

Ghana tuna pole and line Fishery Improvement Project (FIP) Workplan

Introduction

The conventional approach to preparing a scoping document then an action plan for a fisheries improvement project (FIP) is to base it upon an MSC pre-assessment, which identifies the weaknesses of the fishery and what improvements have to be made. In this case, whilst a previous pre-assessment has been conducted in the last five years, it has not been made available to the consultants.

TUE has requested Poseidon Aquatic Resource Management Ltd (Poseidon), a UK based fisheries consultancy firm at the request of Thai Union Europe (TUE) to rapidly draft a preliminary scoping document for a Ghanaian pole and line fishery so that they can initiate the FIP preparation process. The preliminary scoping document was written in January 2018:

- Using the background of a scoping document drafted for a similar pole and line fishery in the Eastern Atlantic and through knowledge of the fishery through field missions in Ghana for other assignments; and*
- Applying a precautionary approach to adapt the scoping document to the Ghanaian pole and line fishery.*

An MSC pre-assessment has been conducted early in March 2018. Under these circumstances and to keep the objective of launching the FIP as soon as possible, Poseidon has developed the action plan by updating, amending and correcting if necessary the text of the preliminary scoping document based on the findings and the text of the MSC pre-assessment report.

Table 1: Workplan Overview

Workplan Version and Date	Version 1.2 July 2025
Start date (expected)	End date (anticipated month/year)
March 2018	December 2028
FIP Lead (organization/individual responsible for Action Plan)	Workplan developed by (consultant or person)
Key Traceability	Poseidon
FIP Coordinator (organization/individual responsible for reporting on FisheryProgress)	Citation

Acronyms

B	Biomass
BET	Bigeye tuna
C	Critical (IPG)
CMM	Conservation and Management Measures
CoC	(MSC) Chain of Custody
CoP	Code of (good) Practices
CECAF	Fishery Committee for the Eastern Central Atlantic
CPC	Contracting Party and Cooperating Non-Contracting Party
CR	Certification Requirements
EA PS FIP	Eastern Atlantic PS FIP
e.g.	<i>exempli gratia</i> in Latin, which means ‘for example’
EEZ	Exclusive Economic Zone
EMS	Electronic monitoring system
ETP	Endangered, Threatened and Protected
EU	European Union
EUR	Euro
F	Fishing mortality
FAD	Fish Aggregating Device
FAO	Food and Agriculture Organization of the United Nations
FCR	Fisheries Certification Requirements
FCWC	Fisheries Committee for the West Central Gulf of Guinea
FIP	Fishery Improvement Project
FMSY	Fishing mortality rate that would give maximum sustainable yield
FPA	Fisheries Partnership Agreement
GT	Gross Tonnes
GTA	Ghana Tuna Association
HCR	Harvest control rules
i.e.	Latin <i>id est</i> meaning ‘that is’
ICCAT	International Commission for the Conservation of Atlantic Tunas

ILO	International Labour Organisation
IPG	Improved Performance Goal
ISSF	International Seafood Sustainability Foundation
IUU	Illegal Unreported and Unregulated (fishing)
m	metre(s)
MCS	monitoring, control, and surveillance
MIRAH	Ministère des Ressources Animales et Halieutiques (Côte d’Ivoire)
MoFAD	Ministry of Fisheries and Aquaculture Development (Ghana)
MSC	Marine Stewardship Council
MSE	Management Strategy Evaluation
MSY	Maximum Sustainable Yield
mt	Metric tonnes (‘tonne’ is preferably used in the document)
N/A	Not available
Na (or na)	Not applicable
NC	Non-critical (IPG)
NGO	Non-governmental organisation
nm	Nautical mile
P	(MSC) Principle (P1, P2 and P3)
PI	Performance Indicator
PMT	Project Management Team
PRI	Point of Recruitment Impairment
PVR	ProActive Vessel Register
RBF	Risk-Based Framework
RFMO	Regional Fisheries Management Organisation
SB	Spawning Biomass
SG	Scoring Guidepost
SI	Scoring Issue
SKJ	Skipjack
t	tonne(s)
tbd	to be determined
TUE	Thai Union Europe
UoA	Unit of Assessment
UoC	Unit of Certification
v.	version
VMS	Vessel Monitoring System
YFT	Yellowfin tuna

Purpose of the document

This document sets out the action plan for a Fisheries Improvement Project (FIP) for the Ghana-flagged pole and line vessels fishing for tuna in the Eastern Atlantic Ocean and landing most of their catches in Ghana, where the vessels are permanently based, and to some extent in Côte d'Ivoire (further details on the fishery provided in Chapter **Error! Reference source not found.**). A FIP aims to enable the fishery to pass the Marine Stewardship Council (MSC) certification standard.

Purpose of the FIP and reaching MSC fisheries certification

Under the MSC programme, fisheries are certified and entitled to display the blue ecolabel if they meet the MSC Standard: the principles and criteria for sustainable fishing. The Standard comprises three core principles:

1. Sustainable target fish stocks (Principle 1);
2. Impact minimisation of fishing on ecosystems (Principle 2); and
3. Effective fisheries management (Principle 3) (based on MSC FCR v 2.0¹).

The actions that fisheries take to demonstrate they meet these three principles vary considerably and take into account the unique circumstances of each fishery. Certification to the MSC Standard is a multi-step process conducted by independent certification bodies. The process usually begins with a *pre-assessment* to determine whether a fishery is ready for full assessment against the Standard and provides guidance about the issues that may need improvement to meet the MSC performance requirements. In this case (see previous Chapter), **a pre-assessment² will be conducted for this fishery in February/March 2017, so this scoping document can be considered preliminary in nature only.**

Briefly, the assessment process involves scoring 28 Performance Indicators - PIs (under FCR version 2.0) using narrative guides to the characteristics that will achieve scores (called scoring guideposts, SGs for short). To obtain the MSC certification, the fishery needs to achieve a score of 60 or more for each PI. If a fishery achieves a score of less than 60 on any PI, certification will not be awarded. Additionally, the fishery must have an aggregate score of 80 or higher for each of MSC's three principles to be certified.

¹ See Page 5 of the FCR v 2.0.

² A pre-assessment has been carried out within the last three years however the document was not available to the public nor to Poseidon/Thai Union Europe at the date of drafting this document.

Social and ethical issues in fisheries – an MSC self-declaration

Prior to launching an MSC assessment, the MSC Fisheries Certification Requirements v.2 requires that the assessment scope be confirmed. Among other conditions, the certification body must ensure that the fishery to be certified does not include an entity that has been successfully prosecuted for violations against forced labour laws based on national and international rules. The MSC evaluates forced labour in compliance with the International Labour Organisation (ILO)'s definition of forced labour.

The MSC anticipates applying agreed risk-based and auditable social requirements in 2020. The development of the approach can be followed [online](#) on the MSC's programme improvements hub. This FIP will monitor progress of this initiative closely and engage with the MSC process at the earliest opportunity.

Note, in parallel, that Thai Union Europe applies an internal sourcing policy to assess whether Ghana pole and line vessels conforms to it. TUE's sourcing policy requires suppliers to comply with Thai Union Code of Conduct on Business Ethics. There is a **low risk of forced labour noticed by TUE on Ghana pole and line vessels supplying them tuna in 2017.**

Design Process

The development of a FIP is very much a stakeholder-driven process. As suggested by the figure below (next page), the starting point is the MSC pre-assessment report, which will have identified which Performance Indicators (PIs) have scored less than 80 being the unconditional pass level for MSC. Therefore, all those PIs that scored <60 (fail) or 60 – 79 (conditional pass) need to be assessed to determine the key weaknesses, how they can be addressed and by whom.

Background to the fishery

The 'Ghana' pole and line fleet is both flagged and based in Ghana. It fishes mostly in waters under the jurisdiction of Ghana, Côte d'Ivoire, and Benin waters and to some extent in the high seas (without licences, pole and line tuna fishing does not occur in Togo waters).

Their catch is brine-frozen at sea and landed at Tema Fishing Harbour to be processed in canning factories in Tema.

In some circumstances, some Ghana flagged pole and line vessels that are authorized to fish in Côte d'Ivoire waters tranship at port in Abidjan (Côte d'Ivoire) and the tuna intended to cans are then transported in frozen containers to Tema to be processed. The Ghanaian pole and line vessels may land fish in Abidjan, but this is infrequent. Pole and line vessels might also tranship from Takoradi.

Pole and line fishing is highly selective and the volume of tuna unfit to canneries is marginal. Tuna unfit for tuna canneries are sold to local markets, mostly through Tema and to some extent Abidjan.

The fleet catch mainly skipjack (2/3 of their total catch) and yellowfin tuna (currently around 1/3) as target species, in association with bigeye tuna (see catch composition in section **Error! Reference source not found.**). To catch tuna, the pole and line vessel vessels use drifting fish aggregating devices (DFADs) and small pelagic fish caught in Ghana waters as bait.

Historically all or part of the Ghana pole and line fleet has collaborated with purse seiners to catch tuna (IPNLF, 2012). This collaboration is no longer authorised by the Ghanaian fisheries authorities (since 22 June 2017) and the Ghana Tuna Association has informed the Ghanaian authorities that they will not apply this method anymore. Since then, the Ghanaian fisheries authorities has reportedly been deploying systematically an observer on board any fishing trip of a Ghanaian pole and line vessel to monitor the fishing activities (GTA, pers. comm., August 2017, see also the pre-assessment report).

Unit of Assessment(s)

Table 2. Unit(s) of Assessment (UoA)

Target species	Skipjack tuna (<i>Katsuwonus pelamis</i>), yellowfin tuna (<i>Thunnus albacares</i>), and bigeye tuna (<i>Thunnus obesus</i>)
Fishing area	FAO fishing area 34 subdivision 3.3, 3.4, 3.5, 4.1. and 3.6 ³
Management system	ICCAT - International Commission for the Conservation of Atlantic Tunas – the areas above are under the mandate of the ICCAT, the regional tuna fisheries management organisation – RFMO - in the Atlantic Ocean:
Stocks	Eastern Atlantic skipjack tuna, Atlantic yellowfin tuna, Atlantic skipjack tuna
Fishing method	Pole and line
Unit of assessment (UoA)	<ul style="list-style-type: none"> • UoA 1 Ghana pole and line fishing fleet (skipjack tuna) • UoA 2 Ghana pole and line fishing fleet (yellowfin tuna) • UoA 3 Ghana pole and line fishing fleet (bigeye tuna)
Expected unit(s) of certification (UoCs)	<ul style="list-style-type: none"> • UoC 1 Ghana pole and line fishing fleet (skipjack tuna) • UoC 2 Ghana pole and line fishing fleet (yellowfin tuna) • UoC 3 Ghana pole and line fishing fleet (bigeye tuna)
FIP participants	<i>Main partners:</i>

³ <http://www.fao.org/fishery/area/Area34/en#FAO-fishing-area-34.1> , latest access: 23 February 2018.

- FIP Coordinator: to be confirmed;
- FIP facilitator: Thai Union Europe;
- FIP country partner: the government of Ghana
- FIP industry partners: owner of the pole and line fishing vessels and Cosmo

External partners: WWF, ISSF // *Other potential external partners:* the government of Côte d’Ivoire, processors and traders in Ghana and Côte d’Ivoire; flag States of the vessels participating to the FIP and coastal States where the UoC vessels operate.

Other key stakeholders: ICCAT, the MSC

FIP Actions

Table 3. Performance Indicator Action Plan Table for Action 1 Action Stock status in relation to achievement of MSY

Action Number and Name (One sentence description)	Action Stock status in relation to achievement of MSY
Action Goal (One sentence that describe the result of the action)	Yellowfin and bigeye stocks are healthy and sustainable
Action Description (Brief summary of the steps involved in the action and importance of the action in achieving the FIP objectives)	Annual review of YFT and BET stock assessment and status in line with the recovery plan.
Expected Completion Date	December 2028

Priority (Based on the implementers criteria: e.g., lowest scoring issues are high priority or actions that are necessary to complete before beginning other actions are high priority)	Medium
Estimated Cost (An estimate of the budget needed to complete the action)	\$10,000 USD
Responsible Parties (List of participants)	FIP Participants
MSC Performance Indicator(s) Addressed by the Action (The MSC performance indicator(s) that are directly impacted by the action. The completion of the action is likely to result in an improved score change for these performance indicators)	1.1.2, 1.1.1, 2.1.1

Action	Tasks/ Milestones	Responsible (lead)	Responsible (supporting role)	Starting date	Expected completion date	Evidence of completion / results
Monitor the enactment of routine YFT and BET stock assessments by ICCAT and, if deferred or delayed, advocate that they continue as per the current schedule (for safety follow the situation of SKJ)	No milestones. Annual review of YFT and BET stock assessment and status in line with the recovery plan (Expected stock assessment – current ICCAT schedule: 2018 for BET, YFT 2021 and SKJ 2019 – see pre-assessment report)	PMT ICCAT	MoFAD Eastern Atlantic Purse Seine FIP PMT	March 2018	December 2028	

<p>A practicable rebuilding timeframe is specified without exceeding one generation time</p>	<p>End Y1: Robust, comprehensive BET rebuilding strategy developed. End Y2: ICCAT has adopted the above rebuilding strategy. End Y3: Stock rebuilding strategy implemented.</p>	<p>Key coastal States (Côte d'Ivoire, Ghana): Ghana Fishing Authorities (MoFAD) and MIRAH ICCAT (with independent scientific assistance)</p>	<p>WWF FIP industry partners FIP Country partners</p>	<p>March 2018</p>	<p>December 2028</p>	
<p>There is evidence that the rebuilding strategies are rebuilding stocks, or it is likely based on simulation modelling, exploitation rates or previous performance that they will be able to rebuild the stock within the specified timeframe (SG80).</p>	<p>End Y3: Fishing mortality F is $<F_{MSY}$. End Y5: Stock assessment or other incontrovertible evidence shows that stocks can rebuild the stock within the specified timeframe.</p>	<p>Key coastal States (Côte d'Ivoire, Ghana): Ghana Fishing Authorities (MoFAD) and MIRAH</p>	<p>FIP industry partners FIP Country partners</p>	<p>March 2018</p>	<p>December 2028</p>	

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Table 4. Performance Indicator Action Plan Table for Action 2 Harvest strategy for target stocks

Action Number and Name (One sentence description)	Harvest strategy for target stocks
Action Goal (One sentence that describe the result of the action)	There is a robust and precautionary harvest strategy in place
Action Description (Brief summary of the steps involved in the action and importance of the action in achieving the FIP objectives)	Harvest strategies will be developed and implemented, which identify key methods needed to reduce fishing pressure of the target stocks of tuna.
Expected Completion Date	December 2028
Priority (Based on the implementers criteria: e.g., lowest scoring issues are high priority or actions that are necessary to complete before beginning other actions are high priority)	Medium
Estimated Cost (An estimate of the budget needed to complete the action)	\$30,000 USD
Responsible Parties (List of participants)	FIP Participants

<p>MSC Performance Indicator(s) Addressed by the Action (The MSC performance indicator(s) that are directly impacted by the action. The completion of the action is likely to result in an improved score change for these performance indicators)</p>	1.2.1
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Action	Tasks/ Milestones	Responsible (lead)	Responsible (supporting role)	Starting date	Expected completion date	Evidence of completion / results
Harvest strategy for target stocks	3a: Engage with Ghana scientists and delegations (EA PS FIP action) - monitoring	PMT / Eastern Atlantic Purse Seine FIP resource	FIP industry partners	November 2018	December 2020	Completed
	3b: Schedule regular meetings with relevant government stakeholders (EA PS FIP action) – participation - <i>savings may occur if the EA PS FIP PMT represent the Eastern Atlantic (Ghana) P&L FIP in some circumstances</i>	PMT 4 meetings / year over 3 years (2, 3 & 4)	FIP industry partners	November 2018	December 2020	Completed

	3c: ICCAT Briefing Document on Harvest Strategies – (EA PS FIP action) monitoring	PMT / Eastern Atlantic Purse Seine FIP resource	FIP industry partners	November 2018	December 2020	Completed
	3d: Position paper for a harvest control strategy and HCRs - (EA PS FIP action) monitoring	PMT / Eastern Atlantic Purse Seine FIP resource	FIP industry partners	November 2018	December 2028	
	3e: Promote best practice for harvest strategy and stock rebuilding - (EA PS FIP action) monitoring	PMT / Eastern Atlantic Purse Seine FIP resource	FIP industry partners	November 2018	December 2020	Completed
	3f: Strengthen partnership with ABNJ , a World Bank funded programme with FAO coordination - (EA PS FIP action) monitoring	PMT / Eastern Atlantic Purse Seine FIP resource	FIP industry partners	November 2018	December 2020	Completed
	3g: Proposal to ICCAT of a work plan and timetable for the implementation of Rec. 15-07 for each stock - (EA PS FIP action) monitoring	PMT / Eastern Atlantic Purse Seine FIP resource	FIP industry partners	November 2018	December 2028	

	3h: Progress harvest strategy development - (EA PS FIP action) monitoring	PMT / Eastern Atlantic Purse Seine FIP resource	FIP industry partners	November 2018	December 2028	
	3i: Review the detailed catch composition of unwanted targeted tuna in the UoA and list alternative management measures currently applied by the UoA to minimise mortality	PMT / Eastern Atlantic Purse Seine FIP resource	FIP industry partners	November 2018	December 2020	Completed
	3j: Define a (short but robust) plan to elaborate, implement and review alternative measures to minimise mortality 'of unwanted catch in the UoA' (even if no or very marginal unwanted catch) – action at the UoA level: to be carried by the fleet	PMT / Eastern Atlantic Purse Seine FIP resource	FIP industry partners	November 2018	December 2028	

	3k: Progress in harvest strategies reviewed - (EA PS FIP action) monitoring	PMT / Eastern Atlantic Purse Seine FIP resource	FIP industry partners	November 2018	December 2028	
	3l: Implement the action plan to minimise mortality of unwanted catch of targeted tuna by alternative measures and regularly review them based on 3j – PMT monitoring (end of year 2 or early year 3)	PMT / Eastern Atlantic Purse Seine FIP resource	FIP industry partners	November 2018	December 2028	
	3m: Progress in harvest strategies reviewed - (EA PS FIP action) monitoring	PMT / Eastern Atlantic Purse Seine FIP resource	FIP industry partners	November 2018	December 2028	
	3n: Progress in harvest strategies reviewed and progress evaluated - (EA PS FIP action) monitoring	PMT / Eastern Atlantic Purse Seine FIP resource	FIP industry partners	November 2018	December 2028	

Table 5. Performance Indicator Action Plan Table for Action 3 Harvest control rules development and implementation

Action Number and Name (One sentence description)	Harvest control rules development and implementation
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<p>Action Goal (One sentence that describe the result of the action)</p>	<p>There are well defined and effective harvest control rules (HCRs) in place.</p>
<p>Action Description (Brief summary of the steps involved in the action and importance of the action in achieving the FIP objectives)</p>	<p>HCR's (e.g. catch limits) will be developed and implemented to reduce the fishing pressure on the target stcocks. These will also be implemented with a mechanism of alternative measure review at the UoA level.</p>
<p>Expected Completion Date</p>	<p>December 2028</p>
<p>Priority (Based on the implementers criteria: e.g., lowest scoring issues are high priority or actions that are necessary to complete before beginning other actions are high priority)</p>	<p>Medium</p>
<p>Estimated Cost (An estimate of the budget needed to complete the action)</p>	<p>\$30,000 USD</p>
<p>Responsible Parties (List of participants)</p>	<p>FIP Participants</p>
<p>MSC Performance Indicator(s) Addressed by the Action (The MSC performance indicator(s) that are directly impacted by the action. The completion of the action is likely to result in an improved score change for these performance indicators)</p>	<p>1.2.2</p>

Action	Tasks/ Milestones	Responsible (lead)	Responsible (supporting role)	Starting date	Expected completion date	Evidence of completion / results
Harvest control rules development and implementation	4a: Building regional consensus on the need for robust HCRs - (EA PS FIP action) monitoring	PMT / EA PS FIP FIP resource	FIP industry partners	November 2018	December 2020	Completed
	4b: Ensure a holistic implementation HCR development - (EA PS FIP action) monitoring	PMT / Eastern Atlantic Purse Seine FIP resource	FIP industry partners	November 2018	December 2028	
	4c: Provide an independent paper on the scope and needs of HCRs - (EA PS FIP action) monitoring	PMT / Eastern Atlantic Purse Seine FIP resource	FIP industry partners	November 2018	December 2028	
	4d: On-going engagement with coastal states and ICCAT over HCR development -	PMT / Eastern Atlantic Purse Seine FIP resource	FIP industry partners	November 2018	December 2028	

	(EA PS FIP action) monitoring.					
	4e: Independent evaluation of HCR robustness and effectiveness - (EA PS FIP action) monitoring.	PMT / Eastern Atlantic Purse Seine FIP resource	FIP industry partners	November 2018	December 2028	
	4f: On-going engagement with coastal states and ICCAT over HCR development - (EA PS FIP action) monitoring	PMT / EA PS FIP resource	FIP industry partners	November 2018	December 2028	

Table 6. Performance Indicator Action Plan Table for Action 5 Improving information on bait fishing activities

Action Number and Name (One sentence description)	Improving information on bait fishing activities
Action Goal (One sentence that describe the result of the action)	Information on the nature and amount of secondary species taken is adequate to determine the risk posed by the UoA and the effectiveness of the strategy to manage secondary species and there is adequate knowledge of the impacts of the UoA on the ecosystem

<p>Action Description (Brief summary of the steps involved in the action and importance of the action in achieving the FIP objectives)</p>	<p>This is a critical IPG. These actions also are linked to 2.2.1 - Understanding which live bait main and minor secondary species are to be used to score the Performance indicator.</p>
<p>Expected Completion Date</p>	<p>December 2028</p>
<p>Priority (Based on the implementers criteria: e.g., lowest scoring issues are high priority or actions that are necessary to complete before beginning other actions are high priority)</p>	<p>Medium</p>
<p>Estimated Cost (An estimate of the budget needed to complete the action)</p>	<p>\$30,000 USD</p>
<p>Responsible Parties (List of participants)</p>	<p>FIP Participants</p>
<p>MSC Performance Indicator(s) Addressed by the Action (The MSC performance indicator(s) that are directly impacted by the action. The completion of the action is likely to result in an improved score change for these performance indicators)</p>	<p>2.5.3, 2.2.3, 2.2.1</p>

Action	Tasks/ Milestones	Responsible (lead)	Responsible (supporting role)	Starting date	Expected completion date	Evidence of completion / results

Improving information on bait fishing activities	<p>7a: Industry to work with national fisheries scientists-managers to assess:</p> <ul style="list-style-type: none"> • What information is required from the pole-and-line vessels to meet the IPG, (for instance, identify what can be and shall be systematically recorded by the crew and what shall be recorded by observers); • Technical issues for data collection: for instance, conversion bait volume to weight for selected species, how to sample mixed-species bait <p>The action of recording information on live bait fishing be initiated by the industry and the Fisheries Commission, that is before a fisheries biologist be recruited to provide any support/advice (To list national/international research/fisheries management projects that may contribute to respond to the IPG – see ‘Error! Reference source not found.’ first action)</p>	<p>Fisheries biologist (5 days field mission) EAFM specialist (8 days field mission + 5 days remote) (with experience or knowledge in responding to P2 issues and in tropical small pelagic fish) (PMT)</p>	FIP industry partners	November 2018	December 2020	Completed
	<p>7b: Work with the Industry and national fisheries scientists-managers to develop a recording system for providing the relevant information on bait species use (e.g. adapted paper or electronic logbooks) - suggested to be coordinated by the Fisheries Commission</p>	See line above	FIP industry partners	November 2018	December 2020	Completed

	7c: Develop data collection training as required based on the above a and b (e.g. bait species identification, sampling, completing the logbooks) - suggested to be coordinated by the Fisheries Commission	See line above	FIP industry partners	November 2018	December 2020	Completed
	7d: Continue analysis of technical issues as required – PMT monitoring through external expertise: suggested to be carried out by FSSD	Fisheries biologist (1 remote) EAFM specialist (5 days field mission)	FIP industry partners	November 2018	December 2028	
	7e: Start to roll out training to fleet on bait data collection – PMT monitoring: as line above	See line above	FIP industry partners	November 2018	December 2021	Completed
	7f: Implement data collection system on selected vessels; make changes as required – PMT monitoring	See line above	FIP industry partners	November 2018	December 2021	Completed
	7g: Implement data collection system across the fleet – PMT monitoring	PMT	FIP industry partners	November 2018	December 2022	Completed
	7h: External review of the mechanism for potential improvement	Fisheries biologist (1 remote) EAFM specialist (5 days field mission)	FIP industry partners	November 2018	December 2028	

Table 7. Performance Indicator Action Plan Table for Action 5 Bait fish stock status and management improvements at national level

<p>Action Number and Name (One sentence description)</p>	<p>Bait fish stock status and management improvements at national level</p>
<p>Action Goal (One sentence that describe the result of the action)</p>	<p>Bait fish populations are well managed and the impacts on the ecosystem do not cause serious or irreversible harm.</p>
<p>Action Description (Brief summary of the steps involved in the action and importance of the action in achieving the FIP objectives)</p>	<p>The health of the bait fish populations are linked to the success of the pole and line fishery. There is little or no information or management of the bait fish species used in the pole and line industry in Ghana. Disruption of the population could lead to serious impacts on the surrounding marine ecosystem and would have impacts on the efficiency of the pole and line vessels.</p>
<p>Expected Completion Date</p>	<p>December 2028</p>
<p>Priority (Based on the implementers criteria: e.g., lowest scoring issues are high priority or actions that are necessary to complete before beginning other actions are high priority)</p>	<p>Medium</p>
<p>Estimated Cost (An estimate of the budget needed to complete the action)</p>	<p>\$30,000 USD</p>
<p>Responsible Parties (List of participants)</p>	<p>FIP Participants</p>
<p>MSC Performance Indicator(s) Addressed by the Action (The MSC performance indicator(s) that are directly impacted by the action. The completion of the action is likely to result in an improved score change for these performance indicators)</p>	<p>2.5.2, 2.5.1, 2.2.2, 2.2.1, 3.2.3, 3.2.2, 3.2.4</p>

Action	Tasks/ Milestones	Responsible (lead)	Responsible (supporting role)	Starting date	Expected completion date	Evidence of completion / results
	<p>8a: Source external projects/organisations as required to improve the management of the fishery and ecosystem (a related list may be available at the Fisheries Commission) – reevaluate budget responsibilities for the related IPGs – not exclusively this one - if external support available // including advocacy to integrate the precautionary approach to the Ghana Fisheries Act (see IPG related to P3) – <i>cross-cutting activity for live bait fishing improvement, to update the list twice a year (at least once a year) over the FIP until end of year 5</i></p>	<p>PMT (punctual from the external expertise such as the FMP and EAFM specialist if necessary)</p>	<p>FIP industry partners</p>	<p>November 2018</p>	<p>December 2022</p>	<p>Completed</p>
	<p>8b: Stakeholder consultation on live bait fisheries management (and on establishing in writing a draft regular consultation process) and practical guidance to develop and implement a strategy and potential alternative sources of bait (to prepare the next actions)</p>	<p>Fisheries management specialist – as external advisor (preferably with experience in MSC P2 on secondary species management) 5 days in the field</p> <p>EAFM specialist – as external advisor 5 days in the field</p> <p>Meeting costs</p>	<p>FIP industry partners</p>	<p>November 2018</p>	<p>December 2028</p>	

	8c: Evaluate options for alternative sources of bait – PMT monitoring	PMT	FIP industry partners	November 2018	December 2028	
	8d: Develop an outline strategy and framework for putting in place management of the live bait fishery Strategy including a mechanism for its evaluation and regular review (with one to review alternative management measures)	Fisheries management specialist – as external advisor 2 days (remote) EAFM specialist (2 days remote)	FIP industry partners	November 2018	December 2028	
	8e: Agree a proposed strategy with key stakeholders (<u>including representative(s) of artisanal fishermen targeting the same stocks</u>) – meeting	Meeting costs See line above	FIP industry partners	November 2018	December 2028	
	8f: Develop and agree details of strategy, e.g. stock and ecosystem objectives, consultative decision-making processes, timeframe for implementation	Fisheries management specialist – as external advisor 3 days (remote) Meeting costs EAFM specialist (3 days remote)	FIP industry partners	November 2018	December 2028	
	8g: Pilot strategy implementation – PMT monitoring	PMT	FIP industry partners	November 2018	December 2028	

	8h: Evaluate successes and failures of initial implementation; adapt strategy and framework as required	Fisheries management specialist – as external advisor (5 days in the field) EAFM specialist (5 days in the field)	FIP industry partners	November 2018	December 2018	
	8i: Full implementation of the specific management system for live bait fishery – PMT monitoring	PMT	FIP industry partners	November 2018	December 2018	

Table 8. Performance Indicator Action Plan Table for Action 6 Bait fish stock status and management improvements at regional level

Action Number and Name (One sentence description)	Bait fish stock status and management improvements at regional level
Action Goal (One sentence that describe the result of the action)	Bait fish stocks are well managed and can be harvested sustainably.
Action Description (Brief summary of the steps involved in the action and importance of the action in achieving the FIP objectives)	The health of the bait fish populations are linked to the success of the pole and line fishery. There is little or no information or management of the bait fish species used in the pole and line industry in Ghana. Disruption of the population could lead to serious impacts on the surrounding marine ecosystem and would have impacts on the efficiency of the pole and line vessels.
Expected Completion Date	December 2018

Priority (Based on the implementers criteria: e.g., lowest scoring issues are high priority or actions that are necessary to complete before beginning other actions are high priority)	Medium
Estimated Cost (An estimate of the budget needed to complete the action)	\$30,000 USD
Responsible Parties (List of participants)	FIP Participants
MSC Performance Indicator(s) Addressed by the Action (The MSC performance indicator(s) that are directly impacted by the action. The completion of the action is likely to result in an improved score change for these performance indicators)	2.2.2, 3.1.2, 3.2.2, 3.2.1, 3.1.3, 3.1.1

Action	Tasks/ Milestones	Responsible (lead)	Responsible (supporting role)	Starting date	Expected completion date	Evidence of completion / results
Bait fish stock status and management improvements at regional level	9a: Evaluate relevant stocks and their geographic distribution based on results of 'Error! Reference source not found.'	Action led by FSSD in liaison with CECAF <i>(to assess at an early stage of the FIP process if external expertise required – see 9c if needed otherwise PMT monitoring)</i>	FIP industry partners	November 2018	December 2022	Completed

	9b: Evaluate the status of relevant stocks	Same as above	FIP industry partners	November 2018	December 2022	Completed
	9c: Evaluate the associated requirements for management	Fisheries Management specialist (5 d field)	FIP industry partners	November 2018	December 2022	Completed
	9d: Evaluate the most appropriate regional framework for management of these stocks (e.g. national, bilateral, multi-lateral) including a mechanism of its regular review with one to review alternative management measures	See line above	FIP industry partners	November 2018	December 2028	
	9e: Engage with other regional stakeholders as appropriate action including advocacy and a public position	See line above	FIP industry partners	November 2018	December 2028	

	paper of the FIP partners to regional fishery bodies mentioning a need of a precautionary approach to regional fisheries management policies if currently missing in those current policies)					
	9f: Work with regional stakeholders to prepare a workplan for putting in place management for relevant stocks	Fisheries management specialist (5 days remote over the year 2) 1-day meeting costs if needed	FIP industry partners	November 2018	December 2028	
	9g: Start the development of a clear regional framework for management of shared stocks (including a mechanism of regular review with one to review alternative	See line above	FIP industry partners	November 2018	December 2028	

	management measures					
	9h: Agree plan with relevant regional stakeholders	See line above 1-day meeting costs if needed	FIP industry partners	November 2018	December 2028	
	9i: Implementing an effective management plan and framework for relevant regional shared stocks – PMT monitoring	PMT	FIP industry partners	November 2018	December 2028	
	9j: Continue implementation with improvements based on the remaining weaknesses	Fisheries management specialist (5 days in the field)	FIP industry partners	November 2018	December 2028	
	9k: Regional framework and management in place – PMT monitoring	PMT	FIP industry partners	November 2018	December 2028	

Table 9. Performance Indicator Action Plan Table for Action 7 FAD and ETP Impact minimisation and monitoring enhancements

<p>Action Number and Name (One sentence description)</p>	<p>FAD and ETP Impact minimisation and monitoring enhancements</p>
<p>Action Goal (One sentence that describe the result of the action)</p>	<p>Protection of ETP species through improved FAD and fisheries management strategies.</p>
<p>Action Description (Brief summary of the steps involved in the action and importance of the action in achieving the FIP objectives)</p>	<p>The adoption of improved management plans for FADs and ETP species would benefit the fishery, even though the bycatch of this fishery is low. The fishery still uses FADs to fish and so should work together with other FAD associated fisheries to reduce their impact on the marine ecosystem.</p>
<p>Expected Completion Date</p>	<p>December 2028</p>
<p>Priority (Based on the implementers criteria: e.g., lowest scoring issues are high priority or actions that are necessary to complete before beginning other actions are high priority)</p>	<p>Medium</p>
<p>Estimated Cost (An estimate of the budget needed to complete the action)</p>	<p>\$30,000 USD</p>
<p>Responsible Parties (List of participants)</p>	<p>FIP Participants</p>
<p>MSC Performance Indicator(s) Addressed by the Action (The MSC performance indicator(s) that are directly impacted by the action. The completion of the action is likely to result in an improved score change for these performance indicators)</p>	<p>2.3.3, 2.3.2, 2.3.1, 3.2.3</p>

Action	Tasks/ Milestones	Responsible (lead)	Responsible (supporting role)	Starting date	Expected completion date	Evidence of completion / results
FAD and ETP Impact minimisation and monitoring enhancements	10a Review ICCAT requirements for FADs with all FIP fishing companies (e.g. – activity to carry out in association with Error! Reference source not found..	FAD/bycatch specialist (5 days and 5 days remote)	FIP industry partners	November 2018	December 2021	Completed
	10b Review the FAD management plan and update/improve if necessary based on the above	See line above	FIP industry partners	November 2018	December 2024	Completed
	10c Work with the fishing companies and the Ghanaian national observer programme to develop a system for providing the relevant	See line above	FIP industry partners	November 2018	December 2024	Completed

	information if any weakness noticed (such as FAD logbooks to capture data on FADs, collecting historical data on FADs, collecting information on ETP species and FAD characteristics)					
	10d Pilot new FAD and ETP data collection system if necessary; review outcome and adapt as required to respond to the ICCAT requirements and the FIP objectives	PMT	FIP industry partners	November 2018	December 2024	Completed
	10e Work with the fishing companies to source or develop new FAD designs, if necessary (with the support of ISSF training)	See 10a	FIP industry partners	November 2018	December 2028	

	10f Complete conversion to non-entangling (if still necessary) and, if possible, biodegradable FADs (<u>required by ICCAT</u> : ICCAT rec. 16-01 article 24 point ii)	See 10a	FIP industry partners	November 2018	December 2024	Completed
	10g First, check/control that all FADs used are biodegradable (ICCAT rec. 16-01)	FAD/bycatch specialist (5 days remote)	FIP industry partners	November 2018	December 2028	
	10h Review new ICCAT requirements for FADs with all FIP fishing companies	See line above	FIP industry partners	November 2018	December 2028	
	10i Review the current FAD design and test then implement new FAD designs in the fishery if necessary; and	See line above	FIP industry partners	November 2018	December 2028	

	10j Review the FAD data collection system and FAD management plan and improve both again if necessary	See line above	FIP industry partners	November 2018	December 2028	
	10k Elaborate an ETP specific fishery management strategy Milestone: implementation end of year 2	FAD/bycatch specialist (5 days remote)	FIP industry partners	November 2018	December 2024	Completed
	10l Review the FAD/ETP data collection system and FAD/ETP management plan and improve both again if necessary	FAD/bycatch specialist (5 days in the field)	FIP industry partners	November 2018	December 2028	
	10m - Ibid (10j) – PMT monitoring	PMT	FIP industry partners	November 2018	December 2028	

	10n – Ibid (10j)	FAD/bycatch specialist (5 days in the field)	FIP industry partners	November 2018	December 2028	
	10o: Produce and implement a waste management policy onboard all FIP vessel in line with MARPOL Annex V.	PMT	FIP industry partners	January 2025	July 2025	Completed

Table 10. Performance Indicator Action Plan Table for Action 8 Improved fishery governance

Action Number and Name (One sentence description)	Improved fishery governance
Action Goal (One sentence that describe the result of the action)	Tuna fishery governance and bait fish fishery governance is improved
Action Description (Brief summary of the steps involved in the action and importance of the action in achieving the FIP objectives)	The fishery management system for pole and line vessels operating out of Ghana needs to have a customary and effective framework that allows delivery of sustainable activities on the UoA. Communication channels to ensure effective consultation processes are needed to ensure direct engagement between industry and government and the fishing authorities.
Expected Completion Date	December 2028

Priority (Based on the implementers criteria: e.g., lowest scoring issues are high priority or actions that are necessary to complete before beginning other actions are high priority)	Medium
Estimated Cost (An estimate of the budget needed to complete the action)	\$30,000 USD
Responsible Parties (List of participants)	FIP Participants
MSC Performance Indicator(s) Addressed by the Action (The MSC performance indicator(s) that are directly impacted by the action. The completion of the action is likely to result in an improved score change for these performance indicators)	3.2.3, 3.1.2, 3.1.1

Action	Tasks/ Milestones	Responsible (lead)	Responsible (supporting role)	Starting date	Expected completion date	Evidence of completion / results
Improved fishery governance	a. Improve monitoring of the UoA fleet by applying EMS – provision of EMS to 17 vessels within the fleet Fixed costs estimate provided by FIP partners (equivalent in EUR presented here) include vessel equipment, onshore equipment and project coordination	PMT monitoring Other activity support costs	FIP industry partners	November 2018	December 2028	

	Local FIP partners to assess the need to update the Ghanaian fisheries legislation accordingly for AIS and EMS requirement on board the UoA – PMT advocacy and monitoring only	PMT	FIP industry partners	November 2018	December 2028	
	Improve monitoring of the UoA fleet by applying AIS depending on the action above (and update Ghanaian fisheries legislation accordingly) – estimate to install a class B AIS device without travel costs included: EUR 1 500 per vessel (note that AIS will not cost anything to run as long as it is not used for fleet management which is an add-on) – locate source of co-funding if agreed by FIP partners	Other activity support costs - tbd	FIP industry partners	November 2018	December 2028	
	Monitor ICCAT progress in improving the dispute resolution procedures, if slow progress: EA PS FIP action – PMT monitoring only <ul style="list-style-type: none"> • Intersessional discussions with ICCAT CPCs to improve resolution of dispute Advocacy paper to ICCAT plenary session on dispute resolution (P&L FIP partners to sign the Paper)	PMT	FIP industry partners	November 2018	December 2024	Completed
	Independent review that roles and responsibilities of data transmission to ICCAT is partly understood by relevant CPCs to the UoA (action of the EA PS FIP) – specific review on pole and line fishing if – external analysis of potential weaknesses	Fisheries management specialist (3 days analysis following a field mission on other related IPGs)	FIP industry partners	November 2018	December 2028	

	Assessment whether sanctions to deal with non-compliance to ICCAT rules are effectively deterrent – action of the EA PS FIP – PMT monitoring only	PMT	FIP industry partners	November 2018	December 2028	
	Review to identify major legislative gaps in relevant States to comply with ICCAT CMMs and sanctions (Ghana and coastal States where the vessels operate, note: Benin observer at ICCAT) – action to be carried out through the EA PS FIP – <u>evaluate the needs to carry out a specific review for this UoA – if no, stop here</u>	Fisheries legal (MCS) specialist (5d in the field including travel – mission carried out to provide any specific additional advice on MCS legislation to monitor the Ghanaian tuna fishery especially the UoA too)	FIP industry partners	November 2018	December 2028	
	Assess effectiveness and efficiency to apply EMS (and AIS: option) as complementary MCS tool to deter IUU fishing – local FIP partners meeting followed by a meeting report, feedback from the civil society by consulting it	PMT Local meeting costs in Ghana (TBD – not significant)	FIP industry partners	November 2018	December 2028	

	(End year 2) An independent review identifies national efforts to comply with ICCAT CMMs (including sanctions) – EA PS FIP action except if specific action required (see 12g)	PMT milestone monitoring	FIP industry partners	November 2018	December 2028	
	(End year 2): roles and responsibilities of data transmission to ICCAT fully understood by, at least, the organisations of the flag State’ s vessels and the coastal States where the vessels are active– PMT report only	PMT	FIP industry partners	November 2018	December 2028	
	Written and robust evidence that the fishery is fully responding to MSC requirements with regards to PI 3.2.3 following the action above - to ensure that it will not be an issue during full assessment – if weaknesses remaining, adapt actions for year 4 and 5 below	Fisheries management specialist (MCS- MSC P3) expert for review and technical support/advice (4 days in the field including travel time)	FIP industry partners	November 2018	December 2028	
	Follow up and facilitation of a fishery specific compliance strategy if deterrent sanctions not in place (year 3 otherwise)	Tbd (added in the budget as PMT resource for the moment)	FIP industry partners	November 2018	December 2028	