



SUSTAINABLE FISHERIES MANAGEMENT PROJECT (SFMP)

REPORT ON THE CONSTRUCTION AND HANDING OVER
CEREMONY OF THE DAA FISHERIES TRAINING CENTER



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THE
UNIVERSITY
OF RHODE ISLAND
GRADUATE SCHOOL
OF OCEANOGRAPHY



Hen Mpoano



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Cover photo: The completed DFTC building (Credit: Benedicta Avega)

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ACRONYMS

| | |
|--------|--|
| AD | Action for Development |
| CD | Country Director |
| COTVET | Council for Technical and Vocational Education Training |
| CoP | Chief of Party |
| DAA | Development Action Association |
| DFTC | DAA Fisheries Training Center |
| ECO | Environmental Compliance Officer |
| FAO | Food and Drugs Authority |
| FONG | Farmers Organisations Network in Ghana |
| FFH | Freedom from Hunger Campaign |
| IFAP | International Federation of Agricultural Producers |
| ROPPA | Network of Farmers Organizations and Agricultural Producers in West Africa |
| SFMP | Sustainable Fisheries Management Project |
| SNV | Netherlands Development Organisation |
| URI | University of Rhode Islands |
| USAID | United States Agency for International Development |

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ACKNOWLEDGEMENTS

SNV will like to acknowledge the financial and oversight support from the SFMP/USAID towards the construction and handing over of the DAA Fisheries Training Center. The unflinching support of both Chief of Parties, Brian Crawford and Maurice Knight needs to be emphasized.

Secondly, SNV will like to appreciate Development Action Association for their patience and continuous availability and constructive criticisms throughout the entire construction and handing over process for the building. I particularly appreciate the support of the Executive Director, Madam Lydia Sasu and the Programs Coordinator, Abraham Asare.

Finally, SNV appreciates the work of the construction company Mikadu Constructions Company.

EXECUTIVE SUMMARY

Development Action Association (DAA) as part of the SFMP project requested to have a fisheries training center to serve, small scale fishers, to build their capacity and add value to their work. Fortunately, URI was in favor and therefore they gave the approval and released funds for SNV to support DAA to have the center constructed.

The construction process started in November 2016 and ended in June, 2018. SNV and DAA worked together in monitoring the construction process. The building was finally handed over to DAA and launched on the 19th of June, 2018.

The center will serve as a learning platform for fishers in country and within the West African sub region.

DAA emerged from the Freedom from Hunger Campaign / Action for Development programme of the Food and Agriculture Organization (FAO) in the Greater Accra Region. DAA has presence in 54 communities in Greater Accra, Central, and Eastern Regions of Ghana; 98% of the beneficiaries are rural women with low educational background. Their main area of operation is food security.

The objectives of the center are as follows:

- To improve the quality of fish sold to consumers by observing high hygienic and sanitation standards.
- To improve productivity by using more efficient technologies in fish processing.
- To reduce post-harvest losses due to poor handling.
- To improve the incomes of the targeted beneficiaries who are predominantly women.

The Center is currently being managed by an advisory council made up of representatives from the Fisheries Commission, SFMP, SNV and DAA Board. It has two staff; a manager and an administrator who started running the center from April 2016. A detailed needs assessment document was developed in the initial stages and a business plan was developed for running the center. Both documents serve as guidance for running the center sustainably.

The Center will carry out the following services and more:

1. On-site and off-site training services in the following areas using the competency based training approach:
 - Best practices in fish processing.
 - Best practices in fishing.
 - Hygienic Handling / Safety protocols.
 - Entrepreneurship and Management.
 - Literacy and Numeracy.
2. Coaching and advisory services.

1.0 BACKGROUND

SNV supported Development Action Association to establish a Fisheries Training Center for its members and fishers along the coastal belt under the Sustainable Fisheries Management Project. This training center will build the capacities of fishers in their businesses and fisheries related livelihoods to improve upon production and increase disposable income whilst sustainably managing Ghana's Fisheries stock.

As a start up to this process a detailed needs assessment was carried out to understand the dynamics of needs, fishers have for a training center and the kind of opportunities that are available for such a center. The assessment covered the various target groups, the existing competition, learning needs, standards and regulations, financing, income generating options etc. The needs assessment report was used to develop a business plan for running the center.

One major aspect that was assessed during the needs assessment process and the development of the business plan, was whether the training center should be constructed or a venue should be rented. Both documents recommended that it is financially viable to construct the center instead of renting a place.

The then, Chief of Party for SFMP, Brian Crawford, gave a go ahead for the building of the Fisheries Training Center on a plot of land (owned by DAA) given by DAA, located at Kokrobite in Western Accra. He also gave the go ahead for an interim site to be refurbished for trainings to start during the project period whilst the main building is constructed for the full implementation of the project.

The main purpose of the SFMP is to increase small pelagic stock in Ghana's coastal waters; which feeds into the Feed the future program under USAID. The DFTC will provide a learning platform for the capacity development of fishers at all levels especially for small scale fishermen and fish processors who are still used to small scale, unhealthy and illegal methods of fishing which contributes to the depletion of the fish stock. The DFTC will therefore target capacity building at all levels for small scale fishers and value addition to their products for increased disposable income to improve their livelihoods. Beneficiaries will receive training in best practices in fishing and fish processing, hygiene, health and safety, entrepreneurship and marketing, literacy and numeracy etc.

The interim center was refurbished in 2016 and has since been in use by DAA for training fishers. A manager and an administrator were trained to oversee the operation of the interim center which had oversight support from a governing council made up of representatives from SFMP, the Fisheries Commission, DAA and SNV.

Finally, the main building was completed and handed over on the 19th of June, 2018. DAA staff have since relocated into the new building and it is in full use now.

1.1 About Development Action Association

Development Action Association (DAA) emerged out of the Freedom from Hunger Campaign / Action for Development FFHC/AD program of the Food and Agriculture Organization (FAO) in the Greater Accra Region of Ghana. The program supported community groups with the objective of reducing poverty and empowering group members to be self-reliant and to participate fully in their own development. The FAO/FFHC initiative introduced improved fish smoking and storage technology, vegetable production and cassava processing in 13 villages in the Region.

As a result of these positive developments and their growing self-confidence and organisational maturity, the groups decided to form a loose federation of grassroots

associations called the Development Action Association (DAA) or *Noyaa Kpee* in the Ga language. In 1998, DAA was registered as a farmer based non-profit organization, which seeks to promote self-reliance, participatory and sustainable development.

DAA is now operating in 54 communities in Greater Accra, Central, Eastern Regions of Ghana and 98% of the beneficiaries are rural women with low educational background. Its main areas of operation are: food security i.e. Fish processing, cassava production, micro – credit, vegetable production fish production and small animals raising (Grasscutter, rabbits, snails, fowls, pigs etc.).

DAA is a member of Farmers Organisations Network in Ghana (FONG) which is a member of formerly International Federation of Agricultural Producers (IFAP) and the Network of Farmers Organizations and Agricultural Producers in West Africa (ROPPA). Every quarter the executive members meet. Every year, members invite chiefs, assembly members, district chief executives and ministers of state to witness their AGMs. This is indicative of the strong governance of the association and its influence.

DAA has implemented several developments projects including construction of a nursery and primary school, place of convenience, capacity building in financial management, rural women empowerment, initiated celebration of World Rural Women’s Day, and collaborates with the District Assemblies, Ministry of Food and Agriculture, FAO, FARA, JICA, IVA and others.

The objectives of the association’s work are:

- To initiate a process of development based on the transfer of skills and competencies, as well as financial resources to grassroot communities in order to create a facilitating environment for socio-economic development.
- To contribute to the creation of a favourable and conducive environment for the development of viable grassroot associations.
- To provide support and services, and assist and reinforce member associations.
- To propose and implement sustainable development programmes within Ghana.
- To advocate and promote, as well as lobby for development programmes that are based on sustainability, empowerment of local community based and grassroot association.

DAA’s continuous desire to support the grassroot farmers made them express the need for a Fisheries Training Center, in order for them to support the fishing communities around them and further. They believed that if the capacity of fishers is built there will be much improvement in the value chain and in the livelihoods of the fishers.



Figure 1. A section of DAA members at the Inauguration of the temporary DFTC

2.0 DAA FISHERIES TRAINING CENTER

2.1 Start Up Processes

As a start up to this process a detailed needs assessment was carried out to understand the dynamics of needs fishers have for a training center and the kind of opportunities that are available for such a center. The assessment covered the various target groups, the existing competition, learning needs, standards and regulations, financing, income generating options etc. The needs assessment report was used to develop a business plan for running the center.

According to the business plan, the training center shall operate under the business name of DAA Fisheries Training Center (DFTC). The center will be registered as a company limited by guarantees or by shares under the Companies Code, 1963 (Act 179). The training institution and trainers will be certified by the Council for Technical and Vocational Education Training (COTVET). The programs, manuals and materials for the training will be approved by COTVET before use and the proposed training delivery will be carried out based on the CBT approach. A council was set up, with representation from DAA, SFMP, Fisheries Commission and SNV to oversee the affairs of the Center and strengthen the capacity of DAA to take full charge of the management of the Center. The Center will serve as a training of trainers' educational center for various fishers (fish processors, fishermen, fisheries officers and other fisheries related workers) and will also serve as a meeting area for association programs. To bring in additional income, the conference room will be made available for rental services.



Figure 2. Pictures showing the site for the construction of the training center

2.2 Description of Project

The training center is located at Kokrobitey in the Ga South Municipality of the Greater Accra region on a piece of land owned by DAA. Electricity supply is available but water needs to be connected. The proposed main building of the center is 280.3 m². The training facility is made up of one conference hall or training room and a demonstration area. There will also be an accommodation unit of four rooms with three beds in each room and therefore can house 12 participants at a time.

The training hall comprises an office unit, kitchen, washroom and a training /conference hall which can be divided into four training rooms at a time and can accommodate 100 people maximum for any event and 25 participants for any training program. Part of the complex is a demonstration center which is separated into four working rooms comprising the receiving area, processing room, cooling and packaging room and storage room. It also has a washroom attached to serve as a changing and cleaning area for participants. The third unit is an accommodation unit made up of four rooms, which has three beds each, thus it can accommodate 12 people at a time. The accommodation unit has washrooms and a kitchen.

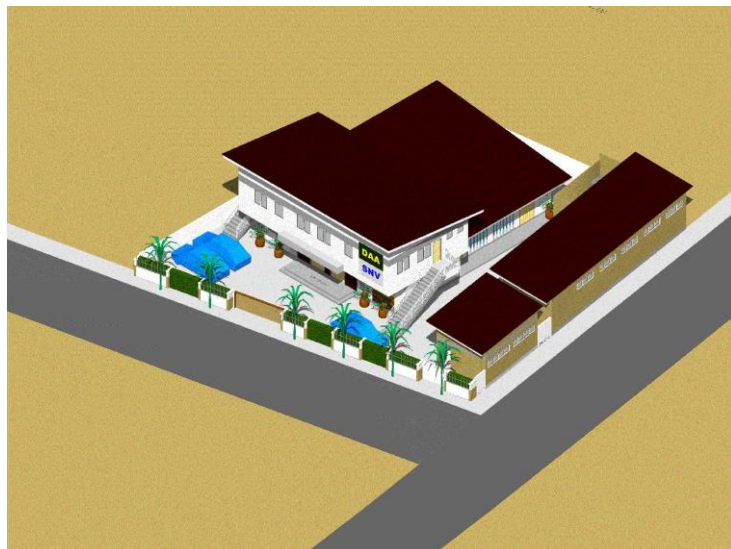


Figure 3. 3D representation of the DAA Fisheries Training Center

3.0 THE PRE-CONSTRUCTION PROCESS

3.1 The Bidding Process

This process started with the formation of a building committee with representation from DAA, SNV, SFMP and a consultant (Architect). With respect to the advertisement in the graphic for qualified construction firms, 4 firms applied for the tender process. The organizations were, Zigaurat Investment Ltd, Group 6 Company, Taysec Company Ltd and Mikadu Constructions Ltd. The tender evaluation report was reviewed by the committee and based on factors such as cost and quality of work, Mikadu Constructions Ltd was selected to carry out the construction assignment. The consultant leads the bidding and selection process.

3.2 Acquisition of Permits

SNV with the support of DAA worked on acquiring all permits needed for the building to be constructed. Permits acquired are:

1. Building Permit
2. Fire Permit
3. EPA Permit

3.3 Sod Cutting for The Construction of the Center

On Monday the 19th of December, 2016, the Development Action Association (DAA) with the support of SNV and Sustainable Fisheries Management Project (SFMP) cut the sod for the construction of the Fisheries Training Center at Kokrobite in the Ga South Municipality of the Greater Accra Region.

The ceremony was a brief and simple one. The then CoP, Brian Crawford and CD of SNV, Andre de Jager who graced the occasion took turns to give brief speeches. They both congratulated DAA and encouraged the construction firm and the consultant to do their best to carry out the assignment to good quality and in time. They were both pleased about the project and expressed hope of a good work to be done.

Brian and Andre further, supported the CEO of DAA to cut the sod by digging the ground and planting a tree to signify the commencement of the construction process, Brian Crawford, the then, Chief of Party of SFMP said the training center will comprise of a main training hall that can hold four training sessions at a time, with a sitting capacity of 100 people. The center will also have a compliant facility for fish processing and a four room accommodation unit. He explained that the Center is being registered under COTVET and all the training courses that will be administered will be certified.

Andre de Jager the then, Country Director for SNV Netherlands Development Organisation (which is also an implementing partner of the SFMP) introduced Mikadu Constructions Ltd as the company which will be carrying out the construction work. He said the construction will take place within a period of 9 months thus, looks forward to handing over the completed training center to DAA by September, 2017.

The CEO of DAA, Madam Lydia Sasu and the President of the Association, Madam Comfort Addo, expressed their gratitude to USAID, the SFMP project and SNV, and expressed their willingness to support the construction process till completion. They also assured the gathering that the Center has great future and will be of great support to the fishers in the country, and informed that an interim training center located at Tsokome started operations from April 2016 and has so far affected the lives of fishers positively in the surrounding

communities. The DAA members present sang and danced to show their joy to see the project initiated.



Figure 4. From right, Andre, Mad. Lydia, Brian and Mad. Comfort cutting the sod for the project

3.4 Environmental Compliance

Mikadu Constructions Ltd submitted their Health and Safety policy for the organisation as one of the requirements towards signing the contract. In addition to their Health and safety policy Mikadu constructions was sensitised on the outcomes of the Environmental review the SFMP team conducted with respect to constructing the building at the selected site.

After careful environmental review of the yet to be constructed DAA Fisheries Training Center (DFTC), the proposed construction activity was classified as “No significant adverse impacts with condition”. The potential impacts were elaborated and mitigation measures presented to address the potential impacts identified. This was clearly stated in the construction company’s contract and Terms of Reference to achieve compliance.

To ensure that the construction firm adheres to the mitigation measures outlined, there was regular (monthly) field inspections by the Environmental Compliance representatives for SNV and DAA who further report to the SFMP Environmental Compliance Officer (ECO) during the construction period. The ECO supported by the SNV and DAA representatives also produced field reports during and after construction. The responsible parties for environmental compliance oversight of the project were therefore; SFMP, SNV and DAA Environmental Compliance Officers.

The mitigation measures that were monitored over the period were within the following categories:

- Noise and Dust pollution
- Digging of pits for construction purposes
- Soil and Water Contamination (Poor Handling)
- Use of heavy equipment
- Source of building materials
- Water supply improvement (Digging of borehole)
- Improper solid waste disposal
- Safety and health

4.0 THE CONSTRUCTION PROCESS

In November, 2016 Mikadu Constructions Limited signed the first contract which was expected to end in September, 2017; to initiate construction work of the DAA Fisheries Training Center. As at the time the sod cutting ceremony was held in December, the firm had already cleared the site ready to initiate work.

Work started smoothly and progressed well till July 2017 where some delays were experienced. By this time both the main training hall and the demonstration site had been fully built with the roofing yet to be done.

Also, the building committee petitioned the Chief of Party to fund the external works which were initially taken out of the plan. Upon his approval, an addendum was made to Mikadu's contract to carry out the additional works, thus the project term was extended to December, 2017.

Mikadu finally completed the building in December, 2017 and took care of defects that were identified with the building, during the defect liability period that, lasted till April, 2018. In May 2018, another contract was signed with Mikadu, to take care of the beautification of the Center. This contract involved works such as paving's, gravelling of the compound, a security office and growing flowers in and around the compound. Thus Mikadu Construction Ltd finalized all works on the DAA Center in June, 2018, just in time for the handing over ceremony.



Figure 5. Pictures of the almost complete DAA Fisheries Training Center building

5.0 THE HANDING OVER CEREMONY

On the 19th of June, 2018 the DFTC was formally launched and handed over to DAA for their operations. The center which will serve as an educational platform for fishers was well accepted by the Krokrobite community and the surrounding fishing communities, as their chiefs participated in the program to express their acceptance of the center.

The program was attended by various stakeholders both in the fish and food industry. Members of DAA from their various sections graced the occasion in their ceremonial cloth. Dignitaries such as the Minister of MOFAD, representatives from USAID and the Chief of Krokrobite were in attendance. The former Chief of Party, Brian Crawford was also in attendance.

The program as usual started with a prayer and was followed by a number of speeches by SNV, SFMP, and USAID. The SNV representative, Madam Sarah Agbey explained the genesis of the center and appreciated all the various stakeholders who supported the process especially USAID for funding the entire project.

The USAID representative, James Lykos expressed excitement on achievement made and stressed on the need for DAA to ensure that center serves its purpose. He invited the Chiefs present to ensure that their community members take advantage of this opportunity to strengthen their knowledge and capacity in their fishing occupation. He also appreciated SFMP and SNV for overseeing the project and ensuring that good quality work has been achieved.

The key note address was presented by the Minister of MOFAD, Hon Elizabeth Naa Afoley Quaye. She used the opportunity to announce the adoption of the Ahotor oven and the Class 1 certification scheme. She explained the need for processors to switch to the Ahotor oven and to work towards achieving the class 1 certification. She also expressed the commitment of the Fisheries Commission and MOFAD to host and implement both agendas and ensure that fish processors add value to their work.

Madam Lydia Sasu, the CEO of DAA took her turn to introduce the current DAA executives to the dignitaries and all who were gathered. She expressed her gratitude to USAID and all stakeholders who supported in achieving the center and assured all gathered of DAA's commitment to ensure that the center serves the fishing communities around and across the length of the coastal waters. With the support of the dance troupe, the members of DAA danced and sang with their president to express their delight for the building.

The first part of the program ended on this note. The second part of the program was the formal launch and cutting of ribbon after which the dignitaries were given a tour through the building and also at the exhibition stand. The exhibition stands had pictures of the construction process and of most of the initial trainings that have been held at the Interim center. The exhibition stands also had fish products available for sale. Some of the products, that were available are smoked mackerel, herrings and tuna. They also had powdered fish and shrimps and frozen oysters. Mr. James Lykos and the Chief of Krokrobite cut the ribbon to launch the building. Mr. Abraham Asare the project manager at DAA lead the tour through the main building and the accommodation unit whereas Madam Emelia Nortey the manager of the center took the participants through the tour at the demonstration unit. She explained to the dignitaries the core work of the center.



Figure 6. Expects of the exhibition stand



Figure 7. DAA leadership giving the vote of thanks



Figure 8. The Minister being introduced to the URI Director

6.0 CONCLUSION

The DAA center is a great success, not only to Ghanaians but also to the West African sub region as it's the first of its kind. DAA has so far moved to the building and have started work eagerly. They are close to having the COTVET certification, all lecturers have been trained by COTVET and their training materials and manuals have been vetted by COTVET. Trainings for fishers are currently on going and the center is in full operation now. One important thing that needs to be done is the development of a strategic plan for running the center and there is a need to employ qualified technical staff to support the implementation of the strategic plan.