

ANNEX 7

THE AGREED RESULT MANAGEMENT FRAMEWORKS AND PROPOSED NATIONAL WORKPLAN AND TIMELINE ADJUSTMENT FROM 2018 TO 2020

I. PROJECT RESULTS FRAMEWORK

1. In the process on the project monitoring and evaluation (M&E), the agreed Project Document on “Establishment and Operation of a Regional System of Fisheries Refugia in the South China Sea and Gulf of Thailand” mentioned very clear to follow UNEP standard monitoring, reporting and evaluation processes and procedures. It is also noted that the project M&E plan have to consistent with the GEF Monitoring and Evaluation policy. Regarding this, the Project Results Framework presented in **Annex 1**, includes SMART indicators for each expected outcome as well as mid-term and end-of-project targets, will be used as a guideline for effective implementation to meet the project outcomes.
2. Refers to the clause 197 of the Project Document mentioned that the M&E plan can be reviewed and revised as necessary during the project inception workshop to ensure project stakeholders understand their roles and responsibilities vis-à-vis project monitoring and evaluation. The PCU therefore includes this agenda with aims to consult with Project Steering Committee, in case there is any revision needed. While, to ensure that all participating countries and project partners are aware on the results framework as well as the expected target outputs during their implementation till 2020.
3. Considering the expected outputs of each project component as mentioned in the Annex 1 are able to summarize as follows:

Components	Expected Outputs
1) Identification and management of fisheries and critical habitat linkages at priority fisheries <i>refugia</i> in the South China Sea and Gulf of Thailand	<ul style="list-style-type: none"> • 14 fisheries <i>refugia</i> profile reports (Annex 3-template), including GIS maps & site characterizations, published • 14 published management plans and 24 annual reports • Quarterly reports [224] of network meetings and activities [including list of participants and results of work] • 4 annual partnership reports
2) Improving the management of critical habitats for fish stocks of transboundary significance via national and regional actions to strengthen the enabling environment and knowledge-base for fisheries <i>refugia</i> management in the South China Sea and Gulf of Thailand	<ul style="list-style-type: none"> • 6 published national reviews and recommendations for reforms of national, provincial and municipal regulations/ordinances for responsible fishing practices at priority <i>refugia</i> • 6 endorsed revised policies • 6 published national guidelines on establishing and operating fisheries <i>refugia</i> • 6 national reports on policy, legal and institutional aspects of <i>refugia</i> establishment and management published • Endorsed policy and executive orders, provincial/local ordinances and by-laws • 6 endorsed National Action Plan for the management of priority fisheries <i>refugia</i> and associated biodiversity • 1 endorsed Regional Action Plan for fisheries <i>refugia</i> • 96 quarterly and 24 annual reports on fish stocks and habitats published online • 6 databases online and populated with datasets

	<ul style="list-style-type: none"> • 6 national and 1 regional Geographical Information System online and populated with site-based information • Characterisations for 14 <i>refugia</i> sites accessible online • 1 modelling system online • 4 published reports of the results of demonstrations
3) Information Management and Dissemination in support of national and regional-level implementation of the fisheries <i>refugia</i> concept in the South China Sea and Gulf of Thailand	<ul style="list-style-type: none"> • 146 online national and 1 regional catalogue of best practice approaches and measures • 24 communications on best practices published and syndicated • 24 awareness materials published online • Annual reports of outreach programmes at 14 priority locations, including tracking of extent of community acceptance [56 reports] • 6 online national web portals on fisheries <i>refugia</i> • 6 published GEF IW experience notes (one per country and one regional) on application of fisheries <i>refugia</i> in the South China Sea and Gulf of Thailand • Information and education materials accessible at SEAFDEC and online • 1 endorsed regional report published online
4) National and regional cooperation and coordination for integrated fish stock and critical habitat management in the South China Sea and Gulf of Thailand	<ul style="list-style-type: none"> • 6 NFRC Terms of Reference and 48 biannual meeting reports (joint management decisions and participant lists) • 6 NSTC Terms of Reference and 96 quarterly meeting reports (scientific and technical advice and participants lists) • 14 Management Board Terms of Reference and 224 quarterly meeting reports (joint management decisions and participant lists) • RSTC Terms of Reference and 4 annual meeting reports (documenting scientific and technical advice and participant lists) • PSC Terms of Reference and 4 annual meeting reports (documenting joint decisions and participant lists) • Terms of Reference and contracts for project coordination unit staff

II. REVISED WORKPLAN AND TIMEFRAME

4. The project implementation at national and regional levels since started in 2017 till present, mostly are coverage in 4 countries namely Cambodia, Malaysia, Philippines and Thailand that submitted the LOA. It is expected that the remaining 2 countries namely Indonesia and Viet Nam will be starting the implementation as soon as possible after submission the LOA. Taking into account that all participating countries can move together without two countries left behind the workplan, the PCU slowed down the activity during a period of the last quarter in 2017 till the 1st quarter of 2018.
5. In addition, the sister project on the Implementing the TDA/SAP for the South China Sea (SCS), in which Fisheries *Refugia* project was one of the fisheries components of the SCS project during the first phase (2002-2008), was endorsed by GEF during the end of 2017. This, therefore, is another reason that fisheries *refugia* and habitat linkages are needed to move together to support each other when implementing the project such as baseline information survey, and etc.
6. At the Regional Scientific and Technical Meeting held in Trat, Thailand suggested that the workplan and timeframe needed to be revised to ensure the project activities are effectively managed and match to the present situation. This paper reports the revised national workplan, based on the Appendix 5 of the Project Documents, as appeared in **Annex 2.1-Annex 2.6**.

III. ACTION BY THE PROJECT STEERING COMMITTEE

- The PSC is invited to seek clarification, suggestion/comments and advise on the proposed papers particularly the expected outputs and revised workplan and timeframe;
- The PSC is requested to take note on the expected outputs of each project component as summarized in the Annex 1;
- The PSC is requested to endorse the revised workplan and timeframe as proposed by participating Countries (appeared in Annex 2).

Annex 1. Overall Results framework for the projectComponent 1: Identification and management of fisheries and critical habitat linkages at priority fisheries *refugia* in the South China Sea and Gulf of Thailand

Outcomes	Indicator	Baseline	Targets End of Project	Source of Verification	Risks and Assumptions
1. Reduced stress on fish stocks and coastal habitats via improved national management of key anthropogenic threats to fisheries and critical habitat linkages in the South China Sea and Gulf of Thailand	<i>Status of formal designation, management plan adoption, and community engagement in implementation of agreed management measures, including enforcement, for priority sites</i>	<i>Rate of coastal habitat loss from SCS basin is high (e.g., 30% per decade for seagrass) Fishing identified as a key threat to coastal habitats</i>	<i>Effective management of key threats to 14 fisheries refugia sites [269,500 ha], including ~50 percent reduction in fishing pressure within sites at times critical to the life-cycles of fished species of transboundary significance</i>	<i>Adopted management plans Regular reports of meetings of national and regional project management bodies Reports of independent mid-term and terminal project evaluations</i>	<i>Adequate local cooperation to compile and analyze information to establish baselines and standardized procedures to measure and monitor the effectiveness of agreed stress reduction measures</i>
1.1 Fisheries and critical habitat linkages at 14 priority sites in the South China Sea and Gulf of Thailand safeguarded via the delineation of fisheries <i>refugia</i> boundaries and the setting of priorities for <i>refugia</i> management	Status of boundary delineation and agreement on proposed management interventions	<i>Refugia</i> site locations identified regionally although need to work with stakeholders, locally including academe and researchers, to delineate boundaries	Agreement among stakeholders on the boundaries of fisheries <i>refugia</i> , key threats to <i>refugia</i> , and priority management interventions for 14 sites in the South China Sea and Gulf of Thailand	14 fisheries <i>refugia</i> profile reports, including maps and site characterisations, published for 14 priority sites	Adequate local cooperation to agree boundaries and compile and analyse information to identify threats and agree management actions
1.2 Amelioration of key threats to fish stock and critical habitat linkages via the adoption and implementation of community-based <i>refugia</i> management plans at 14 sites	Status of adoption and implementation of the management plans Total area of fisheries <i>refugia</i> (ha) under management	Guide to planning of <i>refugia</i> management developed and published in inter-governmentally endorsed regional guidelines and a need exists to apply this at the local level	Community-based <i>refugia</i> management plans that are consistent with the FAO and ASEAN-SEAFDEC Guidelines for Responsible Fisheries developed, adopted, and under implementation at 14 fisheries <i>refugia</i> sites	14 published management plans and annual implementation reports	Sufficient local buy-in from local officials to ensure management plan implementation
1.3 Catalysed community action for fisheries <i>refugia</i> management at 14 sites	Status and effectiveness of the management board and volunteer networks	Efforts to strengthen monitoring, control, and surveillance capabilities in all countries are ongoing, although need exists to refine scope of work to support <i>refugia</i> management	Networks of management boards and community-based fisheries and habitat management volunteers for <i>refugia</i> management established at 14 fisheries <i>refugia</i> sites	224 quarterly reports of network meetings and activities [including list of participants and results of work]	Fisherfolk and resource users willing to participate in management on a voluntary basis

Outcomes	Indicator	Baseline	Targets End of Project	Source of Verification	Risks and Assumptions
1.4 Empowered fishing communities, particularly artisanal fishermen and women involved in inshore gleaning and processing, for enforcement of agreed management rules at 14 priority <i>refugia</i> sites in the South China Sea and Gulf of Thailand	Increase in the proportion of target community members [minimum of 30 percent women] participating in <i>refugia</i> management, including enforcement, at the site level	Capacity building programmes at the community level focus on seafood quality and capacity issues with little emphasis on links between fisheries and environment	Enforcement programmes at 14 fisheries <i>refugia</i> sites, including participatory activities for monitoring, control and surveillance	14 operational enforcement programmes at priority sites	Training materials are sufficiently well designed to engage target audience
1.5 Strengthened civil society and community organisation participation in fisheries <i>refugia</i> management	Number of GEF Small Grants Programme projects commissioned and implemented in support of <i>refugia</i> management objectives	Low level mobilization of civil society, community organization and the private sector in site-based fisheries and habitat management	Operational partnership with the GEF Small Grants Programme to strengthen civil society and community organisation participation in the management of fisheries <i>refugia</i> at 14 sites	4 annual reports of <i>Refugia</i> -SGP partnership	There will be sufficient number of civil society and community based organizations in priority sites to act as GEF SGP project proponents

Component 2: Improving the management of critical habitats for fish stocks of transboundary significance via national and regional actions to strengthen the enabling environment and knowledge-base for fisheries *refugia* management in the South China Sea and Gulf of Thailand

Outcomes	Indicator	Baseline	Targets End of Project	Source of Verification	Risks and Assumptions
2. Increased institutional capacity in the 6 participating countries for the designation and operational management of fisheries <i>refugia</i> via the transformation of enabling environments and the generation of knowledge for planning	<i>Status of enabling environment reform, including extent of behavioral change among small-scale fisherfolk at priority sites</i> <i>Extent of use of available environmental state and socio-cultural information in policy and planning frameworks</i>	<i>Weak enabling environments and limited knowledge within national fisheries and environment departments and ministries with respect to the implementation of measures aimed at managing threats to fish stock and critical habitat linkages</i>	<i>National and regional policy, legal and planning frameworks for demarcating boundaries and managing fisheries <i>refugia</i>, resulting in, inter alia, a 20 percent increase in small-scale fishing vessels using fishing gear and practices designed to safeguard fish stock and critical habitat linkages at priority sites</i>	<i>Endorsed policies and plans</i> <i>Regular reports of meetings of national and regional project management bodies</i> <i>Reports of independent mid-term and terminal project evaluations</i>	<i>Willingness of fisheries and environment sectors to agree on guidelines promoting cross-sectorial cooperation and make joint commitments to the reform of national policy, legal and regulatory frameworks governing the management of fisheries <i>refugia</i></i>

Outcomes	Indicator	Baseline	Targets End of Project	Source of Verification	Risks and Assumptions
2.1 Strengthened enabling environments for the effective management of the effects of fishing on fisheries and critical habitat linkages in the South China Sea and Gulf of Thailand	Status of policy revision and endorsement	Environmental impacts of fishing and aquaculture reflected in national and regional fisheries policies although minimal attention to effects of fishing on critical fish habitats	Measures for the fisheries sector's sustainable use of fish habitats and biodiversity, and based on site-level models of ecosystem carrying capacity, incorporated in the fisheries policies of participating countries	6 endorsed revised policies	Willingness of the fisheries sector to engage on issues relating to environmental performance
2.2 Cross-sectorial agreement on national guidelines for the use of fisheries <i>refugia</i> for integrated fisheries and habitat management	Status of endorsement of national guidelines	ASEAN-SEAFDEC regional guidelines endorsed	National guidelines on the use of fisheries <i>refugia</i> in integrating fisheries and habitat management developed and endorsed by heads of national government departments responsible for fisheries and environment in the participating countries	6 published national guidelines on establishing and operating fisheries <i>refugia</i>	Willingness of the fisheries and environment sectors to agree on guidelines promoting cross-sectorial cooperation
2.3 Endorsed policy, legal, and planning frameworks, both at national and regional levels, for the establishment and management of fisheries <i>refugia</i> , including the reduced use of destructive fishing gear and practices in areas of critical habitats	Status of endorsement of national fisheries <i>refugia</i> policies, enactment of supporting laws, and plan implementation	Absence of clear and effective policies, laws, and plans relating to the demarcation of boundaries, formal designation, and operational management of fisheries <i>refugia</i>	National policy, legal and planning frameworks for demarcating boundaries and managing <i>refugia</i> assessed and required reforms endorsed in the participating countries and reflected in an updated regional action plan	6 national reports on policy, legal and institutional aspects of <i>refugia</i> establishment and management published Endorsed policy and executive orders, provincial/local ordinances and by-laws 6 endorsed National Action Plans for the management of priority fisheries <i>refugia</i> and associated biodiversity 1 endorsed Regional Action Plan for fisheries <i>refugia</i>	National and provincial government commitment to reform Commitments of national governments to cooperate and jointly plan actions relating to management of fish stock and critical habitat linkages for fish stocks of transboundary significance

Outcomes	Indicator	Baseline	Targets End of Project	Source of Verification	Risks and Assumptions
2.4 Enhanced access to information relating to status and trends in fish stocks and their habitats in waters of the SCS	Volume of new and additional information compiled on: biomass trends; recruitment; fish size; fish habitat area and quality; and volume and value of landings by fishing area and fishing gear use	Review of fisheries and their habitats on the SCS coast prepared for Cambodia, Indonesia, the Philippines, Thailand and Viet Nam during 2004-2006	Annual synthesis reports of new and additional information and data relating to the stocks of priority fish, crustaceans and molluscs and their habitats published in each country and disseminated at national and regional levels	96 quarterly and 6 annual reports on fish stocks and habitats published online	Adequate coordination with provincial and municipal fisheries officers to access required information
2.5 Improved national and regional-level management and sharing of information and data on fish early life history in the waters of the SCS	Status of national and regional databases and the number of datasets contained therein	Access to data generated from fish early life history research constrained both nationally and regionally by a lack of central repository	Establishment and population of 6 online national databases, and 1 regional database, of fish egg and larvae distribution and abundance in national waters and the SCS basin	6 databases online and populated with datasets	Willingness of individual scientists and data holders to share information for inclusion in a national repository
2.6 Enhanced access to information relating to the locations and status of coastal habitats and management areas in the SCS and GoT	Status of the national and regional GIS and the number of sites presented and characterised	Information relating to fisheries and their habitats contained a number of national databases and the SCS project website although need for improved access to information regarding management areas	National and regional online Geographical Information Systems on fisheries and marine biodiversity featuring information on locations and management status of coastal habitats, fisheries <i>refugia</i> , MPAs, and critical habitats for threatened and endangered species	6 national and 1 regional Geographical Information System online and populated with site-based information	Internet connectivity in provincial and local offices of departments of fisheries and environment adequate to support online updating of database
2.7 Strengthened information base for the planning, monitoring and evaluation of management at priority fisheries <i>refugia</i> sites in the South China Sea and GoT.	Completeness of site characterisations for 14 priority <i>refugia</i>	Information collection largely focuses on volumes with little attention to species & size selectivity of gear, size frequency and maturity, role of habitats in production	Fisheries and habitat data collection programmes operational to characterise 14 priority <i>refugia</i> sites in the South China Sea and Gulf of Thailand	Characterisations for 14 <i>refugia</i> sites accessible online	Consistent use of standardised data collection methods and procedures

Outcomes	Indicator	Baseline	Targets End of Project	Source of Verification	Risks and Assumptions
2.8 Improved basin-wide understanding of linkages between ocean circulation patterns, nutrient/chlorophyll concentrations, and sources and sinks of fish larvae in the South China Sea	Status of modelling system and extent of its use in decision-making and planning	Absence of information regarding links between circulation patterns, biochemistry and fish early life history in the South China Sea and Gulf of Thailand	Modelling system linking oceanographic, biochemical, and fish early life history information developed applied to improve regional understanding of fish early life history and links to critical habitats	1 regional modelling system online	Available information is sufficient to model linkages
2.9 Regionally and locally appropriate best practices generated to address the effects of trawl and motorised push net ¹ fishing on seagrass habitat, and the capture of juveniles, pre-recruits and fish in spawning condition	Status of demonstration activities Number of best practice fishing methods and practices demonstrated	Few regionally or locally appropriate examples of practical solutions to key threats to fisheries <i>refugia</i>	Best practice fishing methods and practices to address key threats to fish stock and critical habitat linkages demonstrated at priority <i>refugia</i>	4 published reports of the results of demonstrations	Willingness of fisherfolk to engage in activities focused on development of more responsible fishing gear and methods

Component 3: Information Management and Dissemination in support of national and regional-level implementation of the fisheries *refugia* concept in the South China Sea and Gulf of Thailand

Outcomes	Indicator	Baseline	Targets End of Project	Source of Verification	Risks and Assumptions
3. Strengthened knowledge management and information sharing and access for enhanced uptake of good practice in integrating fisheries management and biodiversity conservation in the design and implementation of fisheries and environmental management systems, including Marine Spatial Planning	<i>Extent of demonstrable use of examples of good practice in guiding the replication, scaling-up and mainstreaming of good practices</i>	<i>Low-level ability of stakeholders to engage in meaningful dialogue regarding how broader multiple use planning can best contribute to improving the state of fisheries and biodiversity conservation</i>	<i>National and regional systems for knowledge management and sharing, including the development of indicator sets and standardized statistics to guide the replication, scaling-up and mainstreaming of good practices in the use of fisheries refugia as a spatial planning tool</i>	<i>Routine communications on progress and lessons learned prepared and shared Annual results reports published and disseminated National and regional web portals for knowledge management and information exchange accessible online</i>	<i>If insufficient good practices are documented and shared regionally, awareness building initiatives will be based on a limited number of local examples and may not be effective in engaging community members and resource users in the wider region</i>

¹ Push netting is not found in Indonesia

Outcomes	Indicator	Baseline	Targets End of Project	Source of Verification	Risks and Assumptions
3.1 Enhanced uptake of best practices in integrating fisheries management and biodiversity conservation, in the design and implementation of fisheries management systems	<p>Number of best practice approaches and measures tested and codified</p> <p>Number, scope and reach of communications to share best practices</p> <p>Demonstrable use of best practices in policy and planning</p>	Lessons learned in coastal habitat management from the SCS project's network of 23 demonstration sites have been documented, although there are few regionally relevant examples of best practice in integrated fisheries and biodiversity management	Best practice approaches and measures for integrated fisheries and habitat management captured, documented and communicated nationally and regionally	<p>6 online national and 1 regional catalogue of best practice approaches and measures</p> <p>24 communications on best practices published and syndicated</p>	Sufficient number of best practices will be generated at priority <i>refugia</i> sites
3.2 Improved community acceptance of area based approaches to fisheries and coastal environmental management	Extent of community acceptance of the use of fisheries <i>refugia</i> in coastal fisheries management	Awareness programmes at the community level rarely address area based management approaches	Public awareness and outreach programme to promote local social, economic and environmental benefits of fisheries <i>refugia</i> implemented at 14 priority locations in the South China Sea and Gulf of Thailand	<p>24 awareness materials published online</p> <p>56 annual reports of outreach programmes at 14 priority locations, including tracking of extent of community acceptance</p>	Awareness and outreach materials are sufficiently well designed to engage community members and resource users
3.3 Knowledge generated and experiences from establishing and operating fisheries <i>refugia</i> , captured and shared nationally, regionally, and globally	<p>Status of national web portals</p> <p>Status of publication of GEF IW experience notes</p>	No existing mechanism for the capture, management and sharing of knowledge and experiences in the use of area based tools for fisheries management in the South China Sea region	National knowledge management systems on the use of fisheries <i>refugia</i> in capture fisheries management established and operational	<p>6 online national web portals on fisheries <i>refugia</i></p> <p>7 published GEF IW experience notes (one per country and one regional) on application of fisheries <i>refugia</i> in the South China Sea and Gulf of Thailand</p>	Internet connectivity at provincial and community-level offices of government agencies and other stakeholders adequate to support web-based information sharing
3.4 Information and Education Campaigns for small-scale fisherfolk on the links between fisheries, habitats and biodiversity coordinated regionally through a Regional Education and Awareness Centre	<p>Status of the Regional Education and Awareness Centre at SEAFDEC</p> <p>Volume of information and education material compiled, produced and made accessible</p>	Access to information and training materials on integrated fisheries and habitat management limited to that produced through SCS project and accessible via SCS website	Regional Education and Awareness Centre on fisheries and critical habitats established and operating as a facility for the production and sharing of information and education materials for <i>refugia</i> management	Information and education materials accessible at SEAFDEC and online	Adequate commitment of regional executing agency to sustain longer-term operation of the facility as core function of its Training Department

Outcomes	Indicator	Baseline	Targets End of Project	Source of Verification	Risks and Assumptions
3.5 Standardised methods for collection and analysis of information and data, for use in assessing the impacts of <i>refugia</i> and in the design appropriate indicators for the longer-term operation of the regional system of fisheries <i>refugia</i>	Status of regional agreements Extent of demonstrated use of the agreed procedures in operation of site-level information and data collection programmes	Efforts to standardise reporting of regional fisheries statistics underway although little consideration given to issues relating to fish stock and habitat links	Regional agreement on standardised information and data collection procedures in support of longer-term operation of a regional system of fisheries <i>refugia</i> , including design of stress reduction and environmental state indicators for managed <i>refugia</i>	1 regionally endorsed report published online	Harnessing sufficient scientific and technical expertise to guide development of regionally and locally appropriate procedures

Component 4: National and regional cooperation and coordination for integrated fish stock and critical habitat management in the South China Sea and Gulf of Thailand

Outcomes	Indicator	Baseline	Targets End of Project	Source of Verification	Risks and Assumptions
Cost-effective and efficient coordination of national and regional level cooperation for integrated fisheries and environmental management	<i>Extent and continuity of stakeholder participation in meetings of project management bodies, including the scope and uptake of joint management and planning decisions</i>	<i>Lack of national and regional-level mechanisms to facilitate integration of fisheries management and biodiversity conservation</i>	<i>Effective multi-lateral and intergovernmental communication and joint decision-making, including the use of a consensual knowledge-base in planning ecologically and cost effective management actions</i>	<i>Regular reports of meetings of national and regional project management bodies</i> <i>Reports of independent mid-term and terminal project evaluations</i>	<i>Consultative processes will elicit adequate stakeholder input and commitment of support from national networks to enable integrated management</i>
4.1 Strengthened cross-sectorial coordination in the establishment and operation of fisheries <i>refugia</i> in the participating countries	Extent and continuity of national government agency participation in National Fisheries <i>Refugia</i> Committee meetings	Limited cross-sectorial engagement in the planning of coordinated actions to manage threats to fish stocks and critical habitat linkages	National Fisheries <i>Refugia</i> Committees (NFRC) established in 6 countries, functional and advising national decision-makers and regional <i>fora</i>	6 NFRC Terms of Reference and 48 biannual meeting reports (joint management decisions and participant lists)	Willingness of fisheries and environment sectors to engage in joint planning and decision-making via NFRC
4.2 National scientific and technical expertise and knowledge harnessed to inform policy, legal and institutional reforms for fisheries <i>refugia</i> management in the participating countries	Status of the NTSC's and the uptake of the scientific and technical advice they provide	Lack of a formal mechanism for the sharing of science and technical knowledge between government agencies and other stakeholders involved in fish stock and coastal environmental management in all countries	National Technical and Scientific Committees (NTSC) established in 6 countries, functional and advising site-level management boards, the NFRC and the Regional Scientific and Technical Committee	6 NTSC Terms of Reference and 96 quarterly meeting reports (scientific and technical advice and participants lists)	Securing adequate and consistent inputs of expertise to work of NTSC may be compromised if incentives for national specialists to participate in work of the NTSC are inadequate

Outcomes	Indicator	Baseline	Targets End of Project	Source of Verification	Risks and Assumptions
4.3 Community-led planning of fisheries <i>refugia</i> management at priority locations in the South China Sea and Gulf of Thailand	Continuity of participation of community stakeholders in the planning, monitoring and evaluation of fisheries <i>refugia</i> management	Minimal stakeholder participation in planning of local actions to manage threats to fish stocks and critical habitats linkages	Local community action catalysed via establishment and operation of site-based management boards for fisheries <i>refugia</i> at 14 locations in the South China Sea and Gulf of Thailand	14 Management Board Terms of Reference and 224 quarterly meeting reports (joint management decisions and participant lists)	Existing tensions between local fisherfolk and government agencies may limit community leader participation in management planning
4.4 Regional cooperation in the integration of scientific knowledge and research outputs with management and policy making	Status of the RSTC and the uptake of the scientific and technical advice it provides Continuity of participation of members in annual meetings	Lack of a formal mechanism for the sharing of science and technical knowledge relating to fisheries <i>refugia</i>	Regional Scientific and Technical Committee (RSTC) established and functioning as a bridge between the scientific community and decision-makers for operation of a regional system of fisheries <i>refugia</i> [biannual meetings]	1 RSTC Terms of Reference and 4 annual meeting reports (documenting scientific and technical advice and participant lists)	Harnessing sufficient scientific and technical expertise across disciplines including, <i>inter alia</i> , fisheries science, oceanography, coastal and marine ecology
4.5 Regional cooperation in the establishment and operation of a regional system of fisheries <i>refugia</i>	Status of the PSC Continuity of participation of members in annual meetings	UNEP and GEF requirement for establishment of regional decision making and planning body for the project	Project Steering Committee established and functioning to oversee and act as a principal decision making body for the project	1 PSC Terms of Reference and 8 annual meeting reports (documenting joint decisions and participant lists)	Senior officials of national fisheries administrations acknowledge importance assigned to operation of such a body by UNEP & GEF
4.6 Effective coordination of regional and national-level activities and reporting requirements of UNEP and GEF satisfied	Program coordination unit recruited and staff retained	Executing agency has managed components of larger FAO/GEF projects but is yet to act as executing agency for GEF project of this magnitude	Functioning regional Project Coordinating Unit (PCU) supporting the coordination of regional and national level activities associated with the establishment and operation of regional system of fisheries <i>refugia</i> and meeting reporting requirements of UNEP and the GEF	Terms of Reference and contracts for project coordination unit staff	Regional executing agency ability to recruit and retain appropriately qualified staff for project coordination unit

ANNEX 2.1: REVISED WORK PLAN AND TIMETABLE FOR CAMBODIA

Table (a): Work plan and timetable for national level activities of Component 1 of the SEAFDEC/UNEP/GEF Fisheries *Refugia* Project in Cambodia

	Activity Description	2017				2018				2019				2020			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Component 1: Identification and management of fisheries and critical habitat linkages at 3 fisheries <i>refugia</i> sites in Cambodia																	
1.1	Developing fisheries and coastal habitat information and data collection programmes																
1.1.1	Review existing information and data on fisheries and coastal habitats at sites, including needs																
1.1.2	Consultation workshops to secure community and fisherfolk support in information and data collection																
1.1.3	Design and conduct site-based survey to produce fisheries and habitat profile report for 3 sites																
1.1.4	Conduct fisheries surveys at the 03 sites and submit data to a national online database																
1.2	Facilitating agreement among stakeholder on the boundary of fisheries <i>refugia</i> at Kep, Koh Kong , and Kampot provinces																
1.2.1	Conduct consultations (including at-sea) to draft maps of fisheries <i>refugia</i> for priority species																
1.2.2	Prepare maps for 3 <i>refugia</i> and elicit fisherfolk input to boundary delineation through consultation																
1.2.3	Conduct assessment of environmental and social impacts of designation of sites as <i>refugia</i>																
1.2.4	Secure formal municipal/local government designation of site as fisheries <i>refugia</i>																
1.3	Developing Community-Based Management Plans for Fisheries <i>refugia</i> sites at Kep, Koh Kong, and Kampot provinces																
1.3.1	Consultations to identify key threats to fisheries <i>refugia</i> sites and identify management measures																
1.3.2	Management plans for 3 sites developed through community-based consultations																
1.3.3	Regulations/rules required for <i>refugia</i> management drafted with fisherfolk and local authorities																
1.3.4	Management plans adopted by local authorities and regulatory reforms enacted																

	Activity Description	2017				2018				2019				2020			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
1.4	Establishing operational management for Fisheries <i>refugia</i> sites at Kep, Koh Kong, and Kampot																
1.4.1	Establish management teams and a site-based volunteer network at 3 sites																
1.4.2	Conduct practical capacity building programme for management volunteers at 3 sites																
1.4.3	Coordinate monthly training and awareness activities at 3 sites, including pilot mgmt activities																
1.4.4	Develop and implement collaborative observer and enforcement programme for management plan																
1.5	Strengthening civil society and community organization participation in the management of fisheries <i>refugia</i> sites																
1.5.1	Support local GEF Small Grant Programme proponents in design and execution of projects																
1.5.2	Document and share examples of best practice																

Table (b): Work plan and timetable for national level activities of Component 2 of the SEAFDEC/UNEP/GEF Fisheries Refugia Project in Cambodia

	Activity Description	2017				2018				2019				2020			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
COMPONENT 2: Improving the management of critical habitats for fish stocks of transboundary significance via national actions to strengthen the enabling environment and knowledge-base for fisheries <i>refugia</i> management in Cambodia																	
2.1	Enhancing policy guidance for improved management of the effects of fishing on critical habitats																
2.1.1	Identify and document key threats from fishing and the environment to fish stock and critical habitat linkages																
2.1.2	Formulate recommendations on policy and legal reforms to support promotion of responsible fishing																
2.1.3	Facilitate consultations with fisheries industry and competent authorities on policy reforms																
2.1.4	National policy reform to promote fisheries sector's sustainable use of fish habitats and biodiversity																
2.2	Defining the policy and legal basis for formal designation and establishment of fisheries <i>refugia</i> in Cambodia																
2.2.1	Review of policy and legal aspects on <i>refugia</i> (terminology, procedures, recommended reforms)																

	Activity Description	2017				2018				2019				2020			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
2.2.2	National expert consultation to formulate agreed recommendations for policy and legal reforms																
2.3	Development of national guidelines on the establishment and operation of fisheries <i>refugia</i>																
2.3.1	Draft national guidelines (based 2.1.2) on procedures for formal designation and mgmt of fisheries <i>refugia</i>																
2.3.2	National and local consultative process to elicit stakeholder input to the draft guidelines																
2.3.3	Amend and finalise the guidelines for approval by National Fisheries <i>Refugia</i> Committee and Secretary																
2.4	Reforming national policy, legal and planning frameworks for demarcating boundaries and managing <i>refugia</i>																
2.4.1	Based on 2.1.2 & 2.1.3, draft required policy and legal reforms to support <i>refugia</i> establishment and management																
2.4.2	Convene national and local stakeholder consultations to review and provisional text for adoption																
2.4.3	Facilitate approval and formal adoption of reforms by the authorities at national and provincial levels																
2.4.4	Develop National SCS Action Plan for the management of <i>refugia</i> on the SCS coast of Cambodia																
2.5	Enhancing access to information relating to status and trends in fish stocks and their habitats in Cambodian waters of the SCS																
2.5.1	Compile information and data derived from abundance surveys for longer-term management																
2.5.2	Compile information and data derived from surveys on size-frequency of priority species																
2.5.3	Compile information and data on landings of priority species (volume/value, fishing areas and gears)																
2.5.4	Produce annual syntheses reports of new and additional information for national and regional review																
2.5.5	Revise national report on fish stocks and habitats in Cambodia waters of the South China																
2.6	Improving national-level management and sharing of information and data on fish early life history in Cambodian waters of the SCS																
2.6.1	Prepare a national inventory of fish egg and larvae samples collected from [insert country name] waters (both analysed and unanalysed)																

	Activity Description	2017				2018				2019				2020			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
2.6.2	Develop and maintain a national database of fish egg and larval fish distribution and abundance																
2.6.3	Convene an annual one-day workshop to monitor the implementation of national programmes for the processing/analysis of fish egg and larvae samples																
2.6.4	Prepare an annual status report on fish early life history research for consideration regionally																
2.7	Enhancing access to information relating to the locations and status of coastal habitats and management areas in Cambodian waters of the SCS																
2.7.1	Compile and update information and data in a National Google Earth based GIS on: distribution of habitats; known spawning areas; locations of <i>refugia</i> ; MPAs; fisheries management areas; critical habitats for endangered species																
2.7.2	Prepare annual synthesis of new and additional information included in database (2.7.1)																
2.8	Strengthening the information base for the planning, monitoring and evaluation of management at priority fisheries <i>refugia</i> sites																
2.8.1	Based on 1.1.4, produce detailed site characterizations for the 3 priority fisheries <i>refugia</i> sites for incorporation in national and regional datasets																

Table (c): Work plan and timetable for national level activities of Component 3 of the SEAFDEC/UNEP/GEF Fisheries Refugia Project in Cambodia

	Activity Description	2017				2018				2019				2020			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
COMPONENT 3: Information Management and Dissemination in support of national-level implementation of the fisheries <i>refugia</i> concept in Cambodia																	
3.1	Enhancing national uptake of best practices in integrating fisheries management and biodiversity conservation																
3.1.1	Quarterly capture and documentation of best practices in the establishment and operation of fisheries <i>refugia</i>																
3.1.2	Online catalogue of best practices approaches and measures developed and updated each 6 months																
3.1.3	6 monthly development of communications on best practices for dissemination and syndication																

	Activity Description	2017				2018				2019				2020			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
3.2	Improving community acceptance of area based approaches to marine management																
3.2.1	Produce locally appropriate public awareness and outreach materials to promote local social, economic and environmental benefits of fisheries <i>refugia</i>																
3.2.2	In connection with activity 1.4.3, implement targeted annual outreach programmes at priority communities																
3.2.3	Benchmark and annually track community acceptance of <i>refugia</i> approach as a marine spatial planning tool																
3.3	Knowledge generated and experiences from establishing and operating fisheries <i>refugia</i> captured and shared nationally, regionally, and globally																
3.3.1	Establish and operate national web portal for knowledge management on fisheries <i>refugia</i>																
3.3.2	Prepare and publish one GEF International Waters Experience Note on application of <i>refugia</i> approach																

Table (d): Work plan and timetable for national level activities of Component 4 of the SEAFDEC/UNEP/GEF Fisheries Refugia Project in Cambodia

	Activity Description	2017				2018				2019				2020			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
COMPONENT 4: National coordination for integrated fish stock and critical habitat management in Cambodia																	
4.1	Strengthened cross-sectoral coordination in the establishment and operation of fisheries <i>refugia</i> in Cambodia																
4.1.1	Develop and agree ToR, membership & operational rules for National Fisheries <i>Refugia</i> Committee																
4.1.2	Establish and convene quarterly meetings of the National Fisheries <i>Refugia</i> Committee (NFRC)																
4.1.3	NFRC review and endorse work plans and progress and financial reports, including tracking of continuity of participation of stakeholders																
4.1.4	National NFRC inputs to mid-term review and terminal evaluation of national and regional aspects of project																
4.1.5	Supporting secretariat and Annual audit																
4.2	Harnessing national scientific and technical expertise and knowledge to inform policy, legal and institutional reforms for fisheries <i>refugia</i>																
4.2.1	Establish and convene 6 monthly meetings of the National Scientific and Technical Committee																

	Activity Description	2017				2018				2019				2020			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
4.2.2	Provision of technical and scientific inputs to planning of activities in components 1, 2 and 3																
4.3	Catalyzing local community action via establishment and operation of site-based management boards at 3 priority <i>refugia</i> sites																
4.3.1	Review governance arrangements at each site to identify required ToR and membership of site-based management boards, including links to other local planning bodies																
4.3.2	Establish and convene quarterly meetings of site-based management boards																

ANNEX 2.2: REVISED WORK PLAN AND TIMETABLE FOR MALAYSIA

Table (a): Work plan and timetable for national level activities of Component 1 of the SEAFDEC/UNEP/GEF Fisheries *Refugia* Project in Malaysia

	Activity Description	2017				2018				2019				2020			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
COMPONENT 1: Identification and management of fisheries and critical habitat linkages at 3 priority fisheries <i>refugia</i> in Malaysia																	
1.1	Developing fisheries and coastal habitat information and data collection programmes for (1) Tg. Leman, Johor and (2) Kuala Baram, Sarawak																
1.1.1.	Review existing information and data on fisheries and coastal habitats at sites, including needs																
1.1.2	Consultation workshops to secure community and fisherfolk support in information and data collection																
1.1.3	Design and conduct site-based survey to produce fisheries and habitat profile report for 2 sites																
1.1.4	Design and conduct fisheries surveys at the 2 sites and submit data to a national online database					Design Phase											
1.2	Facilitating agreement among stakeholders on the boundaries of fisheries <i>refugia</i> at the (1) Tg. Leman, Johor and (2) Kuala Baram, Sarawak sites																
1.2.1	Conduct consultations (including at-sea) to draft maps of fisheries <i>refugia</i> for priority species																
1.2.2	Prepare maps for 2 <i>refugia</i> and elicit fisherfolk input to boundary delineation through consultation																
1.2.3	Conduct assessment of environmental and social impacts of designation of sites as <i>refugia</i>																
1.2.4	Secure formal municipal/local government designation of site as fisheries <i>refugia</i>																
1.3	Developing Community-Based Management Plans for the (1) Tg. Leman, Johor and (2) Kuala Baram, Sarawak sites																
1.3.1	Consultations to identify key threats to fisheries <i>refugia</i> sites and identify management measures																
1.3.2	Management plans for 2 sites developed through community-based consultations																
1.3.3	Regulations/rules required for <i>refugia</i> management drafted with fisherfolk and local authorities																
1.3.4	Management plans adopted by local authorities and regulatory reforms enacted																

	Activity Description	2017				2018				2019				2020			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
1.4	Establishing operational management for the (1) Tg. Leman, Johor and (2) Kuala Baram, Sarawak sites																
1.4.1	Establish management teams and a site-based volunteer network at 2 sites																
1.4.2	Conduct practical capacity building programme for management volunteers at 2 sites																
1.4.3	Coordinate monthly training and awareness activities at 2 sites, including pilot mgmt activities																
1.4.4	Develop and implement collaborative observer and enforcement programme for management plan																
1.5	Strengthening civil society and community organization participation in the management of fisheries <i>refugia</i> sites																
1.5.1	Support local GEF Small Grant Programme proponents in design and execution of projects																
1.5.2	Document and share examples of best practice																

Note:

	Tg. Leman, Johor Site
	Kuala Baram, Sarawak Site

Table (b): Work plan and timetable for national level activities of Component 2 of the SEAFDEC/UNEP/GEF Fisheries *Refugia* Project in Malaysia

	Activity Description	2017				2018				2019				2020			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
COMPONENT 2: Improving the management of critical habitats for fish stocks of transboundary significance via national actions to strengthen the enabling environment and knowledge-base for fisheries <i>refugia</i> management in Malaysia																	
2.1	Enhancing policy guidance for improved management of the effects of fishing on critical habitats																
2.1.1	Identify and document key threats from fishing and the environment to fish stock and critical habitat linkages																
2.1.2	Formulate recommendations on policy and legal reforms to support promotion of responsible fishing																
2.1.3	Facilitate consultations with fisheries industry and competent authorities on policy reforms																
2.1.4	National policy reform to promote fisheries sector's sustainable use of fish habitats and biodiversity																

	Activity Description	2017				2018				2019				2020			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
2.2	Defining the policy and legal basis for formal designation and establishment of fisheries <i>refugia</i> in Malaysia																
2.2.1	Review of policy and legal aspects on <i>refugia</i> (terminology, procedures, recommended reforms)																
2.2.2	National expert consultation to formulate agreed recommendations for policy and legal reforms																
2.3	Development of national guidelines on the establishment and operation of fisheries <i>refugia</i>																
2.3.1	Draft national guidelines (based 2.1.2) on procedures for formal designation and mgmt of fisheries <i>refugia</i>																
2.3.2	National and local consultative process to elicit stakeholder input to the draft guidelines																
2.3.3	Amend and finalise the guidelines for approval by National Fisheries <i>Refugia</i> Committee and Secretary																
2.4	Reforming national policy, legal and planning frameworks for demarcating boundaries and managing <i>refugia</i>																
2.4.1	Based on 2.1.2 & 2.1.3, draft required policy and legal reforms to support <i>refugia</i> establishment and mgmt																
2.4.2	Convene national and local stakeholder consultations to review and provisional text for adoption																
2.4.3	Facilitate approval and formal adoption of reforms by the authorities at national and provincial levels																
2.4.4	Develop National Action Plan for the management of <i>refugia</i> on the SCS coast of Malaysia																
2.5	Enhancing access to information relating to status and trends in fish stocks and their habitats in Malaysia waters of the SCS																
2.5.1	Compile information and data derived from abundance surveys for longer-term management																
2.5.2	Compile information and data derived from surveys on size-frequency of priority species																
2.5.3	Compile information and data on landings of priority species (volume/value, fishing areas and gears)																
2.5.4	Produce annual syntheses reports of new and additional information for national and regional review																
2.5.5	Revise national report on fish stocks and habitats in Malaysia waters of the South China																
2.6	Improving national-level management and sharing of information and data on fish early life history in Malaysia waters of the SCS																
2.6.1	Prepare a national inventory of fish egg and larvae samples collected from Malaysia waters (both analysed and unanalysed)																

	Activity Description	2017				2018				2019				2020			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
2.6.2	Develop and maintain a national database of fish egg and larval fish distribution and abundance																
2.6.3	Convene an annual one-day workshop to monitor the implementation of national programmes for the processing/analysis of fish egg and larvae samples																
2.6.4	Prepare an annual status report on fish early life history research for consideration regionally																
2.7	Enhancing access to information relating to the locations and status of coastal habitats and management areas in Malaysia waters of the SCS																
2.7.1	Compile and update information and data in a National Google Earth based GIS on: distribution of habitats; known spawning areas; locations of <i>refugia</i> ; MPAs; fisheries management areas; critical habitats for endangered species																
2.7.2	Prepare annual synthesis of new and additional information included in database (2.7.1)																
2.8	Strengthening the information base for the planning, monitoring and evaluation of management at priority fisheries <i>refugia</i> sites																
2.8.1	Based on 1.1.4, produce detailed site characterizations for the 2 priority fisheries <i>refugia</i> sites for incorporation in national and regional datasets																

Table (c): Work plan and timetable for national level activities of Component 3 of the SEAFDEC/UNEP/GEF Fisheries *Refugia* Project in Malaysia

	Activity Description	2017				2018				2019				2020			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
COMPONENT 3: Information Management and Dissemination in support of national-level implementation of the fisheries <i>refugia</i> concept in Malaysia																	
3.1	Enhancing national uptake of best practices in integrating fisheries management and biodiversity conservation																
3.1.1.	Quarterly capture and documentation of best practices in the establishment and operation of fisheries <i>refugia</i>																
3.1.2	Online catalogue of best practices approaches and measures developed and updated each 6 months																
3.1.3	6 monthly development of communications on best practices for dissemination and syndication																
3.2	Improving community acceptance of area based approaches to marine management																
3.2.1	Produce locally appropriate public awareness and outreach materials to promote local social, economic and environmental benefits of fisheries <i>refugia</i>																

	Activity Description	2017				2018				2019				2020				
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	
3.2.2	In connection with activity 1.4.3, implement targeted annual outreach programmes at priority communities																	
3.2.3	Benchmark and annually track community acceptance of <i>refugia</i> approach as a marine spatial planning tool																	
3.3	Knowledge generated and experiences from establishing and operating fisheries <i>refugia</i> captured and shared nationally, regionally, and globally																	
3.3.1	Establish and operate national web portal for knowledge management on fisheries <i>refugia</i>																	
3.3.2	Prepare and publish one GEF International Waters Experience Note on application of <i>refugia</i> approach																	

Table (d): Work plan and timetable for national level activities of Component 4 of the SEAFDEC/UNEP/GEF Fisheries *Refugia* Project in Malaysia

	Activity Description	2017				2018				2019				2020				
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	
COMPONENT 4: National coordination for integrated fish stock and critical habitat management in Malaysia																		
4.1	Strengthened cross-sectoral coordination in the establishment and operation of fisheries <i>refugia</i> in Malaysia																	
4.1.1	Develop and agree ToR, membership & operational rules for National Fisheries <i>Refugia</i> Committee																	
4.1.2	Establish and convene quarterly meetings of the National Fisheries <i>Refugia</i> Committee (NFRC)																	
4.1.3	NFRC review and endorsement of quarterly work plans and progress and financial reports, including tracking of continuity of participation of stakeholders																	
4.1.4	National NFRC inputs to mid-term review and terminal evaluation of national and regional aspects of project																	
4.2	Harnessing national scientific and technical expertise and knowledge to inform policy, legal and institutional reforms for fisheries <i>refugia</i>																	
4.2.1	Establish and convene 6 monthly meetings of the National Technical Working Group																	
4.2.2	Provision of technical and scientific inputs to planning of activities in components 1, 2 and 3																	
4.3	Catalyzing local community action via establishment and operation of site-based management boards at 2 priority <i>refugia</i> sites																	
4.3.1	Review governance arrangements at each site to identify required ToR and membership of site-based management boards, including links to other local planning bodies																	
4.3.2	Establish and convene quarterly meetings of site-based management boards																	
4.3.3	Preparation of quarterly work plans and progress and financial reports on activities at each site																	

ANNEX 2.3: REVISED WORK PLAN AND TIMETABLE FOR PHILIPPINES

Table (a): Workplan and Timeframe for national level activities of Component 1 of the SEAFDEC/UNEP/GEF Fisheries *Refugia* Project in the Philippines

	Activity Description	2017				2018				2019				2020			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
COMPONENT 1: Identification and management of fisheries and critical habitat linkages at priority fisheries <i>refugia</i> in the South China Sea																	
1.1	Developing fisheries and coastal habitat information and data collection programmes for 3 priority fisheries <i>refugia</i> sites (underpins Outcome 3.5)																
1.1.1.	Review existing information and data on fisheries and coastal habitats, including needs for management interventions identified																
1.1.2	National consultation workshops to secure community and fisherfolk support in information & data collection																
1.1.3	Design and conduct site-based surveys to produce fisheries and habitat profile report for 3 sites																
1.1.4	Design and conduct fisheries surveys at 3 sites and submit data to a national online database																
1.2	Facilitating agreement among stakeholders on the boundaries of fisheries <i>refugia</i> at the Calamianes Islands, Bolinao, and Masinloc sites																
1.2.1	Conduct consultations (including at-sea) to draft maps of fisheries <i>refugia</i> for priority species at 3 sites																
1.2.2	Prepare maps for 3 <i>refugia</i> and elicit fisherfolk input to boundary delineation through consultation																
1.2.3	Conduct assessment of environmental and social impacts of <i>refugia</i> designation at 3 locations																
1.2.4	Secure formal municipal/local government designation of sites as fisheries <i>refugia</i> at 3 priority locations																
1.3	Developing Community-Based Management Plans for the Calamianes Islands, Bolinao, and Masinloc sites																
1.3.1	Consultations to identify key threats to fisheries <i>refugia</i> sites and identify management measures																
1.3.2	Management plans for 3 sites developed through community-based consultations																
1.3.3	Regulations/rules required for <i>refugia</i> management drafted with fisherfolk and local authorities																
1.3.4	Management plans adopted by local authorities and regulatory reforms enacted																

	Activity Description	2017				2018				2019				2020			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
1.4	Establishing operational management for the Calamianes Islands, Bolinao, and Masinloc sites																
1.4.1	Establish management teams and site-based volunteer networks at 3 sites																
1.4.2	Conduct practical capacity building programme for management volunteers at 3 sites																
1.4.3	Coordinate monthly training and awareness activities at 3 sites, including pilot mgmt activities																
1.4.4	Develop and implement collaborative observer and enforcement programmes for management plan implementation at 3 sites																
1.5	Strengthening civil society and community organization participation in the management of fisheries <i>refugia</i> sites																
1.5.1	Support local GEF Small Grant Programme proponents in design and execution of projects																
1.5.2	Document and share examples of best practice at regional and national levels in the 6 countries																

Table (b): Work plan and timetable for national level activities of Component 2 of the SEAFDEC/UNEP/GEF Fisheries *Refugia* Project in the Philippines

	Activity Description	2017				2018				2019				2020			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
COMPONENT 2: Improving the management of critical habitats for fish stocks of transboundary significance via national and regional actions to strengthen the enabling environment and knowledge-base for fisheries <i>refugia</i> management in the South China Sea																	
2.1	Enhancing policy guidance for improved management of the effects of fishing on critical habitats in the 6 participating countries																
2.1.1	Identify and document key threats from fishing and the environment to fish stock and critical habitat linkages at 3 priority sites																
2.1.2	Formulate recommendations on policy and legal reforms to support promotion of responsible fishing at 3 priority sites																
2.1.3	Facilitate consultations with fisheries industry and competent authorities on policy reforms for responsible fishing gear and practices in the participating countries																
2.1.4	National policy reform to promote fisheries sector's sustainable use of fish habitats and biodiversity																

	Activity Description	2017				2018				2019				2020			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
2.2	Defining the policy and legal basis for formal designation and establishment of fisheries <i>refugia</i> in the 6 participating countries																
2.2.1	Reviews of policy and legal aspects on <i>refugia</i> (terminology, procedures, recommended reforms)																
2.2.2	National expert consultations to formulate agreed recommendations for policy and legal reforms																
2.3	Development of national guidelines on the establishment and operation of fisheries <i>refugia</i> and reflected in an updated regional <i>refugia</i> action plan																
2.3.1	Draft national guidelines (based on 2.1.2) on procedures for formal designation and mgmt of fisheries <i>refugia</i>																
2.3.2	National and local consultative process to elicit stakeholder input to the draft guidelines																
2.3.3	Amend and finalise national guidelines for approval by National Fisheries <i>Refugia</i> Committee & Secretary																
2.3.4	Draft regional <i>refugia</i> action plan																
2.4	Reforming national and regional policy, legal and planning frameworks for demarcating boundaries and managing <i>refugia</i>																
2.4.1	Based on 2.1.2 & 2.1.3, draft required policy and legal reforms to support <i>refugia</i> establishment and mgmt																
2.4.2	Convene national and local stakeholder consultations to review draft text for adoption in 6 countries																
2.4.3	Facilitate approval and formal adoption of reforms by the authorities at national and provincial levels for 3 priority sites in 6 countries																
2.4.4	Develop Regional Action Plan for the management of <i>refugia</i> in coastal areas of the South China Sea																
2.5	Enhancing access to information relating to status and trends in fish stocks and their habitats in waters of the SCS marine basin																
2.5.1	Compile information and data derived from abundance surveys for longer-term management																
2.5.2	Compile information and data derived from surveys on size-frequency of priority species																
2.5.3	Compile information and data on landings of priority species (volume/value, fishing areas and gears) in South China Sea waters of the																

	Activity Description	2017				2018				2019				2020			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
2.5.4	Produce annual syntheses reports of new and additional information for national and regional review																
2.5.5	Revise national reports on fish stocks and habitats in the South China Sea for each 6 participating countries																
2.6	Improved national and regional-level management and sharing of information and data on fish early life history in the waters of the SCS																
2.6.1	Prepare national of fish egg and larvae samples collected from Philippine waters (both analysed and unanalysed)																
2.6.2	Develop and maintain a national database of fish egg and larval fish distribution and abundance																
2.6.3	Convene annual one-day workshop to monitor the implementation of national programmes for the processing/analysis of fish egg and larvae samples																
2.6.4	Prepare annual status reports on fish early life history research for consideration regionally																
2.7	Enhancing access to information relating to the locations and status of coastal habitats and management areas in the SCS																
2.7.1	Compile and update information and data a National Google Earth based GIS on: distribution of habitats; known spawning areas; locations of <i>refugia</i> ; MPAs; fisheries management areas; critical habitats for endangered species																
2.7.2	Prepare annual synthesis of new and additional information included in databases (2.7.1)																
2.8	Strengthening the information base for the planning, monitoring and evaluation of management at 3 priority fisheries <i>refugia</i> sites																
2.8.1	Based on 1.1.4, produce detailed site characterizations for the 3 priority fisheries <i>refugia</i> sites for incorporation into national and regional datasets																
2.9	Improved basin-wide understanding of linkages between ocean circulation patterns, nutrient/chlorophyll concentrations, and sources and sinks of fish larvae in the South China Sea																
2.9.1	Development of modelling system linking oceanographic, biochemical, and fish early life history information developed applied to improve regional understanding of fish early life history and links to critical habitats																

	Activity Description	2017				2018				2019				2020				
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	
2.9.2	Publication of report on application of modelling system in identifying priority locations for replication and scaling-up of fisheries <i>refugia</i> best practices																	
2.10	Regionally and locally appropriate best practices generated to address the effects of trawl and push net fishing on seagrass habitat, and the capture of juveniles, pre-recruits and fish in spawning condition																	
2.10.1	Best practice fishing methods and practices to address key threats to fish stock and critical habitat linkages demonstrated at priority <i>refugia</i>																	

Table (c): Work plan and timetable for national level activities of Component 3 of the SEAFDEC/UNEP/GEF Fisheries *Refugia* Project in the Philippines

	Activity Description	2017				2018				2019				2020				
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	
COMPONENT 3: Information Management and Dissemination in support of national and regional-level implementation of the fisheries <i>refugia</i> concept in the South China Sea																		
3.1	Enhancing uptake of best practices in integrating fisheries management and biodiversity conservation in the 6 participating countries																	
3.1.1	Quarterly capture and documentation of best practices in the establishment and operation of fisheries <i>refugia</i> in the 6 participating countries																	
3.1.2	Online catalogue of best practices approaches and measures developed and updated each 6 months																	
3.1.3	6 monthly development of communications on best practices for dissemination and syndication, both nationally and regionally																	
3.2	Improving community acceptance of area based approaches to marine management in the 6 participating countries																	
3.2.1	Produce locally appropriate public awareness and outreach materials to promote local social, economic and environmental benefits of fisheries <i>refugia</i>																	
3.2.2	In connection with activity 1.4.3, implement targeted annual outreach programmes at priority communities at the 3 sites in the SCS																	
3.2.3	Benchmark and annually track community acceptance of <i>refugia</i> approach as a marine spatial planning tool																	

	Activity Description	2017				2018				2019				2020			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
3.3	Knowledge generated and experiences from establishing and operating fisheries <i>refugia</i> captured and shared nationally, regionally, and globally																
3.3.1	Establish and operate national and regional web portals for knowledge management on fisheries <i>refugia</i>																
3.3.2	Prepare and publish 1 GEF International Waters Experience Note on application of <i>refugia</i> approach at the national level																
3.4	Information and Education Campaigns for small-scale fisherfolk on the links between fisheries, habitats and biodiversity coordinated regionally through a Regional Education and Awareness Centre																
3.4.1	Establishment of Regional Education and Awareness Centre on fisheries and critical habitats																
3.4.2	Production and regional-level sharing of information and education materials for <i>refugia</i> management																
3.5	Standardised methods for collection and analysis of information and data for use in assessing impacts of <i>refugia</i> and design appropriate indicators for the longer-term operation of the regional system of fisheries <i>refugia</i> (underpinned by information and data collection programmes of Component 1)																
3.5.1	Develop standardised information and data collection procedures in support of longer-term operation of a regional system of fisheries <i>refugia</i> ,																
3.5.2	Regional consultation to agree on stress reduction and environmental state indicators for managed <i>refugia</i>																

Table (d): Work plan and timetable for national level activities of Component 4 of the SEAFDEC/UNEP/GEF Fisheries *Refugia* Project in the Philippines

	Activity Description	2017				2018				2019				2020			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
COMPONENT 4: National cooperation and coordination for integrated fish stock and critical habitat management in the South China Sea																	
4.1	Strengthened cross-sectorial coordination in the establishment and operation of fisheries <i>refugia</i> in the participating countries																
4.1.1	Develop and agree ToR, membership & operational rules for National Fisheries <i>Refugia</i> Committee																
4.1.2	Establish and convene quarterly meetings of the National Fisheries <i>Refugia</i> Committee (NFRC) (or equivalent) for 6 participating countries																
4.1.3	NFRC review and endorsement of quarterly work plans and progress and financial reports, including tracking of continuity of participation of stakeholders																

	Activity Description	2017				2018				2019				2020			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
4.1.4	National NFRC inputs to mid-term review and terminal evaluation of national and regional aspects of project																
4.2	Harnessing national scientific and technical expertise and knowledge to inform policy, legal and institutional reforms for fisheries <i>refugia</i>																
4.2.1	Establish and convene 6 monthly meetings of the National Scientific and Technical Committee (or equivalent)																
4.2.2	Provision of technical and scientific inputs to planning of activities in components 1, 2 and 3 led by National Lead Agencies in each of 6 participating countries																
4.3	Catalysing local community action via establishment and operation of site-based management boards at 3 priority <i>refugia</i> sites																
4.3.1	Review governance arrangements at each site to identify required ToR and membership of site-based management boards, including links to other local planning bodies																
4.3.2	Establish and convene quarterly meetings of site-based management boards at the 3 sites																
4.3.3	Preparation of quarterly work plans and progress and financial reports on activities at each of the 3 sites																
4.6.1	Establishment and operation of the regional Project Coordinating Unit, including appointment & retention of a Project Director																

ANNEX 2.4 : REVISED WORK PLAN AND TIMETABLE FOR THAILAND

Table (a): Work plan and timetable for national level activities of Component 1 of the SEAFDEC/UNEP/GEF Fisheries *Refugia* Project in Thailand

	Activity Description	2017				2018				2019				2020			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
COMPONENT 1: Identification and management of fisheries and critical habitat linkages at 3 priority fisheries <i>refugia</i> in Thailand																	
1.1	Developing fisheries and coastal habitat information and data collection programmes for the Chang Strait and Mu Koh Samui sites																
1.1.1.	Review existing information and data on fisheries and coastal habitats at sites, including needs																
1.1.2	Consultation workshops to secure community and fishermen support in information and data collection																
1.1.3	Design and conduct site-based survey to produce fisheries and habitat profile report for 2 sites																
1.1.4	Conduct fisheries surveys at the 2 sites and submit data to a national online database																
1.2	Facilitating agreement among stakeholders on the boundaries of fisheries <i>refugia</i> at the Chang Strait and Mu Koh Samui sites																
1.2.1	Conduct consultations (including at-sea) to draft maps of fisheries <i>refugia</i> for priority species																
1.2.2	Prepare maps for 2 <i>refugia</i> and elicit fishermen input to boundary delineation through consultation																
1.2.3	Conduct assessment of environmental and social impacts of designation of sites as <i>refugia</i>																
1.2.4	Secure formal municipal/local government designation of site as fisheries <i>refugia</i>																
1.3	Developing Community-Based Management Plans for the Chang Strait and Mu Koh Samui sites																
1.3.1	Consultations to identify key threats to fisheries <i>refugia</i> sites and identify management measures																
1.3.2	Management plans for 2 sites developed through community-based consultations																
1.3.3	Regulations/rules required for <i>refugia</i> management drafted with fishermen and local authorities																
1.3.4	Management plans adopted by local authorities and regulatory reforms enacted																
1.4	Establishing operational management for the Chang Strait and Mu Koh Samui sites																
1.4.1	Establish management teams and a site-based volunteer network at 2 sites																

	Activity Description	2017				2018				2019				2020			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
1.4.2	Conduct practical capacity building programme for management volunteers at 2 sites																
1.4.3	Coordinate monthly training and awareness activities at 2 sites, including pilot mgmt activities																
1.4.4	Develop and implement collaborative observer and enforcement programme for management plan																
1.5	Strengthening civil society and community organization participation in the management of fisheries <i>refugia</i> sites																
1.5.1	Support local GEF Small Grant Programme proponents in design and execution of projects																
1.5.2	Document and share examples of best practice																

Table (b): Work plan and timetable for national level activities of Component 2 of the SEAFDEC/UNEP/GEF Fisheries *Refugia* Project in Thailand

	Activity Description	2017				2018				2019				2020			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
COMPONENT 2: Improving the management of critical habitats for fish stocks of transboundary significance via national actions to strengthen the enabling environment and knowledge-base for fisheries <i>refugia</i> management in Thailand																	
2.1	Enhancing policy guidance for improved management of the effects of fishing on critical habitats																
2.1.1	Identify and document key threats from fishing and the environment to fish stock and critical habitat linkages																
2.1.2	Formulate recommendations on policy and legal reforms to support promotion of responsible fishing																
2.1.3	Facilitate consultations with fisheries industry and competent authorities on policy reforms																
2.1.4	National policy reform to promote fisheries sector's sustainable use of fish habitats and biodiversity																
2.2	Defining the policy and legal basis for formal designation and establishment of fisheries <i>refugia</i> in Thailand																
2.2.1	Review of policy and legal aspects on <i>refugia</i> (terminology, procedures, recommended reforms)																
2.2.2	National expert consultation to formulate agreed recommendations for policy and legal reforms																
2.3	Development of national guidelines on the establishment and operation of fisheries <i>refugia</i>																
2.3.1	Draft national guidelines (based 2.1.2) on procedures for formal designation and mgmt of fisheries <i>refugia</i>																
2.3.2	National and local consultative process to elicit stakeholder input to the draft guidelines																

	Activity Description	2017				2018				2019				2020			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
2.3.3	Amend and finalize the guidelines for approval by National Fisheries <i>Refugia</i> Committee and Secretary																
2.4	Reforming national policy, legal and planning frameworks for demarcating boundaries and managing <i>refugia</i>																
2.4.1	Based on 2.1.2 & 2.1.3, draft required policy and legal reforms to support <i>refugia</i> establishment and mgmt																
2.4.2	Convene national and local stakeholder consultations to review and provisional text for adoption																
2.4.3	Facilitate approval and formal adoption of reforms by the authorities at national and provincial levels																
2.4.4	Develop National Action Plan for the management of <i>refugia</i> on the SCS coast of Thailand																
2.5	Enhancing access to information relating to status and trends in fish stocks and their habitats in Thailand's waters of the SCS																
2.5.1	Compile information and data derived from abundance surveys for longer-term management																
2.5.2	Compile information and data derived from surveys on size-frequency of priority species																
2.5.3	Compile information and data on landings of priority species (volume/value, fishing areas and gears)																
2.5.4	Produce annual syntheses reports of new and additional information for national and regional review																
2.5.5	Revise national report on fish stocks and habitats in Thailand's waters of the South China Sea																
2.6	Improving national-level management and sharing of information and data on fish early life history in Thailand's waters of the SCS																
2.6.1	Prepare a national inventory of fish egg and larvae samples collected from Thailand's waters (both analysed and unanalysed)																
2.6.2	Develop and maintain a national database of fish egg and larval fish distribution and abundance																
2.6.3	Convene an annual one-day workshop to monitor the implementation of national programmes for the processing/analysis of fish egg and larvae samples																
2.6.4	Prepare an annual status report on fish early life history research for consideration regionally																
2.7	Enhancing access to information relating to the locations and status of coastal habitats and management areas in Thailand's waters of the SCS																
2.7.1	Compile and update information and data in a National Google Earth based GIS on: distribution of habitats; known spawning areas; locations of <i>refugia</i> ; MPAs; fisheries management areas; critical habitats for endangered species																

	Activity Description	2017				2018				2019				2020				
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	
2.7.2	Prepare annual synthesis of new and additional information included in database (2.7.1)																	
2.8	Strengthening the information base for the planning, monitoring and evaluation of management at priority fisheries <i>refugia</i> sites																	
2.8.1	Based on 1.1.4, produce detailed site characterizations for the 2 priority fisheries <i>refugia</i> sites for incorporation in national and regional datasets																	

Table (c): Work plan and timetable for national level activities of Component 3 of the SEAFDEC/UNEP/GEF Fisheries *Refugia* Project in Thailand

	Activity Description	2017				2018				2019				2020				
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	
COMPONENT 3: Information Management and Dissemination in support of national-level implementation of the fisheries <i>refugia</i> concept in Thailand																		
3.1	Enhancing national uptake of best practices in integrating fisheries management and biodiversity conservation																	
3.1.1.	Quarterly capture and documentation of best practices in the establishment and operation of fisheries <i>refugia</i>																	
3.1.2	Online catalogue of best practices approaches and measures developed and updated each 6 months																	
3.1.3	6 monthly development of communications on best practices for dissemination and syndication																	
3.2	Improving community acceptance of area based approaches to marine management																	
3.2.1	Produce locally appropriate public awareness and outreach materials to promote local social, economic and environmental benefits of fisheries <i>refugia</i>																	
3.2.2	In connection with activity 1.4.3, implement targeted annual outreach programmes at priority communities																	
3.2.3	Benchmark and annually track community acceptance of <i>refugia</i> approach as a marine spatial planning tool																	
3.3	Knowledge generated and experiences from establishing and operating fisheries <i>refugia</i> captured and shared nationally, regionally, and globally																	
3.3.1	Establish and operate national web portal for knowledge management on fisheries <i>refugia</i>																	
3.3.2	Prepare and publish one GEF International Waters Experience Note on application of <i>refugia</i> approach																	

Table (d): Work plan and timetable for national level activities of Component 4 of the SEAFDEC/UNEP/GEF Fisheries *Refugia* Project in Thailand

	Activity Description	2017				2018				2019				2020			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
COMPONENT 4: National coordination for integrated fish stock and critical habitat management in Thailand																	
4.1	Strengthened cross-sectoral coordination in the establishment and operation of fisheries refugia in Thailand																
4.1.1	Develop and agree ToR, membership & operational rules for National Fisheries <i>Refugia</i> Committee																
4.1.2	Establish and convene quarterly meetings of the National Fisheries <i>Refugia</i> Committee (NFRC)																
4.1.3	NFRC review and endorsement of quarterly work plans and progress and financial reports, including tracking of continuity of participation of stakeholders																
4.1.4	National NFRC inputs to mid-term review and terminal evaluation of national and regional aspects of project																
4.2	Harnessing national scientific and technical expertise and knowledge to inform policy, legal and institutional reforms for fisheries <i>refugia</i>																
4.2.1	Establish and convene 6 monthly meetings of the National Scientific and Technical Committee																
4.2.2	Provision of technical and scientific inputs to planning of activities in components 1, 2 and 3																
4.3	Catalyzing local community action via establishment and operation of site-based management boards at 3 priority <i>refugia</i> sites																
4.3.1	Review governance arrangements at each site to identify required ToR and membership of site-based management boards, including links to other local planning bodies																
4.3.2	Establish and convene quarterly meetings of site-based management boards																
4.3.3	Preparation of quarterly work plans and progress and financial reports on activities at each site																

ANNEX 2.5 : WORK PLAN AND TIMETABLE FOR INDONESIA (ORIGINAL)

Table (a): Work plan and timetable for national level activities of Component 1 of the SEAFDEC/UNEP/GEF Fisheries *Refugia* Project in Indonesia

	Activity Description	Year 1				Year 2				Year 3				Year 4			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
COMPONENT 1: Identification and management of fisheries and critical habitat linkages at 3 priority fisheries <i>refugia</i> in Indonesia																	
1.1	Developing fisheries and coastal habitat information and data collection programmes for Bangka Belitung, Kalimantan Barat), and Kep. Riau sites																
1.1.1.	Review existing information and data on fisheries and coastal habitats at sites, including needs																
1.1.2	Consultation workshops to secure community and fisherfolk support in information and data collection																
1.1.3	Design and conduct site-based survey to produce fisheries and habitat profile report for 3 sites																
1.1.4	Design and conduct monthly fisheries surveys at the 3 sites and submit data to a national online database																
1.2	Facilitating agreement among stakeholders on the boundaries of fisheries <i>refugia</i> at the Bangka Belitung, Kalimantan Barat, and Kep. Riau sites																
1.2.1	Conduct consultations (including at-sea) to draft maps of fisheries <i>refugia</i> for priority species																
1.2.2	Prepare maps for 3 <i>refugia</i> and elicit fisherfolk input to boundary delineation through consultation																
1.2.3	Conduct assessment of environmental and social impacts of designation of sites as <i>refugia</i>																
1.2.4	Secure formal municipal/local government designation of site as fisheries <i>refugia</i>																
1.3	Developing Community-Based Management Plans for the Bangka Belitung, Kalimantan Barat, and Kep. Riau sites																
1.3.1	Consultations to identify key threats to fisheries <i>refugia</i> sites and identify management measures																
1.3.2	Management plans for 3 sites developed through community-based consultations																
1.3.3	Regulations/rules required for <i>refugia</i> management drafted with fisherfolk and local authorities																
1.3.4	Management plans adopted by local authorities and regulatory reforms enacted																
1.4	Establishing operational management for the Bangka Belitung, Kalimantan Barat), and Kep. Riau sites <i>refugia</i> sites																
1.4.1	Establish management teams and a site-based volunteer network at 3 sites																
1.4.2	Conduct practical capacity building programme for management volunteers at 3 sites																

	Activity Description	2017				2018				2019				2020			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
1.4.3	Coordinate monthly training and awareness activities at 3 sites, including pilot mgmt activities																
1.4.4	Develop and implement collaborative observer and enforcement programme for management plan																
1.5	Strengthening civil society and community organization participation in the management of fisheries <i>refugia</i> sites																
1.5.1	Support local GEF Small Grant Programme proponents in design and execution of projects																
1.5.2	Document and share examples of best practice																

Table (b): Work plan and timetable for national level activities of Component 2 of the SEAFDEC/UNEP/GEF Fisheries *Refugia* Project in Indonesia

	Activity Description	Year 1				Year 2				Year 3				Year 4			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
COMPONENT 2: Improving the management of critical habitats for fish stocks of transboundary significance via national actions to strengthen the enabling environment and knowledge-base for fisheries <i>refugia</i> management in Indonesia																	
2.1	Enhancing policy guidance for improved management of the effects of fishing on critical habitats																
2.1.1	Identify and document key threats from fishing and the environment to fish stock and critical habitat linkages																
2.1.2	Formulate recommendations on policy and legal reforms to support promotion of responsible fishing																
2.1.3	Facilitate consultations with fisheries industry and competent authorities on policy reforms																
2.1.4	National policy reform to promote fisheries sector's sustainable use of fish habitats and biodiversity																
2.2	Defining the policy and legal basis for formal designation and establishment of fisheries <i>refugia</i> in Indonesia																
2.2.1	Review of policy and legal aspects on <i>refugia</i> (terminology, procedures, recommended reforms)																
2.2.2	National expert consultation to formulate agreed recommendations for policy and legal reforms																
2.3	Development of national guidelines on the establishment and operation of fisheries <i>refugia</i>																
2.3.1	Draft national guidelines (based 2.1.2) on procedures for formal designation and mgmt of fisheries <i>refugia</i>																
2.3.2	National and local consultative process to elicit stakeholder input to the draft guidelines																
2.3.3	Amend and finalize the guidelines for approval by National Fisheries <i>Refugia</i> Committee and Secretary																

	Activity Description	Year 1				Year 2				Year 3				Year 4			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
2.4	Reforming national policy, legal and planning frameworks for demarcating boundaries and managing <i>refugia</i>																
2.4.1	Based on 2.1.2 & 2.1.3, draft required policy and legal reforms to support <i>refugia</i> establishment and mgmt																
2.4.2	Convene national and local stakeholder consultations to review and provisional text for adoption																
2.4.3	Facilitate approval and formal adoption of reforms by the authorities at national and provincial levels																
2.4.4	Develop National Action Plan for the management of <i>refugia</i> on the SCS coast of Indonesia																
2.5	Enhancing access to information relating to status and trends in fish stocks and their habitats in Indonesian waters of the SCS																
2.5.1	Compile information and data derived from abundance surveys for longer-term management																
2.5.2	Compile information and data derived from surveys on size-frequency of priority species																
2.5.3	Compile information and data on landings of priority species (volume/value, fishing areas and gears)																
2.5.4	Produce annual syntheses reports of new and additional information for national and regional review																
2.5.5	Revise national report on fish stocks and habitats in Philippine waters of the South China																
2.6	Improving national-level management and sharing of information and data on fish early life history in Indonesian waters of the SCS																
2.6.1	Prepare a national inventory of fish egg and larvae samples collected from Indonesia waters (both analysed and unanalysed)																
2.6.2	Develop and maintain a national database of fish egg and larval fish distribution and abundance																
2.6.3	Convene an annual one-day workshop to monitor the implementation of national programmes for the processing/analysis of fish egg and larvae samples																
2.6.4	Prepare an annual status report on fish early life history research for consideration regionally																
2.7	Enhancing access to information relating to the locations and status of coastal habitats and management areas in Indonesian waters of the SCS																
2.7.1	Compile and update information and data in a National Google Earth based GIS on: distribution of habitats; known spawning areas; locations of <i>refugia</i> ; MPAs; fisheries management areas; critical habitats for endangered species																
2.7.2	Prepare annual synthesis of new and additional information included in database (2.7.1)																

	Activity Description	Year 1				Year 2				Year 3				Year 4			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
2.8	Strengthening the information base for the planning, monitoring and evaluation of management at priority fisheries <i>refugia</i> sites																
2.8.1	Based on 1.1.4, produce detailed site characterizations for the 3 priority fisheries <i>refugia</i> sites for incorporation in national and regional datasets																

Table (c): Work plan and timetable for national level activities of Component 3 of the SEAFDEC/UNEP/GEF Fisheries *Refugia* Project in Indonesia

	Activity Description	Year 1				Year 2				Year 3				Year 4			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
COMPONENT 3: Information Management and Dissemination in support of national-level implementation of the fisheries <i>refugia</i> concept in Indonesia																	
3.1	Enhancing national uptake of best practices in integrating fisheries management and biodiversity conservation																
3.1.1.	Quarterly capture and documentation of best practices in the establishment and operation of fisheries <i>refugia</i>																
3.1.2	Online catalogue of best practices approaches and measures developed and updated each 6 months																
3.1.3	6 monthly development of communications on best practices for dissemination and syndication																
3.2	Improving community acceptance of area based approaches to marine management																
3.2.1	Produce locally appropriate public awareness and outreach materials to promote local social, economic and environmental benefits of fisheries <i>refugia</i>																
3.2.2	In connection with activity 1.4.3, implement targeted annual outreach programmes at priority communities																
3.2.3	Benchmark and annually track community acceptance of <i>refugia</i> approach as a marine spatial planning tool																
3.3	Knowledge generated and experiences from establishing and operating fisheries <i>refugia</i> captured and shared nationally, regionally, and globally																
3.3.1	Establish and operate national web portal for knowledge management on fisheries <i>refugia</i>																
3.3.2	Prepare and publish one GEF International Waters Experience Note on application of <i>refugia</i> approach																

Table (d): Work plan and timetable for national level activities of Component 4 of the SEAFDEC/UNEP/GEF Fisheries *Refugia* Project in Indonesia

	Activity Description	Year 1				Year 2				Year 3				Year 4			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
COMPONENT 4: National coordination for integrated fish stock and critical habitat management in Indonesia																	
4.1	Strengthened cross-sectoral coordination in the establishment and operation of fisheries <i>refugia</i> in Indonesia																
4.1.1	Develop and agree ToR, membership & operational rules for National Fisheries <i>Refugia</i> Committee																
4.1.2	Establish and convene quarterly meetings of the National Fisheries <i>Refugia</i> Committee (NFRC)																
4.1.3	NFRC review and endorsement of quarterly work plans and progress and financial reports, including tracking of continuity of participation of stakeholders																
4.1.4	National NFRC inputs to mid-term review and terminal evaluation of national and regional aspects of project																
4.2	Harnessing national scientific and technical expertise and knowledge to inform policy, legal and institutional reforms for fisheries <i>refugia</i>																
4.2.1	Establish and convene 6 monthly meetings of the National Technical Working Group																
4.2.2	Provision of technical and scientific inputs to planning of activities in components 1, 2 and 3																
4.3	Catalyzing local community action via establishment and operation of site-based management boards at 3 priority <i>refugia</i> sites																
4.3.1	Review governance arrangements at each site to identify required ToR and membership of site-based management boards, including links to other local planning bodies																
4.3.2	Establish and convene quarterly meetings of site-based management boards																
4.3.3	Preparation of quarterly work plans and progress and financial reports on activities at each site																

ANNEX 2.6: WORK PLAN AND TIMETABLE FOR VIET NAM (ORIGINAL)

Table (a): Work plan and timetable for national level activities of Component 1 of the SEAFDEC/UNEP/GEF Fisheries *Refugia* Project in Vietnam

	Activity Description	Year 1				Year 2				Year 3				Year 4			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
COMPONENT 1: Identification and management of fisheries and critical habitat linkages at 3 priority fisheries <i>refugia</i> in Vietnam																	
1.1	Developing fisheries and coastal habitat information and data collection programmes for Bach Long Vi Island, Hon Cau Island and Phu Quoc Island																
1.1.1.	Review existing information and data on fisheries and coastal habitats at sites, including needs																
1.1.2	Consultation workshops to secure community and fisherfolk support in information and data collection																
1.1.3	Design and conduct site-based survey to produce fisheries and habitat profile report for 3 sites																
1.1.4	Design and conduct fisheries surveys at the 3 sites and submit data to a national online database																
1.2	Facilitating agreement among stakeholders on the boundaries of fisheries <i>refugia</i> at the Bach Long Vi Island, Hon Cau Island & Phu Quoc Island sites																
1.2.1	Conduct consultations (including at-sea) to draft maps of fisheries <i>refugia</i> for priority species																
1.2.2	Prepare maps for 3 <i>refugia</i> and elicit fisherfolk input to boundary delineation through consultation																
1.2.3	Conduct assessment of environmental and social impacts of designation of sites as <i>refugia</i>																
1.2.4	Secure formal municipal/local government designation of site as fisheries <i>refugia</i>																
1.3	Developing Community-Based Management Plans for the Bach Long Vi Island, Hon Cau Island and Phu Quoc Island sites																
1.3.1	Consultations to identify key threats to fisheries <i>refugia</i> sites and identify management measures																
1.3.2	Management plans for 3 sites developed through community-based consultations																
1.3.3	Regulations/rules required for <i>refugia</i> management drafted with fisherfolk and local authorities																
1.3.4	Management plans adopted by local authorities and regulatory reforms enacted																
1.4	Establishing operational management for the Bach Long Vi Island, Hon Cau Island and Phu Quoc Island <i>refugia</i> sites																
1.4.1	Establish management teams and a site-based volunteer network at 3 sites																

	Activity Description	Year 1				Year 2				Year 3				Year 4			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
1.4.2	Conduct practical capacity building programme for management volunteers at 3 sites																
1.4.3	Coordinate monthly training and awareness activities at 3 sites, including pilot mgmt activities																
1.4.4	Develop and implement collaborative observer and enforcement programme for management plan																
1.5	Strengthening civil society and community organization participation in the management of fisheries <i>refugia</i> sites																
1.5.1	Support local GEF Small Grant Programme proponents in design and execution of projects																
1.5.2	Document and share examples of best practice																

Table (b): Work plan and timetable for national level activities of Component 2 of the SEAFDEC/UNEP/GEF Fisheries *Refugia* Project in Vietnam

	Activity Description	Year 1				Year 2				Year 3				Year 4			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
COMPONENT 2: Improving the management of critical habitats for fish stocks of transboundary significance via national actions to strengthen the enabling environment and knowledge-base for fisheries <i>refugia</i> management in Vietnam																	
2.1	Enhancing policy guidance for improved management of the effects of fishing on critical habitats																
2.1.1	Identify and document key threats from fishing and the environment to fish stock and critical habitat linkages																
2.1.2	Formulate recommendations on policy and legal reforms to support promotion of responsible fishing																
2.1.3	Facilitate consultations with fisheries industry and competent authorities on policy reforms																
2.1.4	National policy reform to promote fisheries sector's sustainable use of fish habitats and biodiversity																
2.2	Defining the policy and legal basis for formal designation and establishment of fisheries <i>refugia</i> in Vietnam																
2.2.1	Review of policy and legal aspects on <i>refugia</i> (terminology, procedures, recommended reforms)																
2.2.2	National expert consultation to formulate agreed recommendations for policy and legal reforms																
2.3	Development of national guidelines on the establishment and operation of fisheries <i>refugia</i>																
2.3.1	Draft national guidelines (based 2.1.2) on procedures for formal designation and mgmt of fisheries <i>refugia</i>																
2.3.2	National and local consultative process to elicit stakeholder input to the draft guidelines																

	Activity Description	Year 1				Year 2				Year 3				Year 4			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
2.3.3	Amend and finalise the guidelines for approval by National Fisheries <i>Refugia</i> Committee and Secretary																
2.4	Reforming national policy, legal and planning frameworks for demarcating boundaries and managing <i>refugia</i>																
2.4.1	Based on 2.1.2 & 2.1.3, draft required policy and legal reforms to support <i>refugia</i> establishment and mgmt																
2.4.2	Convene national and local stakeholder consultations to review and provisional text for adoption																
2.4.3	Facilitate approval and formal adoption of reforms by the authorities at national and provincial levels																
2.4.4	Develop National Action Plan for the management of <i>refugia</i> on the SCS coast of Vietnam																
2.5	Enhancing access to information relating to status and trends in fish stocks and their habitats in Vietnam waters of the SCS																
2.5.1	Compile information and data derived from abundance surveys for longer-term management																
2.5.2	Compile information and data derived from surveys on size-frequency of priority species																
2.5.3	Compile information and data on landings of priority species (volume/value, fishing areas and gears)																
2.5.4	Produce annual syntheses reports of new and additional information for national and regional review																
2.5.5	Revise national report on fish stocks and habitats in Philippine waters of the South China																
2.6	Improving national-level management and sharing of information and data on fish early life history in Vietnam waters of the SCS																
2.6.1	Prepare a national inventory of fish egg and larvae samples collected from Vietnam waters (both analysed and unanalysed)																
2.6.2	Develop and maintain a national database of fish egg and larval fish distribution and abundance																
2.6.3	Convene an annual one-day workshop to monitor the implementation of national programmes for the processing/analysis of fish egg and larvae samples																
2.6.4	Prepare an annual status report on fish early life history research for consideration regionally																
2.7	Enhancing access to information relating to the locations and status of coastal habitats and management areas in Vietnam waters of the SCS																
2.7.1	Compile and update information and data in a National Google Earth based GIS on: distribution of habitats; known spawning areas; locations of <i>refugia</i> ; MPAs; fisheries management areas; critical habitats for endangered species																

	Activity Description	Year 1				Year 2				Year 3				Year 4			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
2.7.2	Prepare annual synthesis of new and additional information included in database (2.7.1)																
2.8	Strengthening the information base for the planning, monitoring and evaluation of management at priority fisheries <i>refugia</i> sites																
2.8.1	Based on 1.1.4, produce detailed site characterizations for the 3 priority fisheries <i>refugia</i> sites for incorporation in national and regional datasets																

Table (c): Work plan and timetable for national level activities of Component 3 of the SEAFDEC/UNEP/GEF Fisheries *Refugia* Project in Vietnam

	Activity Description	Year 1				Year 2				Year 3				Year 4			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
COMPONENT 3: Information Management and Dissemination in support of national-level implementation of the fisheries <i>refugia</i> concept in Vietnam																	
3.1	Enhancing national uptake of best practices in integrating fisheries management and biodiversity conservation																
3.1.1.	Quarterly capture and documentation of best practices in the establishment and operation of fisheries <i>refugia</i>																
3.1.2	Online catalogue of best practices approaches and measures developed and updated each 6 months																
3.1.3	6 monthly development of communications on best practices for dissemination and syndication																
3.2	Improving community acceptance of area based approaches to marine management																
3.2.1	Produce locally appropriate public awareness and outreach materials to promote local social, economic and environmental benefits of fisheries <i>refugia</i>																
3.2.2	In connection with activity 1.4.3, implement targeted annual outreach programmes at priority communities																
3.2.3	Benchmark and annually track community acceptance of <i>refugia</i> approach as a marine spatial planning tool																
3.3	Knowledge generated and experiences from establishing and operating fisheries <i>refugia</i> captured and shared nationally, regionally, and globally																
3.3.1	Establish and operate national web portal for knowledge management on fisheries <i>refugia</i>																
3.3.2	Prepare and publish one GEF International Waters Experience Note on application of <i>refugia</i> approach																

Table (d): Work plan and timetable for national level activities of Component 4 of the SEAFDEC/UNEP/GEF Fisheries *Refugia* Project in Vietnam

	Activity Description	Year 1				Year 2				Year 3				Year 4			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
COMPONENT 4: National coordination for integrated fish stock and critical habitat management in Vietnam																	
4.1	Strengthened cross-sectoral coordination in the establishment and operation of fisheries <i>refugia</i> in Vietnam																
4.1.1	Develop and agree ToR, membership & operational rules for National Fisheries <i>Refugia</i> Committee																
4.1.2	Establish and convene quarterly meetings of the National Fisheries <i>Refugia</i> Committee (NFRC)																
4.1.3	NFRC review and endorsement of quarterly work plans and progress and financial reports, including tracking of continuity of participation of stakeholders																
4.1.4	National NFRC inputs to mid-term review and terminal evaluation of national and regional aspects of project																
4.2	Harnessing national scientific and technical expertise and knowledge to inform policy, legal and institutional reforms for fisheries <i>refugia</i>																
4.2.1	Establish and convene 6 monthly meetings of the National Technical Working Group																
4.2.2	Provision of technical and scientific inputs to planning of activities in components 1, 2 and 3																
4.3	Catalyzing local community action via establishment and operation of site-based management boards at 3 priority <i>refugia</i> sites																
4.3.1	Review governance arrangements at each site to identify required ToR and membership of site-based management boards, including links to other local planning bodies																
4.3.2	Establish and convene quarterly meetings of site-based management boards																
4.3.3	Preparation of quarterly work plans and progress and financial reports on activities at each site																

Annex 3

DRAFT CONTENTS OF FISHERIES *REFUGIA* PROFILE

(will be addressed for comments at the 2nd RSTC)

1. Site name:
 2. Geographic location (lat, long in degrees and minutes):
 3. Site information:
 - Geography
 - History, population, socio-economy
 - Important coastal habitats in the area (Mangrove/Coral reefs/Seagrass/ etc.)
 - Number and types of fishing vessels operating in the *refugia* area
 - The species and size selectivity of the principal fishing gear used
 - The role of fisheries *refugia* in the production (and economic value) of priority species
 - Number of fisheries communities in the area
 - Existing fisheries management measure in the area of the site
 - Usage of *refugia* by threatened and endangered marine species
 4. Priority species information:
 - Name (scientific/common/local name)
 - Morphology
 - Distribution
 - Life cycle and mating behavior
 - Length at first maturity / Size / Weight / Age
 - Gonadosomatic index and size frequency
 - Area of habitat in each stage/migration pattern
 - Importance of the site to life cycle of the species as nursery/spawning/feeding etc.
 - CPUE/Stock size/ MSY
 5. Information for GIS mapping:
 - Fisheries *refugia* boundary
 - Fishing area by each fishing gear
 - Important coastal habitats
 - Area of habitat in each stage/migration pattern of priority species
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