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UNIVERSITY OF CAPE COAST

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ACRONYMS

BUSAC	The Business Sector Advocacy Challenge Fund
CCM	Centre for Coastal Management
CRC	Coastal Resources Center
DFAS	Department of Fisheries and Aquatic Sciences
EMMP	Environmental Monitoring and Mitigation Plan
FtF	Feed the Future
GIS	Geographic Information System
GoG	Government of Ghana
ICM	Integrated Coastal Management
IEE	Initial Environmental Examination
M&E	Monitoring and Evaluation
MoFAD	Ministry of Fisheries and Aquaculture Development
UCC	University of Cape Coast
URI	University of Rhode Island
USAID	US Agency for International Development
USG	United States Government
PMP	Performance Monitoring Plan
PIRS	Performance Indicator Reference Sheets
SFMP	Sustainable Fisheries Management Project

EXECUTIVE SUMMARY

This document reports on the status of the USAID funded Fisheries and Coastal Management Capacity Building Support Project during its second quarter timeline of implementation covering the period 1st January – 31st March, 2015. It considers what has been accomplished and what has been learnt in the light of the project goals. The Project Management Tools developed within the period namely the Environmental Monitoring and Mitigation Plan (EMMP), Gender Audit and the Monitoring & Evaluation Systems are also outlined. The report concludes by laying emphasis on some challenges of implementation based on a self-assessment by the project management team and makes suggestions on adjustments that must be made in order to maximize effectiveness and efficiency of the project. The Project is a five-year US\$ 5.5 million US Government-led Feed the Future initiative being implemented by the Department of Fisheries and Aquatic Sciences (DFAS) of the University of Cape Coast (UCC) since 24th October, 2014. The primary goal of the project is to support the Government of Ghana in achieving its development objective of poverty reduction through food security, sustainable fisheries management and biodiversity conservation.

1. INTRODUCTION

The central objective of the USAID/UCC Fisheries and Coastal Management Capacity Building Support Project awarded on the 24th October, 2014 is to set up a formally constituted Fisheries and Coastal Management Program within the University of Cape Coast to support the government of Ghana in achieving its middle-income development objectives of poverty reduction, food security, sustainable fisheries management and biodiversity conservation. This contribution to national development valued at US\$ 5.5 million is fully financed by the United States Agency for International Development and will span a period of five-years. The initiative contributes to the overall USAID/Ghana's multi-year strategy of the US government's global hunger and food security initiative "Feed the Future" with a primary objective to improve the livelihoods and nutritional status of households in Ghana. A key component of the initiative is capacity building actions to improve governance of marine fisheries resources to provide more than half of the protein needs in the local diet of Ghanaians. It is also aimed at directly contributing to USAID's results framework focused on increased competitiveness of major food value chains in the country.



Figure 1: Fish landing beach at Elmina

It is noteworthy that Ghana's annual economic and social contributions of the fisheries sector to the country's Gross Domestic Product (GDP) cannot be underestimated. The marine fishery alone accounts for about 80% of the country's total annual fish production. In 2002, Ghana's fish stocks were estimated to have contributed about 96 million dollars to the earnings of the non-traditional export sector, with annual revenues exceeding US\$1 billion in some years. Fisheries accounts for about 11% of agricultural GDP with majority of the revenue directly supporting the livelihoods of 135,000 fishers in the marine capture fisheries sub-sector alone, and 27,000 women involved in fish processing and marketing. The vast majority (about 92%) of people in the marine fishery are artisanal fishers. However, there is a significant 'job multiplier effect' in the fisheries sector since for every fishing job, there are

several other jobs that are created within the value chain including processing, distribution, marketing, selling of inputs and provision of services to the industry. It is also estimated that the fisheries sector employs up to 20% of the national workforce. Thus, the contribution of the marine fisheries sector to household income in rural coastal districts is far-reaching.

Despite these benefits, the sector unfortunately is fraught with many problems such that there is little or no profitability in the industry. Key among them includes the over-exploitation of existing marine fish stocks and weaknesses in institutional capacity to regulate the sector. The problem is exacerbated by government subsidies that allow more people to participate in the fishery. Indeed, the amount of effort applied in Ghana's marine capture fisheries has increased significantly over the last 10 years and there is evidence that key fish stocks are being over-fished and seriously depleted with repercussions for coastal canoe-based fishery livelihoods. Also, instances of conflicts between artisanal, industrial and semi-industrial fishers have been recorded while regulations governing access and fishing methods are openly flouted.



Figure 2: Southern Section of the Fosu Lagoon, Cape Coast

These problems are compounded because coastal ecosystems (e.g. Figure 2) which are “hot spots” of biodiversity are the most endangered ecosystems in Ghana. They are threatened by pollution, conversion to other land uses including agriculture, salt ponds among others. Consequently, the supply of goods and services from these natural systems change invariably for the worse due to the high levels of exploitation and habitat modification.

Through this grant, UCC/DFAS will be strengthened, and its value to students and stakeholders will be quantitatively demonstrated. The number of applications in the use of improved science and technology, as well as innovation in support of fisheries and marine conservation will be significantly enhanced both within the target areas and at the national level.

The objective of this report therefore is to outline activities that were undertaken and challenges encountered within the second quarter of implementation period- from 1st January to 31st March, 2015 - of the annual work plan. The rationale for this action is in line with Section 3c of the Project Implementation Letter (PIL No.: 641-A18-FY14-IL#007) that the Recipient will submit the ***quarterly progress reports within 30 days after the end of the each quarter*** to the USAID Activity Manager. The progress reports must align with the activities detailed in the annual work plan and the Activity Description and provide updates on progress in meeting the indicators detailed in the annual M&E plan. It stresses that recipient shall immediately notify USAID of developments that have a significant impact on the award-supported activities. ***Also, notification shall be given in the case of problems, delays, or adverse conditions which materially impair the ability to meet the objectives of the award.*** This notification will include a statement of the action taken or contemplated, and any assistance needed to resolve the situation.

The Department of Fisheries and Aquatic Sciences (DFAS) is one of seven Departments in the School of Biological Sciences. The Department offers programs leading to the award of a *B.Sc.* degree in Fisheries and Aquatic Sciences, as well as *M.Phil.* and *Ph.D.* degrees in Integrated Coastal Zone Management, Oceanography and Limnology, Fisheries Science and Aquaculture. DFAS empowers its students and stakeholders with the knowledge needed to ensure the protection and management of fisheries and coastal resources. However, the Department's capacity to deliver this mandate is hampered by a number of challenges. These include inadequate teaching and training materials and the lack of logistics making it difficult to retain qualified staff and attract students.

In efforts to support training, research and extension services in marine and coastal management, DFAS in 1997 considered the establishment of a Centre for Coastal Management (CCM) but this only became a reality in 2010 when the USAID/Ghana funded Integrated Coastal and Fisheries Governance Project supported the design and the development of a Strategic Plan for the Centre. Subsequently, CCM was approved by the University's Academic Board in December 2013 and aims to be a 'centre of excellence' and an innovative partner in marine and coastal resource science, training and applied management.

Through this grant, DFAS/UCC has taken a step forward. This report therefore recounts key events under its second quarter as detailed in the annual work plan, highlighting the accomplishments made towards reaching the project goals. However, emphasis is laid on the challenges of implementation based on a self-assessment by the project management team and makes suggestions on adjustments that must be made in order to maximize effectiveness and efficiency of the project discussed under the following activities:

- i. Operationalization of the Centre for Coastal Management (CCM)
- ii. Recruitment of Project Management and Technical Support Staff
- iii. Development of Program Management Tools
- iv. Postgraduate Scholarships and Undergraduate Grants Programs (MPhil, PhD & BSc)
- v. Renovating and Equipping Fisheries and Coastal Research Laboratory
- vi. Refurbishing and Equipping New Office/Lecture/Computer rooms and Library
- vii. Acquisition of Vehicles to Support Educational, Training, Research and Extension
- viii. Academic and Technical Staff Capacity Strengthening

- ix. Developing Marine and Coastal Fisheries Database
- x. Developing Manuals and Updating Training Materials on Climate Change Adaptation and Mitigation
- xi. Building Institutional Partnerships and Collaboration
- xii. Strengthening Community Based Groups and Alternative Livelihoods in Coastal Communities.

Table 1: List of Indicators for the Fisheries and Coastal Management Capacity Building Project: Indicator Numbers, Title of Indicators, Results and Narratives as at the end of Quarter 2, FY 2015

Indicator No.	Title of Indicators	Results and Narratives as at end of Quarter 2, FY 2015
1	Prevalence of Poverty: Percent of people living on less than \$1.25/day.	The USAID Fisheries and Coastal Management Capacity Building Support Project intends to collaborate with the USAID Monitoring and Evaluation Technical Support Services (METSS) to provide support to the project to assess the impact of its work on poverty in the project's focal areas (Central and Western Region of Ghana). The project has had initial discussions with METSS but to date no data has been collected on this indicator since actual implementation of project activities has not fully taken off.
2	Per capita expenditures (as a proxy for income) of USG targeted beneficiaries.	The project will again collaborate with METSS to provide support to assess the impact of its work on per capita expenditures of targeted beneficiaries in the project's focal areas (Central and Western Region of Ghana). The project has had initial discussions with METSS but to date no data has been collected on this indicator since actual implementation of project activities has not fully taken off.
3	Quantity and/or size of fish landed by selected canoe fishermen in Central and Western Region of Ghana	There is no data to report on this indicator at this time but selected canoe fishermen and chief fishermen in Central and Western Regions have been contacted to assist in the collection of data on quantities and sizes of fish landed for this indicator. Baselines will be set at the beginning of actual implementation phase of the project at the end of the first year.
4	Number of hectares of biological significance and/or natural resources under improved natural resource management as a result of USG assistance	Critical areas of biological significance and/or natural resources will be identified in the project's focal areas in the first year which will be put under improved management during actual implementation phase, beginning the second year.

Indicator No.	Title of Indicators	Results and Narratives as at end of Quarter 2, FY 2015
5	Number of hectares in areas of biological significance and/or natural resource showing improved biophysical conditions as a result of USG assistance	Critical areas of biological significance and/or natural resources will be identified in the project's focal areas in the first year which will be put under improved biophysical conditions during actual implementation phase of the project which will start at the beginning of the second year.
6	Number of person hours of training in natural resources management and/or biodiversity	Training programs in natural resources management and/or biodiversity conservation have been planned to take place in the latter parts of the first year. Number of person hours will be counted as and when these training programs take place.
7	Number of people receiving USG supported training in natural resources management and/or biodiversity conservation	Training programs in natural resources management and/or biodiversity conservation have been planned to take place in the latter parts of the first year. Number of people who will participate in the training programs will be counted as and when the training programs take place.
8	Score, in percent, of combined key areas of organization capacity amongst USG direct and indirect local implementing partners.	These will be tracked and reported by the project through periodic outcome capacity assessments. A baseline capacity assessment will be conducted to know the status of combined key areas of organization capacity of local project implementing partners to be followed by periodic assessments.
9	Percentage of graduates from USG-supported tertiary education programs reporting themselves as employed by DFAS and other tertiary institutions	Number of graduate turnouts who will be gainfully employed by DFAS and other tertiary institutions as a result of the intervention of project's tertiary education programs will be counted and report under this indicator as and when students graduate and get employed
10	Number of tertiary institution faculty or teaching staff whose qualifications are strengthened through USG-supported tertiary education programs	A number of capacity and staff qualification strengthening programs through tertiary education have been lined out to take place throughout the life span of the project. Number of faculty or teaching staff who will benefit from such programs will be counted and reported as and when these programs occur.

Indicator No.	Title of Indicators	Results and Narratives as at end of Quarter 2, FY 2015
11	Number of farmers and others who have applied new technologies or management practices as a result of USG	The project is yet to identify potential beneficiaries who are likely to apply new technologies or management practices to enhance their production. Number of such beneficiaries will be counted and reported after the application of such new technologies or management practices.
12	Number of training and capacity building activities conducted with USG assistance	With the exception of ongoing undergraduate and graduate programs that are supported by the project, no other training and capacity building activities occurred during this reporting period even though some of such programs have been planned to take off sooner or later. These will be counted and reported as and when they are conducted.
13	Number of individuals who have received USG supported long-term agricultural sector productivity or food security training.	The project has initiated processes for the long-term training of individuals in agricultural sector productivity or food security. Such individuals will be counted and reported after the completion of the programs.
14	Number of individuals who have received USG supported short-term agricultural sector productivity or food security training.	The first batch of short-term agricultural sector productivity or food security training programs are being prepared for delivery towards the end of the first year and subsequent ones will be planned and organized in course of the project.
15	Number of beneficiaries receiving improved infrastructure services due to USG assistance	Potential beneficiaries to receive improved infrastructure services are yet to be identified.
16	Number of vehicles bought with USG assistance.	The project has had approval from the USAID to acquire 3 vehicles; 1 4X4 cross-country, 1 4X4 pick-up and 1 bus. The 4X4 cross-country has already been acquired and is currently being used for project activities. Processes are far advanced for the arrival of the other vehicles.
17	Number of public-private partnerships formed as a result of FTF assistance.	Public-private partnerships will be formed with relevant stakeholders and MOUs will be signed as evidence of the partnerships. Number of such MOUs signed and exchanged will then be counted and reported.

Indicator No.	Title of Indicators	Results and Narratives as at end of Quarter 2, FY 2015
18	Number of new research collaborations established between USG-supported beneficiaries and other institutions	Meetings have been held with relevant institutions and potential beneficiaries and MOUs will be signed as evidence of new research collaborations. Number of such MOUs signed and exchanged will then be counted and reported. An MOU has already been signed with the University of Rhode Island in the US.
19	Number of scientific studies published or conference presentations given as a result of USG assistance for research programs	Scientific studies published and conference presentations given as part of the project will be counted and reported as and when they occur.
20	Number of private enterprises (for profit), producers organizations, water users associations, women's groups, trade and business associations, and community-based organizations (CBOs) that applied new technologies or management practices as a result of USG assistance.	These activities will take place later during actual implementation phase of the project from the second year. Those associations that will apply new technologies or management practices as a result of project interventions will be counted and reported.
21	Number of hectares under improved technologies or management practices as a result of USG assistance	Critical areas to be considered for improved technologies or management practices will be identified in the project's focal areas in the first year which will be put under improved technology and management during actual implementation phase of the project which will start at the beginning of the second year.
22	Number of dialogues and stakeholder consultations held on fisheries and coastal management	Dialogues and stakeholder consultations on fisheries and coastal management are scheduled to take place in the second half of year one and beyond but planning is ongoing.

Indicator No.	Title of Indicators	Results and Narratives as at end of Quarter 2, FY 2015
23	Number of assessments conducted as a result of USG assistance.	Assessments will be conducted during the implementation phase of the project.
24	Number of food security private enterprises (for profit), producers organizations, water users associations, women's groups, trade and business associations, and community-based organizations (CBOs) receiving USG assistance.	These activities will take place later during actual implementation phase of the project from the second year.
25	Number of rural households benefiting directly from USG interventions.	Rural households to benefit directly from project interventions are yet to be identified before the implementation phase of the project. These will be counted and reported after project interventions.
26	Number of vulnerable households benefiting directly from USG interventions	Vulnerable households to benefit directly from project interventions are yet to be identified before the implementation phase of the project. These will be counted and reported after project interventions.
27	Number of members of producer organizations and community based organizations receiving USG assistance.	Producer organizations and community-based organizations to receive assistance from the project are yet to be identified for the forms of assistance to be identified. Numbers can then be counted after the process.
28	Number of CSOs and government agencies strengthened	Some CSOs and government agencies to be strengthened through activities of the project have been identified while others are yet to be identified but no strengthening activities took place during this reporting period.

2. OPERATIONALIZATION OF THE CENTRE FOR COASTAL MANAGEMENT

DFAS/UCC is pleased to have worked with the University of Rhode Island (URI) under the previous USAID Integrated Coastal and Fisheries Initiative which included initial support for the development of a strategic plan for the Centre for Coastal Management (CCM), then under conception, and receipt of support for collaborative training on climate change adaptation for district planners and national disaster management officials. The support also included applied technical studies on fisheries and coastal management issues, student training and scholarship, development of wetland curriculum for schools, among other areas of collaboration. Subsequently, DFAS/UCC hosted CRC/URI and made inputs during the latter's proposal development for the USAID/SFMP Project and discussed ways the two institutions could cooperate and harness synergies for mutual benefits under their new project. Indeed, UCC is excited about the USAID award to CRC/URI as it will help in developing UCC's vision of becoming a centre of excellence in fisheries and coastal management.



Figure 3: Prof. John Hayes (Provost and Vice President of Academic Affairs) with Prof. John Blay (Coordinator of the Centre for Coastal Management, UCC) and Dr. Denis Aheto (Head of Department and Project Manager of the Project) during the recent visit to URI

The Sustainable Fisheries Management Project (USAID/SFMP), a five-year initiative (October 1, 2014 – September 30, 2019) is also supported by the U.S. Agency for International Development (USAID-Ghana). It is implemented through a cooperative agreement with the University of Rhode Island (URI). Implementing partners include Hen Mpoano, FON, SSG, CEWEFIA, DAA, DASGIFT and other key government, private sector and Non-Governmental Organizations (NGO) stakeholders along the coast and in the fisheries sector. The main goal of the USAID/SFMP Project is to support the Government of Ghana's efforts to achieve reform of its fisheries sector by strengthening many of the enabling conditions necessary to end overfishing and rebuild small pelagic fisheries and to

improve post-harvest processing conditions through effective tools and approaches in a participatory fisheries management process.

As part of the grant to CRC/URI, the capacity of CCM and DFAS will be strengthened through a broad range of scientific, technical and administrative backstopping that will enable CCM to be operational in the long-term. It is envisaged that through this grant, DFAS/CCM will be in a strong position to provide technical and advisory services on fisheries and coastal management issues in the country. To this effect, the University of Rhode Island hosted Dr. Denis Aheto and Prof. John Blay from 5- 9th January, 2015 to develop strategic plans and coordinate activities for the respective USAID/Ghana awarded fisheries projects. Specifically, the visit allowed them to meet senior officials at URI to discuss various models on how universities can support capacity building in fisheries and coastal management (e.g. Figure 3). Fisheries management capacity building, research and extension are at the core of the centre's mission and therefore the visit allowed them to:

- study different models of interdisciplinary and applied fisheries and coastal management degree programs at URI.
- learn about URI experience in implementing research-extension programs (land and sea grant models)
- learn about how various URI "centres" operate in a university/academic setting.
- learn about potential graduate degree offerings at URI that may be appropriate for UCC faculty/staff development
- discuss potential UCC-URI linkages - joint degrees, student-faculty exchanges, collaborative research, etc.
- design a process for priority setting on URI-UCC collaborative research and joint research projects.
- Initiate students and faculty exchange for mutual gains &
- draft a memorandum of understanding (MoU) between the two universities.

Key outputs of the visit

As part of the visit, initial work planning on the partnership was carried out leading to the following proposed outcomes:

- i. **CRC/URI will support the training of students in critical areas needed for capacity strengthening within DFAS e.g. Coastal fisheries governance, marine policy, fish genetics, Geographic Information Science/Remote Sensing, etc.**

University of Cape Coast Priorities:

A total of 2 students to be trained at the PhD level at URI involving three years training with field work component to be undertaken in Ghana facilitated through a split-site arrangement between DFAS/UCC and CRC/URI) as follows:

- One (1) PhD candidate in Fisheries Science (specialization in fisheries stock assessment – possibly with Professor Collie/Graduate School of Oceanography (GSO) from January 2016 and
- One (1) PhD in Marine Affairs to begin September 2016.

In addition to the above, three (3) Teaching Assistants will be selected from other relevant Departments in UCC (i.e. Environmental Science, Geography and Regional Planning, Molecular Biology & Biotechnology or Biochemistry as appropriate) to pursue a professional masters' degree in the following areas:

- Marine Affairs (January 2016)
- GIS/Remote Sensing potentially through the MESM (Masters in Environmental Science and Management), September 2016 and finally
- Fisheries genetics – September 2016.

Senior Fisheries Advisor Najih Lazar (USAID/SFMP) and Dr. Brian Crawford, USAID/SFMP Chief of Party to help in the student selection process in-country.

ii. Set up of an Environmental Data Hub (EDH) –Support for CCM's proposed Fisheries Database and GIS Hub.

Discussions have taken place to initiate the establishment of an Environmental Data Hub (EDH) within CCM with the support of the SFMP. The EDH is anticipated to be a unit to be set up within CCM to be able to provide public access on fisheries and other aquatic environmental data relevant for coastal management. This is critically important because data is often scattered or inaccessible within institutions for public use. EDH will provide gains for mutual benefits including promoting opportunities for data access and sharing. It is anticipated that such a support will strengthen CCM with additional equipment e.g. servers, computers to support capacity building and extension services in GIS/ Remote sensing as well as spatial planning in coastal areas. The unit could be a source of income generation beyond the life time of the project. Through these efforts, we anticipate that CRC/URI will provide support for the hiring of one (1) GIS Research Assistant if possible.

iii. Fisheries baseline studies in the Pra and Ankobra estuaries

Under the cooperative research and capacity building programs undertaken by the USAID/SFMP for the University of Cape Coast, a biological assessment of selected demersal resources in the Pra and Ankobra estuaries was initiated from 12-14th March, 2015. The reconnaissance visit was aimed at initiating a pilot project on cooperative research with fisheries stakeholders. The project involves the identification of key demersal species in the Pra and Ankobra estuaries and the implementation of a simple and robust length-based stock assessment in close collaboration with fishermen. Sites and species selection have been done in close consultation with fishermen and other stakeholders. Monthly lengths and age samples will be taken by the Research Assistants (See Figure 4) based on standardized and rigorous sampling protocols. The analysis will involve field and laboratory analysis of samples at the University of Cape Coast for growth and mortality estimation of selected demersal species. The project will provide routine feedback to stakeholders on the progress and any results attained by this study.



Figure 4: Reconnaissance surveys with Dr. Najih Lazar, Senoir Fisheries Officer, SFMP at Ankobra (left) and Anlo Beach (right) in the Western Region with two Research Assistants, Elizabeth Effah and Shiela Fynn-Korsah

Elizabeth Effah and Sheila Fynn-Korsah, graduate students from DFAS masters programmes were hired as Research Assistants under the USAID/SFMP Project to support fisheries data collection in the two estuaries. This feeds into the overall MoU between UCC and URI where UCC is expected to provide research assistants to conduct research over a period of one year that includes 8-month data collection. The SFMP will provide equipment and tools to support data analysis fisheries laboratory work e.g. microscopes and equipment for otolith studies.

iv. Staff exchange program between URI/UCC

Coastal Management Specialist

Under UCC’s capacity building grant, it was planned for a coastal management specialist from University of Rhode Island’s (URI) to visit the CCM for a period up to three months within the first year work plan. Professor Richard Burrough (Figure 5) was identified during the recent visit of Dr. Aheto and Prof. Blay to URI in January and is scheduled to visit UCC from May 10 to May 23, 2015. Professor Burroughs teaches in the Department of Marine Affairs at the University of Rhode Island (URI) and is on sabbatical at Yale University where he recently co-organized a workshop, “Building the Future of Fisheries: Designs for Government, Market, and Community”.



Figure 5: Professor Richard Burroughs, Department of Marine Affairs, University of Rhode Island (URI) & Coastal Management Specialist Appointed to CCM

His PhD is from the Woods Hole Oceanographic Institution – MIT Joint Program in Oceanography where he focused on the causes of climate change in the Northwestern Indian Ocean. Prior to coming to URI Professor Burroughs worked at the President’s Council on Environmental Quality, the National Academy of Sciences, and the US Department of the Interior where, during the Carter Administration, he served as Science Adviser to the Director of the Bureau of Land Management which managed offshore oil development for the nation. At the University of Rhode Island his courses include coastal governance, marine pollution policy, ocean uses and marine science, and the marine affairs seminar. His research connects the natural science of coastal areas with the human dimensions of successful management. In addition to his recent book, *Coastal Governance* (Island Press 2011) his publications have appeared in *Science*, *Marine Geology*, *Coastal Management*, *Maritime Policy and Management*, *Ocean Management*, *Marine Policy*, *Environmental Management*, *Society and Natural Resources*, *Local Environment*, *Journal of Maritime Law and Commerce*, and *Journal of Urban Technology*.

During the visit, he will assist review of CCM’s strategic plan, initiate the development of a business plan, and advise on critical areas for research, support the development of a business plan for the Centre and suggest approaches for attracting and coordinating grants, propose and facilitate the establishment of collaboration with other centres and institutions in the US. While in Ghana, Professor Burroughs will also give a public lecture on “Coastal management” at the University of Cape Coast among others. The visit will also serve to further strengthen collaboration between UCC and URI.

The Sustainable Fisheries Management Project (SFMP) in Ghana led by URI/CRC our partners in the USAID project will be responsible for his salary and other incidentals. The UCC project will be financially responsible for among other things an airline round trip ticket: JFK-Accra-JFK (Delta airline), arrange for transport during his stay, reimburse his mileage or car rentals, make reservation and pay for accommodation, pay per-diem for the period (14 days) and cover other incidentals as need be. Moving forward, we look forward to

working with CRC/URI on institutional and faculty development via faculty exchanges, long and short term training, collaborative research and policy development, and developing a long term linkage program with URI that can sustain partnership activities well beyond the life of the two projects.

Training of Trainers in Concepts of Climate Change Adaptation

Planning and adapting to the impacts of climate change will be central to avoiding large economic losses from poorly planned coastal development (e.g. Figure 6). As such, climate change adaptation along the coast must be a core feature of future coastal governance. Indeed, climate change and sea level rise will severely impact Ghana's shoreline and further weaken the resilience of coastal ecosystems and human communities living in these areas. Productivity of fisheries will be affected and migration patterns of highly mobile stocks will likely change. Tourism infrastructure will be damaged by floods and shoreline erosion associated with extreme weather events will be imminent. New developments, if not planned properly, will face similar problems.



Figure 6: Sanwoma community at the Ankobrah estuary

Therefore a major focus of DFAS capacity building efforts in Year 1 will be training three Academic staff in September 2015 at CRC/URI on the concepts and tools that supports effective climate change adaptation planning and good practices in the management of the coastline (Figure 7). Training programs of a more academic nature for professionals and students in tertiary institutions, will serve to prepare the human resources required for sustained land and seascape governance in a time of accelerating climate change.




	<p style="text-align: center;">Prof. Kobina Yankson <i>PhD (Wales) MSc, BSc. (Cape Coast)</i></p> <p>Area of Specialization</p> <ul style="list-style-type: none"> ❖ Marine and Brackishwater Ecology; Aquaculture (Bivalve Molluscs) <p>Current Research Interest</p> <ul style="list-style-type: none"> ❖ Benthic macro-invertebrate communities of coastal waters; Biology & culture of bivalves; Seashore ecology <p>Selected Teaching Areas</p> <ul style="list-style-type: none"> ❖ Water Quality Management; Seashore Ecology; Biological Oceanography; Malacology; <p>Blog page: http://blog.ucc.edu.gh/kyankson/ Email: kyankson@ucc.edu.gh</p>
	<p style="text-align: center;">Dr. Noble Kwame Asare (Lecturer) <i>PhD, PGCE (Plymouth), MSc. (Bremen), BSc. (Ghana)</i></p> <p>Area of Specialization</p> <ul style="list-style-type: none"> ❖ Marine Biogeochemistry & Climate Change ; Aquatic Microbial Ecology; Aquatic Pollution <p>Current Research Interest</p> <ul style="list-style-type: none"> ❖ Anthropogenic perspective to pollution of coastal aquatic ecosystems; Ecological studies of fungi in brackishwater environments <p>Selected Teaching Areas</p> <ul style="list-style-type: none"> ❖ Brackishwater Ecology, Aquatic Pollution; Physical Oceanography <p>Blog page: http://blog.ucc.edu.gh/nasare/ Email: nasare@ucc.edu.gh</p>
	<p style="text-align: center;">Dr. Emmanuel Acheampong (Lecturer) <i>PhD, MSc. (Hamburg) MSc. (Bremen) BSc. (Ghana)</i></p> <p>Area of Specialization</p> <ul style="list-style-type: none"> ❖ Biochemical Oceanography & Limnology; Numerical Ecology & Modelling; Aquaculture <p>Current Research Interest</p> <ul style="list-style-type: none"> ❖ Modelling of marine systems from organisms to shelf wide ecosystems; Developing ecological health indicators in managing coastal lagoons <p>Selected Teaching Areas</p> <ul style="list-style-type: none"> ❖ Biological Oceanography; Seashore Ecology; Management of Small Impoundments <p>Blog page: http://blog.ucc.edu.gh/eacheampong/ Email: emmanuel.acheampong@ucc.edu.gh</p>

Figure 7: Academic Staff to participate in professional training in Climate Change Adaption at CRC/URI in September, 2015

In this regard, Professor Kobina Yankson, Dr. Noble Asare and Dr. Emmanuel Acheampong have been nominated to undergo the training in Rhode Island in September, 2015. Plans are advanced for the colleagues to undertake training on ‘TraiNet’, the U.S. Agency for International Development (USAID) internet-based tool for gathering and reporting data on USAID exchanges, training and education, and for maintaining compliance with U.S. Government Visa requirements.

v. **Hosting of CRC/URI Fisheries Leadership Short Course at UCC**

The period under review was used for advanced planning for the Leadership for Fisheries Management. DFAS made external inputs into the design of the two-week intensive course scheduled for 3rd -14th August, 2015 and will be targeted toward the management of more ecologically sustainable, economically strong and resilient fisheries with a focus on small pelagics. The application of an ecosystem-based approach to fisheries management will be central to the training process. Participants will explore new and innovative concepts in fisheries management with a focus on nearshore fisheries that draw lessons from case studies around the world and particularly from the United States. Part of the subject matter to be covered includes:

- Building successful co-management institutions and implementation strategies
- Developing fisheries management plans with clear objectives and target reference points
- Using fish stock assessments in data poor contexts and use of local knowledge in fisheries planning
- Creating effective regulatory compliance regimes
- Improving value chains and eco-labelling strategies
- Practicing empowerment and leadership among others.

The course will take place at the University of Cape Coast, Ghana.

3. PROJECT MANAGEMENT, TECHNICAL & RESEARCH SUPPORT STAFF

Project Management Board (PMB)

The Department of Fisheries and Aquatic Sciences is in the forefront of implementation of the project activities and overseen by a Project Management Board (PMB) established by the Vice-Chancellor (VC). The PMB is advisory but has fiduciary responsibility and include a Program Manager who is responsible for overall project implementation. The PMB has the responsibility of approving project work plans and budget, and monitor activities on regular basis (Figure 8). The membership of the board is drawn from within the university and a proposed USAID representation (see Program Description). As part of its mandate, the Board met on 12th February 2015 at Pempamsie hotel in Cape Coast. The primary objective of the meeting was to enable the Project Management Team to appraise the Board on activities of the project and progress made. It was also used as a platform to award consultancies on Environmental Monitoring and Mitigation Plan (EMMP), Gender Mainstreaming & Action Plan and Performance Monitoring Plan (M&E).



Figure 8: Maiden meeting of the Project Management Chaired by Prof. Isaac Galyuon; Vice-Chancellor Prof. D. D. Kuupole inspecting renovation works at the CCM Library (right)

Technical Support Staff

During the second quarter, two project support staff (a project management and technical support and monitoring and evaluation support) were appointed and assumed duty. Ms. Esinam Attipoe (as the Project Management and Technical Support) holds a BSc. in Natural Resources Management from the Kwame Nkrumah University of Science and Technology and an MSc. in Environmental Governance from the Albert-Ludwig Universität, in Freiburg, Germany. She has five years of progressively relevant experience. She was Project Coordinator at the Hanns Seidel Foundation where she supervised the implementation of an environmental project between the Foundation and the Institute for Environment and Sanitation Studies, University of Ghana, Legon. She worked as a Community Liaison Officer at Vegpro Ghana Limited.



Figure 9: Project Management Support Personnel

Mr. Godfred Ameyaw Asiedu (as the Project Monitoring and Evaluation Support) holds an MSc degree in Aquatic Ecology from the Center for Tropical Marine Ecology, University of Bremen, Germany and a BSc degree in Zoology (fisheries major) from the University of Ghana, Legon. He has five years of experience in his field of expertise. Godfred has worked

in various capacities as a Coastal Fisheries Advisor and Research, Monitoring and Evaluation Specialist with WorldFish and the Coastal Resources Center respectively in Ghana on the Integrated Coastal and Fisheries Governance Project implemented by the Coastal Resources Center of the University of Rhode Island, USA and supported by the United States Agency for International Development (USAID), Fisheries Research Officer with the Ministry of Fisheries and Aquaculture Development. He is presently finalizing a split-site PhD degree on the topic “Emerging Conflicts and Complexities of Marine and Coastal Fisheries Governance in a New Oil Producing Country, Ghana: Management, Institutional Arrangements and Policy Making” at the Australian National Centre for Ocean Resources and Security, University of Wollongong.

Research Assistants

During the period under review, six research assistants were given appointments (Figure 10). All but one of the research assistants has assumed duty by the end of February 2015. Only short-listed applicants were screened through interviews. Other key requirements for their appointment were as follows:

- All candidates possess at least a BSc. Degree in the relevant areas of the Department
- Must have completed their national service
- Must have two letters of recommendation
- A letter of motivation

Also additional qualifications e.g. master’s degree (MPhil category) or considerable working experience was considered as an advantage in the selection process. One research assistant (Mr. Theophilus Boakye-Yiadom) has officially informed management of his inability to take up the appointment. A replacement with a background in Geographic Information Science (GIS) will be appointed in the coming month. The Research Assistants appointed have requisite backgrounds in fisheries science, aquaculture, wetland science, natural resource management drawn from across universities in Ghana. While two of the Research Assistants i.e. Elizabeth Effah and Shiela Fynn-Korsah are directly employed under the SFMP Project, DFAS/UCC is providing working and laboratory space for their work and playing a role in supervision.

Generally, an appointment to a research assistantship position comes with a short-term contractual agreement spanning an initial period of two (2) years renewable yearly for up to five years subject to satisfactory work and conduct. They were primarily appointed to support field and laboratory research work and other related activities of the Department to take root in the second quarter of the project.



Mr. Fredrick Ekow Jonah
M.Phil. Aquatic Resources
Management, Kwame
Nkrumah University of
Science & Technology



Ms. Lesley Ntim
M.Phil. Fisheries
Science, University of
Ghana



Mr. Ernest Chuku
BSc. Fisheries and
Aquatic Sciences,
University of Cape Coast



Mr. Evans Arizi
MPhil Aquaculture
University of Cape Coast



Ms. Elizabeth Effah
MPhil Candidate Integrated
Coastal Zone Management,
University of Cape Coast



Ms. Shiela Fynn-Korsah
MPhil Candidate Fisheries
Science
University of Cape Coast



Mr. Richard Takyi
MPhil Fisheries Science
University of Ghana

Figure 10: Research Assistants of the Project (January-September, 2015)

Orientation was organized for the Research Assistants at the School of Biological Sciences on 19th February, 2015 (Figure 11). Dr. Denis Aheto, Project Manager and Mr. Isaac Nyieku (Division of Human Resource, UCC) were the main resource persons. Participants were introduced to key Project documents and objectives. Other topics treated include work ethics and behavior, social security contributions and general human resource issues. Also in attendance were Prof. John Blay, CCM Coordinator and Dr. Noble Asare, Projects M&E Coordinator.



Figure 11: Orientation for the newly recruited Research Assistants with Mr. Isaac Nyieku (right) as Resource Person (Assistant Registrar, Division of Human Resource, UCC)

4. DEVELOPMENT OF PROGRAM MANAGEMENT TOOLS

Environmental Monitoring and Mitigation Plan (EMMP)

This Environmental Mitigation and Monitoring Plan (EMMP) will serve as reference guide for project staff under the Fisheries and Coastal Management Capacity Building Support Project. It determines the characteristics of tasks/activities implemented under the project and for managing their impacts. It simplifies the environmental due diligence process for the set of activities to be implemented, and will reduce the amount of paperwork and time involved in the process. The environmental management activities will be incorporated in Annual Work Plans and Performance Monitoring Plan. The EMMP will be updated annually in consultation with the USAID program manager. Future updates of the EMMP will be conducted concurrently with the Annual Work Plan and M&E plan.

In relation to potential environmental impacts & recommended determinations, initial environmental examination of the project comes under the approved USAID-Ghana Feed the Future and the Development Objective 2 IEEs. Many of the activities under the project do not have direct adverse environmental impacts, as they entail information, education, communication, training, research, community mobilization, planning, management, and outreach activities. A **Categorical Exclusion** is therefore recommended for the implementation of such activities; that have no physical interventions and no direct effects on the environment. All are excluded per the following citations from Title 22 of the Code of Federal Regulations 216 (22 CFR 216), subparagraph 2(c) (2):

- i. Activities involving education, training, technical assistance or training programs except to the extent such programs include activities directly affecting the environment (such as construction of facilities, etc.);
- ii. Activities involving controlled experimentation exclusively for the purpose of research and field evaluation and carefully monitored;
- iii. Activities involving analyses, studies, academic or research workshops and meetings;
- iv. Activities involving document and information transfers;

- v. Studies, projects or programs intended to develop the capability of recipient countries and organizations to engage in development planning.

However, if any topic associated with these activities is one that inherently affects the environment, then such training will include information on how to minimize and/or mitigate these impacts. An environmental screening process will be used as apt to confirm a Categorical Exclusion determination in the case of community and outreach activities.

Certain interventions under the project which will directly or indirectly impact the biophysical environment, and/or human health, or have the potential to do so are generally recommended for **Negative Determination with conditions** as per the approved Regulation 216 environmental documentation.

Project Management, Monitoring and Evaluation

The agreement clearly indicates that the recipient will submit a separate monitoring and evaluation plan to the USAID Activity Manager within the first 60 days of an award (generally at the same time as an approved work plan) and before major activity implementation actions begin. Unfortunately this could not be achieved under the constraints at the time. Approval was therefore sought to have this activity submitted to USAID for review as part of second quarter report. Generally, the Monitoring and Evaluation (M&E) plan will support reporting on outcomes and impacts of the Recipient. The main objective of the M&E plan is to track progress during activity implementation, explain why certain trends occur, track constraints, and opportunities, and track roles of different stakeholders in the implementation, including the capacity to undertake their roles. Indeed, Monitoring and Evaluation (M&E) is a critical element of the overall management of the USAID/UCC Fisheries and Coastal Management Capacity Building Support Project (the “Project”). Recognized as such, the Project considers M&E as an important component of its program performance management.

In this reporting period, there was therefore the urgent need for the establishment of an M&E system that will ensure that good project data and information is generated, stored, used and communicated to USAID, project beneficiaries and fisheries and coastal management stakeholders like the Ministry of Fisheries and Aquaculture Development for fisheries and coastal management policy decision making. As required by the USAID as a deliverable for the Project, The Department of Fisheries and Aquatic Sciences (DFAS) developed an M&E System and built the capacity of the Project Management Team in the handling and interpretation of the System with the support of services received from an M&E expert. DFAS therefore engaged the service of a consultant through a competitive bidding process.

The overall objective of the consultancy was to help establish an operational M&E plan and systems for the project with a specific purpose to provide the Project coordination with tools to effectively monitor project progress and achievement. The consultant was expected to lead the development of a project level M&E plan and to train selected DFAS and project staff in M&E techniques and skills to ensure that long-term capacity is established in the department to monitor activities. An initial M&E workshop involving the M&E consultant and project staff was held to share more knowledge on the project to facilitate the development of the M&E system. During this workshop, the Project’s Results Framework was fine-tuned to reflect contributions to USAID/Ghana’s Development/Strategic Objectives as well as contributions to Government of Ghana’s Development framework (Figure 12). The M&E

system is designed to involve all academic staff of DFAS, Centre for Coastal Management staff, Core Management Team, Project Research Assistants and other technical team members and relevant partners including government agencies involved in fisheries and coastal management in Ghana.



Figure 12: Monitoring & Evaluation Workshop at Coconut Groove Hotel, Elmina

4.2 Performance Monitoring Plan (PMP)

After the initial workshop, a Performance Monitoring Plan (PMP) was developed in the form of a project document by the consultant and officially submitted to the Project through the Project Manager. The PMP features a basic design of a performance monitoring and evaluation system that will be used to monitor performance, progress, to evaluate project results and to deliver timely and accurate results to USAID. The PMP was prepared in accordance with all project documents taken into account specific activities and timelines as indicated in the original project document and with emphasis on gender mainstreaming issues. Over 30 USAID indicators and a few customized indicators were unanimously selected by the M&E consultant, DFAS and project staff to monitor and track project activities and performance and documented in the PMP not forgetting baselines and targets, data storage, management and reporting.

4.3 Monitoring and Evaluation Database

As part of the development of the M&E system, the M&E consultant was required to establish a data collection system and reporting procedures and to develop a database that will provide quick summary information on the project indicators. An online M&E database has been developed to capture and store all relevant project data and information that have been collected, are being collected and those that will be collected during the life span of the project. This is a restricted database system that permits only those with access to use it. The system is also designed in a way that provides full or partial access to its users. Currently, it is only the Project Manager, the M&E Coordinator and the Project M&E Support who have

access to the database but other members of staff may be given access to the database as and when necessary.

The Project's Core Management Team have been given training on how to access and use the database which is currently being populated with project data and information which will also be available to be accessed by USAID Officials. In addition to the online database, a filing system has also been set up to cater for hard copies of all project documents.

4.4 Project M&E Meeting Sessions

Frequent meetings involving Project's Core Management team and academic staff of DFAS and chaired by the Project Manager were held during the second quarter to outline bi-weekly bulletins, discuss progress made on activities as described in the Year One work plan, what is going well, what is not going well and how these could be improved. In such meetings, challenges encountered with the implementation of project activities as well as opportunities were identified, discussed and addressed. These meetings also served as avenues for project activity team members to brief others on progress made as far as their activities are concerned and the resources needed to carry out further work.

4.3 Gender Integration and Action Plan

DFAS carried out a gender audit in accordance with Section G2 of the Agreement. The overall objective of the assignment was to ensure gender issues are mainstreamed in the implementation of the Fisheries and Coastal Management Capacity Building Support Project. The scope of work included identifying the gender-based constraints to equitable participation and access of men and women to programs and services, analyzing strengths and opportunities for integrating gender into project activities and developing proposed guidelines for gender mainstreaming. The methodology combined techniques ranging from desk study, questionnaire administration, interviews and focus group discussions.

A day's meeting was also organised on 27th March, 2015 to validate the findings and to develop the gender mainstreaming action plan (Figure 13). SWOT analysis done with staff of the Department showed that although there was some level of gender awareness among staff and there existed good collaboration with UCC's Centre for Gender Research, Advocacy & Documentation (CEGRAD), the current strategic plan of the Department was gender blind. A key opportunity identified was to use the scholarship package as part of the USAID project as entry point to increasing gender parity ratios within the Department. The gender audit report has made recommendations in **four key areas** and summarized as follows:

a) Institutional Arrangement and Development:

The audit looked at six core areas as follows:

- i. Human Resource Development and Management
- ii. Mainstreaming Gender in the Curriculum
- iii. Department and Support Programmes
- iv. Student Access and Retention
- v. Gender Violence and Sexual Harassment and
- vi. Resource Mobilisation for Gender Equality.



Figure 13: Scenes from the gender audit workshop

The audit realized that most of the institutional arrangement policies and processes were gender insensitive and did not specifically address the different needs of men and women. Other recommendations include the development of an affirmative action policy to ensure gender parity in teaching, research, administration and program implementation. It also proposes the review of the current strategic plan to make it more responsive to gender and inequalities challenges.

b) Program Development

The audit specifically reviewed the project proposal and project documents such as the logframe. This review focused on project design strategies as well as individual project outputs. The audit revealed that the stated project outputs did not fully address gender and inequality issues. This had the tendency to derail the entire project through a gender lens as there did not seem to be clarity in how women and marginalized groups were to be directly targeted, monitored and report upon.

Recommendations include a review of key project documents and ensure that future annual work plans take into consideration gender mainstreaming right from the initial stages. This includes the wording of actual project objectives, baseline methodologies and the performance measurement framework.

c) Project Performance Measurement, Monitoring and Evaluation

The PMF was reviewed looking at its monitoring indicators and proposed outcomes. It was noted that the PMF provides for sex disaggregated data as well as the space to conduct gender analyses of outcomes and outputs. However, the PMF needs to go further and show how this data and analyses will be used to influence decision making on the project specifically and in the area of Capacity Building generally.

It was recommended that the PMF should be used as a management tool and not only to collect data.

d) Gender analyses of implementing agencies

The audit revealed that the constitution of both the Project Management Board and the Project Implementing Team was male dominated. This may therefore affect the inclusion of gendered realities in project implementation. It was recommended that members of the implementing agencies require training on specific gender issues to ensure a genderised project. Also, the selection of a gender focal person and the development of a Gender Working Group as a sub group of the Implementing agencies will ensure that gender will continue to be on the agenda during activity design, implementation and monitoring.

5. POSTGRADUATE SCHOLARSHIPS AND UNDERGRADUATE GRANTS PROGRAMS (PHD, MPHIL & BSC)

During the period under review five (5) PhD and five (5) MPhil scholarships were advertised in the national newspapers (appeared in Graphic on 18th and 23rd March, 2015 and Ghanaian Times 18th March, 2015) and other electronic media including the university's¹ website to enable successful candidates pursue degrees at the Department in one of the following areas: *Fisheries Science; Integrated Coastal Zone Management; Limnology and Oceanography; or Aquaculture*. The PhD study will cover a period of three (3) years while the MPhil will cover two years, beginning the 2015/16 academic year. The scholarships cover tuition, monthly stipends, and field research grants as well as other material and technical support (see Appendix XX for details). The successful PhD candidates will spend 6 months at the University of Rhode Island in the United States to cover part of their studies. As part of the application process, all applicants are required to submit a research proposal on one of the following areas of thematic emphasis (see Appendix XX). The closing date for applications is 30th April, 2015. However, 14 PhD applications (7 males and 7 females) and 30 MPhil applications (18 males, 12 females) have been received from across the country to date.

Two additional scholarships were advertised in February 2015 to cover the total number budgeted for the 2014/2015 academic year. The scholarships were awarded in March 2015 to take effect from 1st April, 2015 to September 31, 2016 (18 months) covering the following programs of study:

- M. Phil. Integrated Coastal Zone Management – Mr. Daniel Agyei (male)
- M. Phil. Aquaculture – Mr. Bright Asare (male)

¹<http://ucc.edu.gh/academics/call-applications-scholarships>

These awards bring the total number of students benefiting from the scholarship program to five. The others are:

- M. Phil. Integrated Coastal Zone Management - Miss. Elsie Debrah (female)
- M. Phil. Fisheries Science – Miss. Pearl Sakyi-Djan (female)
- M. Phil. Aquaculture – Mr. Dela Prince Tseku (male)



Figure 14: USAID/UCC MPhil Scholarship holders at DFAS

The scholarships cover cost of accommodation, living expenses, course materials and other incidentals during the study period in the Department. The total amount of the award is GHS 21,504.00 per person payable in monthly installments of GHS 1,024.00. Additionally, field research expenses will be borne by the project. Tuition fees will also be paid by the project directly to the university. Other conditions of the award:

- Scholarships cannot be extended beyond the duration of the award and is subject to the availability of funds.
- The award may be terminated if the health condition of the awardee does not permit the continuation of the programme.
- The award will become void when proof of the awardee’s academic achievements turns out to be unsatisfactory, according to university examinations regulations, and the academic assessment by the supervisor prohibits him/her from continuation of the study.
- The awardee is obliged to conduct a research in the project’s thematic areas as outlined in the description document (USAID/PIL No.: 641-A18-FY14-IL#007) which are an integral and complementary part of the overall award.

However, three out of five postgraduate students have received the first tranche of stipends (quarter) covering the months of January, February and March 2015 whilst seven undergraduate student has received research grants to facilitate the completion of project

works. The other two postgraduate students will start receiving stipends in the third quarter since they failed the first interview for the scholarship but were given a second chance to appear in another interview. Expenditure budget for project works were received from the undergraduate students in March 2015 making payment only possible in April 2015.



Figure 15: Five of the seven undergraduate recipients of research grants

6. RENOVATING AND EQUIPPING FISHERIES AND COASTAL RESEARCH LABORATORY

This activity generally involves renovating the Fisheries and Coastal Research laboratory at the Department. This includes purchasing, installing and maintaining equipment to facilitate educational, training and research activities. Renovation works (with two specialized labs and one teaching lab) has progressed steadily over the last three months. According to the first year work plan, the laboratory renovation work as well as the installation of a 60/66 KVA generator set is expected to be completed by end of May 2015. Renovation work is approximately 70% completed.

Contract award for the supply and installation of the 60/66 KVA generator set for the laboratory and offices are yet to be finalized due to technical problems emanating from the UCC development office and procurement bottlenecks. Procurement of field and laboratory equipment (as well as chemicals) was expected to take place in the second quarter. This activity has however been pushed back to the third quarter due to challenges in getting a prospective supplier from overseas, sorting out clearance cost at the port and getting approval for sole sourcing (due to difficulties in getting a local supplier) from the Public Procurement Authority (PPA). A prospective overseas supplier has now been identified, quotation received

and awaiting final approval from PPA before contract can be awarded. Clearance cost has also been provided by an official agent of UCC.



Figure 16: Fisheries and Coastal Research Laboratory before and during demolition works (Top) and current state of renovation (Bottom)

7. REFURBISHING AND EQUIPPING NEW OFFICE/LECTURE/COMPUTER ROOMS AND LIBRARY

The expected completion date for refurbishment works involving the new CCM office space, Dept/CCM library complex and research assistants' office space is April 2015. All three works are in advanced state of completion. Work on the new CCM office space is about 90% completed whilst the Dept/CCM library complex and the research assistants' office space is about 80% completed. In addition, DFAS was to take delivery of 37 desktop and 8 laptop computers (March 2015), relevant software for running project (February 2015) as well as furniture, curtains and fixtures (April 2015) for the three listed places under renovation. All computers were delivered in March as expected.



Figure 17: Refurbished Spaces Designated for the Centre for Coastal Management (CCM)

Delivery for all furniture for places currently under refurbishment was made one month ahead of time (in March 2015). However, DFAS is yet to take delivery of relevant software, curtains and fixtures due to procurement challenges. No prospective supplier has been obtained through the tendering process for the supply of relevant software (probably due to the technical nature of some of the software) whilst signing of contract for the supply of curtains and fixtures are still underway.

8. ACQUISITION OF VEHICLES TO SUPPORT EDUCATIONAL, TRAINING, RESEARCH AND EXTENSION ACTIVITIES

Under the quarter in review, three vehicles (4x4 pick-up, 30-seater bus, 4x4 cross-country) are expected by the end of April 2015. DFAS took delivery of the 4x4 cross-country vehicle - Registration No. GT 7035 15- in March 2015 (Figure 18). Orders for the other two vehicles have been placed with suppliers but there have been delays due to procurement challenges. The 30-seater bus is now expected within a month (awaiting a form T26 to be completed)

whilst the 4x4 pick-up is expected at the end of the third quarter (since it will be shipped from the USA).



Figure 18: Cross Country Vehicle Acquired under the Project

9. ACADEMIC AND TECHNICAL STAFF CAPACITY STRENGTHENING

This activity aims to identify the capacity-building needs of DFAS/UCC and provide training for academic staff and technicians of the Department in relevant areas to update their knowledge and skills. Better trained staff means a more effective educational, research and outreach activities.

Capacity assessment of 8 academic staff, 4 technical staff, 3 administrative staff and 3 academic support staff (research assistants) has been initiated and three academic staff will visit URI in September 2015 for training in climate change adaptation.

In addition, all newly recruited research assistants are to undergo a field operational training by end of March 2015. At present, a questionnaire for capacity assessment of staff is yet to be completed. A field guide to facilitate the work of the research assistants is about 50% completed.

10. DEVELOPING MARINE AND COASTAL FISHERIES DATABASE

In February 2015 (as scheduled in the work plan), nine national institutions were identified for possible collaboration in the development of a marine and coastal fisheries database. DFAS academic staff namely Dr. Emmanuel Acheampong and Dr. Noble Asare visited five

of the institutions from 24-25th March, 2014 to discuss project objectives and collaboration opportunities. The five institutions contacted to were:

- Fisheries Scientific Survey Division (FSSD) of the Fisheries Commission, Tema
- Department of Marine and Fisheries Sciences, University of Ghana
- Ministry of Fisheries and Aquaculture Development (MoFAD)
- Water Research Institute, Council for Scientific and Industrial Research, Accra and
- Fisheries Commission, Ministry of Fisheries and Aquaculture Development, Accra.

At MoFAD discussions were held with the Chief Director, the Director of Fisheries Commission, and the Deputy Director of FSSD. These institutions agreed in principle to support the project. From the visitation, MoUs are to be developed, and a workshop involving all prospective partners is to be organized during the third quarter where the MoUs will also be signed. A questionnaire (see Appendix IV) to evaluate the capacity of these institutions and solicit their views on establishment of the database were given out to twenty members of staff in the institutions visited. Seven responses have been received. The findings will inform the steps it can take to ensure a fruitful collaboration with the selected institutions. Also in line with this activity, specialized equipment for the establishment of the marine and fisheries database was to be procured. The procurement of the equipment has been moved to the third quarter due to procurement challenges (getting a prospective supplier).

The development of the database is also intended to feed into the Environmental Data Centre (EDC) of CCM. The idea is to establish a database that would serve as a platform for receiving, organizing and archiving new and historical data, field observations and experimental results on marine and coastal fisheries research. This database would be accessible to students, researchers and fisheries managers in Ghana and elsewhere.

11. DEVELOPING MANUALS AND UPDATING TRAINING MATERIALS ON CLIMATE CHANGE ADAPTATION AND MITIGATION

Terms of reference for this activity was completed and advertised in the Daily Graphic (Friday, 17th April 2015, page 8) and awaiting response of interest from prospective consultants (see Appendix xx). The primary objective of the consultancy is to solicit support from experts to help develop a short-course on climate change adaptation with relevant contextual aspects for Ghana's coastal areas to be implemented at the University of Cape Coast. It is intended for the following categories or professionals:

- Individuals actively engaged in the field of coastal management or whose work is increasingly affected by the issues of coastal development and climate change
- Professionals in natural resources, fisheries, hazards, population, health and environment, university lecturers
- Staff from non-governmental organizations addressing community development and the coastal environment
- Project managers in development organizations and development banks, Businesses and corporations engaged in coastal development.

12. BUILDING INSTITUTIONAL PARTNERSHIPS AND COLLABORATION

In relation to host country and other donor programs, nine national and two international institutional partners were contacted and interacted with in the context of the second quarter activities. Two MoUs have already been signed (with the international institutions). Five MoUs are being developed with national partners whilst four MoUs are also being initiated. Initial engagements were made with some FtF partners during the recent partners meeting in Accra (Figure xx). These include:

- BUSAC: The Business Sector Advocacy Challenge (BUSAC) Fund is a Private Sector support mechanism created and funded by DANIDA, with further support from USAID, DFID (Phase I) and the European Union (Phase II). DFAS/CCM/UCC has initiated discussions with BUSAC aimed at creating a more enabling business environment for the development and growth of the fishing industry at the local scale.
- ACDI/VOCA to assist in the provision of volunteer and technical assistance through the USAID-funded Farmer-to-Farmer program (F2F) particularly for our community-based alternative livelihoods programs.

It is intended to integrate activities of the above organizations into UCC's capacity building efforts as part of the contribution towards achieving USAID Country Development Cooperation Strategy (CDCS). DFAS Project Management Team also took part in the Feed the Future meeting (March 11-12, 2015) at Alisa Hotel in Accra organized under the theme "Collaborating for Results".



Figure 19: Feed the Future Partners Meeting at Alisa Hotel, Accra

Also in line with developing a Marine and Coastal Fisheries Database, visits were made to key institutions to solicit their support for this activity. It is intended to feed into the Environmental Data Centre (EDC) of CCM.

13. STRENGTHENING COMMUNITY BASED GROUPS AND ALTERNATIVE LIVELIHOODS IN COASTAL COMMUNITIES

Although this activity is scheduled to commence in the third quarter, the communities to be involved in this activity have already been identified as shown in the Table below. In all, eight communities have been chosen based on the following two criteria: 1) Non-cosmopolitan and 2) Reasonable fishing activity. Reconnaissance surveys are planned to take place in May 2015 and contacts made with the District Chief Executives and Chief Fishermen of these communities have been made.

Region	Town	District
Western	Shama	Shama District
	Axim	Nzema East Municipal District
	Half Assini	Jomoro District
	Sanwoma	Ellebele District
Central	Apam	Gomoa West District
	Nakwa	Ekumfi District
	Moree	Abura-Asebu-Kwamankese District
	Elmina	Komenda-Edina-Eguafo-Abirem District

14. KEY CHALLENGES AND WAY FORWARD

1. Internal bottlenecks

- Procurement bureaucracies
- Administrative handling of physical works
- Weak oversight responsibility on the part of Directorate of Physical Development and Estate Management (DPDEM) making the Project Management Team to assume that role
- Communication challenges amongst key stakeholders within UCC
- *Slow pace of financial flow*
Lengthy and cumbersome process in getting payment made which ultimately take too long for goods and services to be paid.

2. External challenges

- **Suppliers**
Delivering goods in batches by some suppliers and failing to present proper documentation on delivered goods by other supplies inherently slowing down the process for payment.
- Slow pace of work by the contractors handling refurbishment of laboratories and offices which could be attributed to lack of supervision by the appropriate UCC authorities.
- Challenges with securing approval from Public Procurement Authority (PPA) for goods and services requiring approval for sole sourcing.

3. Other challenges

- ***Exchange Rate***

With the continuous depreciation of the Cedi on a daily basis, procurement and payment for services as well as payment for salaries have come under duress.

- (a) Under the present arrangement, DFAS expected to receive amounts based on the exchange rate at the time of transfer from USAID. However, all amounts received so far have been based on the exchange rate at the time of preparing the budget.
 - (b) Foreign transactions (with respect to the procurement of field and laboratory equipment in particular) means buying the US\$ with a continuously weakening Cedi. When a budget reconciliation is prepared to account for the depreciation (in line with the agreement from USA), a further depreciation is encountered by the time it is ready for submission to USAID for approval, This is affecting the raising of a letter of credit for the overseas procurement.
- Power outages – referring to the “Dumsor” problem

Way Forward Based on Lessons Learnt

1. A one-day sensitization workshop involving the key stakeholders within UCC being planned to holistically address the current internal challenges facing the project and any unforeseeable challenges involving all these stakeholders of the University.
2. In the interim, all procurement activities in the future will be initiated well ahead of time.

15. APPENDICES

I. CALL FOR APPLICATIONS FOR POSTGRADUATE SCHOLARSHIPS – MASTER OF PHILOSOPHY (M. PHIL) DEGREE



Call for Applications for Scholarships – Doctor of Philosophy (PhD) and Master of Philosophy (MPhil) Degrees for the 2015/2016 Academic Year at the University of Cape Coast

Background:

In support of the Government of Ghana's (GoG) initiatives on food security, the United States Government (USG) through the United States Agency for International Development (USAID) is supporting a five-year capacity building programme for fisheries and coastal management in Ghana. The project contributes to GoG's overall grand fisheries and coastal development programme and USAID's Feed the Future (FtF) Initiative, the USG led global hunger and food security project designed to enhance economic growth in beneficiary countries. In this context, the Department of Fisheries and Aquatic Sciences (DFAS) at the University of Cape Coast is presently leading the USAID Capacity Building Support Programme for the Fisheries and Coastal Management sub-component in collaboration with coastal research institutes at the University of Rhode Island, USA.

(i) Doctor of Philosophy (PhD) Degree

Applications are hereby invited from suitably qualified candidates for the award of five (5) full scholarships to pursue PhD degrees at the Department of Fisheries and Aquatic Sciences of the University of Cape Coast in one of the following areas: *Fisheries Science; Integrated Coastal Zone Management; Limnology and Oceanography; or Aquaculture*. The PhD study will cover a period of three (3) years, beginning the 2015/16 academic year. The scholarships cover tuition, monthly stipends, and field research grants as well as other material and technical support. Successful candidates will spend 6 months at the University of Rhode Island in the United States to cover part of their studies.

General Requirement: Applicants must generally qualify for admission into a PhD programme at the University of Cape Coast.

Specific Requirements: In addition, all applicants must satisfy the following specific requirements:

- 1) Must hold a good master's degree (Grade: B+ or A would be an advantage) from a recognized university in a relevant field of study namely:

- Fisheries Science, Oceanography, Limnology, Aquatic Ecology, Integrated Coastal Zone Management, Coastal Resources Management, Aquaculture, Environmental Science, Environmental Governance, Marine Policy, Conservation Science or Natural Resource Management.
- 2) All candidates must submit:
- an application letter
 - Curriculum Vitae (CV)
 - Motivation letter
 - Two letters of recommendation
- 3) Successful candidates will be expected to conduct research in one of the following thematic areas in either the Western or Central Region of Ghana. Therefore, all applicants **MUST** in addition to the above (i.e. 1 & 2), submit a 5-page research proposal on one of the following areas of emphasis:
- i. **Fisheries Stock Assessment**
Studies will be conducted to assess the status of commercially important marine fish stocks.
 - ii. **Studies on Marine Fisheries Governance Issues**
Research in this area would involve a survey and review of various social issues in fishing communities as well as existing adaptive management strategies.
 - iii. **Research on Fish and Shellfish of Commercial Value**
Research on the coastal tilapia (black-chinned tilapia), shrimps and mangrove oysters would involve growth, reproduction and survival of juveniles and their culture potential.
 - iv. **Analysis of Value Chains of Fish Trade**
This activity will investigate the different phases of production, processing and marketing of the different commercial fish species in the country. Factors affecting the various stages in the chain will be investigated.
 - v. **Assessment of Biodiversity and Health of Coastal Ecosystems**
This work will involve examination of aspects of biodiversity of fish, benthic invertebrates, and mangrove communities in lagoons and estuaries to establish the scientific basis for future monitoring in view of the ongoing offshore oil and gas exploration and production. Aquatic environmental factors, occurrence of algal blooms and invasive species will also be investigated.
- 4) **In addition to all of the above (1-3), all candidates seeking for scholarships must separately apply for admission to **one** of the **four** academic programmes offered in the Department.**

(ii) Master of Philosophy (MPhil) Degree

Applications are invited from suitably qualified candidates for the award of five (5) full scholarships tenable at the University of Cape Coast. The Master of Philosophy Degree study will cover a period of two academic years beginning 2015/16 academic year. The scholarships cover tuition, monthly stipends, and field research grants as well as other material and technical support to successful candidates to pursue any of the following programmes of study:

- Fisheries Science
- Integrated Coastal Zone Management
- Oceanography and Limnology
- Aquaculture

Requirements:

- i. Applicants must generally qualify for admission to masters' programme at the University of Cape Coast. In addition, all applicants must satisfy the following specific requirements/prerequisites:
- ii. Must hold a Bachelors' degree with a minimum of Second Class Honours (Upper Division) from a recognized university in a relevant field of study notably Fisheries and Aquatic Sciences, Integrated Coastal Zone Management, Coastal Resources Management, Aquaculture, Environmental Science, Environmental Governance, Marine Policy, Conservation Science, Natural Resource Management among others.
- iii. All candidates must submit the following:
 - an application letter
 - Curriculum Vitae (CV)
 - Motivation letter
 - Two letters of recommendation

In addition to all of the above (i-iii), all candidates seeking for scholarships must separately apply for admission to **one** of the **four** academic programmes offered in the Department.

Contact:

Only shortlisted applicants will be invited for an interview after the closing date. Females are particularly encouraged to apply.

All applications must be mailed (regular/ courier) to:

The Project Manager, USAID/UCC Fisheries and Coastal Management Capacity Building Support Project, Department of Fisheries and Aquatic Sciences School of Biological Sciences, University of Cape Coast, Cape Coast, GHANA

Deadline: 30th April, 2015.

Funding Agency: United States Agency for International Development (USAID)

II. Memorandum of Understanding (MoU) between University of Rhode Island and the University of Cape Coast

THE
UNIVERSITY
OF RHODE ISLAND

THINK BIG WE DO



UNIVERSITY OF
CAPE COAST

MEMORANDUM OF UNDERSTANDING
Between the
University of Rhode Island, Rhode Island, Kingston, USA
And
University of Cape Coast (Ghana)

This Memorandum of Understanding (MOU) is made and entered into on the day of the final signature, by, and between the University of Rhode Island, Kingston, Rhode Island, USA (hereinafter referred to as URI) and the [University of Cape Coast, Cape Coast, Central Region, Ghana] (hereinafter referred to as UCC) wishing to establish cooperative relations, especially to develop academic and cultural interchange in education, research, and other areas, under the following terms and provisions:

AREA. Subject to mutual consent, the area of cooperation includes any program offered at either university in which the two institutions believe cooperation is feasible and desirable and which would contribute to fostering and developing a mutually beneficial relationship between the two universities.

METHODS. Subject to the approval of the President or Chief Academic Officer of each institution and the availability of funding, assistance shall be carried out through any one or more of the following activities or programs as mutually agreed to by the parties:

1. Exchange of faculty members of both universities.
2. Exchange of students on the baccalaureate and/or graduate level. Arrangements for undergraduate student exchange at the University of Rhode Island are handled through the Office of International Education
3. Joint research activities
4. Participation in seminars and academic meetings
5. Exchange of academic materials and other information
6. Special short-term academic programs (training, work shops, J-Term)
7. Staff development projects

The terms of such activities and the budget required for them shall be mutually discussed and agreed upon in writing and signed by both parties prior to the initiation of any specific program or activity. Each program or activity shall be negotiated on an annual basis. Each university will designate a Liaison Officer to develop and coordinate specific activities and programs.

EFFECTIVE DATE AND LENGTH OF AGREEMENT. This agreement will remain in force for a period of five years from the date of signature, subject to the availability of funds to support projects. Any amendment and/or modification of this agreement require written approval of the President or Chief Academic Officer of each institution and shall be appended hereto. After the initial five-year period, this agreement may be renewed by mutual consent. Either party reserves the right to terminate this agreement upon six (6) months' prior written notice to the other.

The University of Cape Coast

Professor Domwini D. Kuupole

Vice-Chancellor

05-02-2015

(Date)

PROF. D. D. KUUPOLE
VICE-CHANCELLOR
UNIVERSITY OF CAPE COAST
CAPE COAST

The University of Rhode Island

Dr. Donald H. BeHayes

Provost

3-5-2015

(Date)

III. Consultancy for the implementation of a Short Course on Climate Change Adaptation at the Department of Fisheries and Aquatic Sciences (DFAS) of the University of Cape Coast



USAID | GHANA
FROM THE AMERICAN PEOPLE



UNIVERSITY OF
CAPE COAST

USAID/UCC Fisheries and Coastal Management Capacity Building Support Project

Consultancy for the implementation of a Short Course on Climate Change Adaptation at the Department of Fisheries and Aquatic Sciences (DFAS) of the University of Cape Coast

Effective Dates: Between 1 May to July 31, 2015 (3 months)

Terms of Reference (TOR)

Principal Objective:

To develop a short-course on climate change adaptation with relevant contextual aspects for Ghana's coastal areas to be implemented at the University of Cape Coast

Specific Task:

The project will ensure that a well-developed and refined short course on climate change is implemented including:

- A needs assessment for District and Regional level planners and National Disaster Management Organization personnel.
- Materials and training manuals to instruct 5 days of course work and practical exercises.
- A workshop made up of presentations of courses and practical exercises.
- Documentation of best practices on climate change adaptation/ mitigation strategies within the West African sub-region.
- A practical exercise with a guide for coaching participants.

Target Groups:

Individuals actively engaged in the field of coastal management or whose work is increasingly affected by the issues of coastal development and climate change. Professionals in natural resources, fisheries, hazards, population, health and environment, university lecturers, Staff from non-governmental organizations addressing community development and the coastal environment, Project managers in development organizations and development banks, Businesses and corporations engaged in coastal development.

Outputs of the consultancy:

1. Needs assessment surveys conducted
2. Needs assessment report completed

3. Modules and trainers guides for climate change modules to be used in Ghana developed
4. Workshop with PowerPoint presentations for individual modules conducted
5. Planning and arrangement for all logistics including conference halls, food, accommodation and other relevant supplies provided.
6. Post-course field practical activities outlined.
7. A completed course evaluation assessment report.

To note that interested individuals or organizations must submit proposal detailing the above plus curriculum vitae by **30th April, 2015** delivered hand, email or courier to:

The Project Manager, USAID/UCC Fisheries and Coastal Management Capacity Building Support Project, Department of Fisheries and Aquatic Sciences, University of Cape Coast, University Post Office, Cape Coast, Ghana

Email: daheto@ucc.edu.gh

IV. Partnership Assessment Questionnaire for Institutional Collaboration with the DFAS/UCC on the Development of a Marine and Coastal Fisheries Database

Preamble

This questionnaire asks questions about different aspects of our collaboration. It will take about 20 minutes to complete. The questionnaire is designed to allow you to anonymously express your opinions and provide information about the need for a database to support fisheries research and management in Ghana. **DO NOT WRITE YOUR NAME ANYWHERE ON THE QUESTIONNAIRE** and your name should not be attached in any way to the responses you give.

By answering the questions, you will help the University of Cape Coast (U.C.C) to learn about your strengths and weaknesses and about steps that the University can take to ensure a fruitful collaboration with your organization. The answers you give will be used to generate a report for the U.C.C. capacity building project (with implementation letter No.: 641-A18-FY14-IL#007) on fisheries management that is supported by the United States Agency for International Development (USAID). A copy of report will be made available to you when it is done.

Please answer every question. Select only one answer per question.

To complete the questionnaire:

- Please use an ink pen.
 - Be sure to read all the answer choices before marking your answer.
 - Answer each question by placing a legible check mark [\checkmark] or “X” in the box to the left of your answer
 - Please return the completed questionnaire in the enclosed envelop. We have already affixed our postal addressed and stamp on the envelop.
1. How well do you agree with the following statements?
- a. Marine and coastal fishes in Ghana are over-exploited.

- [] Extremely well
- [] Very well
- [] Somewhat well
- [] Not so well
- [] Not well at all

- b. A permanent and managed archive for data on marine and coastal fisheries is a crucial component of fisheries research in Ghana?

- [] Extremely well
- [] Very well
- [] Somewhat well
- [] Not so well
- [] Not well at all

- c. A permanent and managed archive for data on marine and coastal fisheries is crucial for sustainable management of fisheries resources in Ghana.

- [] Extremely well
- [] Very well

- Somewhat well
- Not so well
- Not well at all

2. Your organisation is funded by which of the following?

- Government of Ghana
- Foreign country(ies)
- Private sources
- Do not know

3. Which of the following statements best describes the core activities of your organisation?

- Fisheries policy and management
- Fisheries research
- Fisheries research, policy and management
- Advocacy for natural resource (e.g., wild fish) conservation and management.
- Bibliothecary

4. Do you collect raw and/or processed data on any of the following as part of your work?

a. Physical features of the coastal ocean and environment in Ghana.

- Yes. No.

b. Marine and coastal organisms in Ghana. Yes. No.

c. Fishing activities in Ghanaian waters. Yes. No.

5. Do you or your organization have a raw datasets on marine and coastal fisheries in Ghana?

- Yes. No.

6. Will you share datasets from your research in the in hopes of increasing fisheries research efficiency and management quality?

- Yes. No.

7. How well do you agree with the following statements?

a. Sharing raw datasets increases research efficiency.

- Extremely well
- Very well
- Somewhat well

- Not so well
- Not well at all

b. People who share datasets from their work should be well compensated.

- Extremely well
- Very well
- Somewhat well
- Not so well
- Not well at all

c. People who work in government funded institutions should be mandated to share raw datasets from their work.

- Extremely well
- Very well
- Somewhat well
- Not so well
- Not well at all

8. Have you or your organization worked on a collaborative project before?

- Yes.
- No.

9. Please choose the statement that best describes how well your organization uses financial resources from their partners.

- My organization makes excellent use of partners' financial resources.
- My organization makes very good use of partners' financial resources.
- My organization makes good use of partners' financial resources.
- My organization makes fair use of partners' financial resources.
- My organization makes poor use of partners' financial resources.

10. Please choose the statement that best describes how well your organization uses in-kind resources (e.g., skills, expertise, information, data, connections, influence, space, equipment, goods) from their partners.

- The organization makes excellent use of partners' in-kind resources.
- The organization makes very good use of partners' in-kind resources.
- The organization makes good use of partners' in-kind resources.
- The organization makes fair use of partners' in-kind resources.
- The organization makes poor use of partners' in-kind resources.

11. Please rate the total effectiveness of your organization's leadership in each of the following areas:

a. Taking responsibility for partnership

- Excellent

- Very good
- Good
- Fair
- Poor
- Don't know

b. Inspiring or motivating people involved in the partnership.

- Excellent
- Very good
- Good
- Fair
- Poor
- Don't know

c. Empowering people involved in the partnership.

- Excellent
- Very good
- Good
- Fair
- Poor
- Don't know

d. Working to develop a common language a partnership.

- Excellent
- Very good
- Good
- Fair
- Poor
- Don't know