USAID/Ghana Sustainable Fisheries Management Project

Year 4 Work Plan

October 1, 2017, to September 30, 2018
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Ghanalinks.org
https://ghanalinks.org/elibrary  search term: SFMP

USAID Development Clearing House
https://dec.usaid.gov/dec/content/search.aspx  search term: Ghana SFMP

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Cover photo: Fisherfolk in the Greater Accra Region showing their signed compact of commitment to good fishing practices. (PHOTO CREDIT: SFMP)
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DAA:  http://womenthrive.org/development-action-association-daa
Friends of the Nation:  http://www.fonghana.org
Hen Mpoano:  http://www.henmpoano.org
Resonance Global:  https://resonanceglobal.com/
SNV:  http://www.snvworld.org/en/countries/ghana
ACRONYMS

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

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

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

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

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

- Implementation of National Fisheries Management Plan measures that reduce fishing effort, will depleted fish stocks to recover, and allow for the recuperation of tens of thousands of metric tons of food protein supply lost due to severe overfishing and poor management, indirectly benefiting over 130,000 fishers, processors and traders.
• Approval of community based management plans and use rights for three estuarine fisheries systems that empower local users to sustainably manage these resources for local economic benefit
• A Fisheries Act and associated policy framework that allows co-management and use rights in Ghana’s fisheries to be realized.
• 735,241 hectares of natural resources and fish habitat under more effective management.
• Inclusive participation by under-represented groups, women and youth in decision-making.
• 4,324 people (a majority women) benefiting from improved livelihoods, access to micro-credit, adoption of more efficient and profitable fish smokers and fish product value-added.
• Several climate-resilient fishing communities and strengthened capacity of District Assemblies to promote and support resilient community policies and initiatives.
• A decline in child labor and trafficking in the fisheries sector in the Central Region.

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

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

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

Representatives of NAFPTA confirm that SFMP approaches to gender inclusion are becoming standard practice in Fisheries Commission-led activities, “Women are happy with the co-management process. Women will get to talk. Traditionally women would get no input for laws and policies. Under the co-management process women will get to talk and the husbands will not beat them for speaking because he knows it now is the policy that women should speak.”
Evidence-based decision-making by the Fisheries Commission has increased, and the quality and availability of evidence generated and accessed by the organization has improved due to SFMP support. Support to UCC capacity development for evidence-based decision-making by fisheries actors resulted in greater and more reliable science-based information for fisheries management. For example, the Fisheries Commission FSSD sardinella stock characterization and stock assessment work supported by SFMP and carried out by UCC and the Fisheries Commission was considered in the decision for determining the timing of the closed month for trawlers. Research and analysis of costs, health impacts, and quality of the products produced supported greater user appreciation of improved fish smoker models developed by SFMP and led to Fisheries Commission and NAFPTA promotion of the Ahotor (Comfort) stove. In addition, two FC staff and three UCC students are completing URI Master’s degree programs with SFMP support. One UCC student is a PhD candidate at URI and is conducting thesis research on sardinella stock assessment that will support further progress on small pelagics management efforts.

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

**YEAR 4 Priorities and Changes**

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

Overall organization of work reflects a tighter focus on the formal adoption of outstanding policies and the acceptance and implementation of fisheries management measures by stakeholders in the fisheries sector. This includes a fisheries sector closed season for both trawlers and canoes (although canoes technically are exempted from seasonal closures in the current five-year national fisheries management plan), rollout of the national co-management policy, adoption of an additional fishing holiday (non-fishing day) in all coastal regions beyond the single traditional fishing holidays already established in each region, and broader implementation of the fisheries sector national gender policy. Existing community Fisheries
Watch Volunteers groups will be strengthened and an additional 6 FWV groups will be started based on an updated and revised training guide based on lessons learned during the official launch of the first groups. SFMP will emphasize greater coordination across SFMP implementing partners, resulting in greater consistency of messaging across larger areas of the coast, and strengthened engagement in geographic focal areas.

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

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

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

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

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

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

SFMP and the Fisheries Commission developed a joint communications strategy for Year 4 as SFMP looks to the Fisheries Commission to lead in many of the programmatic and communications areas, including national and regional dialogues with fishers on voluntary compliance and other issues related to policy implementation. SFMP is putting particular
emphasis on strengthening Fisheries Commission links to an expanded Fisher-to-Fisher (F2F) dialogues program that creates an environment for fishers to talk with other fishers about the needs for new management measures.

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

The following sections provide more detail related to activities under each IR, and the task tables included at the end of this work plan provide details of specific activities and responsible parties.
Table 1: Results to date, Year 3 targets and revised life-of-project targets per result area and indicator

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<tr>
<th>Ind No</th>
<th>Indicator</th>
<th>Result to Date</th>
<th>Work Plan Target Year 4</th>
<th>Original PMP Target Year 4</th>
<th>Target LoP</th>
<th>Revised LoP Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Number of hectares in areas of biological significance and/or natural resource showing improved biophysical conditions as a result of USG assistance (EG 4.8.1-1)</td>
<td>N/A</td>
<td>N/A Track</td>
<td>N/A Track</td>
<td>610,900 marine</td>
<td>No Change in LoP Target</td>
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<tr>
<td>1a</td>
<td>Fishing Mortality at MSY (Fmsy) (Small pelagics &amp; Demersal)</td>
<td>Baseline</td>
<td>Stable/decreasing</td>
<td>Stable/decreasing</td>
<td>No Change in LoP Target</td>
<td></td>
</tr>
<tr>
<td>1b</td>
<td>Biomass to produce MSY (Bmsy): (Small Pelagics only)</td>
<td>Baseline</td>
<td>Stable/decreasing</td>
<td>No Change in LoP Target</td>
<td></td>
<td></td>
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<tr>
<td>2</td>
<td>Number of indirect project beneficiaries (project custom indicator)</td>
<td>N/A</td>
<td>N/A N/A</td>
<td>N/A</td>
<td>No Change in LoP Target</td>
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<tr>
<td>3</td>
<td>Number of agricultural and nutritional enabling environment policies analyzed, consulted on, drafted or revised, approved and implemented with USG assistance (RAA)(EG.3.1-12)</td>
<td>Fish Act: Stage 2 Child labor: Stage 4 Small pelagic: ongoing Demersal plan: Stage 3 Pra Plan: stage 3 Ankobra plan: stage 3</td>
<td>Fish Act approved small pelagic plan approved Demersal plan submitted</td>
<td>6 (Fish act, child labor, small pelagic, demersal plan, Pra plan, Ankobra plan)</td>
<td>7 Fish Act step 4 CLaT strat step 4 NMFMP – step 5 Co-mgt pol –step 4 Pra, Ankobra, Densu –step 4</td>
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**Goal:** Rebuild marine fisheries stocks and catches through adoption of responsible fishing practices.
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<thead>
<tr>
<th>InD No</th>
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<tr>
<td>7</td>
<td>Number of hectares of biological significance and/or natural resources under improved natural resource management as a result of USG assistance (EG 4.8.1-26)</td>
<td>17</td>
<td>510 hectares</td>
<td>118700 Demersal plans</td>
<td>735,241</td>
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<td>8</td>
<td>Number of DAs supported with USG Assistance (Ghana CDCS, IR 2.3 indicator)</td>
<td>5</td>
<td>4</td>
<td>4 on going</td>
<td>4</td>
<td>No change in LoP target</td>
</tr>
<tr>
<td>9</td>
<td>Improvement in fisheries enforcement and prosecutorial chain to counter IUU fishing (Project Indicator)</td>
<td>Decreasing</td>
<td>Increasing</td>
<td>Increasing</td>
<td>Increasing</td>
<td>No change to Target</td>
</tr>
<tr>
<td>10</td>
<td>Number of climate vulnerability assessments conducted as a result of USG Assistance (EG 4.5.1)</td>
<td>3</td>
<td>N/A</td>
<td>N/A</td>
<td>3</td>
<td>No change in LoP Target</td>
</tr>
<tr>
<td>11</td>
<td>Number farmers and others who have applied improved technologies or management practices with USG assistance (RAA)(WOG)-EG.3.2-7</td>
<td>N/A</td>
<td>100,100 (assumes national closed season or other measure for canoes/small pelagics adopted and stove)</td>
<td>10,000 WR Cape three points no take zone/demersal plan</td>
<td>111,000</td>
<td>No change to Target</td>
</tr>
<tr>
<td>12</td>
<td>Number of micro, small and medium enterprises (MSMEs), including farmers, receiving business development services from USG assisted sources (FtF 4.5.2)</td>
<td>3084</td>
<td>71%</td>
<td>1150</td>
<td>1,000</td>
<td>4,324</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>IR2: SCIENCE &amp; RESEARCH: Increased use of science and applied research to inform decision-making and the implementation of management plans</td>
<td>See cross cutting indicators</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>IR3: CONSTITUENCIES: Constituencies and political will for policy reform &amp; implementation built, demanding sustainable use and conservation</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Number of information products disseminated in local media reports, radio shows, conference papers, and research studies (Project indicator)</td>
<td>135</td>
<td>94%</td>
<td>54</td>
<td>20</td>
<td>98</td>
</tr>
<tr>
<td>10</td>
<td>Number of climate vulnerability assessments conducted as a result of USG Assistance (EG 4.5.1)</td>
<td>3</td>
<td>N/A</td>
<td>N/A</td>
<td>3</td>
<td>No change in LoP Target</td>
</tr>
<tr>
<td>IR4: APPLIED MANAGEMENT: Improved management of marine resources to conserve bio- diversity &amp; provide other benefits</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>IR 5 Gender</td>
<td>See cross cutting indicators</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>IR 6 Public Private Partnerships</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>Value of new private sector capital investments in the agriculture sector or food chain leveraged by Feed the Future implementation (RAA)-EG3.2-22</td>
<td>$ 172'758</td>
<td>N/A</td>
<td>Track No Target</td>
<td>Tracked, no target</td>
<td>Tracked, no target</td>
</tr>
<tr>
<td>16</td>
<td>Number of public-private partnerships formed as a result of USG assistance (RAA)-E.G 3.2-5</td>
<td>2</td>
<td>100%</td>
<td>0</td>
<td>0 (2 ongoing)</td>
<td>2</td>
</tr>
<tr>
<td>InD No</td>
<td>Indicator</td>
<td>Result to Date</td>
<td>Work Plan Target Year 4</td>
<td>Original PMP Target Year 4</td>
<td>Target LoP</td>
<td>Revised LoP Target</td>
</tr>
<tr>
<td>--------</td>
<td>----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
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<td>-------------------------</td>
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<td>------------</td>
<td>-------------------</td>
</tr>
<tr>
<td>4</td>
<td>Number of institutions with improved capacity to develop and implement managed access fisheries management plans</td>
<td>15 93%</td>
<td>16 Ongoing, NAFTA replaces FA</td>
<td>16-Ongoing, no new groups</td>
<td>16</td>
<td>No change in LoP Target</td>
</tr>
<tr>
<td>14</td>
<td>Number of for-profit private enterprises, producers organizations, water users organizations, women’s groups, trade and business associations, and community based organizations receiving USG food security related organizational development assistance</td>
<td>4 100%</td>
<td>4 (1 new-NAFTA)</td>
<td>4 ongoing assistance</td>
<td>3</td>
<td>Target changed from 3 to 4</td>
</tr>
<tr>
<td>15</td>
<td>Number of members of producer organizations and community based organizations receiving USG assistance (S) (FTF 4.5.2(27))</td>
<td>1498 N/A</td>
<td>TBD</td>
<td>Same on going</td>
<td>TBD</td>
<td>TBD</td>
</tr>
</tbody>
</table>

**Cross Cutting Indicators (summarized for all IRs)**

| 5      | Number of days of USG funded technical assistance in NRM and/or biodiversity provided to counterparts or stakeholders (EG 4.8.1-28)                                                                  | 2244 62%       | 260                      | 708                      | 3,634      | No change to LoP Target |
| 17     | Number of people receiving USG supported training in natural resources management and/or biodiversity conservation, and climate change, disaggregated by gender (EG 4.8.1-27/4.8.2-6)  | 3466 68%       | 3164                     | 1600                     | 5,126      | No change          |
| 18     | Number of person hours of training in natural resources management and/or biodiversity conservation supported by USG assistance (4.8.1-29)                                                   | 49424 84%      | 61425                    | 16,000                   | 59,080     | No change          |
| 19     | Number of individuals who have received USG-supported short-term agricultural sector productivity or food security training (RAA) (WOG) EG.3.2-1                                           | 2470 39%       | 2200                     | 2200                     | 6387       | No change          |
| 20     | Number of individuals who have received USG-supported degree-granting agricultural sector productivity or food security training (RAA) EG.3.2-2                                               | 5 100%         | 5                        | 5                        | 5          | No Change          |
| 21     | Value of agricultural and rural loans as a result of USG assistance (RAA) (WOG) EG.3.2-6                                                                                                              | $10514 9%      | TBD                      | $42,682      | $121711    | No Change          |
| 22     | Number of micro, small, and medium enterprises (MSMEs), including farmers, receiving agricultural-related credit as a result of USG assistance (RAA) EG.3.2-3                                           | 110 N/A        | TBD                      | TBD                      | TBD        | No Change          |
A ACTIVITIES AND RESULTS EXPECTED PER INTERMEDIATE RESULT (IR) AREA

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

IR 1 Strengthened Enabling Environment for Marine Resources Governance

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

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

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

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

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

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

1.1 Key Policy Reforms in the Fisheries Sector

Legal Reforms in the Fisheries Sector: The Ministry of Fisheries and Aquaculture Development (MoFAD) is revising the National Fisheries Act to improve fisheries management in Ghana with the current expectation that the revised act will be presented to Parliament in 2018. This timing represents a unique window of opportunity for the SFMP to support what is typically a once in a decade opportunity to enact legal reforms that can support a range of best practices including co-management and use rights, among others. The technical legislative drafting committee, including an SFMP advisor, was constituted by MoFAD in July 2016 and will soon complete its work on a fully revised draft.
However, there are additional technical issues that have yet to be factored into the bill. In addition, a stakeholder engagement process is required before the revised act can be presented to Parliament. Working with the Fisheries Commission and Ministry staff, SFMP will support the required stakeholder engagement process to ensure that stakeholder views and concerns are addressed in the revised fisheries bill. The SFMP team will support the FC to collate inputs and, to the extent practical, support a process by which these inputs are incorporated into the bill. SFMP will support seven 2-day workshops on the revised Fisheries Act in the 4 coastal regions where SFMP is engaged. It is expected that by the end of the second quarter of Year 4, the stakeholder process and redrafting will be completed enabling the minister to present the final revised act to parliament by the end of 2018.

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

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

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

### 1.2 Harmonizing Regional Fisheries Policies

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

IR 2 Science and Research Applied to Policy and Management

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

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

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

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

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

2.1 Scientific and Technical Working Group (STWG)

The National Marine Fisheries Management Plan of Ghana (2015-2019) requires an annual review of the status of the fish stocks within its EEZ. This requirement calls for additional capacity and technical expertise in fish stock assessment and management from various national research institutions, fisheries projects, fishers and academia to update the recent assessments and make recommendations. The Scientific and Technical Working Group (STWG), formed to carry out this work, was endorsed by the Fisheries Commission in Year 1 and has been supported since then by SFMP. The STWG continues to advise the FC on fisheries management actions. It prepared and submitted status reports to the FC and MOFAD on small pelagic fish stocks in 2015 and 2016. In addition, the STWG proposed a
management measure to address the overfishing situation by implementing a one month closure during the peak spawning season of small pelagics for all fisheries including canoes. The proposal remains under review by the new administration of MoFAD, was discussed with stakeholders during SFMP’s Fisher-to-Fisher (F2F) dialogues and will be supported in SFMP Year 4.

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

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

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

2.2 UCC/DFAS/CCM Capacity Development

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

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

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

The inaugural visit by the president of URI to Ghana in 2016 further strengthened the ties between the two institutions and provided a wide range of additional opportunities to collaborate in other areas such as biological and life sciences, oceanography, business and
pharmacy. The Deans of each of these departments from URI and UCC completed successful exchange visits to discuss ways to create a dual PhD degree program, exchange of graduate students and other short term international educational experiences for undergraduate students.

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

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

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

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

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

### 2.3 Improving FC Data Systems and Stock Assessment Capacity

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

**FSSD advanced fish stock assessment:** SFMP previously conducted a number of trainings for a group of FSSD staff and UCC faculty to strengthen their capacity to conduct local stock assessments. In spite of this training, FSSD and the STWG still rely on outside expertise to conduct annual stock assessments. A project goal and sustainability concern is to make them fully and independently capable to carry out annual stock assessments and make recommendations to the Commission on measures to end overfishing and rebuild overfished
stocks by project end, especially for the small pelagics stocks. To achieve this, SFMP will provide specialized training at URI for 3 months for 2 mid-career staff of FSSD who attended and successfully completed the previous trainings offered by SFMP in-country and are deemed capable of leading the stock assessment work of FSSD and the STWG in the future. By the end of this training, the two individuals will be capable of building on the work done to date by the STWG and updating annually the status of the stocks for the Commission without the assistance of SFMP, URI and/or FAO consultants.

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

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

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

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

**IR 3 Creating Constituencies and Stakeholder Engagement**

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

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

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

Hosting and costs of the Volta F2F dialogues rotates between chief fishermen in different areas. Links between the Fisheries Commission and fisherfolk (fishers and processors) are strengthened across the coast through involvement of national and regional Fisheries Commission staff in project activities, meetings, durbars and workshops.

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

In Year 4, SFMP will reposition its communication program as a centerpiece work stream supporting and linking other SFMP programs in policy and legal reform, applied management, constituency and political mobilization, public-private partnerships and gender. A joint Fisheries Commission-SFMP communications plan was developed at the end of Year 3 that aligns SFMP support directly to self-identified Fisheries Commission needs and makes visible to the Fisheries Commission additional value-adding SFMP supported IEC efforts not covered in the Fisheries Commission communication plans and budgets. Policy and legal reform efforts supported by SFMP are, in general, on schedule for Year 3 and Year 4 and communications elements will focus on building understanding by stakeholders of how these new policies and laws impact their day-to-day activities while building support for voluntary
compliance with these new policies and laws. These efforts will especially emphasize the importance of addressing overfishing and overcapacity issues via a closed season, canoe registration (a first step in reducing effort), eliminating IUU, additional fishing holidays, implementation of a national co-management policy framework, and other management measures.

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

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

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

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

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

Regional queen mothers will be engaged to address fisheries harvest issues but especially post-harvest value chain and health related issues and opportunities related to adoption of the Ahotor stove. Also in the last quarter of Year 3 the Minister of Fisheries and Aquaculture Development was briefed on the Ahotor stove and stated that she wanted to personally own the initiative. SFMP’s facilitation will bring chiefs and queen mothers together with the Minister to fully own and support management measures and adoption of post-harvest opportunities.\footnote{As an example of how traditional authorities can support development action see USAID LOGODEP’s support for female chiefs, queen mothers and female assembly members that led to the first Queen Mothers’ Association in Ghana and increased regional chiefs and queen mothers representation support for local improved governance.}

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

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

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

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

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

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

Progress to date on applied management results are well on target. The Fisheries Commission formally adopted a national marine fisheries management plan. Implementation, while slow, is underway. Draft community-based fisheries management plans for three estuaries have been completed and will be submitted for approval in Year 4. More than 3000
people have benefited to date from SFM business development services and over 1500 fisherfolk have signed on to a new micro-insurance/savings scheme developed especially for the fishing industry through a private sector partnership. Two coastal resilience plans have been prepared and mainstreamed into local district development plans and coastal districts in the Central Region were strengthened through GIS training and development of spatial planning guidelines for coastal areas. The ability to utilize small unmanned aircraft (SUAs) for high resolution mapping and coastal planning has been demonstrated. Development of sustained capacity at the University of Cape Coast to continue to use SUAs for mapping and environmental monitoring and provide services to local government is underway (see section 2.2). After about two years of technology development and testing, a new energy efficient and more profitable small-scale fish smoker has been developed and demonstration sites show positive feedback from small scale women fish processors. However, a key constraint to broader and faster scale-up of the new “Ahotor” (comfort) stove is the high initial cost. Development of finance arrangements and partnerships with banks to address this issue is a priority in Year4.

4.1 Implementing the NMFMP with emphasis on small pelagics fisheries management

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

By the end of the first quarter of Year 4, SFMP will have worked with the Fisheries Commission and Ghana National Canoe Council to complete registration of all canoes operating in the coast. The FC has recognized the canoe council as their key partner in reaching all canoe fishermen. SFMP will facilitate the collaboration between the FC and GNCFC to finalize the registration and embossment of all canoes operating in the coastal region. In addition, SFMP will assist the Fisheries Commission to complete its concept for identification cards, assist in consulting with and socializing this concept with fisherfolk, and provide financial support for biometric registration and issuance of smart ID cards related to canoe registration. While the process is yet to be clarified with the Fisheries Commission, it is envisioned that canoes involved in saiko fisheries activities (illegal transshipment at sea) will not be registered and receive cards through the normal process with possible scale-up in the near future to control saiko fishing. The registration of canoes is a required, though not a singularly sufficient step in capping and eventually reducing fishing effort.
In the last quarter of Year 4, SFMP held a private, unofficial meeting with the speaker of Ghana’s Parliament to discuss elements of the NFMP. In Year 4, SFMP will engage directly with key committees and members of parliament to build political will and support for action on the part of the Ministry of Fisheries and Aquaculture Development and Fisheries Commission. Members representing specific coastal regions will be identified, involved in SFMP activities, and SFMP will facilitate building a cohort of parliament members with interests in good fisheries practices and implementation of the National Fisheries Management Plan.

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

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

**Performance Evaluation of Marine Police in Fisheries Sector:** The police are often blamed for not enforcing laws or treating stakeholders with disrespect, resulting in a lack of responsible fishing. While the stakeholders need to take a leading role in starting the change...
in fisheries, the improved performance of the Marine Police is a significant contribution to the system that can help change stakeholders’ perceptions, attitudes and willingness to act responsibly. In years 2 and 3, SFMP had supported the Marine Police in changing their human resources policies for officer development and conducted a series of training events. In year 4 the focus will be on guiding the Marine Police to conduct field patrols and enforcing fishery laws in collaboration with local stakeholders – including the Community Fisheries Watch groups and fisheries co-management committees. The impact of this coordinated approach to joint patrols, education and enforcement can be increased confidence of local stakeholders act responsibly and know the political context is supportive for change. SFMP will mentor the Marine Police supervisors in conducting performance evaluations and encourage them to ensure their officers are performing and to influence a learning culture for the Marine Police. The impact to the Marine Police will be increased motivation to perform at a high level based on strong community support and a reduction in political interference. Success within the Marine Police can influence the coastal district Police posts that have significant interactions with fisheries stakeholders. Specific activities will include:

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

### 4.2 Community based Fisheries Management Pilots

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

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

In the Densu estuary, located on the outskirts of Accra, and a RAMSAR designated site, the focus is on a women-dominated oyster fishery. The 150 oyster pickers in this estuary are among the poorest and most vulnerable in the communities surrounding the Densu estuary. The work here is being facilitated by development Action Association; a woman’s based organization of fish processors and farmers. The planning and implementation actions are involving not only the Fisheries Commission but the Wildlife Department and traditional
leaders. The Pra estuary fisheries management planning is led by Friends of the Nation and coordinated with the Fisheries Commission’s Western Region office and the local district authorities. The priority species that are the focus of the plan are several finfish species of economic importance to the river fishers in Anlo Beach and Shama communities. The Ankobra estuarine management plan is led by Hen Mpoano and builds on work concerning resilience planning and mangrove habitat restoration conducted in previous project years. It involves fisherfolk from five communities including several remote and isolated communities an hour boat ride above the river mouth. In addition to continuing habitat restoration actions, seasonal area closures for four finfish species included in the management plan will be implemented in selected areas of the estuary and its tributaries.

For these management plans, all of the past characterization of the fishery, as well as catch trends and issue definition is based on local knowledge as a means to keep these small scale initiatives cost effective and simple. Local planning groups have been working with the resource users to identify priority species, formulate management objectives and related management measures to achieve the objectives. Year 4 will continue to see strengthening of user group management associations to enable them to continue self-governance of the fishery after completion of the project. Continued socialization of the contents of the plan will be undertaken to ensure the communities and all users fully understand the objectives.

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

Eventually under the reforms, and as proposed in the new policy, the Fisheries Commission Regional Directors can directly approve community-based management plans. However, the current interim process while not fully in line with the proposed new policies is bottom up with zonal officers and the regional directors involved in the planning effort and guiding the CSO and NGO community facilitators. The key objective in Year 4 is formal approval of the plans and initiating early implementation actions to build momentum and keep support and interest of the local stakeholders. Exchange visits will also be organized to promote cross-site sharing and lesson drawing. For the Densu fishery management initiative, continued exchanges with the TRY oyster harvesters association in the Gambia will be undertaken as well as a study visit to Benin where there is a history of community oyster management and habitat enhancement.

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

The SFMP is working to organize and strengthen women’s fish processing and marketing groups with an emphasis on three main pillars: (1) promoting more profitable and efficient fish smoker designs, (2) improving fish quality, storage facilities, handling and traceability from nets to table, and leading the “Healthy Fish” campaign aimed at fish consumers and intermediaries and (3) livelihood activities that add value to the products/services of small to medium sized businesses. SFMP will provide training in micro-credit, entrepreneurship and marketing. These activities are aimed at stabilizing and improving incomes in the near term even as the small pelagic fisheries remain near collapse, activating a large and important
stakeholder group, women fish processors, to have a stronger voice in favor of recuperating the fishery, and to be ready to take full economic advantage when the recovery begins.

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

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

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

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

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

**Healthy Fish program:** Both DAA and CEWEFIA will continue to lead public advocacy on Healthy Fish Campaigns in their respective areas of influence. This includes continued training of fish processors to create well packaged and branded products, seeking cooperatives or market consolidators to develop the supply chain for healthy fish to help
create a bigger volume supply for the big buyers, and identify upscale local markets for improved quality fish. The implementing partners will monitor all the Post-harvest activities to ensure that best fisheries practices are adopted (from net to plate) to achieve the intended result. DAA will continue to contribute to the healthy fish handling campaigns through local community radio sensitization and education on good post-harvest practices in Apam, Mumford, Winneba and some parts of Accra. Such public campaigns will include the annual celebration of World Rural Women’s Day, the annual meeting with the Fisheries Minister where the fight against IUU fishing (”sea galamsey”), overcapacity and overfishing by the industry and effort will be highlighted for action on the part of duty bearers and fishers.

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

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

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

**4.4 DAA Fisheries Training Center**

The DAA Interim Training Center in Bortianor allowed SFMP supported training of fish processors to proceed while the permanent structure was under construction. The permanent center in Kokorbite will be completed early in Year 4, with a formal launch planed in Q1. The priority in Year 4 will be making the center fully operational, including provision of all
the interior furnishings and equipment, obtaining a building occupancy and fire permit as well as preparing a business plan, a Center brochure and other tasks to insure sustainability beyond the life of the SFMP. The DFTC will start to engage in some income generating activities that will secure the core objective of providing fisheries based training and as a hub of improved post-harvest knowledge exchange.

DAA Fisheries Training Center (DFTC) will be the support base for capacity building activities in Apam, Winneba, Mumford and Accra. The completed DFTC will be piloting the Council for Technical, Vocational Education, and Training (COTVET) Curriculum as well as the Fisheries Commission’s CLASS 1 recognition Scheme & Production of Fish Based Products to Premium Markets in Ghana and Branding of DFTC - Value addition. The DFTC will enroll 25 fisheries based MSMEs in the COTVET National Proficiency I curriculum in Year 4. The DFTC will also facilitate training of 125 MSMEs in hygienic fish handling practices, fire safety and business skills development. The DTFC will guide and mentor 5 MSMEs as they work to qualify for the “Class 1” recognition scheme by the Fisheries Commission of Ghana.

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

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

In view of this, the SFMP is implementing a number of strategies aimed at reducing CLaT in the fisheries sector through behavior change communications and livelihood interventions that targets adult caretakers (parents, guardians, etc.) who are the key perpetrators as a result of poverty or lack of knowledge on the damages of CLaT on children. Increasing poverty due to declines in fish catches is viewed as exacerbating this problem in fishing communities. Our activities on this issue are focused in the Central Region where this practice in the fisheries sector is considered most pervasive and as a source for children trafficked into fisheries work on Volta Lake. The SFMP focus is to reduce Child Labor and Trafficking (CLaT) in Fisheries through prevention interventions in the Central Region. The emphasis is to work with stakeholders to implement prevention actions and behavior-change communications in an effort to make CLaT practices socially unacceptable. SFMP will work with policy makers and key actors at the national level, implementers at the Central Region coastal districts and also with community stakeholders to ensure that all key actors along the policy formulation and implementation chain are actively engaged.

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

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

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

At the national level we will advocate for the passage of the anti-child labor and trafficking strategy for the fisheries sector developed previously by SNV in coordination with staff of the Fisheries Commission and other agencies and stakeholder groups. It was submitted to the previous Fisheries Minister prior to the national elections and she recommended that it be submitted to the Ministry of Gender, Child and Social Protection. Minor revisions are being made before its formal submission in the first quarter of Year 4.

New in Year 4 will be expanding our field level prevention strategy and campaign in the Central Region to include faith-based leaders and institutions. Religious leaders play a very important role in the Ghanaian Society especially shaping moral values of society. Ghanaians including coastal communities are very religious and hold sacred teachings from the religious perspective. The religious leaders have also proven potential to change behaviors and promote social acceptable standards and practices. This potential asset has not been fully explored previously by SFMP to address the CLaT practices.

IR 5 Gender

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

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

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

Two activity areas contribute to IR 5: 5.1 Implementation of the FC/MOFAD gender mainstreaming strategy and 5.2 Implementation of the SFMP gender strategy and action plan. These activities will be implemented with technical leadership provided by SNV, Hen
Mpoano, and URI. It will also require coordination and collaboration with local women’s processor organizations, including CEWEFIA and DAA. Key counterpart institutions involved in these activities include the Ministry of Fisheries, the Fisheries Commission, and NAFPTA. The Year 4 activities are briefly described below.

5.1 Implementation of the FC/MOFAD Gender Mainstreaming Strategy

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

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

5.2 Implementation of the SFMP Gender Strategy and Action Plan

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

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

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

2. Far Mpuntu: Basia ne nsusui pa so hia: Development of sustainable fisheries: The woman’s decision is also required/important.

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

Gender strategy monitoring and assessment: In year 4, SFMP will conduct an assessment to gauge the impacts of its gender work and learn from experience. The project will develop an assessment methodology to track and document the impact of its SFMP gender mainstreaming efforts. This methodology will draw from the gender specific indicators outlined in the project’s gender mainstreaming strategy. The SFMP gender analysis, gender needs assessment and women in leadership survey conducted during the initial phase of the project will serve as a baseline for the assessment. Any changes in gender roles resulting
from project interventions will be documented and used as part of learning agenda to be shared among partners and stakeholders. The learning agenda will include an impact assessment feedback meeting, where the initial results will be vetted with SFMP partners and stakeholders. The assessment will also lead to the development of gender mainstreaming models and lessons learned.

**IR 6 Public-Private Partnerships**

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

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

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

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

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

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

- **6.2 Tigo Fishers’ Network Partnership**
  
SFMP has partnered with Tigo and the Government of Ghana to launch the Tigo Fishers’ Network, providing tailored mobile services, a closed user group for calls, and mobile money services for fisherfolk.
In Year 4, SFMP, led by SSG, will engage in the following activities to support the Tigo Fishers’ Network:

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

6.3 Cooperative Activities with USAID Innovation Lab on Digital Financial Services

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

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

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

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

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

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

SFMP is designed to develop the capacity of key local organizations in Ghana involved in fisheries to catalyze and drive the transformational change needed in the sector to reverse unsustainable resource exploitation and secure fisheries livelihoods. These include government institutions (Fisheries Commission Units and Divisions, Regional Coordinating
Councils, interagency units, and public university Departments and Units at the University of Cape Coast) as well as civil society organizations (Producer/Processor membership organizations and local NGOs) and the private sector. Over the life of the project the organizational capacity of 16 local organizations involved in fisheries to effectively implement sustainable fisheries initiatives and to improve the quality and sustainability of services they provide to their constituencies is expected to improve. In the case of SFMP’s 5 local CSO sub-awardees, their readiness to receive direct USAID funding is also expected to improve.

7.1 GoG Capacity Development

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

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

Support to these organizations in Year 4 includes learning by doing, such as the Fisheries Commission involvement in the community based management activities described in section 4.2, among others as well as through intensive short term training such as the stock assessment training described in section 2.3. Overseas graduate degree training of two Fisheries Commission and three UCC staff will be ongoing with expected graduation and completion and return to Ghana of the four Masters students at the end of Year 4. The one PhD candidate is expected to graduate in Year5. In addition, 10 UCC Ph.D. students funded under the UCC USAID Capacity Development Project will spend one semester abroad at URI for enhanced research, mentoring and specialized coursework. CRC will also provide an integrative 1-credit seminar each semester for all the Ghana students at URI that promotes transdisciplinary teamwork and an understanding of a specialist’s role in broader planning and management initiatives.

7.2 CSO Capacity Development

To date, capacity has been measurably built in the 5 targeted local organizations - HM, DAA, DQF, CEWEFIA and FON – that also serve as local implementing partners of the SFMP. The 7 CSOs originally targeted under the capacity development component include the 5 local partner sub-awardees of SFMP as well as two additional local civil society membership organizations, the Ghana National Canoe Fishermen’s Council (GNCFC) and the Fisheries Alliance (FA). An eighth organization, the National Fish Processors and Traders Association (NAFPTA) benefitted from capacity assessment in Year 2 & 3 with a focus on its regional branches as the FC and WARFP are expected to focus on the national level. The Fisheries Alliance was dropped as a target in favor of the other national fisherfolk associations that have more active and have greater coast-wide membership. GITA (Ghana Industrial Trawlers Association) was added during Year 3 at their request for assistance. NAFAG (National Fisheries Association of Ghana), at their request, will also be a new entrant and beneficiary of our capacity development activities and will undergo an OCA exercise to assess their capacity and at which levels they may require assistance.
In Year 4, a greater focus will be placed on the national fisherfolk organizations which are now considered in greatest need and can be the most influential groups advocating for change in the fishery. The capacity development component implemented by SNV continues to equip the local partner organisations with the requisite skills identified as gaps in the OCA assessments and through the facilitation and implementation of capacity development action plans of each respective organization. 

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

B.1 The SFMP Implementation Team

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

B.2 SFMP Staffing

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

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

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

B.3 SFMP Office Locations

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

B.4 Internal Coordination and Project Management

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

Operational / Regular Communications

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

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

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

Document production and distribution: All project documents are submitted to Ghanalinks, USAID Development Clearing House, and are also available on the Coastal Resources Center website.
Compilation of contact management database: The CiviCRM Contact Management Database contains contact information for all stakeholders.

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

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

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

B.5 Reporting Requirements

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

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

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

B.7 Monitoring and Evaluation

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

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

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

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

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

Some of the main activities to be conducted by the M&E Unit in Accra office in year 4 will include semi-annual capacity building for implementing partners M&E officers. The first training will focus on GIS and the second training will be on project evaluation and monitoring of project impact. The unit will conduct data quality assessment for partners. This is to ensure that data collected and reported on project indicators meet USAID ADS 203.3.11.1 data quality standards. The unit will conduct routine monitoring visits to partners to verify and validate data and deliverables reported on monthly basis. Joint monitoring visits will also be conducted by the M&E unit as lead, with finance and programs teams, to conduct performance assessment on partners based on their work plan. This will help identify implementation challenges and report for management actions and decisions. The M&E specialist will also coordinate and collaborate with CRC-URI in preparing for the end of project small pelagics household assessment.
As part of the Knowledge Management and Learning, the M&E unit will create activities, events and groups for mass mailing and dissemination of project information, updating of contact management database with incoming data from events and activities of partner, screening and reviewing existing contacts in the system to ensure quality control, periodic dissemination of project documents and fisheries management to relevant stakeholders and groups, coordinating and monitoring of status of documents and project reports production, Production of Knowledge tree for the SFMP office and Events.

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

**B.8 Environmental Compliance and Management**

The project complies with host country environmental regulations unless otherwise directed in writing by USAID. The Environmental Monitoring and Management Plan (EMMP), approved in March of 2015, describes how the SFMP implements all IEE and/or EA conditions that apply to proposed project activities within the scope of the award. The EMMP specifies mitigation actions as needed for different activities, outlines how implementation of activities will be monitored to ensure compliance with required conditions and their effectiveness and specifies timelines and responsible parties for monitoring of the mitigation measures. The EMMP complies with 22 CFR 216, and is based on the approved Initial Environmental Examination (IEE) of the USAID Ghana Economic Growth Portfolio. The EMMP covers all activities currently anticipated under this work plan as well as over the LoP. The EMMP conforms to IEE requirements regarding negative determinations with conditions. Environmental screening and review procedures for project activities that do not fall under a categorical exclusion have been adopted. No activities with moderate, unknown or high risk are planned in the SFMP. However, the project uses an environmental review form to screen proposed activities not fully covered in the IEE and take action as appropriate. Screening forms or if required, an IEE amendment, will be submitted to USAID for approval before carrying out activities not covered by the IEE.

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

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

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

B.9 Marking Strategy and Branding

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

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

C.1 Budget by Line Item

<table>
<thead>
<tr>
<th>Item</th>
<th>USAID (US$)</th>
<th>Cost Share (US$)</th>
<th>Total (US$)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Direct</td>
<td>3,086,195</td>
<td>617,239</td>
<td>3,703,434</td>
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<tr>
<td>Subcontracts</td>
<td>1,834,144</td>
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<tr>
<td>Training</td>
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<td>22,067</td>
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<td>Construction</td>
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<td>5,714</td>
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<tr>
<td>Total Direct</td>
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<tr>
<td>Indirect</td>
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<td>160,482</td>
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<tr>
<td>Grand Total</td>
<td>5,837,848</td>
<td>1,167,569</td>
<td>7,005,418</td>
</tr>
</tbody>
</table>

C.2 Budget by Program Element

<table>
<thead>
<tr>
<th>Item</th>
<th>USAID (US$)</th>
<th>Cost Share (US$)</th>
<th>Total (US$)</th>
</tr>
</thead>
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<tr>
<td>Strengthened enabling environment</td>
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<tr>
<td>Science and research applied</td>
<td>937,376</td>
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<td>Creating Constituencies</td>
<td>634,300</td>
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<td>Applied Management</td>
<td>2,371,896</td>
<td>474,379</td>
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<td>Gender Approach</td>
<td>199,155</td>
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<tr>
<td>Public-Private Partnership</td>
<td>632,927</td>
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<tr>
<td>Capacity Development</td>
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<td>97,514</td>
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<tr>
<td>Grand Total</td>
<td>5,837,848</td>
<td>1,167,570</td>
<td>7,005,418</td>
</tr>
</tbody>
</table>
C.3 International Program Management and Technical Assistance Travel Schedule: October, 2017 to September 2018

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

<table>
<thead>
<tr>
<th>Traveler</th>
<th>Purpose (IR)</th>
<th>Total # of trips</th>
<th>Q1</th>
<th>Q2</th>
<th>Q3</th>
<th>Q4</th>
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</thead>
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<tr>
<td>Senior Coastal Manager - Crawford</td>
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<td>4</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
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<td>Chief of Party Home Leave - Knight</td>
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<td>0</td>
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<td>Dr. Marta Gomez (DNA results)</td>
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<td>0</td>
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<td>0</td>
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<td>Research Associate - Najih Lazar</td>
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<td>1</td>
<td>1</td>
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<td>Castro (action research)</td>
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<td>Research Assoc. - Ricci (leadership course)</td>
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<td>High level study tour (FSSD)</td>
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<td>Associate Coastal Mgr - Robadue</td>
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<td>Marine Research Specialist -Bowen</td>
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<td>Marine Research Associate - Kent</td>
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<td>Gambia – Ghana exchange visits</td>
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<td>Densu Oyster Pickers study tour to Benin</td>
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<td>FSSD stock assessment training at URI</td>
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<tr>
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D IMPLEMENTATION SCHEDULE

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

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

IR 1 Strengthened Enabling environment for Marine Resources Governance

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<td>Regional workshop in Accra for 30 participants to Disseminate Sardinella stock discrimination Analysis (DNA results) and update regional small pelagic fish stock assessment and management recommendations. Workshop co-sponsored by FAO, SFMP and WARFP (FC). *TDY Lazar &amp; Gomez to Ghana (01)</td>
<td>Report on Population discrimination of Sardinella in West Africa, Management implications. Report on Regional Stock Assessment of small pelagics.</td>
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<td>Obtain GCAA UAV Permits</td>
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<td>Gather Stories for Comms team</td>
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<td>4</td>
<td>Conduct Leadership Alumni Retreat as part of the leadership course focusing on Cross Site learning for Co-Mgt Committees</td>
<td>Gather Stories for Comms team</td>
<td>Ind 5: 15 days of TA-Glenn</td>
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<td>2.2.5</td>
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<td>Supporting Degree Training at UCC</td>
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<td>CRC-URI 2.2.6</td>
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<td>6</td>
<td>Coordinate Dual Degree Program between UCC-DFAS and URI-CELS. Work with UCC and CELS to develop MOU and prepare an action plan for the Dual degree program.</td>
<td>Dual degree program established. MOU signed between URI-CELS and UCC-DFAS.</td>
<td><strong>Ind. 4</strong> (2 institutions’ capacity improved UCC-DFAS, UCC-CCM) 5 PhD students enter the dual-degree program.</td>
<td>OCT : X</td>
<td>NOV : X</td>
<td>DEC : X</td>
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<td>CRC-URI 2.2.6</td>
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<td>6</td>
<td>Coordinate first group of UCC degree students from UCC-DFAS URI-PhD for two semesters in September 2018.</td>
<td>First group of PhD students enter the dual degree program and attend URI for 2 semesters in September 2018. SFMP pay for tuition, UCC pay for travel, stipend, medical…etc.</td>
<td><strong>Ind. 20:</strong> 5 PhD students</td>
<td>OCT : X</td>
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<td>DEC : X</td>
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<td>CRC-URI 2.2.6</td>
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<td>6</td>
<td>Plan and prepare to register second batch of UCC grad students at URI first group of students from UCC-DFAS to enter the URI-PhD for 1 semester in September 2018.</td>
<td>First group of PhD students enter the dual degree program and attend URI for 2 semesters in September 2018. SFMP pay for tuition, UCC pay for travel, stipend, medical…etc.</td>
<td><strong>Ind. 20:</strong> 5 PhD students</td>
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<td>CRC 2.3</td>
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<td>Improving FC Data System and Stock Assessment Capacity</td>
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<td>CRC-URI 2.3.1</td>
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<td>1</td>
<td>1</td>
<td>Improving FC-FSSD Stock Assessment Capacity.</td>
<td>Train two (2) mid-career professionals from FSSD in stock assessment techniques at CRC-URI</td>
<td><strong>Ind. 17</strong> (2 people) <strong>Ind. 18</strong> (3 months = 1400 hrs) <strong>Ind. 19</strong> (2 people trained in Stock assessment)</td>
<td></td>
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<td>Lazar</td>
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<td>CRC-URI 2.3.2</td>
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<td>2</td>
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<td>FSSD data systems</td>
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<td>CRC-URI 2.3.2</td>
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<td>2</td>
<td>Final assessment and lessons learned on mobile app data collection</td>
<td>Final lessons learned report</td>
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<td>Bowen (w Socrates, Lazar)</td>
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<td>CRC-URI 2.3.2</td>
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<td>2</td>
<td>Training workshop in fisheries data collection *TDY Lazar to Ghana</td>
<td>Training trainers in adding biological sampling module and fish sampling techniques.</td>
<td>Ind. 17 5 people trained in fisheries data collection</td>
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<td>2</td>
<td>Evaluate mobile data collection initiative and lessons learned report</td>
<td>Closeout report on lessons learned</td>
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<td>Lazar (w Socrates, Bowen)</td>
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<td>Environmental Planning Data Hubs for the Western and Central Regions</td>
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<td>HM 2.4.1</td>
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<td>1</td>
<td>Provide program-wide geospatial support, services and product(Responsive)</td>
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<td>HM 2.4.2</td>
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<td>UAV image acquisition and analysis/processing (Ankobra, Pra and Densu)</td>
<td>GIS maps</td>
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<td>HM 2.4.3</td>
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<td>Mapping Support for DAA on CBFM plan</td>
<td>GIS maps</td>
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<td>HM 2.4.4</td>
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<td>4</td>
<td>GIS/RS Literacy training for IPs (Quarterly trainings tied to M&amp;E trainings for IPs)</td>
<td>Report, manual, TraiNet</td>
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<td>Ind 17: 15 people, Ind 18: 240 hrs, Ind 19: 15 IP staff trained in GIS/RS</td>
<td>Justice</td>
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<td>HM 2.4.5</td>
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<td>4</td>
<td>5</td>
<td>GIS Training for FC Zonal Officers (Support to FC)</td>
<td>Report, manual, TraiNet</td>
<td></td>
<td>Ind 17: 15 people trained, Ind 18: 360 hrs Ind 19: 15 FC staff trained in GIS</td>
<td>Justice</td>
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<td>HM 2.4.6</td>
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<td>Provision of Geospatial data for USAID GhanaLINKS Portal - staff time</td>
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<td>Justice</td>
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## IR 3 Creating Constituencies and Stakeholder Engagement

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<th>Target Due Month</th>
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<td>Creating Constituencies and Stakeholder Engagement</td>
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<td>CRC-URI</td>
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<td>Building Constituencies and political will</td>
<td>Modifications to communications strategies as needed, per feedback</td>
<td>Written recommendations to the CoP and Project Leader</td>
<td>x x</td>
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<td>0</td>
<td>Creative Talent and Staff Support</td>
<td>Adapt and revise communications strategies as needed, per feedback</td>
<td>Written recommendations to the CoP and Project Leader</td>
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<td>CRC-URI</td>
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<td>Help CoP and project leader align communications staff in Accra Office to requirements of work plan</td>
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<td>CRC-URI</td>
<td>3.0.1</td>
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<td>0</td>
<td>Monitor/evaluate performance and deliverables of creative services and media relations firms</td>
<td>Written appraisals and advice to CoP and Communications Specialist</td>
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<td>IR 3.0.2</td>
<td>3</td>
<td>0</td>
<td>2</td>
<td>Message/Content Development</td>
<td>Author and publish articles/content for primary audiences outside of Ghana (URI, federal agencies, US-based academic peers, periodicals, etc.)</td>
<td>Press releases, opinion pieces, presentations, blog posts, etc.</td>
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<td>Develop content about educational mission and activities of SFMP-Ghana, especially visiting professors and students based at URI or UCC and other success stories.</td>
<td>Press releases, feature articles, and/or short films</td>
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<td>CRC-URI</td>
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<td>Promote US-based social-media traffic and audience engagement with CRC</td>
<td>SM posts of publicity, blog entries, event announcements, etc.</td>
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<td>Strategic Communication Campaigns in support of MOFAD/FC policy initiatives for small pelagic fisheries</td>
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<td>OCT NOV DEC JAN FEB MAR APR MAY JUN JUL AUG SEP</td>
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<td>Fisherman-to-Fisherman dialogue with NAFPTA</td>
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<td>Canoe Council F2F consultation initiatives (GNFPC,GIFA,NAFPTA)</td>
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<td>Prepare operational plan</td>
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<td>Declaration of additional Sunday at World Fisheries Day</td>
<td>Report on Launch</td>
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<td>Four Consultation event in Western</td>
<td>Participant list</td>
<td>Ind 17: 400 people trained on NFMP, Ind 18: 11,200 Ind 19: 400 people trained on NFMP</td>
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<td>Three Consultation event in Central</td>
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<td>Two Consultation event in Volta</td>
<td>Participant list/Consolidated report</td>
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<td>Preparation towards World Oceans day</td>
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<td>FC Launch of Fisherman ID Smart card on World Oceans Day</td>
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<td>Monitoring impact of Dialogues on 13 landing sites</td>
<td>Ind 15: 260 NAPFTA members</td>
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<td>Meetings and sensitization in Districts (13 Districts)</td>
<td>Report, TraiNet form</td>
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<td>Promoting Good Fishing Practices</td>
<td>Mass Media Campaign</td>
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<td>Media coverage for 2 National Dialogues on Small Pelagics Mgt and Co-management</td>
<td>Media clippings</td>
<td>Ind 6: 6 (4 media clippings &amp; 2 video interviews on Co-Mgt)</td>
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<td>Production of Fact sheet on MOFAD/FC Co-Management</td>
<td>Factsheets</td>
<td>Ind 6: 1 Media clipping (Factsheet on Co-mgt)</td>
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<td>World Rural Women's Day</td>
<td>IEC (T-shirts), Media clippings, Event report</td>
<td>Ind 6: 1 Media clipping (World Rural women day)</td>
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<td>Media clippings</td>
<td>Ind 6: 1 Media clipping - Elmina Festival</td>
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<td>Field trip with Media Personal (Media Engagement)</td>
<td>Media clippings, TraiNet forms</td>
<td>Ind 6: 1 Media clipping - Media clippings</td>
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<td>World Oceans Day</td>
<td>IEC (T-shirts), Media clippings, Event report</td>
<td><strong>Ind 6:</strong> 1 Media clipping - World oceans day</td>
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<td><strong>Ind 17:</strong> 25 media personal trained, <strong>Ind 18:</strong> 150 hrs</td>
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<td>Training workshop for Media personal (Semi-Annual Media outreach)</td>
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<td>Schools Essay Competition</td>
<td>IEC (T-shirts), Media clippings, Event report</td>
<td><strong>Ind 6:</strong> 1 Media clipping - School Essay</td>
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<tr>
<td>CEWEFIA</td>
<td>3.2.1</td>
<td>3 2 1</td>
<td>Elmina Bakatue Festival.</td>
<td>video, pictures , Report</td>
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<td>CEWEFIA</td>
<td>3.2.1</td>
<td>3 2 1</td>
<td>Weekly Radio Talk shows /community radio /information centers</td>
<td>Call in tracker list, panel list, audio recording</td>
<td><strong>Ind 6:</strong> 3 radio talk shows</td>
<td>X</td>
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<td>CRC-Ghana</td>
<td>3.2.2</td>
<td>3 2 2</td>
<td>Improving Post-Harvest Quality and Value</td>
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<td><strong>Ind 6:</strong> 1 Media clipping - Best fisheries award</td>
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<td>Best Fisheries Practices Awards Scheme towards World Fisheries Day</td>
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<td><strong>Ind 6:</strong> 1 Media clipping - International</td>
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Nii Odenkey  
Hannah Antwi
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<th>Target Due Month PUT BY QUARTER</th>
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<td>day against child labor</td>
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<td>Oct Nov Dec Jan Feb Mar Apr May Jun Jul Aug Sep</td>
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<td>Ind 17: 25 media editors trained Ind 18: 150 hrs Ind 19: 25 media editors trained</td>
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<td>X X</td>
<td>Nii Odenkey</td>
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<td>Ind 17: 13 coastal DCE Trained in fisheries Ind 18: 78 hrs Ind 19: 13 coastal DCE Trained in fisheries</td>
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<td>X</td>
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<td></td>
<td>Ind 17: 16 IP Comms officers trained Ind 18: 384 hrs Ind 19: 16</td>
<td></td>
<td>X X X</td>
<td>Nii Odenkey</td>
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**Executive level Communications**

**Corporate Communications/ Document Production**
<p>| Lead          | IRS    | IR | Sub IR | Task       | Task Description                                           | Output (Product/report) Published Docs | Result Target per indicator | Target Due Month PUT BY QUARTER | Person Responsible          |
|--------------|--------|---|--------|------------|----------------------------------------------------------|----------------------------------------|-------------------------------|--------------------------------|--------------------------------|-------------------------------|
| CRC-Ghana    | 3.4.7  | 3 | 4      | 7          | Printing of bi-Monthly Success Stories                  | IP Comms officers trained              |                               | OCT                             | Nii Odenkey                    |
| CRC-Ghana    | 3.4.8  | 3 | 4      | 8          | Illustration on Good Fishing Practices                  | 300 copies of illustrations printed    |                               | NOV                             | Nii Odenkey                    |
| CRC-Ghana    | 3.4.9  | 3 | 4      | 9          | Printing of Song Sheets                                 | Song sheet printed                    | Ind: 2 Song sheets             | FEB                             | Nii Odenkey                    |
| CRC-Ghana    | 3.4.10 | 3 | 4      | 10         | Communication Strategy                                   | Communication strategy produced       |                               | MAR                             | Nii Odenkey                    |
| CRC-Ghana    | 3.4.11 | 3 | 4      | 11         | Virtual Workstation development and Maintenance          | Virtual workstation established with document, gallery and work forum function |                               | APR                             | Nii Odenkey                    |
| CRC-Ghana    | 3.4.12 | 3 | 4      | 12         | Printing of SFMP Calendar                               | Ind: 1 SFMP calendars                 |                               | MAY                             | Nii Odenkey                    |
| SNV          | 3.4.13 | 3 | 4      | 13         | Half year radio programs on CLaT, Post-Harvest and other related messages such as over capacity | 1 radio program per month in the Volta Region (6 sessions) | Ind: 1 Radio program on CLaT | JUN                             | CLaT Consultant &amp; Emmanuel     |
| SNV          | 3.4.14 | 3 | 4      | 14         | Print and distribute CLaT Policy documents for stakeholders | 100 copies of documents               | Ind: 200                      | JUL                             | CLAT Consultant                |
| SNV          | 3.4.15 | 3 | 4      | 15         | Print and distribute Gender Strategy document for stakeholders | 100 copies of documents               | Ind: 100                      | AUG                             | Georgina                       |
| SNV          | 3.4.16 | 3 | 4      | 16         | Success story on Child Labor and Trafficking            | 1 Success story                       | Ind: 1 Success story on CLaT  | SEP                             | CLaT Consultant                |
| SNV          | 3.4.17 | 3 | 4      | 17         | Success story on Post Harvest Improvements              | 1 Success story                       | Ind: 1 Success story on post-harvest |                                | Eli                            |
| SNV          | 3.4.18 | 3 | 4      | 18         | IEC materials for Post-Harvest                          | Printed materials                     | Ind: 1 IEC materials on post-harvest |                                | Eli                            |</p>
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<td>SNV</td>
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<td>3 4 21</td>
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<td>Media coverage of activities in all components</td>
<td>Copy of print media, recordings and clips</td>
<td>InD 6: 1 video show</td>
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# IR 4 Applied Management: Improved Management of Marine Resources to Reduce Over-exploitation, to conserve Biodiversity and Provide Other benefits

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<td>Applied Management: improved management of Marine Resources to Reduce Over-exploitation, to conserve Biodiversity and Provide Other benefits</td>
<td>Ind 3: Stage 5 (Implementation of NFMP)</td>
<td>OCT NOV DEC JAN FEB MAR APR MAY JUN JUL AUG SEP</td>
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<td>Implementation of the National Marine Fisheries Management Plan</td>
<td>Ind 3: Stage 5 (Implementation of NFMP)</td>
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<td>Communication Campaign on Good fishing Practices</td>
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<td>Strategic communication around Fisheries Closed Season (National and Regional levels)</td>
<td>Ind 3: Stage 5 (Implementation of NFMP)</td>
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<td>Closed season recommendation adopted for implementation</td>
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<td>Closed Season Communication Strategy finalized/distributed</td>
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<td>Jingles Developed and playing</td>
<td>Ind 6: 1 Jingle for close season</td>
<td>X X X X X X X X X</td>
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<td>Kofi (with Odenky)</td>
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<td>SMS messages Developed and circulated</td>
<td>Ind 6: 1 SMS message for close season</td>
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<td>National/Regional Radio and Television discussions</td>
<td>Ind 6: 2 (1 TV and 1 radio )</td>
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<td>Announcement of Closed Season (President/Minister)</td>
<td>Ind 6: 1 media clipping for close season</td>
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<td>Celebration of Closed Season (National)</td>
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<td>Meetings with Stakeholders</td>
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<td>Monitoring of Closed Season</td>
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<td>Support Implementation and monitoring of estuarine management measures</td>
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<td>Closed areas and seasons (Drama)</td>
<td>Minutes, Participants list</td>
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<td>Open forum on closed seasons and areas</td>
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<td>Radio recordings</td>
<td>InD 6:1 Radio discussion on closed season</td>
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<td>Report</td>
<td>InD 6: 1 (poster on good fishing practices)</td>
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<td>Radio air time for discussions - Western Region</td>
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<td>Ind. 3 Pra Stage 2: Stakeholders (Traditional leaders) on NFMP and CLaT</td>
<td>OCT: x, FEB: x, MAR: x, APR: x</td>
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<td>Report,</td>
<td>Work with chiefs and opinion leaders to combat IUU and CLaT in Moree and Elmina</td>
<td>OCT: x, FEB: x, MAR: x, APR: x</td>
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<td>Distribution list of NFMP</td>
<td>Distribute 50 copies of Plan to MMDA's Traditional Authorities, Assembly member</td>
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<td>Audio Recordings</td>
<td>Radio Sensitization on Management Plan (IUU, Closed season canion registration) - 4 Radio programs</td>
<td>OCT: x, FEB: x, MAR: x, MAY: x</td>
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<td>Quarterly review Meetings with Fisher folks (peer to peer knowledge sharing and mentoring) – APAM, WINNEBA, ACCRA</td>
<td>TraiNet forms, Minutes from meetings</td>
<td><strong>Ind 15:</strong> 400 DAA women</td>
<td>OCT X, NOV X, DEC X, JAN X, FEB X, MAR X, MAY X, JUN X, JUL X, AUG X, SEP X</td>
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<td>Kick off meeting with MMDA’s and District FC officers - Review year 4 plan and areas of synergy &amp; Midterm review engagements with MMDA and FC on SFMP to access progress of work done and further areas of cooperation</td>
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<td>Field Monitoring Activities on group strengthening activities</td>
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<td>Fisheries Working Group Regional Meeting with NFMP, GNCFC, Canoe/Gear Owners, Boat/Canoe Captains, Service Boys and crew members.</td>
<td>1 summarized Report</td>
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<td>Fisheries Working Group Legislative Review Regional Consultations with Fishers, Traditional leaders &amp; CSOs.</td>
<td>1 summarize report</td>
<td>X</td>
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<td>4.1</td>
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<td><strong>Law enforcement</strong></td>
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<td>CRC- URI</td>
<td>4.1</td>
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<td>3</td>
<td>Support evaluation of Marine Police performance on fisheries patrols and supervisor development of officers using competences</td>
<td>Evaluation report on performance and attitudes (Do you need this as an online report or just internal is fine?)</td>
<td>X</td>
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<td>Glenn</td>
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<td>SSG</td>
<td>4.1</td>
<td>4</td>
<td>3</td>
<td>3</td>
<td>FWV Lessons Learned Assessment</td>
<td>Lessons Learned Paper</td>
<td><strong>Ind 5:</strong> 10 days of TA Ricci</td>
<td>X</td>
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<td>Socrates</td>
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<td>SSG</td>
<td>4.1</td>
<td>4</td>
<td>3</td>
<td>3</td>
<td>FWV Scale up and Sustainability Strategy Development</td>
<td>Strategy Document</td>
<td><strong>Ind 5:</strong> 15 days</td>
<td>X</td>
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<td>Socrates</td>
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<td>HM</td>
<td>4.1</td>
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<td>3</td>
<td>3</td>
<td>Support establishment of fisheries watch volunteer</td>
<td>Minutes, Participants list</td>
<td></td>
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<td>Daniel</td>
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<td>HM</td>
<td>4.1</td>
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<td>3</td>
<td>Priming and Selection of FWVs in 8 districts</td>
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<td>Kofi</td>
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<td>Output (Product/report) Published Docs</td>
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<td>HM</td>
<td>4.1.3 4 1 3</td>
<td>Training of FWVs in district</td>
<td>Ind 17: Ind 18: Ind 19:</td>
<td>X</td>
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<td>HM</td>
<td>4.1.3 4 1 3</td>
<td>Mini Launch of Volunteers</td>
<td>Ind 17: Ind 18: Ind 19:</td>
<td>X</td>
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<td>HM</td>
<td>4.1.3 4 1 3</td>
<td>Cross Site learning (local Study tour)</td>
<td>Ind 17: Ind 18: Ind 19:</td>
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<td>HM</td>
<td>4.1.3 4 1 3</td>
<td>National meeting of FWV representatives to compare lessons learned</td>
<td>Ind 17: Ind 18: Ind 19:</td>
<td>X</td>
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<td>HM</td>
<td>4.1.3 4 1 3</td>
<td>Support for Existing FWV</td>
<td></td>
<td>X</td>
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<tr>
<td>HM</td>
<td>4.1.3 4 1 3</td>
<td>Produce and air documentary on FWV activities</td>
<td>Ind 6: 1 documentary on FWV</td>
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<td>HM</td>
<td>4.1.3 4 1 3</td>
<td>Quarterly Radio and Television discussions on FWV</td>
<td>Ind 6: 2 (1 radio and 1 TV discussions on FWV</td>
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<td>FoN</td>
<td>4.1.3 4 1 3</td>
<td>NFMP Implementation support in Western Region</td>
<td>One (1) reports</td>
<td>Ind. 3: Stage 5 of NFMP</td>
<td></td>
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<td>FoN</td>
<td>4.1.3 4 1 3</td>
<td>Support competence-based processes for enhance deterrence for Fisheries Management Plans.</td>
<td>Final SoP</td>
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<td>Community Based Management</td>
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<td>CRC-URI</td>
<td>4 2 0</td>
<td>Review of final plans and strategy for formal submission for approvals</td>
<td>Crawford TDY 10 days</td>
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<td>HM</td>
<td>4.2.1 4 2 1</td>
<td>Finalize the draft management plans developed in Year 3, submit to FC, MOFAD for adoption, get adopted</td>
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<td>HM</td>
<td>4.2.1 4 2 1</td>
<td>Adoption of fisheries management plan - National Level</td>
<td>Minutes, Participants list</td>
<td>Ind. 3. Stage 4 of Ankobra mgt plan finalized and adopted</td>
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<td>HM</td>
<td>4.2.1 4 2 1</td>
<td>Adoption of fisheries management plan - Regional Level</td>
<td>Minutes, Participants list</td>
<td>Ind. 3. Stage 4 of Ankobra mgt plan finalized and adopted</td>
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<td>4.2.1 4 2 1</td>
<td>Socialization of Fisheries management plan with estuarine communities</td>
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<td>HM</td>
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<td>Regional level stakeholder meeting to socialize plan (1 region)</td>
<td>Minutes, Participants list</td>
<td>Ind 3. Stage 2 of Ankobra co-mgt plan Regional stakeholders meeting</td>
<td>Cephas</td>
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<td>HM</td>
<td>4.2.1</td>
<td>4</td>
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<td>District level stakeholder meeting to socialize plan (2 Districts)</td>
<td>Minutes, Participants list</td>
<td>Ind 3. Stage 2 of Ankobra co-mgt plan district level stakeholders meeting</td>
<td>Cephas</td>
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<td>HM</td>
<td>4.2.1</td>
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<td>Community (5) level stakeholder meetings to socialize plan</td>
<td>Minutes, Participants list</td>
<td>Ind 3. Stage 2 of Ankobra co-mgt plan Community level stakeholders meeting</td>
<td>Cephas</td>
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<td>HM</td>
<td>4.2.1</td>
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<td>1</td>
<td>Production and distribution of abridged version of the plan</td>
<td>1000 copies of abridged CBFM plan</td>
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<td>Balertey</td>
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<td>HM</td>
<td>4.2.1</td>
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<td>Facilitate codification for the protection of mangrove ecosystem</td>
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<td>HM</td>
<td>4.2.1</td>
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<td>2</td>
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<td>Meetings to document norms with traditional authorities and community members</td>
<td>Minutes, Participants list</td>
<td></td>
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<td>HM</td>
<td>4.2.1</td>
<td>4</td>
<td>2</td>
<td>1</td>
<td>Validation meetings to finalize norms with traditional authorities and community members</td>
<td>Summary report on Traditional norms for mangroves protection</td>
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<td>HM</td>
<td>4.2.1</td>
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<td>Ceremony for the endorsement of norms by chiefs/community elders</td>
<td>Minutes, Participants list</td>
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<td>HM</td>
<td>4.2.1</td>
<td>4</td>
<td>2</td>
<td>1</td>
<td>Restoration of degraded sites within the CBFM plan area (target 10 hectares) ; Raising of 20,000 propagules</td>
<td>Participant list</td>
<td></td>
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<td>HM</td>
<td>4.2.1</td>
<td>4</td>
<td>2</td>
<td>1</td>
<td>Transplanting and tendering of mangrove seedlings</td>
<td>GIS maps</td>
<td>Ind 7: 10 hectares, 20,000 propagules</td>
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<td>HM</td>
<td>4.2.1</td>
<td>4</td>
<td>2</td>
<td>1</td>
<td>Quarterly review meetings and training workshops</td>
<td>Report, manual, TraiNet, minutes</td>
<td>Ind 17: 10 people trained, Ind 18: 80hrs, Ind 19: 10 people trained</td>
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<td>HM</td>
<td>4.2.1</td>
<td>4</td>
<td>2</td>
<td>1</td>
<td>Trainings for Traditional Authorities</td>
<td>Report, manual, TraiNet</td>
<td>Ind 17: 15 traditional authorities trained, Ind 18: 120hrs, Ind 19: 15 traditional authorities trained</td>
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<td>HM</td>
<td>4.2</td>
<td>1</td>
<td>4</td>
<td>2</td>
<td>1 Meetings with estuarine committees to draft governance guidelines for CBFM</td>
<td>Minutes, Participants list</td>
<td>x x</td>
<td>JAN</td>
<td>FEB</td>
<td>OCT</td>
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<td>HM</td>
<td>4.2</td>
<td>1</td>
<td>4</td>
<td>2</td>
<td>1 follow up during construction phase to inspect and monitor compliance</td>
<td>Report</td>
<td>x x x x x x x x x x</td>
<td>JAN</td>
<td>FEB</td>
<td>OCT</td>
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<td></td>
<td>4.2</td>
<td>2</td>
<td>4</td>
<td>2</td>
<td>PRA Finalize the fishery co-management plan and engage for the approval and adoption of the plan by Fisheries Commission.</td>
<td>One (1) Approved Pra Fisheries Co-mgt plan</td>
<td>Ind. 3: Stage 3 of Pra Mgt Plan</td>
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<tr>
<td>FoN</td>
<td>4.2</td>
<td>2</td>
<td>4</td>
<td>2</td>
<td>2 Implementation of Pra Fisheries Co-mgt Plan. Close areas, Fishing Gear regulations, etc.</td>
<td>1 summarized report</td>
<td>Ind. 3 Stage 5 of Pra Co-Mgt plan</td>
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<td>CEWE FIA</td>
<td>4.2</td>
<td>2</td>
<td>4</td>
<td>2</td>
<td>2 Work with women and youth to maintain the cassia woodlot plantation in Anlo</td>
<td>Pictures</td>
<td></td>
<td></td>
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<td>Josphine O Addo</td>
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<td>CEWE FIA</td>
<td>4.2</td>
<td>2</td>
<td>4</td>
<td>2</td>
<td>2 Work with the Forestry Commission /District Assembly to formalize the Woodlot Management Committee at Anlo Beach</td>
<td>Certificate of the committee</td>
<td></td>
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<td>Michael Takyi</td>
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<td>CRC-URI</td>
<td>4.2</td>
<td>3</td>
<td>4</td>
<td>2</td>
<td>3 Densu Oyster Fishery</td>
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<td>CRC-URI</td>
<td>4.2</td>
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<td>4</td>
<td>2</td>
<td>3 Two Way Exchange Visit on Shellfish Co-management: TRY Gambia/Densu Estuary Ghana</td>
<td>Exchange Visit Report</td>
<td>Ind 17: 3 people trained in Ghana to Gambia leg, Ind 18: 180 hrs. Ind 19: 3 people trained in Ghana to Gambia leg Ind 17: 10 people trained during TRY visit to Ghana Ind 18: 30 hrs, Ind 19: 10 people trained during TRY visit to Ghana</td>
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<td>CRC-URI</td>
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<td>2</td>
<td>3 Study Tour to Benin by DAA oyster pickers to Benin communities where active oyster mgt and transplantation is ongoing</td>
<td>Study Tour Report</td>
<td>Ind 5: 10 days Intl TA - Kent Ind 17: 9 people trained Ind 18: 270hrs Ind 19: 9 people trained</td>
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<td>DAA</td>
<td>4.2</td>
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<td>4</td>
<td>2</td>
<td>3 DAA Fisheries Training Center (DFTC) Led Activities in Accra – Densu Estuary Community Based Management Plan</td>
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<td>DAA</td>
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<td>3</td>
<td>Mangrove Nursery establishment in Tsokomey/Bortianor (collaborate with Forestry commission and Hen Mpoano) - 2 Day -Training on Nursery Establishment-10,000 seedlings</td>
<td>TraiNet Forms, Training report</td>
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<td>DAA</td>
<td>4.2</td>
<td>3</td>
<td>4</td>
<td>2</td>
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<td>2nd, 3rd, 4th and 5th Phases of mangrove replanting at the Densu Estuary at Bortianor/Tsokomey in Greater Accra Region (10,000 seedlings)</td>
<td>TraiNet Forms, photos Report</td>
<td>Ind 7: 500 hectares</td>
<td>X</td>
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<td>DAA</td>
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<td>Densu Estuary Oyster Co management Plan Committee meeting – 3 Review meetings of Draft Community Management Planning committee</td>
<td>TraiNet Forms, Minutes of meeting, photos report</td>
<td>Ind 3: stage 3 of Densu Co-Mgt Plan review meetings</td>
<td>X</td>
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<td>DAA</td>
<td>4.2</td>
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<td>Stake holder Engagement Workshops - Consultation on Draft Densu Oyster Co Management Plan with Fisher folks, Traditional Authorities and Community, policy makers, community, etc.) – 4 stakeholder engagements meetings</td>
<td>Participant roster, Minutes from Meetings, photos report</td>
<td></td>
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<td>DAA</td>
<td>4.2</td>
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<td>Densu Oyster Co Management Plan Stakeholder Validation workshops - 1st and 2nd Validation Workshop with stakeholders. - 2 validation workshops</td>
<td>TraiNet Forms, Workshop Report</td>
<td>Ind 3: stage 2 of Densu Co-Mgt plan validation workshop</td>
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<td>DAA</td>
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<td>Formation of Densu Estuary Oyster Management Plan Committee (DEOMPC)</td>
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<td>DAA</td>
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<td>Selection and screening</td>
<td>List of Committee members</td>
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<td>DAA</td>
<td>4.2</td>
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<td>3</td>
<td>Five Day Training on roles and function of Densu Estuary Oyster Management Plan committee members</td>
<td>TraiNet forms, Training Report</td>
<td>Ind 17: 30 Committee members trained on Densu co-mgt plan, Ind 18:750 Hrs. Ind 19:30 Committee members trained on Densu co-mgt plan</td>
<td>X</td>
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<td>DAA</td>
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<td>4</td>
<td>Approval and signing of management plan (MOFAD, FC, GA South Municipal, Densu Oyster Harvesters Association, Traditional Authorities)</td>
<td>Densu Estuary Oyster Management plan document, TraiNet forms, Photo report</td>
<td><strong>Ind 3</strong>: Stage 4 of Densu Co-mgt plan, <strong>Ind 6</strong>: 1 Approval and signing of co-mgt plan</td>
<td></td>
<td></td>
<td>Abraham Aasre,</td>
<td></td>
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<tr>
<td>DAA</td>
<td>4.2</td>
<td>3</td>
<td>4</td>
<td>Implementation of Densu Estuary Oyster Management Plan</td>
<td></td>
<td><strong>Ind 3</strong>: Stage 5 - Implementation of Densu Co-mgt Plan</td>
<td></td>
<td></td>
<td>Irene Sepenya</td>
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<tr>
<td>DAA</td>
<td>4.2</td>
<td>3</td>
<td>4</td>
<td>Printing and distribution of management</td>
<td>Distribution list</td>
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<tr>
<td>DAA</td>
<td>4.2</td>
<td>3</td>
<td>4</td>
<td>Radio and Community sensitization (Up to 5 times)</td>
<td>Audio Recordings</td>
<td><strong>Ind 6</strong>: 1 radio program on Co-mgt</td>
<td></td>
<td></td>
<td>Abraham Aasre</td>
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</tr>
<tr>
<td>DAA</td>
<td>4.2</td>
<td>3</td>
<td>4</td>
<td>Documentary and airing on TV Mangrove plantation – Densu Estuary</td>
<td>Documentary</td>
<td><strong>Ind 6</strong>:1 documentary on Co-mgt</td>
<td></td>
<td></td>
<td>Irene Sepenya</td>
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<tr>
<td>DAA</td>
<td>4.2</td>
<td>3</td>
<td>4</td>
<td>Registration of Densu Oyster harvesters association (DOHA) - Legal Status recognition, Registration and permits with Register General, Ga South Municipal, Social Welfare, etc.</td>
<td>Registration Certificate</td>
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<td>Emelia Nortey</td>
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<td>DAA</td>
<td>4.2</td>
<td>3</td>
<td>4</td>
<td>Training of Trainers (ToT) on Fish/ Oyster Value Addition and processing methods - (10 office staff)</td>
<td>TraiNet forms, Training Report</td>
<td><strong>Ind 17</strong>:10 people trained on Fish/oyster value addition, <strong>Ind 18</strong>:100 per hrs. <strong>Ind 19</strong>:10 people trained on Fish/oyster value addition</td>
<td></td>
<td></td>
<td>Emelia Nortey</td>
<td></td>
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<tr>
<td>DAA</td>
<td>4.2</td>
<td>3</td>
<td>4</td>
<td>Training on Oyster Culture (50 oyster harvesters in Tsokomey/Bortianor and Tetegu all in Greater Accra)</td>
<td>TraiNet forms, Training Report</td>
<td><strong>Ind 17</strong>: 50 people trained on oyster culture, <strong>Ind 18</strong>: 250 man hrs. <strong>Ind 19</strong>:50 people trained on oyster culture(same - Counted already)</td>
<td></td>
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<td>Emelia Nortey</td>
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<tr>
<td>DAA</td>
<td>4.2</td>
<td>3</td>
<td>4</td>
<td>Monitoring of Densu Estuary Oyster and Mangrove Activities - 3 times</td>
<td>Field Notes</td>
<td></td>
<td></td>
<td></td>
<td>Abraham Asare</td>
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<tr>
<td>CRC- Ghana</td>
<td>4.2</td>
<td>3</td>
<td>4</td>
<td>Participate in 2 Stakeholder consultation, 1 Validation Workshops on Densu Draft Management Plan</td>
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<td></td>
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<td></td>
<td>Margaret</td>
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<td>Sub IR</td>
<td>Task</td>
<td>Task Description</td>
<td>Output (Product/report) Published Docs</td>
<td>Result Target per indicator</td>
<td>Target Due Month</td>
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<td>CRC- Ghana 4.2.3</td>
<td>4</td>
<td>2</td>
<td>3</td>
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<td>Participate in the inauguration of Densu Management plan committee</td>
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<td>Margaret</td>
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<tr>
<td>CRC- URI 4.3.4</td>
<td>4</td>
<td>3</td>
<td></td>
<td></td>
<td>Value chain and post-harvest improvements in local small Pelagic fisheries Supply Chain</td>
<td>Reference Guide</td>
<td>X</td>
<td>OCT</td>
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<td>Kristine Beran, w/ Samuel Manu</td>
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<td>CRC- URI 4.3.1</td>
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<td>Value Chain and Post-Harvest</td>
<td>Reference Guide</td>
<td>X</td>
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<td>Kristine Beran, w/ Samuel Manu</td>
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<td>CRC- Ghana 4.3.4</td>
<td>4</td>
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<td>1</td>
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<td>Cross-reference SFMP Y4 project activities with Fisheries Commission PHU National Post-Harvest Policy</td>
<td>Reference Guide</td>
<td>X</td>
<td>OCT</td>
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<td>Kristine Beran, w/ Samuel Manu</td>
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<td>CRC- Ghana 4.3.4</td>
<td>4</td>
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<td>1</td>
<td></td>
<td>Assist communications with writing and editing success stories related to post-harvest activities</td>
<td>Ahotor Stove Success Story</td>
<td>X</td>
<td>OCT</td>
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<td>Kristine Beran, w/ Samuel Manu</td>
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<td>CRC- Ghana 4.3.4</td>
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<td>3</td>
<td>1</td>
<td></td>
<td>Organize quarterly post-harvest Coordinating Meetings</td>
<td>minutes</td>
<td>X</td>
<td>OCT</td>
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<td>Margaret</td>
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<td>CRC- FIA 4.3.4</td>
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<td>3</td>
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<td></td>
<td>Quarterly Meetings with Fisheries Commission and MoFAD</td>
<td>minutes</td>
<td>X</td>
<td>OCT</td>
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<td>Nicholas Smith</td>
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<td>CRC- FIA 4.3.4</td>
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<td>3</td>
<td>1</td>
<td></td>
<td>Quarterly meeting with FC and MoFAD</td>
<td>Meeting report</td>
<td>X</td>
<td>OCT</td>
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<td>Nicholas Smith</td>
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<td>CRC- FIA 4.3.4</td>
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<td>1</td>
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<td>Monitoring of Trained Post-harvest activities</td>
<td>Monitoring report</td>
<td>X</td>
<td>OCT</td>
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<td>Michael Takyi</td>
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<td>SNP 4.3.4</td>
<td>4</td>
<td>3</td>
<td>1</td>
<td></td>
<td>Coordination meetings, Briefing of FC</td>
<td>4 meeting reports</td>
<td>X</td>
<td>OCT</td>
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<td>Kwarteng</td>
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<td>CRC- URI 4.3.2</td>
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<td>3</td>
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<td>Impact assessment of Ahotor stove subsidy on vulnerable households in Winneba, Apam Elmina, Moree</td>
<td>Household questionnaire, Technical report</td>
<td>Ind 5: 10 days Intl TA - Beran</td>
<td>X</td>
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<td>Kristine Beran, w/ DAA and CEWEFIA</td>
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<td>CRC- URI 4.3.2</td>
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<td>Conduct a workshop on results and recommendations of dissertation research on Ahotor stove</td>
<td>Presentation, workshop</td>
<td>Ind 5: 10 days Intl TA - Beran</td>
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<td>Kristine Beran</td>
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<td>SSG 4.3.2</td>
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<td>Finalize comprehensive market development strategy and business plan for the improved Ahotor stoves</td>
<td>Strategy Document</td>
<td>Ind. 5: 8 days TBD</td>
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<td>Business Development Specialist (TBD)</td>
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<td>Task Description</td>
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<td>SSG</td>
<td>4.3</td>
<td>2</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>Finalize financing strategy for the improved stoves</td>
<td>Strategy Document</td>
<td>Ind. 5: 8 days TBD</td>
<td>X</td>
<td>Business Development Specialist (TBD)</td>
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<td>SNV</td>
<td>4.3</td>
<td>2</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>National Healthy Fish and Ahotor oven media campaign in Ghana (. radio programs, IEC materials, durbars)</td>
<td>500 people aware</td>
<td>Ind 6: 2 (1 radio, 1 IEC material on healthy fish and Ahotor)</td>
<td>X</td>
<td>Kwarteng (with Odenky)</td>
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<td>SNV</td>
<td>4.3</td>
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<td>4</td>
<td>3</td>
<td>2</td>
<td>Post-Harvest tour with FC and NAFPTA to promote Ahotor oven and healthy fish handling</td>
<td>500 fish processors aware and 200 ready to switch</td>
<td></td>
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<td>Kwarteng (with Odenky)</td>
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<td>SNV</td>
<td>4.3</td>
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<td>3</td>
<td>2</td>
<td>Nationwide promotion of Ahotor oven</td>
<td>200 ovens by SNV</td>
<td></td>
<td></td>
<td>Kwarteng (with Odenky)</td>
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<td>SNV</td>
<td>4.3</td>
<td>2</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>30% subsidy funds</td>
<td>100 beneficiaries</td>
<td>Ind 12 &amp; 19: 100 processors benefit from Ahotor stove subsidy Ind 21: 70% loan value for the 100 subsidy beneficiaries, Ind 22: 100 Ahotor stove subsidy beneficiaries</td>
<td></td>
<td>Kwarteng</td>
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<tr>
<td>SNV</td>
<td>4.3</td>
<td>2</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>Incentives to financial institutions for managing scheme and training for new financial institutions</td>
<td>7 financial institutes</td>
<td></td>
<td>X</td>
<td>Kwarteng</td>
</tr>
<tr>
<td>SNV</td>
<td>4.3</td>
<td>2</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>Training of community level stove building / artisans companies as part of Ahotor oven technology diffusion strategy</td>
<td>Report 5/20</td>
<td>Ind 17: 20 stove artisans trained, Ind 18: 240 hrs, Ind 19: 20 stove artisans trained</td>
<td></td>
<td>Kwarteng and Eli</td>
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<tr>
<td>CRC- Ghana</td>
<td>4.3</td>
<td>2</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>Support SNV on Ahotor stove awareness creation</td>
<td>field notes</td>
<td></td>
<td></td>
<td>Margaret (with Odenky)</td>
</tr>
<tr>
<td>CEWE FIA</td>
<td>4.3</td>
<td>2</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>Training on the use and maintenance of Ahotor stoves</td>
<td>TraiNet forms, training reports</td>
<td>Ind 12&amp;19: 160 Members trained on Ahotor stove use and maintenance.</td>
<td>X, X</td>
<td>Josephine O Addo</td>
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<tr>
<td>CEWE FIA</td>
<td>4.3</td>
<td>2</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>CEWEFIA to Support SNV to Training local artisans on Ahotor stove construction</td>
<td>TraiNet forms, training reports</td>
<td>Ind 12&amp; 19: 12 Artisan trained in stove construction</td>
<td>X</td>
<td>Josephine O Addo</td>
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<tr>
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<td>DAA</td>
<td>4.3.</td>
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<td>4</td>
<td>3</td>
<td>2 Ahotor Community Stove Demonstrations and Sensitization- 10 Communities in Apam, Winneba, Accra</td>
<td>Demonstration summary report, TraiNet forms, Photos</td>
<td></td>
<td>Nii Okainja Adamafio and Emelia Nortey</td>
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<tr>
<td>DAA</td>
<td>4.3.</td>
<td>2</td>
<td>4</td>
<td>3</td>
<td>2 Development of ICE Promotional Materials on AHOTOR Oven</td>
<td>Jingle(1) for AHOTOR Oven, Radio Audio (6) recording</td>
<td>Ind 6: 2 (jingle and radio discussion on Ahotor stove)</td>
<td>Nii Okainja Adamafio and Emelia Nortey</td>
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</table>

**CRC-URI**

| 4.3.| 3  | 4   | 3    | 3 | Labeling of Healthy fish program | EZ-to-use Template | Ind 5: 10 days Intl TA – Beran | Kristine Beran w/ SNV, DAA, CEWEFIA |

| CRC-Ghana | 4.3.| 3  | 4    | 3  | 3  Support Healthy Fish Handling Campaign |  | X X X | Margaret |

| SNV     | 4.3.| 3  | 4    | 3  | 3  Support Healthy Fish Handling Campaign | 1000 people made aware |  | Kwarteng |

| SNV     | 4.3.| 3  | 4    | 3  | 3  Pilot and support Healthy Fish Certification program in the Volta Region | 10 beneficiaries awarded with Class 1 certification, Report on pilot | Ind 12&19: 10 beneficiaries received healthy fish certification | Kwarteng |

| SNV     | 4.3.| 3  | 4    | 3  | 3  Training of certification auditors | Training manual and report | Ind 17: 20 certificate auditors trained, Ind 18: 100hrs Ind 19: 20 certificate auditors trained | Kwarteng |

| SNV     | 4.3.| 3  | 4    | 3  | 3  Facilitate certification committee meetings | Meeting minutes |  | Kwarteng |

| SNV     | 4.3.| 3  | 4    | 3  | 3  Training on Hygienic Handling of Fish; Class 1 certification guidelines | 10 fish processing groups (150people) Training manual and report | Ind 12&19: 150 processors trained in HFH class 1 certification guidelines | Kwarteng |

| SNV     | 4.3.| 3  | 4    | 3  | 3  Extensive Research on PAHs and Microbiological profiles on smoked fish | 1 report |  | Eli (Volta) Kwarteng (GA) |

<p>| SNV     | 4.3.| 3  | 4    | 3  | 3  Group strengthening for selected groups in the Volta and Greater Accra Regions (Training on market opportunities for healthy fish) | 10 groups strengthened , Inputs | Ind 12&amp;19: 150 Processors trained on market opportunities | Eli (Volta), Kwarteng (GA) |</p>
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<tr>
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<td>SNV</td>
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<td>4</td>
<td>3</td>
<td>Create a supply chain for healthy fish; to introduce them to higher markets</td>
<td>1 national network created</td>
<td></td>
<td>OCT</td>
<td>Kwarteng</td>
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<td>CEWE FIA</td>
<td>4.3</td>
<td>3</td>
<td>4</td>
<td>3</td>
<td>Healthy Fish handling, Consumer awareness and improved stove Campaign (AHOTOR)</td>
<td>Report 4</td>
<td></td>
<td>OCT</td>
<td>Hannah Antwi</td>
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<td>CEWE FIA</td>
<td>4.3</td>
<td>3</td>
<td>4</td>
<td>3</td>
<td>Work with Trained fish processors to improve their kitchen to meet class one standard and link them to market centers</td>
<td>Pictures of the kitchen</td>
<td>Ind 12&amp;19: 20 MSME kitchens improved (same already counted)</td>
<td>OCT</td>
<td>Hannah Antwi</td>
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<tr>
<td>CEWE FIA</td>
<td>4.3</td>
<td>3</td>
<td>4</td>
<td>3</td>
<td>Work with CEWEFIA processors to produce hygienic fish for the market (Higher and local)</td>
<td>Picture</td>
<td>Ind 12 &amp;19: 20 MSMEs produce hygienic fish for market</td>
<td>OCT</td>
<td>Hannah Antwi</td>
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<td>DAA</td>
<td>4.3</td>
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<td>4</td>
<td>3</td>
<td>DAA Fisheries Training Center (DFTC) Led Activities in Apam, Winneba, Mumford and Accra on piloting COTVET Curriculum and Fisheries Commission (FC) CLASS 1 recognition Scheme</td>
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<td>DAA</td>
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<td>4</td>
<td>3</td>
<td>Pilot Center for Technical Vocational Education Training (COTVET) National Proficiency I Certificate - 25 MSMEs Targeted - 13 units based on COTVET Curriculum</td>
<td>TraiNet forms, Report</td>
<td>Ind 12 &amp;19: 25 MSMEs received COTVET training</td>
<td>OCT</td>
<td>Nii Okainja Adamafio and Emelia Nortey</td>
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<td>DAA</td>
<td>4.3</td>
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<td>4</td>
<td>3</td>
<td>Pilot and support healthy fish certification in Central and Greater Region - Construction of Compliance Centers, &quot;mini kitchens&quot; - 5 Total</td>
<td>TraiNet forms, Report</td>
<td>Ind 12 &amp;19: 5MSMEs received Mini compliance kitchens (Already counted)</td>
<td>OCT</td>
<td>Nii Okainja Adamafio and Emelia Nortey</td>
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<td>DAA</td>
<td>4.3</td>
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<td>4</td>
<td>3</td>
<td>Mentoring Visits of 5 Compliance facility &quot;mini kitchens” qualify for Fisheries Commission &quot;CLASS 1&quot; recognition scheme</td>
<td>TraiNet forms, minutes of visits</td>
<td></td>
<td>OCT</td>
<td>Nii Okainja Adamafio and Emelia Nortey</td>
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<td>DAA</td>
<td>4.3</td>
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<td>4</td>
<td>3</td>
<td>Production of Fish Based Products to Premium Markets in Ghana and Branding of DFTC - Value addition</td>
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<td>DAA</td>
<td>4.3</td>
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<td>3</td>
<td>Piloting of Processed Fish (various forms) for Sale to premium markets in Ghana (hotel &amp; restaurants, academic institutions, corporate individuals, etc. in model packaging materials), Linkages to fish suppliers</td>
<td>Ind12&amp;19: 25 MSME assess premium markets (Same above)</td>
<td></td>
<td>OCT</td>
<td>Emelia Nortey</td>
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<td>SNV</td>
<td>4.3</td>
<td>3</td>
<td>4</td>
<td>4</td>
<td>Business development training for MSMEs in the Volta and Greater Accra</td>
<td>Training manual and report</td>
<td>Ind 12 &amp;19: 150 MSMEs trained in Business development</td>
<td>X</td>
<td>OCT</td>
<td>Kwarteng</td>
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<tr>
<td>CEWE FIA</td>
<td>4.3</td>
<td>4</td>
<td>3</td>
<td>4</td>
<td>Fire and safety outreach</td>
<td>Pictures</td>
<td>X</td>
<td>JAN</td>
<td>Michael Takyi</td>
<td></td>
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<tr>
<td>CEWE FIA</td>
<td>4.3</td>
<td>4</td>
<td>3</td>
<td>4</td>
<td>Train and form VSLA groups in the four targeted communities</td>
<td>TraiNet forms, training reports</td>
<td>Ind 12 &amp;19: 75 VSLA members trained</td>
<td>X</td>
<td>FEB</td>
<td>Michael Takyi</td>
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<tr>
<td>CEWE FIA</td>
<td>4.3</td>
<td>4</td>
<td>3</td>
<td>4</td>
<td>Monitoring of VSLA activities</td>
<td>monitoring report</td>
<td>X</td>
<td>APR</td>
<td>Michael Takyi</td>
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<tr>
<td>CEWE FIA</td>
<td>4.3</td>
<td>4</td>
<td>3</td>
<td>4</td>
<td>A Five- Day Training in Non-formal/ Functional Literacy Education</td>
<td>TraiNet forms, training reports</td>
<td>Ind 12&amp;19: 200 MSME. Trained in non-formal education</td>
<td>X</td>
<td>MAY</td>
<td>Nicholas smith</td>
</tr>
<tr>
<td>CEWE FIA</td>
<td>4.3</td>
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<td>3</td>
<td>4</td>
<td>A Five- Day Training for 160 MSMEs in Business Management Development Services.</td>
<td>TraiNet forms, training reports</td>
<td>Ind 12&amp;19: 160 MSME trained in Business development and management</td>
<td>X</td>
<td>JUN</td>
<td>Michael Takyi</td>
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<td>CEWE FIA</td>
<td>4.3</td>
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<td>3</td>
<td>4</td>
<td>Train MSME in value addition to processed fish</td>
<td>TraiNet forms, training reports</td>
<td>In12&amp;19: 50 MSME trained in value addition</td>
<td>X</td>
<td>JUL</td>
<td>Hannah Antwi</td>
</tr>
<tr>
<td>DAA</td>
<td>4.3</td>
<td>4</td>
<td>3</td>
<td>4</td>
<td>Training on Hygienic fish Handling, Business Skills Development and fire safety training for selected 125 MSMEs - Total of 4 Days</td>
<td>TraiNet forms, Report</td>
<td>Ind 12&amp;19: 125 MSMEs trained in HFH, Business skills development and Fire safety</td>
<td>X</td>
<td>AUG</td>
<td>Nii Okainja Adamafo and Emelia Nortey</td>
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<tr>
<td>DAA</td>
<td>4.3</td>
<td>4</td>
<td>3</td>
<td>4</td>
<td>Monitoring on MSME'S- 150 MSME (Same as above)</td>
<td>Field Notes</td>
<td></td>
<td></td>
<td>Abraham Asare, abasare@daa women.org</td>
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<tr>
<td>4.3</td>
<td>5</td>
<td>3</td>
<td>4</td>
<td>Piloting use of Ice boxes on-board and on-shore with the Fisheries Commission</td>
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<td>CRC- URI</td>
<td>4.3</td>
<td>5</td>
<td>3</td>
<td>4</td>
<td>Design economic viability section of the ice and ice chest pilot conducted by SFMP</td>
<td>Survey Section and write up and analysis (report)</td>
<td></td>
<td></td>
<td>Kristine Beran w/ Margaret and Samuel</td>
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<tr>
<td>CRC- Ghana</td>
<td>4.3</td>
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<td>4</td>
<td>Sensitize fisherfolkprocessors on the use of ice in insulated containers</td>
<td>Sensitization report</td>
<td>Ind 15: 2000 fisherfolk</td>
<td>X</td>
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<td>Margaret (with Odenky)</td>
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<td>Task</td>
<td>Task Description</td>
<td>Output (Product/report) Published Docs</td>
<td>Result Target per indicator</td>
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<tr>
<td>CRC-Ghana</td>
<td>4.3</td>
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<td></td>
<td>1</td>
<td>Purchase and distribute containers</td>
<td>Pictures</td>
<td>Ind 12 &amp;19: 20 groups/Members received containers</td>
<td>OCT</td>
<td>X</td>
<td>Margaret</td>
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<tr>
<td>CRC-Ghana</td>
<td>4.3</td>
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<td>2</td>
<td>Demo. of containers in 2 communities</td>
<td></td>
<td>X X X</td>
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<td></td>
<td>Margaret</td>
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<tr>
<td>CRC-Ghana</td>
<td>4.3</td>
<td>5</td>
<td></td>
<td>3</td>
<td>Monitor economic impact and user interest</td>
<td>Monitoring report</td>
<td>X X</td>
<td></td>
<td></td>
<td>Margaret</td>
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<td>CRC-Ghana</td>
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<td>Design modifications needed</td>
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<td>CRC-Ghana</td>
<td>4.3</td>
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<td></td>
<td>5</td>
<td>Construction rehabilitation of facility</td>
<td></td>
<td>X X</td>
<td></td>
<td></td>
<td>Margaret</td>
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<td>DAA</td>
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<td></td>
<td>1</td>
<td>Advocacy for responsible fishing during World Rural Women's day - Celebrations in Greater Accra and Central Region</td>
<td>TraiNet forms, Report (Radio 1 &amp; TV 1)</td>
<td>Ind 6: 2/1 radio and 1 TV program on world rural women's day</td>
<td>OCT</td>
<td>X X</td>
<td>Nii Okainja Adamafio and Emelia Nortey</td>
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<td>DAA</td>
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<td>2</td>
<td>Participation in World Ocean Day</td>
<td>Note</td>
<td>X</td>
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<td>Nii Adamafio, <a href="mailto:nii@yahoo.com.ph">nii@yahoo.com.ph</a></td>
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<td>3</td>
<td>Participation in World Fisheries Day</td>
<td>Note</td>
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<td>Nii Adamafio, <a href="mailto:nii@yahoo.com.ph">nii@yahoo.com.ph</a></td>
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<td>DAA</td>
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<td>Annual meeting with Fisheries Minister - Advocacy annual meeting to discuss various issues affecting the progress of their business.</td>
<td>TraiNet forms, Minutes report</td>
<td>Ind 6: 1 media clipping on annual meeting with minister</td>
<td>OCT</td>
<td>X</td>
<td>Nancy Ayesua/Irene Sepenya</td>
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<tr>
<td>DAA</td>
<td>4.4</td>
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<td>5</td>
<td>Research and Collaboration on Oyster Harvesting - Densu Oyster Data Collection (Collaborate with UCC Research students)</td>
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<td>Emelia Nortey</td>
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<td>4.4</td>
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<td>6</td>
<td>Research and Data collection</td>
<td>Quarterly Summary report of data collection</td>
<td>X X X X</td>
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<td>Emelia Nortey</td>
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<tr>
<td>DAA</td>
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<td>7</td>
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<td>7</td>
<td>Procurement of 5HP motor</td>
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<td>Emelia Nortey</td>
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<td>4.4</td>
<td>8</td>
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<td>8</td>
<td>Branding of Research Boat</td>
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<td>Emelia Nortey</td>
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<tr>
<td>DAA</td>
<td>4.5</td>
<td>4</td>
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<td>5</td>
<td>Reducing Child Labor and Trafficking in Fisheries in the Central Region</td>
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<th>Output (Product/report) Published Docs</th>
<th>Result Target per indicator</th>
<th>Target Due Month</th>
<th>PUT BY QUARTER</th>
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<td>CRC-URI 4.5</td>
<td>1</td>
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<td>1</td>
<td>Assist with analysis and write-up of a 245-household survey on perceptions of CLaT interventions in the Central Region</td>
<td>Final Report, Fact Sheet</td>
<td>X</td>
<td>OCT</td>
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<td>Kristine Beran, Michael Takyi</td>
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<td>FoN 4.5</td>
<td>2</td>
<td>4</td>
<td>5</td>
<td>2</td>
<td>CLaT Regional/District Child Protection Committees interface durbar with Community advocates.</td>
<td>10 reports. District level</td>
<td>X</td>
<td>OCT</td>
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<td>Kweisi Johnson</td>
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<tr>
<td>FoN 4.5</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>3</td>
<td>Fisheries Child Labor Policy socialization engagement meetings with District Assemblies Child Protection Panels/Committee.</td>
<td>1 summarized report</td>
<td>X</td>
<td>OCT</td>
<td></td>
<td>Kweisi Johnson</td>
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<tr>
<td>FoN 4.5</td>
<td>4</td>
<td>4</td>
<td>5</td>
<td>4</td>
<td>Engage in media awareness and advocacy on CLaT policies and laws that prohibit child labor and child trafficking; 2- press Conference, 6-radio Programs and 1- Journalist Orientation workshops</td>
<td>2 reports on press Conference, 1-summaries report on radio Programs, 1 report Journalist Orientation workshop</td>
<td>X</td>
<td>OCT</td>
<td></td>
<td>Nana Efua</td>
</tr>
<tr>
<td>SNV 4.5</td>
<td>5</td>
<td>4</td>
<td>5</td>
<td>5</td>
<td>Training for Government agencies and MOFAD Regional and Zonal fisheries officers on anti-CLaT policy in fisheries</td>
<td>20 participants, 1 trainings, Training Manual and 2 reports</td>
<td>X</td>
<td>OCT</td>
<td></td>
<td>Consultant</td>
</tr>
<tr>
<td>SNV 4.5</td>
<td>6</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>Continuous coaching support to GOG (MOFAD, FC, MoGCSP, MMDAs, GES) staff, Fisheries Associations and IPs on the implementation of the CLaT strategy and related CLaT issues</td>
<td>Support Plan, Inputs</td>
<td>X</td>
<td>OCT</td>
<td></td>
<td>Consultant</td>
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<tr>
<td>SNV 4.5</td>
<td>7</td>
<td>4</td>
<td>5</td>
<td>7</td>
<td>Coordinate the “Prevention working group” with the Anti-Human Trafficking secretariat of MoGCSP on the implementation of the National Plan of Action on the elimination of human trafficking.</td>
<td>4 meetings, 4 progress reports</td>
<td>X</td>
<td>OCT</td>
<td></td>
<td>Consultant</td>
</tr>
<tr>
<td>SNV 4.5</td>
<td>8</td>
<td>4</td>
<td>5</td>
<td>8</td>
<td>Orientation (training) for the leadership of fisheries associations, co-operatives, and unions (NAFPPTA, GNCFCS) and GES- Heads of Schools, School Management Committees and teachers on CLaT issues, standard operational procedures and referral mechanisms to have the capacity to provide education, sensitization, and timely interventions to vulnerable children and families</td>
<td>25 participants, Training report, Song sheet</td>
<td>X</td>
<td>OCT</td>
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<td>Consultant</td>
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<td>SNV</td>
<td>4.5</td>
<td>9</td>
<td>4</td>
<td>5</td>
<td>Organize a learning tour to Torkor for SFMP partners and selected stakeholders to understand the Torkor anti-CLaT model for adoption and replication in the Central Region</td>
<td>15 participants, Trip Report</td>
<td>Ind 17: 15 Study tour to Torkor on CLaT, Ind 18: 105hrs, Ind 19: 5 Study tour to Torkor on CLaT</td>
<td>Consultant</td>
<td></td>
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<td>SNV</td>
<td>4.5</td>
<td>10</td>
<td>4</td>
<td>5</td>
<td>Develop education and training modules using the Torkor model as a guide for partners’ interventions.</td>
<td>Training modules</td>
<td>X</td>
<td>Consultant</td>
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<tr>
<td>SNV</td>
<td>4.5</td>
<td>11</td>
<td>4</td>
<td>5</td>
<td>Anti-CLaT implementing partner coordination</td>
<td>At most 4 meetings, Meeting reports</td>
<td>X</td>
<td>Consultant</td>
<td></td>
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<td>CEWE FIA</td>
<td>4.5</td>
<td>12</td>
<td>4</td>
<td>5</td>
<td>BI -Monthly follow up meetings with members on Post-Harvest value chain, Focus group/ Follow -up small meetings to discuss Family Planning issues, etc.</td>
<td>Report, Participant list, pictures</td>
<td>X</td>
<td>Josephine O. Addo</td>
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<td>CEWE FIA</td>
<td>4.5</td>
<td>13</td>
<td>4</td>
<td>5</td>
<td>Community drama performances, TV, Video shows on CLaT, Post-harvest and Resource Management</td>
<td>video, pictures</td>
<td>Ind 6: 1 TV show on CLaT</td>
<td>Hannah Antwi</td>
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<tr>
<td>CEWE FIA</td>
<td>4.5</td>
<td>14</td>
<td>4</td>
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<td>World Day against Child Labor Event.</td>
<td></td>
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<td>Hannah Antwi</td>
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<td>CEWE FIA</td>
<td>4.5</td>
<td>15</td>
<td>4</td>
<td>5</td>
<td>Multi stakeholder meeting</td>
<td>Report and pictures</td>
<td>Ind 17: 20 staff and 18 420 man hrs, Ind 19: 20 staff</td>
<td>Deborah /Juliet Boabeng</td>
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<td>CEWE FIA</td>
<td>4.5</td>
<td>16</td>
<td>4</td>
<td>5</td>
<td>Year four Strategic work plan meeting with key stakeholders</td>
<td>TraiNet forms, training reports</td>
<td>Ind 17: 80 Advocates and CCPC trained on CLaT, Ind 18: 1120 hrs, Ind 19: 80 Advocates and CCPC trained on CLaT</td>
<td>Michael Takyi</td>
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<td>CEWE FIA</td>
<td>4.5</td>
<td>17</td>
<td>4</td>
<td>5</td>
<td>Exchange Visit</td>
<td>report, Picture</td>
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<td>Nicholas smith</td>
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<td>CEWE FIA</td>
<td>4.5</td>
<td>18</td>
<td>4</td>
<td>5</td>
<td>A Two- Day Training in Advocacy Skills for CCPCs and Anti- CLaT advocates in Moree and Elmina</td>
<td>TraiNet forms, training reports</td>
<td>Ind 17: 80 Advocates and CCPC trained on CLaT, Ind 18: 1120 hrs, Ind 19: 80 Advocates and CCPC trained on CLaT</td>
<td>Michael Takyi</td>
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<td>CEWE FIA</td>
<td>4.5</td>
<td>19</td>
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<td>5</td>
<td>A Two -Day Training for the Anti- CLaT Advocates and the CCPCs in the Torkor Model of GAWU.</td>
<td>TraiNet forms, training reports</td>
<td>Ind 18: 1120 man hrs</td>
<td>Michael Takyi</td>
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<td>CEWE FIA</td>
<td>4.5</td>
<td>20</td>
<td>4</td>
<td>5</td>
<td>Training for Director of Education. Coordinating Director, Circuit Supervisor, Unit heads, Head teachers, PTA/SMC Executives in Elmina and Moree in how to make the school environment conducive for school children, especially, CLaT Survivors.</td>
<td>TraiNet forms, training reports</td>
<td>Ind 17: 150 GES and PTA trained on CLaT, Ind 18: 2100man hrs Ind 19: 150 GES and PTA trained on CLaT</td>
<td>Michael Takyi</td>
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<td>4.5</td>
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<td>4</td>
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<td>Intensive awareness creation of the Community Action Plan (CAP) that was</td>
<td>Meeting report</td>
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<td>Nicholas smith</td>
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<td>4.5.22</td>
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<td>2</td>
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<td>A Two- Day Training for the Trained MSMEs in the concept of CLaT and its prevention</td>
<td>TriaNet forms, training report</td>
<td>Ind 17: 200 MSMEs trained on CLaT, Ind 18: 1200hrs, Ind 19: 200 MSMEs trained on CLaT</td>
<td>Michael T Kaya</td>
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<td>4.5.23</td>
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<td>Fundraising and resource mobilization for CLaT Advocates - (build capacity and explore ideas for fundraising- Develop a fundraising strategy during Refresher Training Courses)</td>
<td>TriaNet forms, training report</td>
<td>Ind 18:1120 Man Hrs</td>
<td>Nicholas Smith (with Odenky)</td>
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<td>4.5.24</td>
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<td>Orient fisher groups on CLaT issues to enable them to detect occurrences and to take action.</td>
<td>TriaNet forms, training report</td>
<td>300 fisher groups</td>
<td>Hannah Antwi (with Odenky)</td>
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<td>CEWE FIA</td>
<td>4.5.25</td>
<td>4</td>
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<td>Organize durbars on CLaT to Promote the elimination of harmful cultural practices and encourage alternatives</td>
<td>4 durbar report</td>
<td></td>
<td>Nicholas Smith (with Odenky)</td>
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<td>2</td>
<td>6</td>
<td>Organize training workshop to build capacity and engage in media awareness and policy advocacy on policies and laws that prohibit child labor and child trafficking; and Media, investigative journalism, advocacy, press conference, press release, etc. (training of media houses on how to represent CLaT activities)</td>
<td>TriaNet forms, training report</td>
<td>Ind 17: 15 Media personnel trained on CLaT, Ind 18: 90 man hrs Ind 19: 15 Media personnel trained on CLaT</td>
<td>Hannah Antwi (with Odenky)</td>
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<td>Refresher training for Anti-CLaT Advocates and community child protection committees (CCPC)</td>
<td>TriaNet forms, training reports</td>
<td>Ind 18: 1120 man hrs</td>
<td>Michael T Kaya</td>
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<td>8</td>
<td>Anti-CLAT Coordinating Meetings</td>
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<td>Monitoring of CLaT activities</td>
<td>4 Monitoring reports (technical reports )</td>
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<td>Identify and train church representatives as ambassadors of anti-CLaT in the churches</td>
<td>TriaNet forms, training reports</td>
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<td>Visit churches to give talk on CLaT issues</td>
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68
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<td>Conduct a review on CLaT to assess the impact from the stoves given to vulnerable household and identify improve the economic indicators (Work with other SFMP partners who are working on CLaT (No Budget )</td>
<td>Review Report</td>
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<td>Abraham Asare,</td>
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<td>DAA</td>
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<td>4 5</td>
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<td>Refresher Training for Anti CLaT Advocates- 2 days, 35 participants - in Apam, Mumford and Winneba.</td>
<td>TraiNet forms, Report</td>
<td>InD 17:35 advocates in trained on CLaT, InD 18: 350 hrs, Ind 19:35 advocates in trained on CLaT</td>
<td>JAN, FEB, APR, MAY</td>
<td>Nii Adamafio,</td>
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<td>Train and Orient fisher groups/associations on CLaT to enable them detect occurrences and to take action in prevention - fisher groups in Apam, Winneba and Mumford and Accra -10 fisher groups/associations</td>
<td>TraiNet forms, Minutes from Meeting</td>
<td>InD 17: 500 fisher association members trained on CLaT, InD 18: 2500 hrs, Ind 19:500 fisher association members trained on CLaT</td>
<td>APR, MAY, JUN, JUL</td>
<td>Nii Okainja Adamafio and Emelia Nortey</td>
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<td>Public Campaigns and Communications on Anti CLaT - Embark on community Anti CLaT video, Radio, focused group campaigns in Apam, Winneba, Munford and Accra (Using Audio visuals produced by SFMP and Collaborate with other SFMP Anti CLaT partners and Communication team)</td>
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<td>OCT, NOV, DEC</td>
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<td>Designing and Development of ICE Materials for Anti CLaT</td>
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<td>Bill Boards - 2</td>
<td>Ind 6:1 bill board on CLaT</td>
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<td>Flyers and Banners</td>
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<td>Inter Community School Debates - Preparatory meetings with GES and School Heads</td>
<td>TraiNet forms, Minutes from meeting</td>
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<td>Inter Community School Debates Competitions</td>
<td>TraiNet forms, photo report</td>
<td>Ind 6:1 clippings on inter schools debate on CLaT</td>
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<td>Anti CLaT Day Community Celebration (Participation)</td>
<td>TraiNet forms, summary report</td>
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<td>Radio Sensitization/ Education on anti-CLaT</td>
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<td>Assessment and documentation of progress on mainstreaming gender in fisheries sector</td>
<td>Report</td>
<td>x</td>
<td>OCT NOV DEC JAN FEB MAR APR MAY JUN JUL AUG SEP</td>
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<td>Gender Impact Assessment on SFMP’s interventions so far</td>
<td>Assessment Report</td>
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<td>Prepare an impact assessment report with recommendations</td>
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<td>Mainstreaming the gender strategy in the fisheries commission</td>
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<td>Two days Training on gender fisheries policy / advocacy skills for MSMEs in Elmina, Moree, Anlo and Sekondi.</td>
<td>TraiNet forms, training reports</td>
<td>Ind 17: 160 MSMEs trained in fisheries gender</td>
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<td>Josephine O Addo</td>
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<td>CEWEFIA</td>
<td>5.2.2</td>
<td>5</td>
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<td>A day Training MSME’s in group development (hownam dialogue ) in Elmina, Moree, Anlo and Sekondi. (Same As MSME Business training )</td>
<td>TraiNet forms, training reports</td>
<td>Ind 18: 960 hrs</td>
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<td>Josephine O Addo</td>
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<td>HM</td>
<td>5.2.3</td>
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<td>Training of Trainers for Leaders of Fisheries association</td>
<td>Report, manual, TraiNet</td>
<td>Ind 17: 20 fisheries association leaders trained in leadership, Ind 18: 240 hrs, Ind 19: 20 fisheries association leaders trained in leadership,</td>
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<td>Leadership training for various groups (Axim, Ankobra, Shama, Elmina and Winneba)</td>
<td>Report, manual, TraiNet</td>
<td>Ind 17: 150 group members trained in leadership Ind 18: 900 hrs,</td>
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<td>5 2-day Advocacy and leadership training for 60 Konkohemaa</td>
<td>Report, manual, TraiNet</td>
<td>Ind 19: 150 group members trained in leadership</td>
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<td>Ind 17: 60 Kokonhemaa’s trained in leadership</td>
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<td>Ind 18: 720 hrs, Ind 19: 60 Kokonhemaa’s trained in leadership</td>
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<td>SNV, HM</td>
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<td>7 Annual meeting of Gender Network (2 meetings)</td>
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<td>8 Support to Gender Network; implementation plan</td>
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<td>9 Training of MOFAD/FC national and regional staff on Gender mainstreaming strategy</td>
<td>Report, TraiNet forms</td>
<td>InD 17: 15 MOFAD/FC staff trained on gender, InD 18: 90hrs InD 19: 15 MOFAD/FC staff trained on gender</td>
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<td>10 Coaching support to FC on the implementation of the Gender Mainstreaming Strategy (The Gender Desk for FC)</td>
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<td>11 Coaching support to Fish processors in Western and Central Region (Leadership and conflict management trainings)</td>
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<td>12 Leadership and Conflict Management training (Hownam Dialogue) for Volta and Greater Accra Regions</td>
<td>Report, TraiNet forms</td>
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<td>14 Celebration of International Women’s Day</td>
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<td>16 Periodic radio discussions on Gender (Gender Network and NAFPTA)</td>
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<td>17 Development of IEC materials</td>
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<td>18 Develop models and lessons learned from integrating gender in fisheries management in Ghana</td>
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<td>19 Leadership Skills and Management Training for fish mothers, canoe owners and crew heads (bosons)</td>
<td>TraiNet forms, training reports</td>
<td>Ind 17: 150 Fish mothers, canoe owners trained in leadership skills, Ind 18: 900hrs Ind 17: 150 Fish mothers, canoe owners trained in leadership skills,</td>
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<td>Nicholas smith</td>
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## IR 6 Public-Private Partnerships

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## IR 7 Capacity Development

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### Project Management

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<td>Comparative Study of Fisheries and Farming Communities</td>
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<td>Desktop research comparing the SFMP baseline survey with the Population Based Survey data collected in northern Ghana</td>
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<td>Design final project impact assessment household survey questionnaire with input from Brian Crawford and Bakari Nyari and determine which statistical analyses will be performed to compare the final survey and baseline survey results.</td>
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<td>Program household survey questionnaire with Bob Bowen’s assistance into KoBo Toolbox.</td>
<td>Household survey questionnaire programmed into KoBo Toolbox</td>
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<td>Practice/test KoBo Toolbox questionnaire to ensure that all of the appropriate survey questions are linked together.</td>
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<td>Coordinate with the M&amp;E team in Ghana to get their feedback on the tested KoBo Toolbox questionnaire. Review IRB application from the baseline survey and amend if needed.</td>
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<td>Create fieldwork plan and associated budget for implementing the survey, which will begin in October 2018 (i.e., enumerator training, IRB training for in-country enumerators, pilot testing, field data collection, etc.).</td>
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<td>Meet partners to group members of events and associations into CiviCRM</td>
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<td>Register women fish processors and fishermen's group to register their members' contacts in the system</td>
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ANNEX A DESCRIPTION OF IMPLEMENTING PARTNER AND ROLES

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

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

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

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

DQF Quality Foundation (DQF) is a financial non-governmental and community development organization with microfinance as its core business. DQF seeks to empower the poor and needy, especially women and youth, through the facilitation and provision of micro loans, micro business development services, renewable and energy efficient solutions, and other activities. Completed tasks in Year 3 and will not be a continuing partner in Year 4.

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

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

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

Spatial Solutions Ltd (SpS) completed its tasks in Year 3 and will not be a continuing partner in Year 4.