



**THE FISHERIES IMPROVED FOR SUSTAINABLE HARVEST PROJECT**

**2<sup>ND</sup> YEAR WORK PLAN**

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National Government Agencies  
Local Government Units  
Assisting Organizations

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## LIST OF ABBREVIATIONS AND ACRONYMS

ARMM	Autonomous Region of Muslim Mindanao
BFAR	Bureau of Fisheries and Aquatic Resources
CI	Conservation International
CLE	Coastal Law Enforcement
CLEU	Coastal Law Enforcement Unit
CLET	Coastal Law Enforcement Team
CNFIDP	Comprehensive National Fisheries Industry Development Plan
COP	Chief of Party
CRM	Coastal Resource Management
CRMP	Coastal Resource Management Project
DA	Department of Agriculture
DENR	Department of Environment and Natural Resources
DILG	Department of Interior and Local Government
EBFM	Ecosystem Base Fisheries Management
ELAC	Environmental Legal Assistance Center
FAO	Fisheries Administrative Order
FISH	Fisheries Improved for Sustainable Harvest
GOP	Government of the Philippines
IR	Intermediate Results
LBDA	Lanuza Bay Development Alliance
LGSP	Philippines-Canada Local Government Support Program
LGU	Local Government Unit
LOP	Life of Project
MOA	Memorandum of Agreement
MPA	Marine Protected Area
MUFTI	Muslim Upliftment Foundation of Tawi-Tawi, Inc.
NEDA	National Economic Development Authority
NGA	National Government Agency
NGO	Non Governmental Organization
OIDCI	Orient Integrated Development Consultants, Inc.
PCSD	Palawan Council for Sustainable Development
PFPI	Path Foundation Philippines, Inc.
PMP	Performance Monitoring Plan
PO	People's Organization
PR	Project Result
REECS	Resources, Environment and Economics Center for Studies, Inc.
SAF	Special Activity Fund
Tetra Tech	Tetra Tech EM Inc.
TWG	Technical Working Group
UPVFI	University of the Philippines in the Visayas Foundation, Inc.
USAID	United States Agency for International Development

## 1.0 INTRODUCTION

Tetra Tech EM Inc. (Tetra Tech) received United States Agency for International Development (USAID) Contract No. 492-C-00-03-00022-00, the Fisheries Improved for Sustainable Harvest (FISH) Project on September 19, 2003, to provide technical assistance to the Government of the Philippines (GOP), Department of Agriculture – Bureau of Fisheries and Aquatic Resources (BFAR) in fisheries management. The FISH Project is a 7-year technical assistance project consisting of a 5-year base period extending from September 22, 2003 to September 21, 2008, and a 2-year option for extension during the period September 22, 2008 to September 21, 2010.

This work plan presents the detailed activities to be carried out by the project team for the second year implementation of the FISH Project. It is divided into 4 sections including this introduction. Section 2 provides an overview of the project objectives, the host of issues the project proposes to address, and the results framework by which project accomplishments will be measured. Section 3 summarizes the priority activities and 2005 target for the project's second year implementation. Section 4 gives the detailed strategies and activities of each focal area implementation, field support program and national implementation, as well as project management and performance monitoring.

## 2.0 PROJECT OBJECTIVES

The FISH Project was designed to address a variety of fisheries management issues (Table 1) in four ecologically and economically significant marine ecosystems in the Philippines. Among these issues, a greater emphasis will be focused on those relating to overfishing, illegal fishing, and habitat destruction combined with increased demand for fish and high population growth, which continue to drive fisheries productivity into deeper decline.

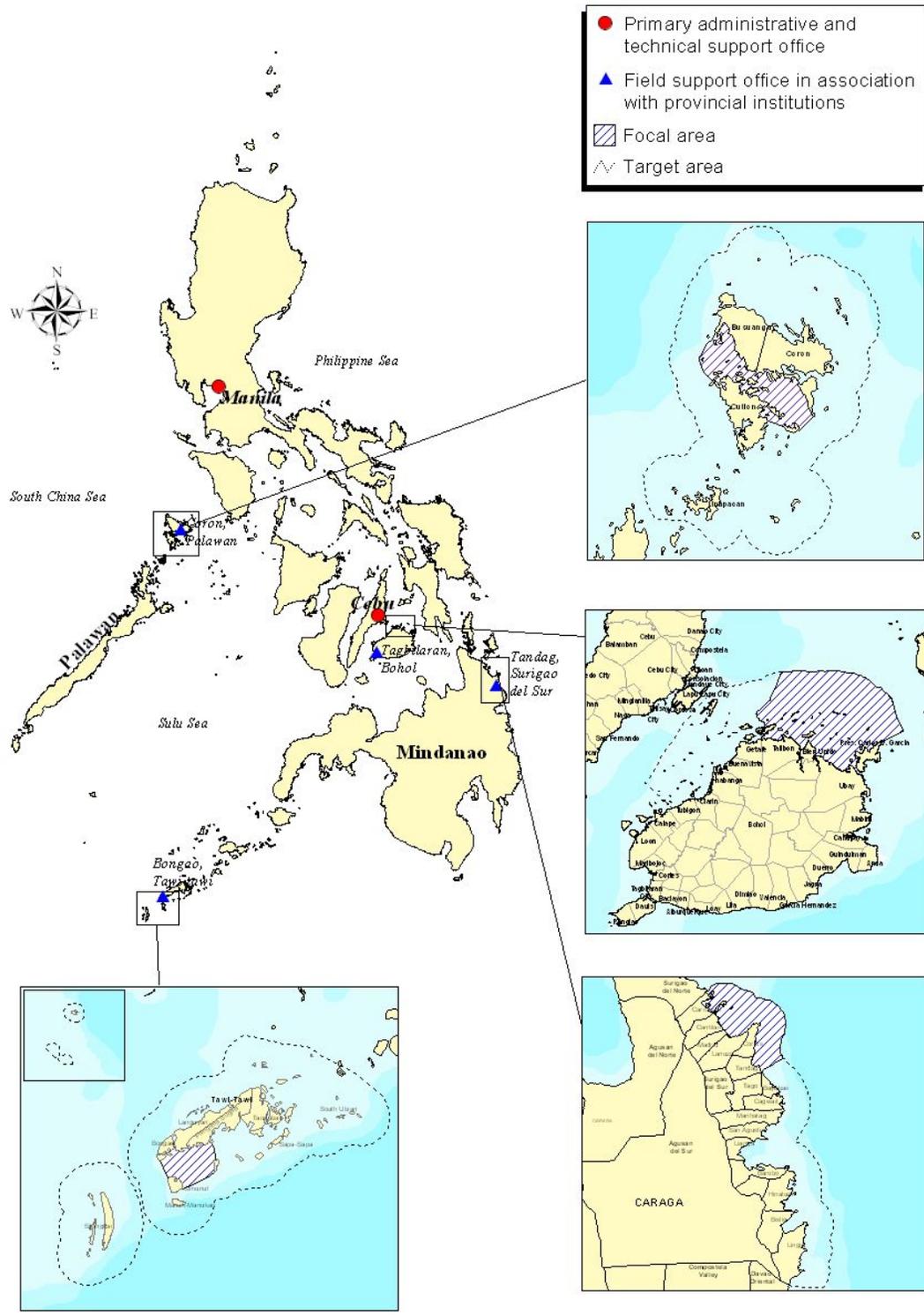
The four target sites are (1) Calamianes Islands, Northern Palawan; (2) Danajon Bank in Bohol; (3) Lanuza Bay area in Surigao del Sur; and (4) Tawi-Tawi in Sulu Archipelago (Figure 1). Within these target sites are the four focal implementation areas covering a total of 16 municipal local government units (LGUs) where project interventions will be mostly carried out, Project Results indicators will be measured and project performance will be reckoned.

**TABLE 1  
FISHERIES MANAGEMENT PROBLEMS IN THE PHILIPPINES**

CORE PROBLEMS	CONTRIBUTING FACTORS
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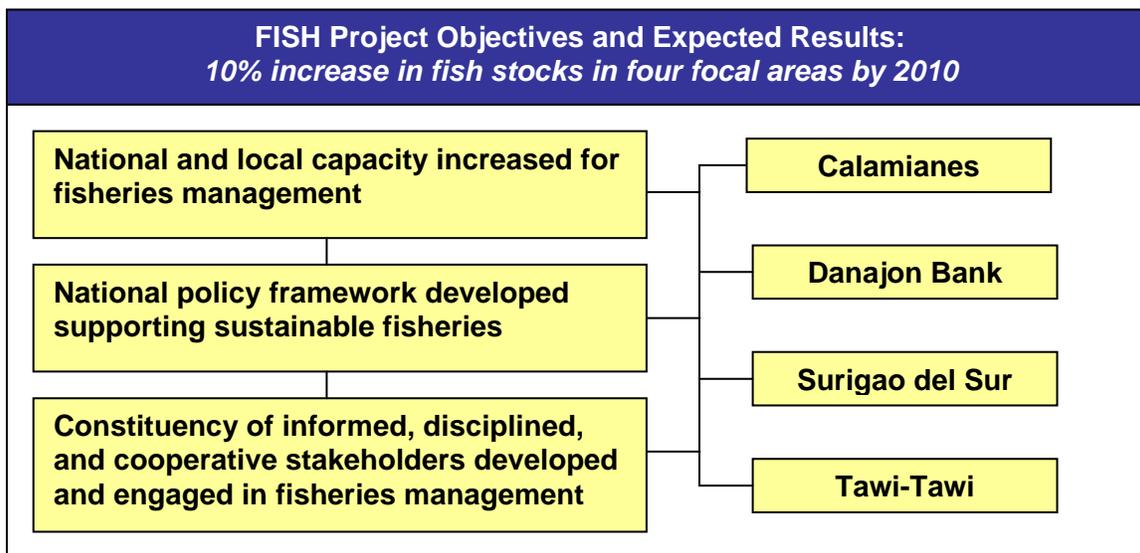
CORE PROBLEMS	CONTRIBUTING FACTORS
<ul style="list-style-type: none"> <li>• Loss of marine biodiversity</li> <li>• Declining fish stocks</li> <li>• Loss of revenues and benefits from fisheries and coastal resources</li> </ul>	<ul style="list-style-type: none"> <li>• Overfishing</li> <li>• Illegal and destructive fishing</li> <li>• Coastal habitat degradation</li> <li>• Siltation and pollution</li> <li>• Post-harvest losses</li> <li>• Inefficient marketing</li> </ul>
<ul style="list-style-type: none"> <li>• Inequitable distribution of benefits from fisheries and coastal resource uses</li> </ul>	<ul style="list-style-type: none"> <li>• Open access</li> <li>• Inter- and intra-sectoral conflicts</li> <li>• Low awareness and participation in management</li> <li>• Lack of employment/poverty among municipal fishers</li> </ul>
<ul style="list-style-type: none"> <li>• Population growth</li> </ul>	<ul style="list-style-type: none"> <li>• Low awareness of the implications of overpopulation and food security</li> <li>• Lack of delivery mechanisms for reproductive health programs in rural coastal communities</li> </ul>
<ul style="list-style-type: none"> <li>• Inconsistent policies and programs for sustainable fisheries</li> </ul>	<ul style="list-style-type: none"> <li>• Continued investments in production-oriented programs</li> <li>• Conflicting and fragmented national policies</li> </ul>
<ul style="list-style-type: none"> <li>• Weak institutional and stakeholder capacity to plan and implement fisheries management</li> </ul>	<ul style="list-style-type: none"> <li>• Absence of the need and vision for institutional change to support sustainable fisheries</li> <li>• Inadequate technical and financial support to LGU fisheries management initiatives</li> <li>• Weak and inadequate law enforcement</li> <li>• Inadequate interagency coordination mechanisms for fisheries and coastal resource management</li> </ul>
<ul style="list-style-type: none"> <li>• Lack of a constituency for sustainable fisheries</li> </ul>	<ul style="list-style-type: none"> <li>• Low awareness and understanding of implications of overfishing on food security and economic development</li> <li>• Polarization of stakeholders over means to achieve sustainable fishing</li> </ul>

**FIGURE 1**  
**FOCAL IMPLEMENTATION AREAS AND OFFICE LOCATIONS OF THE FISH PROJECT**



The FISH Project will support national and local activities to achieve a 10 percent increase in fish stocks in four focal areas within the target sites by 2010 (Figure 2). To achieve this, national and local activities will be implemented to build capacity, improve the national policy framework, and develop an informed constituency for fisheries management.

**FIGURE 2**  
**FISH PROJECT OBJECTIVES AND EXPECTED RESULTS**



The FISH Project results framework (Table 2) provides guidance on the activities, results, indicators, and units of measure for biophysical parameters and institutional capacity. The fisheries management program will be characterized by a combination of growth, control, and maintenance mechanisms that directly deal with problems and issues. This will be the foundation for determining the results of the package of technical assistance and capacity building programs to implement the fisheries management program in focal areas. This will also be the basis for measuring the project's performance in carrying out this work plan.

The intermediate results are characterized to be mutually reinforcing project interventions reflective of the fisheries management mechanisms the project intends to institute in the focal areas. These are designed to address key fisheries management issues to enable the project to accomplish project results, which are measured in terms of biophysical indicators, and ultimately achieve the goal of increasing the marine fish stocks in the focal areas.

**TABLE 2**  
**RESULTS FRAMEWORK FOR THE FISH PROJECT**

RESULT	INDICATORS
<b>Strategic Objective 4:</b> Productive and life sustaining natural resources protected through improved management and enforcement	
<b>FISH Project</b> <b>Result:</b> Marine fish stocks increased by 10 percent (over 2004 baseline levels) in focal areas by the year 2010	PR1 Abundance of selected fisheries resources in focal areas (% change in catch per unit effort compared to baseline based on fishery-independent methods) PR2 Catch rate of selected fisheries in focal areas (Average % change in catch per unit effort compared to baseline based on fishery-independent methods) PR3 Reef fish biomass inside and adjacent to selected MPAs in focal areas (% change in biomass/500 m <sup>2</sup> compared to baseline) PR4 Reef fish species richness inside and adjacent to selected MPAs in focal areas (% increase in No. of species/500 m <sup>2</sup> compared to baseline) PR5 Benthic condition inside and adjacent to selected MPAs in focal areas (% change living coral cover compared to baseline)
<b>Intermediate</b> <b>Result 1:</b> National and local capacity increased for fisheries management in four target areas	IR1.1 Municipal fishers and crafts operating in target areas registered and licensed (% of municipal fishers operating in target area registered and licensed compared to baseline) IR1.2 Law enforcement units, prosecutors, and judiciary trained and/or assisted in fisheries law enforcement (No. of coastal law enforcement units established and/or improved and functional) IR1.3 Effort restrictions introduced in focal areas (No. of effort restrictions introduced ) IR1.4 Marine protected areas established and/or improved to protect critical habitats, migration routes, and spawning areas and functional in focal areas (No. of MPAs and hectares at MPA rating level 2) IR1.5 Local government units in focal areas adopting CRM (No. of municipalities achieving basic requirements of CRM level 1 benchmarks) IR1.6 Inter-LGU and interagency collaborative agreements, local policy instruments and ecosystem-based fisheries management plans adopted by concerned stakeholders for fisheries management (No. of agreements/plans signed or adopted among relevant stakeholders) IR1.7 Reproductive health/population programs implemented and/or improved in each focal areas (No. of barangays integrating reproductive health/population management)

**TABLE 2 (continued)  
RESULTS FRAMEWORK FOR THE FISH PROJECT**

<b>RESULT</b>	<b>INDICATORS</b>
<b>Intermediate Result 2:</b> National policy framework developed supporting sustainable fisheries	IR2.1 National Fisheries policies supporting sustainable fisheries (e.g. FAOs, MTDP, action agendas for international agreements) (No. of national policy instruments developed, reviewed or revised with FISH Project inputs)
<b>Intermediate Result 3:</b> Constituency of informed, disciplined, and cooperative stakeholders developed and engaged in fisheries management	IR3.1 Public-private partnerships supporting fisheries management, social infrastructure, population programs, and socioeconomic development (No. of public-private partnerships) IR3.2 Dissemination and utilization of fisheries management information materials, training modules, policy studies, and project lessons. (No. of information materials distributed and training/forum conducted)

### 3.0 OVERVIEW OF 2005 WORK PLAN

The FISH Project work plan consists of five major tasks: Task 1- Capacity Building for Fisheries Management; Task 2 - National Policy Framework Improvement for Fisheries Management; Task 3 - Constituency Building for Fisheries Management; Task 4 - Project Management and Performance Monitoring; and Task 5 Special Performance Incentive Activities. These tasks are mutually reinforcing strategies and activities and coincide with the project's Contract Line Item Number (CLIN) and are spearheaded by the project core advisors and specialists.

#### 3.1 CAPACITY BUILDING FOR FISHERIES MANAGEMENT (TASK 1)

Building the capacity of national and local stakeholders to plan and implement fisheries management is a major task of the FISH Project. This capacity building task comprises the bulk of the field initiatives in the four focal areas, which will be devoted to implementing the fisheries management mechanisms. Under this task, local stakeholder groups, comprised of strategic local government units (municipal and provincial), fishing sectors, regional and provincial BFAR staff and other national government entities, NGOs, academic institutions, and private sectors groups, will be tapped to work with FISH Project staff. Ecosystem-based fisheries management planning and implementation of a variety of fisheries management tools and mechanisms will be pursued under this task. The planning and implementation processes shall be complemented with workshops, trainings, and study tours to enhance the technical knowledge, experience, and confidence of concerned stakeholders to plan and implement a wide range of fisheries management measures, as well as integrate population issues into action plans.

**TABLE 3-1**  
**CAPACITY BUILDING FOR FISHERIES MANAGEMENT**  
**2005 Work Plan Activity Summary**

IR	Statement of Activities	Unit of Measure	2005 Targets
<b>Planning Process</b>			
IR1.6	Preparation of focal/target area fisheries profiles	No. of focal/target area fisheries profiles prepared and drafted	3
IR1.6	Preparation of ecosystem-based fisheries management plans	No. of fisheries management plans drafted	2
<b>Control Mechanism</b>			
IR1.1	Assessment and design of registration system for fishers, crafts, and gears	Framework for registration system formulated	1
IR1.1	Pilot implementation of registration system for fishers, crafts, and gears	Percent of municipal fishers and crafts operating in target area registered and licensed	0
IR1.2	Conduct of training and organizational development interventions for the coastal law enforcement units	No. of coastal law enforcement units established or improved and functional	13
IR1.2	Preparation and implementation of operations plan for each coastal law enforcement unit	CLEU operations plan regularly prepared and implemented	13
IR1.3	Identification and designing of appropriate effort restriction systems with stakeholders	Proposals and framework for effort restriction prepared	0
IR1.3	Adoption and implementation of the effort restriction systems by stakeholders	No. of LGUs adopted and implemented effort restrictions	4
IR1.3	Conduct of training and capacity building program for stakeholders	No. of effort restrictions introduced	4

**TABLE 3-1 (continued)**  
**CAPACITY BUILDING FOR FISHERIES MANAGEMENT**  
**2005 Work Plan Activity Summary**

IR	Statement of Activities	Unit of Measure	2005 Targets
<b>Growth Mechanism</b>			
IR1.4	Assessment of existing or identification of proposed marine protected areas (MPA) including spawning and recruitment areas and migration routes	Assessment of existing and potential MPAs conducted	17
IR1.4	Conduct of management planning and policy formulation for respective MPAs	Management planning and policy formulation workshops conducted	1per MPA
IR1.4	Adoption and implementation of MPA management plans and policies	No. of LGUs adopted and implemented MPA management plans	17
IR1.4	Conduct of training and capacity building program for MPA managers	No. and hectares of MPAs at rating level 2	17/340
<b>Maintenance Mechanism</b>			
IR1.5	Assessment of CRM programs and projects undertaken by local governments in the focal area	Local CRM programs and projects assessed	17
IR1.5	Provision of technical assistance (i.e. participatory coastal resource assessment, CRM planning and budgeting, strengthening resource organizations, and initiating shoreline management measures) to establish CRM as a basic service of LGUs	No. of LGUs achieving basic requirements of CRM level 1 benchmarks	7
IR1.6	Identification of areas of concerns in fisheries management that require inter LGU collaboration	Framework for inter-LGU collaboration in fisheries management formulated	2
IR1.6	Provision of assistance for the adoption and implementation of inter-LGU and inter-agency collaborative activities for fisheries management	No. of agreements/plans signed or adopted among relevant stakeholders	4
IR1.7	Pilot implementation of reproductive health program	No. of barangays adopted reproductive health program	10

### 3.2 NATIONAL POLICY FRAMEWORK IMPROVEMENT FOR FISHERIES MANAGEMENT (TASK 2)

This task is intended to focus on helping improve the national policy framework for fisheries management. The existing national policy framework is premised primarily on national laws (such as, The Fisheries Code, The Agriculture and Fisheries Modernization Act) and related

policy instruments (Department and Fisheries Administrative Orders, fisheries plans and programs). In addition, the Philippines is party to a number of international fisheries agreements and protocols. Activities will focus on helping BFAR, together with other relevant agencies and stakeholders, review and enhance national laws, policies and plans or programs consistent with sustainable fisheries and national commitments to international fisheries agreements and protocols. A major activity will be assisting BFAR with formulation of the Comprehensive National Fisheries Industrial Development Plan (CNFIDP). Analysis of policy issues negatively impacting local fisheries management will be conducted to inform the national policy improvement process with local priority concerns and applicability.

**TABLE 3-2  
NATIONAL POLICY FRAMEWORK IMPROVEMENT  
FOR FISHERIES MANAGEMENT  
2005 Work Plan Activity Summary**

IR	Statement of Activities	Unit of Measure	2005 Targets
IR2.1	Provision of assistance in the formulation of CNFIDP	CNFIDP drafted with relevant agencies	1
IR2.1	Formulation of component action agendas of the CNFIDP	Component action agendas in CNFIDP formulated	2
IR2.1	Review and enhancement of critical national policy instruments impacting fisheries management	No. of national policy instruments developed, reviewed, or revised	3
IR2.1	Review and enhancement of policy instruments responding to national commitments to international fisheries conventions and protocols	No. of policy instruments reviewed/enhanced	0
IR2.1	Conduct of policy forums and preparation of policy briefs for policy makers and stakeholders in support of the policy improvement agenda	Policy forums conducted and policy briefs prepared	0
IR2.1	Provision of support in analysis of local policy issues to inform the national policy improvement process		3

### **3.3 CONSTITUENCY BUILDING FOR FISHERIES MANAGEMENT (TASK 3)**

Activities highlighted under constituency building will provide support in four major areas. First, public-private sector partnership will be promoted and established through this task to leverage support and expand constituency for fisheries management. Second, a project information, education, and communication (IEC) and training strategy will be developed and implemented for multimedia education campaigns and training programs targeting different stakeholder groups and anchored on the need to promote specific behavioral change and institutional strengthening. Broadcast (TV and radio) and print media including local exhibits will be used to raise awareness on the impacts of overfishing, destructive fishing practices, and the range of fisheries management interventions to rehabilitate habitats and fish stocks. Third, component activities related to training and capacity building will also be developed and will serve as the

main vehicle to promote behavioral, structural or institutional changes relative to fisheries management. Lastly, strategic advocacy activities will be conducted to bring fisheries management to scale through the development of experiential learning opportunities such as cross visits and showcasing to catalyze stakeholder participation and facilitate expansion and adaptation of successes and lessons learned.

**TABLE 3-3  
CONSTITUENCY BUILDING FOR FISHERIES MANAGEMENT  
2005 Work Plan Activity Summary**

<b>IR</b>	<b>Statement of Activities</b>	<b>Unit of Measure</b>	<b>2005 Targets</b>
IR3.1	Identification and establishment of public-private sector partnerships through development and implementation of projects in fisheries management, social infrastructure, population management, and socio-economic development	No. of public-private sector partnerships established	7
IR3.1	Initiation of activities that will lead to the start up of interpretive centers in strategic project sites	Host and partner institutions on establishment and management of the center identified and committed	4
IR3.2	Formulation and implementation of IEC campaign for fisheries management (e.g. effort restrictions, MPAs, coastal law enforcement) in each focal area	Campaign strategies for fisheries formulated and regularly implemented	4

**TABLE 3-3 (continued)**  
**CONSTITUENCY BUILDING FOR FISHERIES MANAGEMENT**  
**2005 Work Plan Activity Summary**

<b>IR</b>	<b>Statement of Activities</b>	<b>Unit of Measure</b>	<b>2005 Targets</b>
IR3.2	Development, publication, and dissemination of relevant information materials, policy briefs, and best practices in fisheries management and reproductive health	No. of information materials produced and disseminated	33
IR3.2	Development and implementation of training and capacity building programs in support to local and national implementation	No. of training/workshops developed and conducted	32

### **3.4 PROJECT MANAGEMENT AND PERFORMANCE MONITORING (TASK 4)**

Task 4 includes project management, baseline assessment, and project monitoring guided by the Performance Monitoring Plan (PMP). The FISH Project will establish a multisectoral FISH Project Consultative Group composed of representatives from BFAR, USAID, the National Economic and Development Authority (NEDA), Department of Environment and Natural Resources (DENR), the Department of Interior and Local Governments (DILG), commercial fishing and fisherfolk federations, local government leagues, non-governmental organizations, academe, media, and other implementation partners. Representatives of the institutions and organizations to this group will be decision-makers who can guide the FISH Project implementation activities and make commitments from their respective organizations to change policies or programs that may derail the achievement of intended results. The FISH/Tetra Tech Team will facilitate these meetings and provide strategic technical assistance to this group in the form of policy studies and institutional assessments that could serve as inputs to reforms needed to provide an enabling policy and institutional environment for the FISH Project.

**TABLE 3-4**  
**PROJECT MANAGEMENT AND PERFORMANCE MONITORING**  
**2005 Work Plan Activity Summary**

<b>Statement of Activities</b>	<b>Unit of Measure</b>	<b>2005 Targets</b>
Preparation of annual work plan and quarterly performance reports, and annual reports	Quarterly performance reports and annual work plan submitted	4

**TABLE 3-4 (continued)**  
**PROJECT MANAGEMENT AND PERFORMANCE MONITORING**  
**2005 Work Plan Activity Summary**

Statement of Activities	Unit of Measure	2005 Targets
Conduct of regular meeting of the multi-sectoral FISH Project Consultative Group	Project Consultative Group convened regularly	1
Development of cooperative agreements with local and national stakeholders	No. of MOAs and other similar instruments signed	6
Establishment of project subcontracts	No. of subcontractors mobilized	3
Conduct of annual performance monitoring	Annual performance report submitted regularly	1

### **3.5 SPECIAL PERFORMANCE INCENTIVE ACTIVITIES (TASK 5)**

The FISH Project will support or undertake activities to augment regular project activities through its Special Activities Fund (SAF). These special activities form part of the set of fisheries management interventions to facilitate accomplishment of outputs favorable to and consistent with the overall objectives of the project. It is intended to support strategic undertakings that are necessary for sustainable fisheries management in the four target areas of the project. Special activities could address any of the following objectives: to leverage support from other donor-supported projects, POs, NGOs, LGUs, and NGAs for coastal resource management that leads to sustainable fisheries management; to augment the capacity of institutions for implementing fisheries management measures or activities that lead to the improvement of the coastal ecosystems integrity and the ultimate increase fish stocks in focal areas; to develop and introduce livelihood options or appropriate business enterprises to stakeholders who are directly involved in the implementation of fisheries management measures or who are dependent on coastal resources in some capacity as their main source of income; and to provide incentives to stakeholder groups for carrying out sustained fisheries management programs.

**TABLE 3-5  
SPECIAL PERFORMANCE INCENTIVE ACTIVITIES  
2005 Work Plan Activity Summary**

Statement of Activities	Unit of Measure	2005 Targets
Identification of potential investment areas for SAF	Project proposals submitted	4
Development and implementation of the projects and activities supported by SAF	No. of projects supported under SAF	4

#### **4.0 DETAILED WORK PLAN FOR JANUARY 1, 2005 THROUGH DECEMBER 31, 2005**

Work plan activities and implementation schedule for the 2<sup>nd</sup> year of FISH Project implementation is provided in this section. It describes the detailed activities of each task in the focal areas and national level implementation to accomplish the intermediate results as presented in Section 3.0.

#### **4.1 FOCAL AREA IMPLEMENTATION**

The 2<sup>nd</sup> year focal area work plan is guided generally by the FISH Project results framework and specifically by core strategies for each focal area that are key to achieving 10 percent increase of fish stocks in project sites. The focal area strategy, to be undertaken and coordinated by the site-based project team, focuses on activities under capacity-building for fisheries management (Task 1), policy development (Task 2), and local constituency building (Task 3). These activities shall be responsive to key intermediate results as building blocks in achieving the overall project objectives, accomplishing the project results, and thereby institutionalizing fisheries management mechanisms in respective areas. Special Performance Incentive Activities (Task 5) will be utilized to leverage support mainly under Task 1 activities.

##### **4.1.1 Calamianes Islands, Northern Palawan**

The work plan activities for the Calamianes Islands will focus on: (a) promoting the adoption of coastal resource management (CRM) by the three municipal local government units; (b) strengthening its respective coastal law enforcement programs leading to the establishment of a joint coastal law enforcement initiative; (c) establishing a network of marine protected areas; and (d) introducing fishing effort restriction measures of gears and key fisheries in the area, namely, anchovies (*dilis bahura*), groupers (*lapulapu*), and snappers (*mayamaya*). Specific implementation activities are outlined in the work plan activity matrix for Calamianes Islands project site.

**TABLE 4-1**  
**CALAMIANES ISLANDS**  
**January 2005 to December 2005**  
**Work Plan Activity Schedule and Progress to Date**

ACTIVITY	2005			
	Q1	Q2	Q3	Q4
<b>1. Promote the adoption of CRM as a basic service</b>				
• Engage partner institutions i.e. LGUs, OPA-Pro CRM and CENRO for the conduct of PCRA				
• Mobilize subcontractor for the conduct of target area fisheries profiling				
• Conduct CRM orientation in four LGUs				
• Provide technical assistance in the conduct of PCRA and target area fisheries profiling activities (9 barangays)				
• Assist to prepare consolidated PCRA reports for three municipalities				
• Organize municipal CRM technical working groups and partners				
• Conduct community consultations and CRM planning workshops to draft plan utilizing PCRA data and target area fisheries profile				
• Facilitate inter-LGU fisheries management planning process to incorporate registration, coastal law enforcement, MPAs, effort restriction and population management				
• Conduct initial CRM plan presentation workshops with LGU officials and key institutions in three LGUs				
• Provide technical assistance in formulation of comprehensive CRM/fishery ordinance				
• Monitor reproductive health activities in selected barangays				
<b>2. Strengthen coastal law enforcement program</b>				
• Establish/strengthen municipal-level CLEUs to respond to violators of MPA and effort restriction ordinances and to apprehend dynamite and cyanide fishers				
• Identify service provider for CLEU capacity building, establishment of joint CLEUs, and organizational development				
• Provide assistance in the implementation of CLE strategies for municipal CLEU through capacity building, accessing logistical support and reinforcing penal system				

**TABLE 4-1 (continued)**  
**CALAMIANES ISLANDS**  
**January 2005 to December 2005**  
**Work Plan Activity Schedule and Progress to Date**

ACTIVITY	2005			
	Q1	Q2	Q3	Q4
<ul style="list-style-type: none"> <li>Establish joint CLEU to respond to cross-boundary issues such as intrusion of commercial fishing, interdiction of blasting cap and cyanide suppliers.</li> </ul>				
<ul style="list-style-type: none"> <li>Conduct continuous CLE training and facilitate operations planning to respond to emerging issues and new restrictions</li> </ul>				
<ul style="list-style-type: none"> <li>Facilitate organizational development interventions for both municipal and joint CLEU</li> </ul>				
<ul style="list-style-type: none"> <li>Conduct cross visit for operational CLEUs</li> </ul>				
<b>3. Establish a network of marine protected areas</b>				
<ul style="list-style-type: none"> <li>Conduct activities to assess and strengthen three priority MPA sites: Burgor, Lusong, Sangat-Decalve</li> </ul>				
<ul style="list-style-type: none"> <li>Provide assistance in the establishment of other MPA sites within the focal area.</li> </ul>				
<ul style="list-style-type: none"> <li>Continuously strengthen community-based MPA management and enforcement thru training, CLE logistical support, and IEC</li> </ul>				
<b>4. Introduce effort restrictions measures of gears and key fisheries</b>				
<ul style="list-style-type: none"> <li>Conduct assessment/studies of target fisheries to support policy formulation</li> </ul>				
<ul style="list-style-type: none"> <li>Conduct LGU/stakeholder orientation on potential effort restriction measures</li> </ul>				
<ul style="list-style-type: none"> <li>Initiate the establishment of size restriction for <i>lapulapu</i> through CRM plans and municipal ordinances</li> </ul>				
<ul style="list-style-type: none"> <li>Initiate the establishment of seasonal restriction for some species i.e. <i>siganids</i>, <i>dilis bahura</i></li> </ul>				
<b>5. Implement activities on Institutional Capacity Building, Constituency Building, and Local Policy Support</b>				
<ul style="list-style-type: none"> <li>Establish public-private sector partnerships for livelihood development and logistical support for CLEUs</li> </ul>				
<ul style="list-style-type: none"> <li>Design and implement capacity-building and training in support to implementation of focal area strategy</li> </ul>				

**TABLE 4-1 (continued)**  
**CALAMIANES ISLANDS**  
**January 2005 to December 2005**  
**Work Plan Activity Schedule and Progress to Date**

ACTIVITY	2005			
	Q1	Q2	Q3	Q4
<ul style="list-style-type: none"> <li>Produce information materials in support to implementation for the focal area strategies, policy implementation and fisheries management in general</li> </ul>				
<ul style="list-style-type: none"> <li>Conduct IEC campaigns and advocacy programs to mainstream priority issues and solutions</li> </ul>				
<ul style="list-style-type: none"> <li>Identify and secure commitment for host and partner institution for establishment of CRM interpretive center</li> </ul>				
<b>6. Support installation of fisheries registration and licensing system for fishers, gears, and crafts</b>				
<ul style="list-style-type: none"> <li>Conduct orientation and consultation sessions</li> </ul>				
<ul style="list-style-type: none"> <li>Coordinate, provide support to contractor/service provider on policy studies</li> </ul>				

#### 4.1.2 Danajon Bank, Bohol

The work plan activities for Danajon Bank will build on: (a) establishing a comprehensive and well-coordinated multi-level coastal law enforcement program involving municipal, provincial, and regional operatives; (b) strengthening the management of existing marine protected areas; (c) introducing fishing effort restriction measures of key fisheries in the area, namely, blue crab and *siganids*; and (d) establishing inter-LGU/inter-agency collaboration for fisheries management building on their existing municipal CRM programs. Specific implementation activities are outlined in the work plan activity matrix for Danajon Bank project site.

**TABLE 4-2**  
**DANAJON BANK**  
**January 2005 to December 2005**  
**Work Plan Activity Schedule and Progress to Date**

ACTIVITY	2005			
	Q1	Q2	Q3	Q4
<b>1. Initiate and strengthen inter-LGU collaboration for CRM and fisheries management</b>				
<ul style="list-style-type: none"> <li>Review municipal CRM plans and ordinances</li> </ul>				
<ul style="list-style-type: none"> <li>Conduct M&amp;E of municipal CRM plans and programs</li> </ul>				

**TABLE 4-2 (continued)**  
**DANAJON BANK**  
**January 2005 to December 2005**  
**Work Plan Activity Schedule and Progress to Date**

ACTIVITY	2005			
	Q1	Q2	Q3	Q4
<ul style="list-style-type: none"> <li>Determine commonalities/lack thereof among LGUs</li> </ul>				
<ul style="list-style-type: none"> <li>Conduct/prepare target area profile</li> </ul>				
<ul style="list-style-type: none"> <li>Conduct inter-LGU CRM and fisheries planning workshop to introduce fishing effort restrictions of key fisheries and need for registration</li> </ul>				
<ul style="list-style-type: none"> <li>Continue inter-LGU planning to establish size restriction or seasons for blue crabs and siganids, or other fishery management approaches</li> </ul>				
<ul style="list-style-type: none"> <li>Facilitate Ecosystem-Based Fisheries Management (EBFM) planning to validate profile and draft management plan</li> </ul>				
<ul style="list-style-type: none"> <li>Continue to develop EBFM plan with all relevant inputs</li> </ul>				
<b>2. Establish a multi-level coastal law enforcement program</b>				
<ul style="list-style-type: none"> <li>Conduct organization development and training workshops to strengthen municipal CLE to address major CLE issues</li> </ul>				
<ul style="list-style-type: none"> <li>Formulate SOW for and contract an NGO to assist with CLE in area</li> </ul>				
<ul style="list-style-type: none"> <li>Assist CLET to devise a system to respond to CLE needs within municipalities through training and field enforcement</li> </ul>				
<ul style="list-style-type: none"> <li>Make links between CLEAR7 and CLET2 for support in training and enforcement</li> </ul>				
<ul style="list-style-type: none"> <li>Work with contracted NGO to institutionalize area wide CLE mechanism</li> </ul>				
<ul style="list-style-type: none"> <li>Strengthen legal and institutional framework for CLE through common CRM plans and ordinances among all LGUs</li> </ul>				
<b>3. Strengthen management of existing MPAs</b>				
<ul style="list-style-type: none"> <li>Conduct biophysical monitoring of MPAs</li> </ul>				
<ul style="list-style-type: none"> <li>Facilitate an assessment workshop of MPA management plans, ordinances, and enforcement by applying the MPA rating system</li> </ul>				
<ul style="list-style-type: none"> <li>Conduct workshops to draft/improve management plans</li> </ul>				

**TABLE 4-2 (continued)**  
**DANAJON BANK**  
**January 2005 to December 2005 Work Plan Activity Schedule and Progress to Date**

ACTIVITY	2005			
	Q1	Q2	Q3	Q4
<ul style="list-style-type: none"> <li>Complete MPA database and feedback as learning tool</li> </ul>				
<ul style="list-style-type: none"> <li>Strengthen community organizations and implementation in each MPA</li> </ul>				
<b>4. Provide IEC, training, technical support, and coordination in all aspects of CRM and fisheries management</b>				
<ul style="list-style-type: none"> <li>Conduct training to introduce fishery registration system</li> </ul>				
<ul style="list-style-type: none"> <li>Develop and disseminate IEC materials highlighting the need for CRM, CLE, MPAs, fisheries effort restrictions, and the need for registration</li> </ul>				
<ul style="list-style-type: none"> <li>Coordinate implementation of reproductive health activities in barangays</li> </ul>				
<ul style="list-style-type: none"> <li>Identify public-private sector partners to support CRM and fisheries implementation (e.g. NGOs, other donors, private business, etc.)</li> </ul>				
<ul style="list-style-type: none"> <li>Conduct information campaign for Month of the Ocean (May), Fish Conservation Week (October), and other special events</li> </ul>				
<ul style="list-style-type: none"> <li>Identify partners for interpretive center in Danajon</li> </ul>				

#### **4.1.3 Lanuza Bay, Surigao del Sur**

The work plan activities for Lanuza Bay, Surigao del Sur will center on: (a) strengthening the inter-LGU alliance as the institutional home for fisheries profiling, management planning and implementation, particularly coordination and management of coastal law enforcement program, registration system, and MPA network with the bay area; (b) establishing new and strengthening existing MPAs to comprise a network within the bay; and (c) introducing gear modification and fishing effort restriction measures of key fisheries in the area, namely, blue crab, prawn, and lobster. Specific implementation activities are outlined in the work plan activity matrix for the Lanuza Bay project site.

**TABLE 4-3**  
**SURIGAO DEL SUR AREA**  
**January 2005 to December 2005**  
**Work Plan Activity Schedule and Progress to Date**

ACTIVITY	2005			
	Q1	Q2	Q3	Q4
<b>1. Strengthen the baywide inter-LGU alliance for fisheries management</b>				
• Conduct participatory coastal resource assessment (PCRA) as input to the focal area profile in close collaboration with the municipal technical working groups				
• Draft fisheries profile for Lanuza bay with inputs from key staff and officers of the alliance				
• Review the baywide environmental management plan and update municipal CRM plan				
• Facilitate full adoption and implementation of updated municipal CRM plan				
• Facilitate initial baywide fisheries management planning				
• Conduct organizational development interventions for the Municipal and Baywide Enforcement Action Team (M/BEAT) to address critical law enforcement issues				
• Initiate consultation for the adoption and implementation of common registration system among LGUs within the bay area				
<b>2. Establish new and strengthen existing MPAs to comprise a network within Lanuza bay</b>				
• Assist in the formulation and adoption of MPA management plan				
• Facilitate strengthening of MPA management committees				
• Conduct a study to identify critical zones and spawning areas that comprise MPA network within the bay area				
• Assist in identifying and establishing new MPAs				
<b>3. Introduce gear modification and fishing effort restrictions for key fisheries</b>				
• Assist LGUs in the inventory of fishing gears				
• Conduct studies and consultations to identify appropriate fisheries management interventions				
• Strengthen information on the biology of tiger prawn, lobster, and pink shrimps				

**TABLE 4-3 (continued)**  
**SURIGAO DEL SUR AREA**  
**January 2005 to December 2005**  
**Work Plan Activity Schedule and Progress to Date**

ACTIVITY	2005			
	Q1	Q2	Q3	Q4
• Initiate profiling of siganid fisheries				
• Identification of appropriate management interventions on siganid fisheries				
• Adoption of ordinance in support to effort restrictions on siganid fisheries				
• Conduct training and capacity building to support fishing effort restriction				
<b>4. Pursue other related fisheries management interventions</b>				
• Assist in the conduct of orientation on reproductive health and population management				
• Facilitate the pilot implementation of reproductive health and population management interventions in selected barangays				
• Assist POs and other local partners in developing programs and projects in support to fisheries management				
<b>5. Undertake local constituency building program to support fisheries management in the focal area</b>				
• Facilitate organizing of a network of IEC practitioners within the bay area				
• Formulate thematic IEC plan in support to the implementation of the focal area strategy and reproductive health				
• Facilitate IEC campaigns during of Fish Conservation Week, Month of the Ocean, and other high impact special events				
• Assist in identifying potential public-private sector partners within the bay area for fisheries management and reproductive health				
• Conduct of site-specific IEC activities				
• Identification of interpretive center				

#### 4.1.4 Tawi-Tawi, Sulu Archipelago

The 2<sup>nd</sup> year work plan activities for Tawi-Tawi will focus on: (a) promoting the adoption of CRM as a basic service of local governments; and (b) establishing marine protected areas. It is also proposed in this work plan that a more comprehensive and strategic fisheries resource assessment will be conducted within the waters of Tawi-Tawi to establish benchmark information on fisheries (Appendix A). Specific implementation activities are outlined in the work plan activity matrix for Tawi-Tawi project site.

**TABLE 4-4**  
**TAWI-TAWI AREA**  
**January 2005 to December 2005**  
**Work Plan Activity Schedule and Progress to Date**

ACTIVITY	2005			
	Q1	Q2	Q3	Q4
<b>1. Promote adoption of CRM as basic service of local governments</b>				
• Mobilize subcontract and conduct training of staff to facilitate field implementation				
• Formation of Fisheries and CRM Technical Working Group				
• Provide exposure trips on areas with successful CRM activities				
• Conduct PCRA and ICM Training				
• Conduct PCRA to increase awareness and promote buy-in for CRM and to collect data as input to the focal area profile				
• Facilitate gathering of secondary data as part of the fisheries profiling process				
• Conduct MOA signing with the ARMM Regional Government				
• Conduct workshop/writeshops on formulation of CRM/Fisheries Management Plan				
• Facilitate adoption of CRM plan by providing assistance in ordinance formulation and annual programming				
• Conduct orientation of SBs on the preparation of model fisheries ordinance				
• Facilitate training and organization of Coast Watch Team and Task Force				
<b>2. Establish marine protected areas (MPA)</b>				
• Conduct presentation of baseline assessment results to local communities				
• Identify MPA sites through actual survey and community consultation				
• Conduct training on MPA establishment and management				
• Facilitate formulation of MPA management plans and ordinances				
• Establish and launch new MPAs				

**TABLE 4-4 (continued)**  
**TAWI-TAWI AREA**  
**January 2005 to December 2005**  
**Work Plan Activity Schedule and Progress to Date**

ACTIVITY	2005			
	Q1	Q2	Q3	Q4
<b>3. Pursue other fisheries related management interventions</b>				
<ul style="list-style-type: none"> <li>Identify from the academe/students to conduct study for species (abalone, sea cucumber) management</li> </ul>				
<ul style="list-style-type: none"> <li>Conduct assessments to generate the perspective of stakeholders on registration system for fishers, crafts, and gears</li> </ul>				
<ul style="list-style-type: none"> <li>Facilitate establishment of partnership arrangement with the AFP-Philippine Marines and the Provincial Government to implement the law enforcement program</li> </ul>				
<ul style="list-style-type: none"> <li>Assist in the implementation of reproductive health program in selected barangays</li> </ul>				
<b>4. Initiate local constituency building activities for fisheries management</b>				
<ul style="list-style-type: none"> <li>Identify potential public-private sector partners interested to support fisheries management program</li> </ul>				
<ul style="list-style-type: none"> <li>Facilitate IEC campaign during Fish Conservation Week, Month of the Ocean, and other high impact special events</li> </ul>				
<ul style="list-style-type: none"> <li>Identify partner for establishment of interpretive center and prepare groundwork for setting up</li> </ul>				
<ul style="list-style-type: none"> <li>Conduct continuing advocacy/IEC activity at all levels</li> </ul>				
<ul style="list-style-type: none"> <li>Develop and strengthen the role of Muslim Religious Leaders in Environmental Protection as advocates and support the process formulation Fatwa for marine environment protection</li> </ul>				
<ul style="list-style-type: none"> <li>Develop culturally sensitive IEC materials</li> </ul>				

#### **4.2 FIELD SUPPORT AND NATIONAL IMPLEMENTATION PROGRAM**

This section shows the work plan activity schedule to be carried out mainly by the project advisors and specialists from the Manila and Cebu offices under national policy support improvement (Task 2), constituency building (Task 3), and special performance incentive activities (Task 5) in support to the focal area strategies and national implementation of fisheries management program. The thrust of this component of the work plan is to provide site-based project teams with strategic and programmatic support to efficiently and effectively carry out field activities within the project's operational framework.

#### 4.2.1 National Policy Improvement for Fisheries Management

The 2<sup>nd</sup> year work plan activities for national policy improvement for fisheries management focus on the formulation of the Comprehensive National Fisheries Industry Development Plan (CNFIDP) and the review of some strategic fisheries management policies. Specific implementation activities are outlined in the work plan activity matrix for the national policy improvement component.

**TABLE 4-5**  
**NATIONAL POLICY IMPROVEMENT COMPONENT**  
**January 2005 to December 2005**  
**Work Plan Activity Schedule and Progress to Date**

ACTIVITY	2005			
	Q1	Q2	Q3	Q4
<b>1. Formulation of the CNFIDP</b>				
• Engage and brief relevant resource persons/ agencies				
• Conduct workshops/writeshops to elaborate the component action agendas of the CNFIDP				
• Elaborate Chapters 1(Introduction) and 2 (Overview of Philippine Fisheries) of CNFIDP				
• Elaborate Chapter 3 (Fisheries Sector Development Framework) of CNFIDP				
• Elaborate implementation arrangements, monitoring and evaluation system and financing plan of CNFIDP				
• Facilitate review and consultations (with relevant stakeholders) for the CNFIDP				
• Conduct National Consultative Workshop				
• Finalize CNFIDP draft				
<b>2. Policy Analyses and Enhancements</b>				
• Assist in formulation of the Philippines' NPOA-IUU				
• Assist in scientific review and enhancement of NSAP reports				
• Assist in piloting use of NSAP results to inform effort management or licensing schemes				
• Elaborate commercial and municipal licensing framework and relevant policy brief				

**TABLE 4-5 (continued)**  
**NATIONAL POLICY IMPROVEMENT COMPONENT**  
**January 2005 to December 2005**  
**Work Plan Activity Schedule and Progress to Date**

ACTIVITY	2005			
	Q1	Q2	Q3	Q4
<ul style="list-style-type: none"> <li>Assist in evaluating feasibility of licensing frameworks for FISH target areas</li> </ul>				
<ul style="list-style-type: none"> <li>Assist in evaluating alternative policy options for LRFFT in Palawan</li> </ul>				
<ul style="list-style-type: none"> <li>Explore FAO to regulate blue-crab capture</li> </ul>				
<ul style="list-style-type: none"> <li>Assist in review and revision of RA 8550</li> </ul>				
<b>3. Enhancement of National Policy Agenda</b>				
<ul style="list-style-type: none"> <li>Assess policy concerns impacting local fisheries and coastal resources management</li> </ul>				
<ul style="list-style-type: none"> <li>Assess policy improvement agenda in collaboration with BFAR and other relevant agencies and stakeholders</li> </ul>				

#### 4.2.2 Constituency Building for Fisheries Management

The 2<sup>nd</sup> year work plan activities for constituency for fisheries management focus on public-private sector partnership building, training curriculum development, support in the conduct of trainers' training, fisheries planning workshops and public forums, as well as development of IEC materials, and conduct of advocacy campaigns at the local and national levels. Specific implementation activities are outlined in the work plan activity matrix for constituency building component.

**TABLE 4-6**  
**CONSTITUENCY BUILDING COMPONENT**  
**January 2005 to December 2005**  
**Work Plan Activity Schedule and Progress to Date**

ACTIVITY	2005			
	Q1	Q2	Q3	Q4
<b>1. Establish public-private sector partnership through development and implementation of projects for fisheries management, social infrastructure, population management, and socio-economic development</b>				
<ul style="list-style-type: none"> <li>Identify and prioritize investment areas in the focal sites</li> </ul>				
<ul style="list-style-type: none"> <li>Develop a database/list of potential private sector partners</li> </ul>				
<ul style="list-style-type: none"> <li>Assist in the formulation of project proposals</li> </ul>				

**TABLE 4-6 (continued)**  
**CONSTITUENCY BUILDING COMPONENT**  
**January 2005 to December 2005**  
**Work Plan Activity Schedule and Progress to Date**

ACTIVITY	2005			
	Q1	Q2	Q3	Q4
<ul style="list-style-type: none"> <li>Facilitate implementation of joint public-private sector project activities</li> </ul>				
<b>2. Initiate activities that will lead to the start-up of interpretive centers in strategic project sites</b>				
<ul style="list-style-type: none"> <li>Identify host institution and partners for interpretive center</li> </ul>				
<ul style="list-style-type: none"> <li>Obtain commitments /MOAs from host institution and partners</li> </ul>				
<ul style="list-style-type: none"> <li>Initiate production of materials for center to coincide with Month of the Ocean and Fish Conservation Week</li> </ul>				
<ul style="list-style-type: none"> <li>Assist in the implementation of local area campaigns for Month of the Ocean and Fish Conservation Week</li> </ul>				
<ul style="list-style-type: none"> <li>Mount traveling exhibits for each focal area using the results of the baseline assessment</li> </ul>				
<b>3. Formulate campaign strategies for fisheries management in each focal area</b>				
<ul style="list-style-type: none"> <li>Review results of baseline assessment and conduct consultations with local stakeholders</li> </ul>				
<ul style="list-style-type: none"> <li>Develop and implement IEC focal area campaign strategies using the results of the baseline assessment</li> </ul>				
<ul style="list-style-type: none"> <li>Mount exhibits for each focal area using results of the baseline assessment and which will initiate start up of possible interpretive centers in the project sites; coincide exhibits during Month of the Ocean in May and Fish Conservation Week in October</li> </ul>				
<ul style="list-style-type: none"> <li>Assist site teams in planning and implementing local IEC campaigns for Month of the Ocean and Fish Conservation Week</li> </ul>				
<ul style="list-style-type: none"> <li>Establish/nurture relationships with local media</li> </ul>				
<b>4. Develop, publish, and disseminate relevant information materials, policy briefs, and best practices in fisheries management and reproductive health</b>				
<ul style="list-style-type: none"> <li>Develop and produce DVD on CRM and Fisheries Management</li> </ul>				
<ul style="list-style-type: none"> <li>Develop and produce/reprint IEC collateral materials for use in exhibits/interpretive centers</li> </ul>				

**TABLE 4-6 (continued)**  
**CONSTITUENCY BUILDING COMPONENT**  
**January 2005 to December 2005**  
**Work Plan Activity Schedule and Progress to Date**

ACTIVITY	2005			
	Q1	Q2	Q3	Q4
<ul style="list-style-type: none"> <li>Translate biological and technical information into appropriate popular formats (e.g. biology and life cycle of target fish/invertebrate/shell species)</li> </ul>				
<ul style="list-style-type: none"> <li>Document project activities and experiences via print and video</li> </ul>				
<ul style="list-style-type: none"> <li>Publish technical reports, plans and studies for dissemination to local stakeholders</li> </ul>				
<ul style="list-style-type: none"> <li>Develop and publish a How to booklet on MPAs</li> </ul>				
<ul style="list-style-type: none"> <li>Develop and disseminate IEC materials for web-based and mass media dissemination (e.g. effects of destructive fishing; overfishing; MPAs: critical fisheries habitats; effort/gear restrictions/registration)</li> </ul>				
<b>5. Develop and implement training and capacity building programs in support to local and national implementation</b>				
<ul style="list-style-type: none"> <li>Develop the FISH Project training curriculum</li> </ul>				
<ul style="list-style-type: none"> <li>Package training modules and presentation materials</li> </ul>				
<ul style="list-style-type: none"> <li>Assist in the design and conduct of training activities and facilitation of planning workshops</li> </ul>				
<ul style="list-style-type: none"> <li>Facilitate study tour of local implementers</li> </ul>				

#### 4.2.3 Special Performance Incentive Activities

The 2<sup>nd</sup> year work plan for activities under special performance incentive center on assisting local partners to carry out key elements of the focal area strategy using the Special Activity Fund (SAF). Specific implementation activities are outlined in the work plan activity matrix for special performance incentive activities component.

**TABLE 4-7**  
**SPECIAL PERFORMANCE INCENTIVE ACTIVITIES**  
**January 2005 to December 2005**  
**Work Plan Activity Schedule and Progress to Date**

ACTIVITY	2005			
	Q1	Q2	Q3	Q4
<b>1. Identification of potential investment areas for SAF</b>				
• Review focal area strategy and prioritize investment areas and project ideas that need support using SAF				
• Advertise for proposals to implement specific activities				
• Identify local NGO and PO partners for SAF support				
<b>2. Develop and implement the projects and activities supported by SAF</b>				
• Facilitate preparation of project proposals with support from SAF				
• Review project proposals and facilitate approval of viable project ideas				
• Assist in the implementation and monitoring of approved project proposals				

#### 4.3 PROJECT MANAGEMENT AND PERFORMANCE MONITORING

The 2<sup>nd</sup> year work plan activities under project management and performance monitoring component will center on convening the multi-sectoral consultative group, packaging of the statistical results of the baseline assessment, preparation of regular reports, as well as convening of SAF evaluation committee for the selection, evaluation, and award of small grants and other subcontracts. Specific implementation activities are outlined in the work plan activity matrix for special performance incentive activities component.

**TABLE 4-8**  
**PROJECT MANAGEMENT AND PERFORMANCE MONITORING**  
**January 2005 to December 2005**  
**Work Plan Activity Schedule and Progress to Date**

ACTIVITY	2005			
	Q1	Q2	Q3	Q4
1. Convene meeting of the multi-sectoral FISH Project Consultative Group				
2. Develop cooperative agreements with local and national stakeholders				
3. Convene SAF evaluation committee to select, evaluate, and award small grants				

**TABLE 4-8 (continued)**  
**PROJECT MANAGEMENT AND PERFORMANCE MONITORING**  
**January 2005 to December 2005**  
**Work Plan Activity Schedule and Progress to Date**

<b>ACTIVITY</b>	<b>2005</b>			
	<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>
4. Facilitate procurement of subcontracts for fisheries profiling and other field support and project component activities				
5. Package the statistical results of the baseline assessment				
6. Conduct regular monitoring of project implementation activities and results using the performance monitoring database				
7. Submit periodic progress reports				
8. Finalize performance fee payment plan (PFPP)				
9. Develop and package proposals for public-private sector partnership				