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SUSTAINABLE FISHERIES MANAGEMENT PROJECT (SFMP)

Training on the roles and functions of Committee Members in the Densu Estuary Oyster Management Plan



AUGUST, 2018

THE
UNIVERSITY
OF RHODE ISLAND
GRADUATE SCHOOL
OF OCEANOGRAPHY



Development
Action Association

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For more information on the Ghana Sustainable Fisheries Management Project, contact:

USAID/Ghana Sustainable Fisheries Management Project

Coastal Resources Center

Graduate School of Oceanography

University of Rhode Island

220 South Ferry Rd.

Narragansett, RI 02882 USA

Tel: 401-874-6224 Fax: 401-874-6920 Email: info@crc.uri.edu

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Cover photo: Capacity Building for the Densu Co-Management Committee

Detailed Partner Contact Information:

USAID/Ghana Sustainable Fisheries Management Project (SFMP)
10 Obodai St., Mempeasem, East Legon, Accra, Ghana

Telephone: +233 0302 542497 Fax: +233 0302 542498

Maurice Knight	Chief of Party maurice@crc.uri.edu
Kofi Agbogah	Senior Fisheries Advisor kagbogah@henmpoano.org
Nii Odenkey Abbey	Communications Officer nii.sfmp@crcuri.org
Bakari Nyari	Monitoring and Evaluation Specialist hardinyari.sfmp@crcuri.org
Brian Crawford	Project Manager, CRC brian@crc.uri.edu
Ellis Ekekpi	USAID AOR (acting) eekekpi@usaid.gov

Kofi.Agbogah
kagbogah@henmpoano.org
Stephen Kankam
skankam@henmpoano.org
Hen Mpoano
38 J. Cross Cole St. Windy Ridge
Takoradi, Ghana
233 312 020 701

Resonance Global
(formerly SSG Advisors)
182 Main Street
Burlington, VT 05401
+1 (802) 735-1162
Thomas Buck
tom@ssg-advisors.com

Andre de Jager
adejager@snvworld.org
SNV Netherlands Development Organisation
#161, 10 Maseru Road,
E. Legon, Accra, Ghana
233 30 701 2440

Victoria C. Koomson
cewefia@gmail.com
CEWEFIA
B342 Bronyibima Estate
Elmina, Ghana
233 024 427 8377

Donkris Mevuta
Kyei Yamoah
info@fonghana.org
Friends of the Nation
Parks and Gardens
Adiembra-Sekondi, Ghana
233 312 046 180

Lydia Sasu
daawomen@daawomen.org
DAA
Darkuman Junction, Kaneshie Odokor
Highway
Accra, Ghana
233 302 315894

For additional information on partner activities:

CRC/URI: <http://www.crc.uri.edu>
CEWEFIA: <http://cewefia.weebly.com/>
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

CRC	Coastal Resource Center
DAA	Development Action Association
DOPA	Densu Oyster Pickers Association
SFMP	Sustainable Fisheries Management Project
URI	University of Rhode Island
USAID	United States Agency for International Development

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SECTION 1: INTRODUCTION

1.1 Background

Open access of Ghana's fisheries resources has resulted in severe overfishing and near depletion of many localised small fishery resources like the Densu Delta. It is therefore necessary to involve the local communities that depend on these water resources for food, in their management. Managed access to a fishery resource will not only ensure food security but also sustain economic and social livelihoods of the local users that depend on them.

This Sustainable Oyster Fishery Management Plan for the Densu Delta builds on the best practices and lessons learned from the 10-day Regional Study Tour on Women's Empowerment and Post-Harvest Improvements in The Gambia and Senegal in 2016 involving 11 members of five women-led civil society organizations (CSOs) and the Fisheries Commission, with support from the Sustainable Fisheries Management Project (SFMP).

The TRY Oyster Group is a peer women based organization in the Gambia that has developed and implemented successful community-based strategies for sustainable oyster and cockle fisheries management improvements in the value chain. The DOPA intends to replicate this success in the Densu Delta.

The Densu Delta was designated as a RAMSAR site in 1992, however, a management plan developed for the Delta made no provisions for oyster harvesting. DAA with the support of SFMP has developed a Community-Based Management Plan to ensure sustainable management of the Densu oyster fishery for improved food security for women oyster harvesters and other participating estuarine communities who depend on this fishery resource for their livelihood.

The co-management plan has been drafted in consonance with the National Policy Framework on Co-management and provides for exclusive use rights to be granted to the Densu Oyster Pickers Association (DOPA) for the oyster fishery resources in the management area set out in this management plan.

1.2 The Densu Delta Co-Management Committee

The Densu Estuary Co-Management Committee is a subcommittee from of the Densu Oyster Pickers Association (DOPA). They ensure the daily implementation of management measures on the Densu Delta on issues relating to conservation and sustainability of the oyster fishery management.

Densu Co-Management Committee consists of fifteen (15) members from the three adjoining communities who exploit the oyster resources in the Densu Delta, Bortianor, Tetegu and Tsokommey

The Committee has implemented management measures such as the replanting of more than 17,000 mangrove seedlings and the observance of a five-half (5.5) month long "closed season" of the oyster harvesting grounds.

However, the Co-Management Committee needs to be well equipped to enable them properly sensitize their peers on the management plan. To this, a three-day capacity building workshop was organized for the Committee and Ten (10) other potential leaders.

1.2.1 Training Delivery

Day 1

The Co-Management Plan, even though has not received the final approval still guides DOPA in its current management action activities. It is very important that the committee tasked with the mandate to see the day to day monitoring of the management actions fully understand the contents in the management plan.

The first day of the workshop, was used to deepen the knowledge of the trainees on the concept of co-management and how it applies to managing a community based fishery resource like the oyster. Trainees were admonished to see themselves as the custodian of the resource and that the sustainability of the oyster resource depended on them more the policy makers or the government.

The co-management committee is being taken through series of measures they can use to ensure sustainability of the oyster fishery and improve food security.

Day 2

On the second day the facilitators, engaged the trainees on the content of the management plan. This was done in the local dialect as the participants had low literacy.

The facilitator emphasized on the three key goals of the management plan; Biological, Socio-Economic and Ecological. He elaborated on how the committee members can communicate these goals to the community members and also adopt strategies to successfully implement them them.

Day 3

On The final day, emphasis was laid on the roles of the entire committee, chairperson, secretary and organizer.

Issues relating to sustenance of the committee after SFMP were also discussed. All agreed that members of DOPA should be educated to own the management plan.

1.3 Training Objectives

The objectives of the training were;

- To deepen the understanding of the committee members on the content of the management plan.
- To review the content of the management plan to align with the National Policy Framework on Co-Management.
- To ascertain the challenges and opportunities encountered in the implementation of the plan since its inception.

1.4 Training Methodology

The methods adopted for the training were participatory. Participants were encouraged to ask questions after the facilitators power point presentation. There were role plays, group discussions and presentations in a plenary.

1.5 Training Participants

25 (7 males, 18 females) members of DOPA participated in the training workshop held at the form Fisheries Training Center in Kokrobita from the 15th -17th of August,2018.

10 of the participants are not part of the committee but had had shown exemplary leadership qualities in the activities of DOPA.

Participants were predominantly females between the ages of 19 and 60 years with little or no formal education.

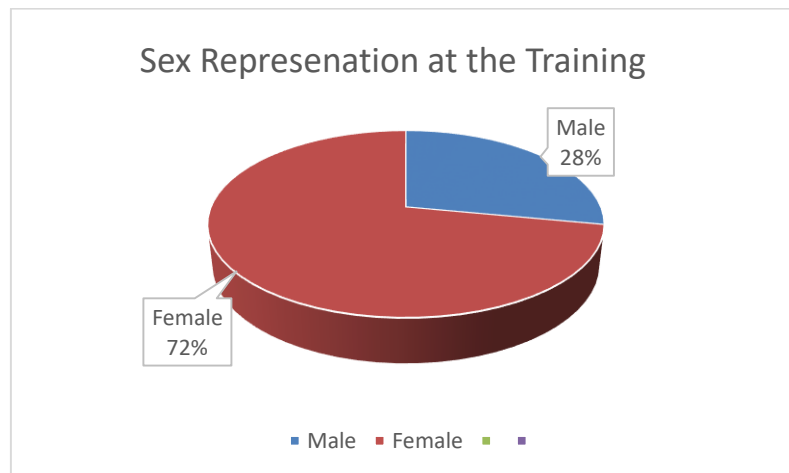


Figure 1: Aggregation of participants by Gender

SECTION 2: TRAINING

2.1 Opening

The training started with the learning of a song on co-management composed by the DOPA. The song energized the participants to recognise the responsibilities they have as a committee entrusted with the day to day running and implementation of the content of the co-management plan.

CO-MANAGEMENT SONG

Composed by the Densu Oyster Pickers Association - DOPA

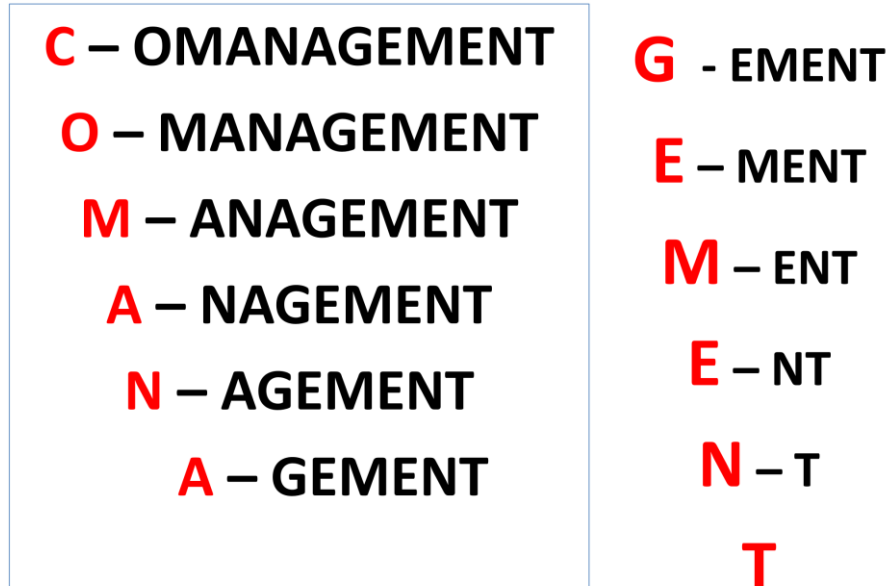


Figure 2: Acronyms of the "co-management" song composed by DOPA

After the song, participants went through the training outline and set out ground rules to guide them during the training period.

They appointed a 'class leader' to lead this exercise. Among other things, the trainees mentioned that, for a successful training they should all obey the following"

- All phones must be put on silent
- All views must be accepted
- The facilitators should do well to work within the allotted time for each session.
- Unnecessary disturbances should be avoided and all participants must participate and concentrate during the training



Figure 3: A participant at the training going through the "ground" rules for the the training

2.2 Topics for the Training

The training topics were;

- Understanding the concept of “co-Management” in fisheries
- Why the need for a Co-Management Plan for the Densu Delta
- The Densu Delta as a RAMSAR site
- The contents of the Densu Co-Management Plan – What to know
- Roles and responsibilities of the Co-Management Committee

2.2.1 Co-Management Concept

The facilitator explained to the trainees that, co-management is used in the management of fishery resources to define the roles and responsibilities of “government” or policy makers and users of the resource. This means that, in the co-management arrangements, government or policy makers usually share “power” or control over the management of the resources with the community, according them some specific rights and responsibilities over the use of the resource.

He therefore impressed upon the participants to realize the key role they have to play in ensuring a successful implementation of the management measures outlined in the Densu Delta co-management plan.



Figure 4: Map of the co-management area covering approximately 1792 hectares (In red dotted lines)

2.2.2 Why a Co-Management Plan for the Oyster Resource Densu Delta

Based on a participatory rural appraisal (PRA) conducted in 2017 on the oyster resource in the Densu Delta, revealed the need for a sustainable exploitation of the resource, as oyster stocks are dwindling.

It has therefore become necessary to develop and implement a management plan to control the rate of exploitation.

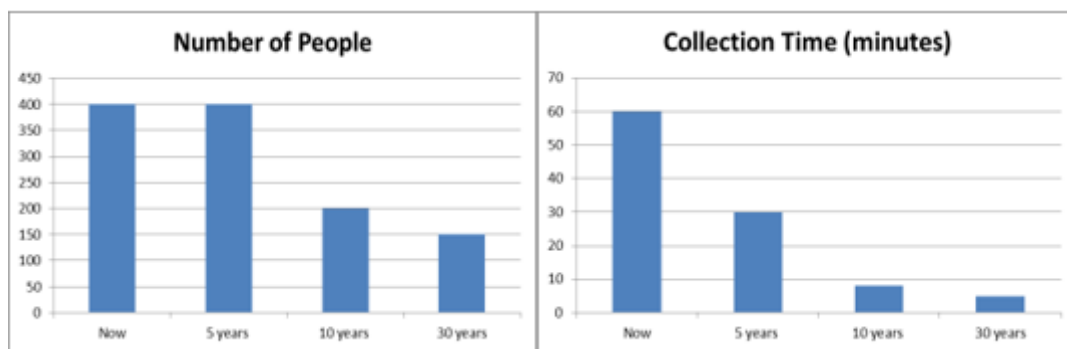


Figure 5: The PRA results showing increased efforts and increased collection time for the oyster resource in the densu Delta over a period of 30 years

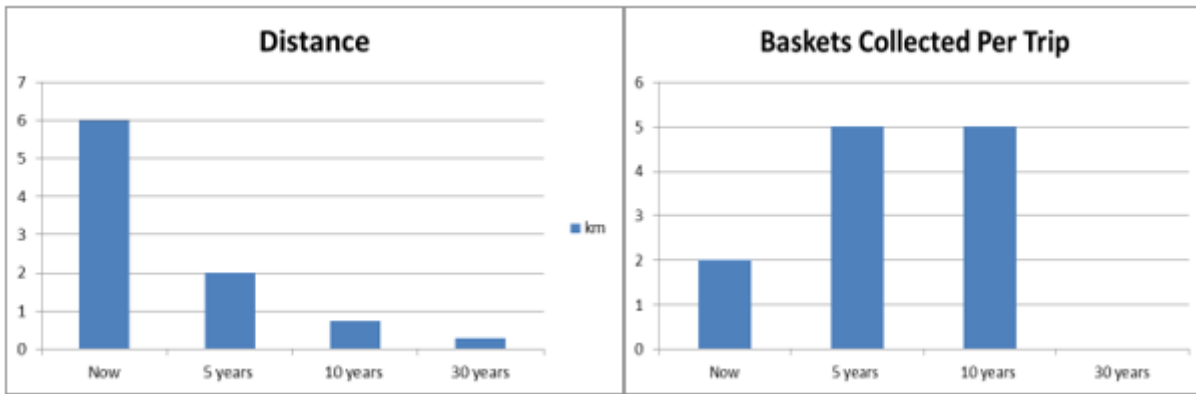


Figure 6: He PRA results showing increased efforts and reduced collection volume for the oyster resource in the Densu Delta over a period of 30 years.

The PRA result showed that:

- Oyster stock is in decline due to over-exploitation and loss of habitat
- Oyster harvesters go further and spend longer hours, indicating a decline in catch per unit effort.
- Loss of Mangrove which is an essential habitat for oysters
- Overharvesting and increasing number of pickers
- Weija Dam: Water pulsing from the dam resulting in periodic oyster die offs
- This is the time for the users to consider livelihood diversification especially those in Tsokomey/Bortianor



Figure 7: Madam Bernice Bebli (top) and Dora (down), participants at the training taking their turns in explaining the results of the PRA to her colleagues.

SECTION 3: VISION, OBJECTIVES OF THE MANAGEMENT PLAN

3.1 The Vision

The Trainees understood that, the vision for developing the co-management plan is to “Establish an ecologically and economically sustainable oyster fishery.” To achieve this, the committee members need to systematically implement the various management measures outlined in the management plan.

The vision can be met with the achievement of three key goals;

- Biological,
- Ecological
- Socio-economic goals.

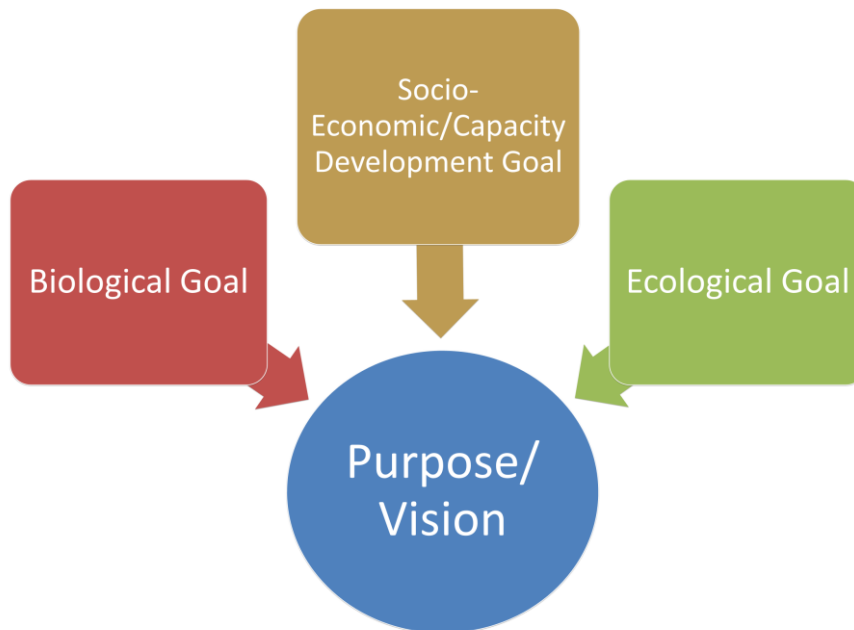


Figure 8: Establishing the relationship between the biological, ecological and socio-economic goals and how they contribute to the overall vision of the Densu Delta Oyster Co-Management Plan

3.2 Biological

Maintain oyster stocks well above exploitative levels to ensure sustained harvesting.

3.3 Ecological

Rehabilitate mangrove habitat to levels that can ensure sustained harvesting.

3.4 Socio-Economic

Improve the standards of living for local oyster harvesters through improved income levels and create supplemental employment opportunities for local resource users.

Table 1. Establishing the relationship between the vision and the three level goals of the management plan

Purpose	Goals	Objectives
Establish an ecologically and economically sustainable oyster fishery.	Biological - maintain oyster stocks well above exploitative levels to ensure sustained harvesting	Establish sustainable harvesting of oyster resources that avoids juveniles from being picked and allows larger more valuable oysters to be harvested.
	Ecological – rehabilitate mangrove habitat to levels that can ensure sustained harvesting	Maintain the health and functioning of the mangrove ecology, thereby protecting important habitats of oysters and other fish species.
	Socio-economic/Capacity Development - Improve the standards of living for local oyster harvesters through improved income levels and create supplemental employment opportunities for local resource users	<p>Improve markets for oysters thereby reducing poverty and improving food security among both women and men oyster harvesters</p> <p>Strengthen local community involvement in planning, implementation and decision making in the sustainable use of oyster resources.</p> <p>Strengthen capacity of membership and leadership of the Densu Oyster Pickers Association to participate in key community decision making.</p>

3.5 Management Actions /Management Measures

The participants went through the various managements measures as found in the plan to understand their meaning and their implications when being implemented. Some of the trainees expressed how difficulty some of the management actions could be achieved either in the shortest possible time. However, they were reassured that, the management plan is for a period of time and each management action has its own time table for implementation. Again, they understood that, each management measure can be reviewed after a period of time if implementing it will pose a greater challenge. The various management measures have been summarized in the table below.

Table 2: A summary of the various management measures as found in the Densu Delta Management measures.

Management Goal	Objective	Management Action Description
Biological	Oyster Harvesting	An oyster harvesting size limit of approximately 7cm is hereby established. Since oysters are gregarious in nature, this limit size applies to only the main oyster picked.
		<p>A closed season for harvesting oysters is hereby established:</p> <ul style="list-style-type: none"> • 5 months (November and mid-April) for all areas (to coincide with spat fall periods)

Management Goal	Objective	Management Action Description
		<ul style="list-style-type: none"> • 1 month (Starting late July to end of August) to coincide with the traditional <i>Homowo</i> celebration <p>Move the management regime from open to restricted access:</p> <ul style="list-style-type: none"> • Provide registration cards for all oyster pickers with the Densu Oyster Pickers Association to ensure easy recognition of any oyster harvester but also regulate harvesting of oysters by non-members non-conforming people. Establish rules for new entrants and consider capping the total number of authorized pickers. <p>Set limits to volumes and number of days of continuous oyster harvesting allowed during the harvesting season.</p> <p>Establishing closed areas to serve as refugia and regeneration areas when the Weija Dam is open and water salinity levels are affected that can result in die offs in some areas of the delta..</p>
Ecological	Mangrove restoration	<p>Establishing a mangrove nursery for replanting degraded mangrove areas.</p> <p>Replant mangroves with 15,000 seedlings as a target covering approximately 5 acres of restored estuarine area.</p> <p>Establish exclusive zones of non-harvesting mangrove areas for the first 3 years of restoration.</p> <p>Erect clearly marked sign posts designating restored mangrove sites to increase deterrence and reduce illegal cutting.</p>
Ecological	Oyster reef restoration/enhancement	<ul style="list-style-type: none"> • Designate areas appropriate for oyster reef restoration and enhancement. • Return at least twice annually three boatloads of shucked oyster shells to the designated restoration areas. This should coincide with the “spat-fall” period thought to be the November to mid-April period. • Set up two (2) oyster shells dumping sites in each of the three (3) harvesting communities to be used for semi-annual oyster reef restoration activities.
Ecological	Manage fresh water pulsing and pollution to reduce impact on oyster and minimize die offs	<ul style="list-style-type: none"> • Coordinate with the Water Management Authority responsible for Weija Dam releases so they are aware of the issues. • Conduct collaborative research with university investigators on modelling of freshwater flows and the pulsing that can inform decision makers on best means to minimize oyster die offs.
Socio-Economic	Alternative/diversified livelihood development	<ul style="list-style-type: none"> • Promote alternative livelihoods for the Densu Oyster Pickers Association (DOPA) members to ease harvesting pressure on the mangroves and oyster resources, with the DAA Fisheries Training Center (DFTC) taking the lead in such activities.

Management Goal	Objective	Management Action Description
		<ul style="list-style-type: none"> Development of Oyster Aquaculture: The Densu Oyster Pickers Association (DOPA) will work with the Zonal Fisheries Commission, Forestry Commission and University of Cape Coast on the continued development of environmentally friendly oyster aquaculture in the Densu Delta fishery management area.
	Marketing of oysters and other value additions	Rules on marketing of oysters: <ul style="list-style-type: none"> No child (stipulated by the laws of Ghana) should be engaged in the marketing of oysters during school hours. Handling, processing and marketing of oysters shall be performed under hygienic and sanitary conditions.
		<ul style="list-style-type: none"> The DAA Training Center will liaise and train DOPA members on developing value addition products and assist them in creating expanded markets for their processed oysters.
Capacity Development	Association building	<ul style="list-style-type: none"> Develop the organizational capacity of DOPA to self-govern their members and the oyster fishery. Train oyster pickers in the Densu Delta in mangrove nursery establishment and management.

3.6 Role of Densu Delta Co-Management Committee

The facilitator outlined the following as the terms of reference for the Densu Oyster Community Co-Management Committee;

- Have a one-year term of office and not serving more than a four-year tenure on the committee.
- Initiate the processes leading to the approval of this management plan or amendments by the Fisheries Commission.
- Oversight responsibility of running and implementing the day-to-day management and conservation measures as agreed upon in this co-management plan.
- Restrict access to the oyster growing areas for harvesting by any person who is not a member of the Association, or who does not conform to the management restrictions set out in this management plan.
- Communicate to the Regional Director of the Fisheries Commission for regulatory consistency review and consistency review with plan objectives, and for concurrence, any additional management and conservation measures deemed fit and agreed upon by the committee in conjunction with the Association and traditional authorities to achieve plan objectives.
- Institute additional or new penalties and sanctions as they may deem fit in consultation with the Association members, traditional authorities and the entire community.
- Any additional rules, management and conservation measures adopted by the co-management committee should be communicated to the entire Densu Oyster Picker Association membership either in writing or orally prior to them going into effect.
- However, the committee does not have the mandate to;
- Establish new or review downwards, management and conservation measures, fines, penalties and other recommendations made in this management plan, without wider consultation with Association members, the Zonal Officer of the Fisheries Commission, advisory committee, and traditional authorities, and without the review and concurrence of the Regional Director of the Fisheries Commission.



Figure 9: Participant making contributions to the roles and functions of the co-management committee during the training

3.7 The Role Densu Oyster Management Advisory Committee

According to the facilitator, the management advisory committee shall consist mainly of stakeholders that are not oyster resource users. These should be policy makers, the Fisheries Commission, District Assembly and industry players, with the mandate to serve as an advisory body to the Densu Oyster Co-Management Committee.

The role of the advisory committee shall include;

- Advises the Densu Oyster Co-Management Committee on management plan implementation, and provide practical recommendations and technical support services on plan implementation.
- Makes recommendations to the Regional Fisheries Director, District Assembly and other governmental agencies on implementation status and any needed actions on their part.
- Brings to the notice of the co-management committee any changes in national policy that might necessitate a review of the management plan or modification of some content of the plan.
- Assists the co-management committee in reviewing the performance of this plan at least once every year.



Figure 10: Members of the Densu Delta Advisory Committee

3.8 The Role of Civil Society and Private Sector Organizations (e.g. DAA)

- Support on-going training and capacity building of the co-management committee and DOPA members.
- Facilitate stakeholder engagement and planning activities associated with implementation of this plan.
- Provide additional logistics, human and financial resources and services in support of implementation of this plan.

- Develop the means for post-harvest improvements of oysters that can provide value-added economic improvements for processors and harvesters, as well as a safe and healthy product for consumers.

SECTION 4: CONCLUSION

The purpose of the training was achieved based on the contributions and positive feedback of the members. Thee participants expressed a better understanding of their roles and responsibilities after receiving the training.

With a renewed zeal, the committee expressed its commitment to carry out their roles while acknowledging the challenges of enforcing compliance from all resource users in the community especially from non DOPA members.

Madam Fidelia Soglo from Tetegu led the trainees to appeal for more capacity building support from SFMP to enable them manage their fishery resource.

APPENDIX 1

1.1 Participant List

DEVELOPMENT ACTION ASSOCIATION-DAA

PARTICIPANTS ROSTER INFORMATION

Required in English

Please Print

Purpose: DENSU ESTUARY COMMUNITY BASED MANAGEMENT PLAN

IR : 4.2.3

Activity: CAPACITY BUILDING TRAINING FOR DENSU CO-MANAGEMENT COMMITTEE
















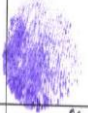









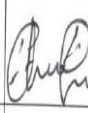
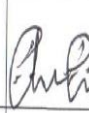









Date: 15th to 17th August, 2018

VENUE: DFTC- KOKROBITE

Length of meeting: Less than three days

Three days or longer

First Name	Surname	Organization	Email if available	Phone number	Sex				Do you wish to receive messages on SFMP?	Signature/ Tomb Print	Signature/ Tomb Print	Signature/ Tomb Print
					M	F	Y	N				
									Day 1	Day 2	Day 3	
BERNICE	AGOROGO	DOPA TSOKOMEY		0572913344		*						
BEATRICE	KUKEKPOR	DOPA TSOKOMEY		0261654162		*						
FRANCIS	AGBESHIE	DOPA BORYIANO R		0267374563		*						

4	FIDELIA	SOGLO	DOPA TETEGU	0272578889	*					
5	BEATRICE	AGBADZI	DOPA TSOKOMEY	0269501340	*					
6	MERCY	KUGBE	DOPA TSOKOMEY	0264789900	*					
7	PROMISE	HUNYA	DOPA TSOOMEY	0204699370	*					
8	BERNICE	BEBLI	DOPA TSOKOMEY	0247839352	*					
9	RICHARD	AGBESHIE	DOPA TSOKOMEY	0507214308	*					
10	CECILIA	SENU	DOPA TETEGU	0267640360	*					
11	RUTH	HIAMANYA	DOPA TSOKOMEY	0264394645	*					
12	CHRISTOPHER	GADAH	DOPA TSKOMEY	0541914139	*					
13	FORGIVE	AKAKPO	DOPA TSOKOMEY	0271588971	*					
14	PATIENCE	AMUDZI	DOPA TSOKOMEY	0201104029	*					
15	GRACE	AGBEVE	DOPA TETEGU	0542874589	*					

No	Name	Sex	Community	Position	Contact
1	Beatrice Kukekpor	Female	Tsokomey	Member	0261654162
2	Bernice Agorogo	Female	Tsokomey	Member	0572913344
3	Forgive Akakpo	Male	Tsokomey	Member	0263768702
4	Bernice Bebli	Female	Tsokomey	Member	0247839352
5	Hortor Godwin	Male	Tsokomey	Member	0266085757
6	Francis Agbeshie	Male	Bortiano	Organizer	0267374563
7	Promise Hunya	Male	Tsokomey	Member	0204699370
8	Mercy Kugbe	Female	Tsokomey	Member	0264789900
9	Patience Amudzi	Female	Bortianor	Secretary	0201104029
10	Ruth Hiamanya	Female	Tsokomey	Member	0264394645
11	Cecilia Senu	Female	Tetegū	Member	0267640360
12	Christopher Gadah	Male	Tsokomey	Member	0541914139
13	Fidelia Soglo	Female	Tetegū	Chair Person	0272578889
14	Yaw Agbeshie	Male	Tsokomey	Member	0507214308
15	Beatrice Agbadzi	Female	Tsokomey	Member	0269501340

1.3 Monitoring and Evaluation Plan for The Densu Oyster Fishery 2018-2021

Management Objective (s)	Measurable Indicators	Means of Verification	Baseline	Target	Frequency	Critical Assumption	Responsibility
Secure land for Mangrove restoration planting	Number of acres of land secured	Photo evidence	0	7,000 acres	Annually	Traditional Authorities of “SakumoWe” willing to release land for plantation	Nii Ampofo & DOPA
First Pilot Mangrove Seedlings plantation	Number of mangrove seedling planted	Area Picture of planted red mangrove seedlings	0	2,000	Annually	Site for mangrove plantation will be secured	DOPA
Mangrove seedling nursery established.	Number of mangroves seedlings nursed	Progress Report, photo or nursed mangroves	0	10,000	Annually	Family head of proposed and willing to release land for nursery	DOPA, Forestry Commission (<i>Wild Life Division</i>)
Closed areas as oyster Refugia for Oyster Restoration and Growth	Number of “closed areas” established measured in acres	Total number of acres closed	0	2 (measured in acres of total area)	Annually	Water monitoring data collected supports the establishment of refugia sites	Densu Delta Management plan Committee & DOPA
Closed season for oyster stock replenishing	Number of days oyster resource is banned from harvesting	Total Effective days counted for banned oyster harvesting, Photos from	0	150	Annually	Stakeholder consultations completed and common understanding established	Densu Delta Co-Management Committee

Management Objective (s)	Measurable Indicators	Means of Verification	Baseline	Target	Frequency	Critical Assumption	Responsibility
		Closed Season durbar ceremony.					
Pilot Oyster Culture	Number of individual oyster culture established (<i>measured in total acres</i>)	Photo evidences of oyster culture sites and progress report	0	3	Annual	Members of DOPA receives adequate training and capacity building on oyster culture	DOPA
Establishment of “Size limit for harvesting oysters”	Percentage of harvested oysters returned to river because of minimum size limit (<i>measured in total kilogram</i>)	Photo and progress report	0	30% of all total annual catch	Annual	Early biological management measures have been successfully implemented	Densu Delta Co-Management Committee/DOPA
Establishment of oyster shell collection site for replanting as oyster reefs	Number of oyster collection sites established	Photo of collection sites	0	2	Annual	DOPA Membership are willing to participate in collection site and low level demand for oyster shells in the community	DOPA

Management Objective (s)	Measurable Indicators	Means of Verification	Baseline	Target	Frequency	Critical Assumption	Responsibility
Re-deposits (<i>replanting</i>) of used shells	Percentage of harvested processed oyster shells re-deposited into Densu Delta	Photo/video evidence of deposited shells into Densu Delta and Progress report	0	50% of total annual harvested oysters	Annual	Other management measures are successful and annual oyster yield is sustained	Densu Delta Co-Management Committee/ DOPA
Set catch limits and effort controls	Number of harvesting days per individual oyster harvesters	Progress report of efforts of individual DOPA members	0	20% reduction in harvesting days	Number of efforts per each DOPA member recorded	DOPA members are willing to share information on harvesting efforts	DOPA
Hygienic oyster handling and processing training to improve value chain	Number of Oyster harvesters trained (<i>Segregated by sex</i>)	Progress report, Signed participant roster and Group photo of trainees	0	99% of total DOPA membership	Annual	DOPA members willing to offer themselves for training and the availability if training funds	DOPA/DFT C
Oyster value addition training on packaging and marketing for improved income	Number of Oyster harvesters trained (<i>Segregated by sex</i>)	Progress report, Signed participant roster and Group photo of trainees	0	99% of total DOPA membership	Annual	DOPA members willing to offer themselves for training and the availability if training funds	DOPA/DFT C

Management Objective (s)	Measurable Indicators	Means of Verification	Baseline	Target	Frequency	Critical Assumption	Responsibility
Capacity Development to facilitate the creation of Association to own “use right” of the oyster resource in the Densu Delta	Number of active associations members (<i>segregated by sex</i>)	Registration data base for membership	0	200	Semi annually	Communities harvesting Oyster willingness to form association	DAA
Peer to peer review and exchange & knowledge sharing study tour Visits.	Number of exchange study tours embarked (<i>segregated by local and international study tour</i>)	Study tour reports and signed participant list	0	5	Annually	Availability of needed fund for study tour	DAA/DO PA
Capacity Building of DOPA Association in leadership training	Number of DOPA members trained (<i>Segregated by sex</i>)	Progress report, pictures and participant list from training	0	200 (<i>of which 90% are females</i>)	Annually		DFTC/DO PA

5.4 Photo Gallery

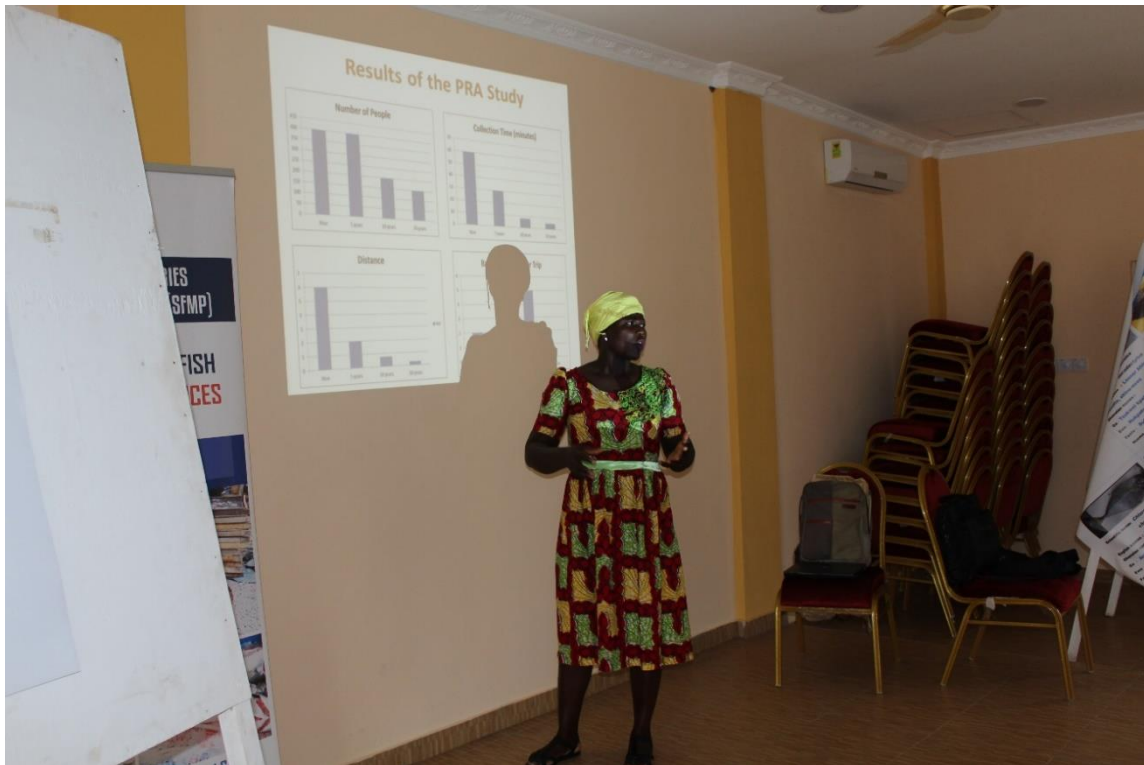


Figure 11: A trainee explaining the various graphs underpinning the over exploitation of oyster resource in the Densu Delta



Figure 12: A trainee taking her turn to explain the three main management plan goals during the training



Figure 13: A trainee taking her turn to explain the three main management plan goals during the training



Figure 14: A Group discussion during the training session



Figure 15: Participants sharing their view and experiences on the implementation of the management plan



Figure 16: Group discussion during the training session