Year5	n/a: will contribute to review of products and reports produced by others	None for FY18 IR7. Will be assessed with Final OCA in FY19	X	X	X	X	X	X	X	X	X	X	X	X	Karen Kent(w/ Margaret and Socrates)
CRC-URI	7.1.7	7	1	6	Tracking and monitoring strategic support to Margaret and Socrates on CSO capacity development work by SNV	n/a: will contribute to review of products and reports produced by others	None for FY18 IR7. Will be assessed with Final OCA in FY19.	X	X	X	X	X	X	X	X	X	X	X	X	Karen Kent (w/ Margaret and Socrates)
SNV	7.2.1	7	2	1	Mid Term Review of Action Plans for GITA/NAFPTA	MTR Report							X							Sarah
SNV	7.2.2	7	2	2	Supporting NAFPTA in developing SOPs	Reports and Developed SOPs		X	X	X										Sarah
SNV	7.2.3	7	2	3	OCA assessment for NAFPTA Ketu and Keta Municipal executive bodies	Assessment Report							X	X						Sarah
SNV	7.2.4	7	2	4	Capacity support/strengthening for NAFPTA Keta and Ketu municipal executive bodies	Training report	InD 17: 20 NAFPTA staff trained in VR, InD 18: 120hrs, InD 19: 20 NAFPTA VR staff training	X	X	X	X	X	X	X	X	X	X	X	X	Sarah

Lead		IR	Sub IR	Task	Task Description	Output (Product/report)	Result Target per indicator	Target Due Month PUT BY QUARTER									Person Responsible			
						Published Docs		OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN		JUL	AUG	SEP
SNV	7.2.5	7	2	5	Support GNCFC in reviewing their Constitution in developing their SOPs	Reports and Constitution		X	X	X										Sarah
SNV	7.2.6	7	2	6	Review of GNCFC action plan	Review report			X	X										Sarah
SNV	7.2.7	7	2	7	Capacity Development Programs for NAFPTA, GITA and GNCFC per issues identified in their OCA	Reports		X	X	X	X	X	X	X	X	X	X	X	X	Sarah

Project Management

Lead		IR	Sub IR	Task	Task Description	Output (Product/report)	Result Target per indicator	Target Due Month PUT BY QUARTER									Person Responsible			
						Published Docs		OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN		JUL	AUG	SEP
		8			Project Management															
		8	1		Monitoring and Evaluation															
CRC-URI	8.1.1	8	1	1	Comparative Study of Fisheries and Farming Communities															Cathy McNally
CRC-URI	8.1.1	8	1	1	Desktop research comparing the SFMP baseline survey with the Population Based Survey data collected in northern Ghana	Journal article submitted for peer review with policy implications for UAID food security program in Ghana											X			Cathy McNally (w/ Crawford)
CRC-URI	8.1.2	8	1	2	Final Project Impact Assessment															Cathy McNally

Lead		IR	Sub IR	Task	Task Description	Output (Product/report)	Result Target per indicator	Target Due Month PUT BY QUARTER									Person Responsible				
						Published Docs		OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN		JUL	AUG	SEP	
CRC-URI	8.1.2	8	1	2	Design final project impact assessment household survey questionnaire with input from Brian Crawford and Bakari Nyari and determine which statistical analyses will be performed to compare the final survey and baseline survey results.	Final household survey questionnaire											X			Cathy McNally	
CRC-URI	8.1.2	8	1	2	Program household survey questionnaire with Bob Bowen's assistance into KoBo Toolbox.	Household survey questionnaire programmed into KoBo Toolbox													X		Cathy McNally
CRC-URI	8.1.2	8	1	2	Practice/test KoBo Toolbox questionnaire to ensure that all of the appropriate survey questions are linked together.														X		Cathy McNally
CRC-URI	8.1.2	8	1	2	Coordinate with the M&E team in Ghana to get their feedback on the tested KoBo Toolbox questionnaire. Review IRB application from the baseline survey and amend if needed.														X		Cathy McNally
CRC-URI	8.1.2	8	1	2	Create fieldwork plan and associated budget for implementing the survey, which will begin in October 2018 (i.e., enumerator training, IRB training for in-country enumerators, pilot testing, field data collection, etc.).	Fieldwork plan and budget														X	Cathy McNally
CRC-Ghana	8.1.3	8	1	3	Quarterly M&E capacity building workshops	Participant lists, TraiNet forms and liability waiver	Ind 17: 6 IP M&E Officer trained Ind 18: 144hrs Ind 19: 6 IP M&E Officer trained			X							X				Fant & Bakari
CRC-Ghana	8.1.4	8	1	4	Data Quality Assessments (M&E system compliance and field Audit)	Field notes						X							X		Fant & Bakari
CRC-Ghana	8.1.5	8	1	5	Routine Monthly Monitoring	Field notes		X		X		X		X		X			X		Fant
CRC-Ghana	8.1.6	8	1	6	Quarterly joint monitoring visit	Field notes		X			X			X					X		Bakari, Margaret, Socrates, Enoch

Lead		IR	Sub IR	Task	Task Description	Output (Product/report)	Result Target per indicator	Target Due Month PUT BY QUARTER									Person Responsible			
						Published Docs		OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN		JUL	AUG	SEP
CRC-Ghana	8.1.7	8	1	7	Planning for project final evaluation	Survey instruments, task plan and budget											X	X	X	Bakari
CRC-Ghana	8.1.8	8	1	8	External Program Evaluation-USAID contractor	Contractor's report		X	X	X	X	X	X	X	X	X	X	X	X	Bakari
CRC-Ghana	8.1.9	8	1	9	Capture GPS coordinates for fisheries infrastructure in Volta, Greater Accra, Central and Western regions						X	X								Bakari/ Justice/ FC
CRC-Ghana	8.1.10	8	1	10	Production of GPS maps for fisheries infrastructure for Volta, Greater Accra, Central and Western regions								X	X						Bakari/ Justice/ FC
CRC-Ghana	8.1.11	8	1	11	Participate and monitor Partners activities to provide technical assistance and inputs	Captures keys notes		X	X	X	X	X	X	X	X	X	X	X	X	Margaret
CRC-Ghana	8.2	8	2		Knowledge Management and Learning Plan															
CRC-Ghana	8.2.1	8	2	1	Creation of activities, events and groups for mass mailing and dissemination of project information	Field report	N/A		X	X	X	X								Mary & Nana Osei
CRC-Ghana	8.2.1a.	8	2	1	Meet partners to group members of events and associations into CiviCRM	Field report	N/A				X			X			X			Mary & Nana Osei
CRC-Ghana	8.2.2	8	2	2	Conduct coding and provisional document titles	Field report	N/A	X												Mary & Fant
CRC-Ghana	8.2.3	8	2	3	Conduct quarterly tracking of documents (deliverables)	Field report	N/A	X			X			X			X			Mary & Fant
CRC-Ghana	8.2.4	8	2	4	Updating contact management database with incoming data from events and activities of partner	Monthly updates	N/A	X	X	X	X	X	X	X	X	X	X	X	X	Mary
CRC-Ghana	8.2.5	8	2	5	Screening and reviewing existing contacts in the system to ensure quality control	Quarterly Update	N/A			X			X			X			X	Mary

Lead		IR	Sub IR	Task	Task Description	Output (Product/report)	Result Target per indicator	Target Due Month PUT BY QUARTER									Person Responsible		
						Published Docs		OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN		JUL	AUG
CRC-Ghana	8.2.6	8	2	6	Periodic dissemination of project documents and fisheries management to relevant stakeholders and groups	Monthly Update	N/A	X	X	X	X	X	X	X	X	X	X	X	Mary
CRC-Ghana	8.2.7	8	2	7	Periodic dissemination of project and fisheries messages to relevant stakeholders and groups	Monthly Update	N/A			X			X			X		X	Mary
CRC-Ghana	8.2.8	8	2	8	Register women fish processors and fishermen's group to register their members' contacts in the system	Quarterly Update	N/A	X	X	X	X	X	X	X	X	X	X	X	Mary
CRC-Ghana	8.2.9	8	2	9	Coordinating and monitoring of status of documents and project reports production	Monthly	N/A	X	X	X	X	X	X	X	X	X	X	X	Mary & Fant
CRC-Ghana	8.2.10	8	2	10	Work with Finance team to collect information for match report from CiviCRM database	Quarterly Update	N/A			X			X			X		X	Mary
CRC-Ghana	8.2.11	8	2	11	Production of Knowledge tree for the SFMP and Events	Quarterly Update	N/A			X			X			X		X	Bakari/ Mary /Fant
CRC-URI	8.2.12	8	2	12	Develop a briefing packet for SFMP evaluators	Report/briefing packet													Elin
CRC-URI	8.2.13	8	2	13	Organize the Ghanaian/SFMP aspects of a larger CRC-led learning event focusing on small scale fisheries management in developing countries	Workshop agenda and final report			x										Elin
	8.2.14	8	2	14	Desktop research comparing the SFMP baseline survey with the Population Based Survey data collected in northern Ghana	Journal article submitted for peer review									X				Cathy McNally
CRC-Ghana		8	3		Reporting														
CRC-URI	8.3.1	8	3	1	Progress Reporting to USAID	3 Quarterly report and 1 Annual report													CoP
CRC-URI	8.3.2	8	3	2	Accrual Reporting to USAID	Memo													Woodi

Lead		IR	Sub IR	Task	Task Description	Output (Product/report)	Result Target per indicator	Target Due Month PUT BY QUARTER									Person Responsible					
						Published Docs		OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN		JUL	AUG	SEP		
CRC-URI	8.5.12	8	5	12	Document patterns in participation, focusing on gender, newly engaged individuals, and contacts with Government of Ghana entities. Analysis of stakeholder engagement patterns, policy and diffusion of information networks.	Data tables and graphics		x	x											x	Robadue	
CRC-URI	8.5.13	8	5	13	Report on analysis Year 3	Stakeholder Participation And Social Network Year 3 Report” GH2014_COM0xx_CRC			x													Robadue
CRC-URI	8.5.14	8	5	14	Report on analysis Year 4	Stakeholder Participation And Social Network Year 4 Report” GH2014_COM0xx_CRC								x							x	Robadue

ANNEX A DESCRIPTION OF IMPLEMENTING PARTNER AND ROLES

The Coastal Resources Center (CRC) of the Graduate School of Oceanography at the University of Rhode Island (URI) leads the cooperative agreement to implement the USAID/Ghana Sustainable Fisheries Management Project (SFMP). CRC-URI and the team of core implementing partners for SFMP described below, are building on the gains and lessons learned by the USAID/Ghana ICFG initiative implemented from 2009 to 2014. The Primary government counterpart agency for the SFMP is the **Ministry of Fisheries and Aquaculture Development** and its **Fisheries Commission**. Implementing partners include:

Hen Mpoano is a Ghanaian non-governmental organization (NGO) established in 2013 to provide technical, policy and extension support to coastal communities, emerging civil society groups, traditional authorities, government institutions and the private sector to ensure inclusive and integrated management of Ghana's coastal and marine ecosystems.

Friends of the Nation (FoN), established in 1993, is a socio-environmental advocacy, non-profit, non-governmental development-oriented organization. FoN is committed to enhancing active citizenship, social accountability and promoting human rights in Resource governance through: Knowledge Transfer, Advocacy, Capacity Building, Networking and Research.

SNV Netherlands Development Organization is a not-for-profit international development organization. SNV's team works with local partners to equip communities, businesses and organizations with the tools, knowledge and connections they need to increase their incomes and gain access to basic services.

DQF Quality Foundation (DQF) is a financial non-governmental and community development organization with microfinance as its core business. DQF seeks to empower the poor and needy, especially women and youth, through the facilitation and provision of micro loans, micro business development services, renewable and energy efficient solutions, and other activities. Completed tasks in Year3 and will not be a continuing partner in Year4

CEWEFIA is a local NGO which focuses on issues affecting women and children especially in the fishing communities in the Central Region and Western Region.

DAA is a federation of grassroots associations registered in 1998 as farmer based non-profit organization which seeks to promote self-reliance, participatory and sustainable development in the agriculture and fisheries sector. DAA operates in Greater Accra, Central and Eastern Regions of Ghana where most of its beneficiaries are rural women with low formal education.

SSG Advisors is an international development consulting firm based in the US. SSG has worked extensively in public-private partnership development across the African continent and is highly experienced in building the capacity of diverse stakeholders to enter into sustainable and high-impact partnerships. They will complete their work in Year 4.

Spatial Solutions Ltd (SpS) completed its tasks in Year 3 and will not be a continuing partner in Year4.