



Food and Agriculture
Organization of the
United Nations



REPORT OF THE NATIONAL GENDER TRAINING WORKSHOP

Lilongwe, Malawi, 23-27 November 2020

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FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS
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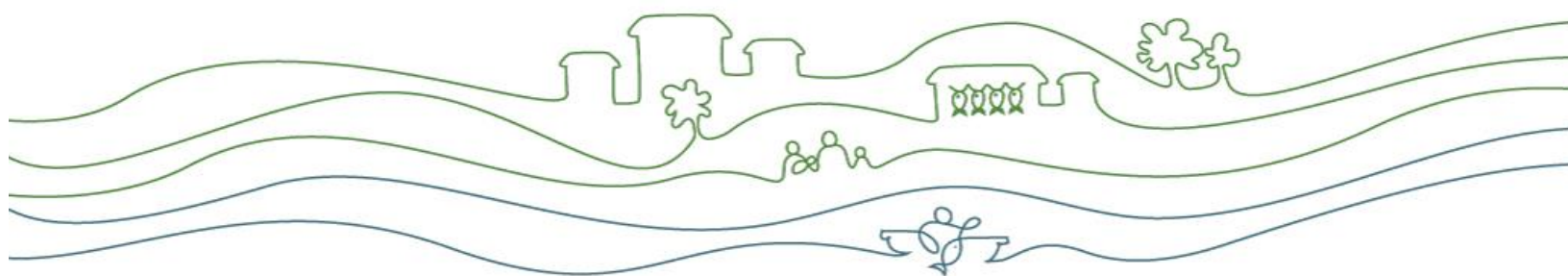
Acknowledgements

PREPARATION OF THIS DOCUMENT

This report describes activities carried out during a national gender training workshop which took place in Malawi in 23-27 November 2020. The workshop was held under the Norad-funded project called 'Empowering women in small-scale fisheries for sustainable food systems'. The report was prepared by Ms. Amenye Banda, Small-Scale Fisheries Coordinator, Ms. Faith Teleka, Socioeconomic, Gender and Governance Advisor, Ms. Yvonne Mmangisa, Head of the Technical Section of FAO in Malawi, and Mr. Unyolo Principal, Fisheries Extension Officer at the Department of Fisheries in the Government of Malawi's Ministry of Agriculture.

Abbreviations and acronyms

BCC:	Behavior change communications
CFO:	Chief fisheries officer
DFO:	District fisheries officer
FAO:	Food and Agriculture Organization of the United Nations
FGD:	Focus group discussion
GFP:	Gender focal point
GFPA:	Gender focal point alternate
GTA:	Gender transformative approaches
NPC:	National project coordinator
SSF:	Small-scale fisheries
VC:	Value chain



1.1 Introduction and background

This is a report on a national gender training workshop for small-scale fisheries (SSF) technical project staff, key value chain stakeholders, women processors, value chain actors and chiefs, which was conducted from 23 to 27 November 2020, in one of the project sites, Salima district, Malawi. A total number of 35 participants, 15 men and 20 women, from Karonga, Mangochi and Salima districts attended the training. Annex I shows the list of participants. The training was organized and implemented by the Food and Agriculture Organization of the United Nations (FAO) gender task team, with support from the country office and the Norwegian Agency for Development Cooperation (NORAD) (GCP/GLO/ 645/ NOR) project, 'Empowering women in small-scale fisheries for sustainable food systems'.

The training was implemented in two phases; first, a two-day training of trainers (TOT) phase for key project technical staff from the three districts, Karonga, Mangochi and Salima, from 23 to 24 November 2020 at Senga bay fisheries cottage. The technical staff included district fisheries officers and gender officers. This was followed by a three-day training workshop for key value chain stakeholders, women processors, value chain actors and chiefs from Karonga, Mangochi and Salima districts from 25 to 27 November 2020.

The first phase of the training was facilitated by the gender focal point for Malawi, Yvonne Mmangisa, the SSF National Project Coordinator, Amenye Banda and the gender focal point alternate, Faith Teleka.

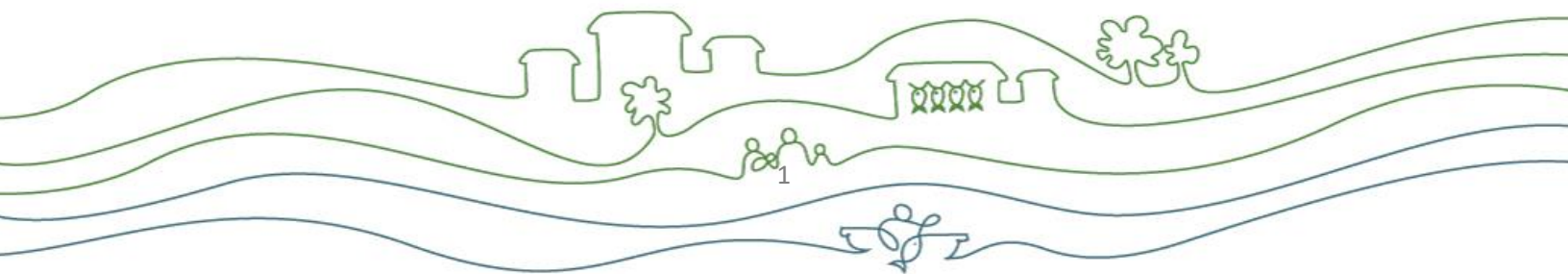
The second phase of the training was facilitated by trained key project staff with support from their trainers

and relevant officials from the fisheries headquarters; the Chief Fisheries Officer, Mr. Nyasulu and the Fisheries Licensing Officer, Mr. Sabstone Unyolo.

1.2 Main objectives of the training

The major objectives of the GTA were;

- To strengthen the capacity of key value chain stakeholders on the gender sensitive analysis tools of value chains and post-harvest loss analysis in the context of value chain upgrading.
- To build capacity of project staff on behavior change communication (BCC), gender-sensitive value chain upgrading strategies and value chain development, gender transformative approach.
- To build capacity of project staff, key stakeholders of the value chain, assisted by the project and community leaders on addressing gender constraints in the fisheries value chain through the implementation of a gender transformative pathway, the practical needs and strategic interests of women, men and youth in value chain upgrading.
- To build capacity of participants on implementation of gender transformative processes to address gender strategic interests with communities and with value chain actors platforms.
- To elaborate a practical example of a gender action plan and elaborate the terms of reference for a facilitator of a gender transformative process.



1.3 Specific objectives

At the end of the training, participants demonstrated understanding of the following:

- Key terminologies including gender, gender equity, gender equality and gender transformation.
- Benefits of gender transformation and gender transformative approaches.
- Value chain mapping of water bodies from their district, value chain actors, differences in roles and responsibilities of value chain actors (men, women and youth).
- Gender-based constraints in the value chain, sources of the constraints and strategies to overcome gender-based constraints at household, community, institutional and national level.
- Drafting an annual gender transformation work plan for their district.

1.4 Expected outputs of the training:

- a) Value chain gender constraints, gender sensitive value chain upgrading strategies, value chain development and gender transformative process' knowledge gained by project staff.
- b) Capacity of key value chain stakeholders strengthened regarding gender sensitive analysis tools of value chains and post-harvest loss analysis in the context of value chain upgrading.
- c) Capacity of project staff, key stakeholders and community leaders built, regarding implementation of gender transformative pathway, practical needs and value chain upgrading.
- d) Capacity of project staff and key stakeholder built, regarding implementation of gender transformative processes to

address gender strategic interests with communities and with value chain actor's platforms.

- e) Practical examples of a gender action plan elaborated.
- f) Terms of references for a facilitator of gender transformative process elaborated.

1.5 Overview of the training workshop proceedings

The first phase of the national gender training was opened by Mr. Unyolo. In his opening remarks, he noted with appreciation that the GTA training workshop was key to increasing knowledge and skills of SSF project technical staff and value chain stake holders, regarding gender based constraints and identifying strategies to overcome gender based constraints for the purpose of sustaining fisheries in Malawi. Mr. Unyolo urged participants to participate actively during the training as they were expected to deliver the GTA concepts to a group of community based stakeholders from Karonga, Mangochi and Salima. Apart from delivering the modules, in his speech, he indicated that the National Gender Training workshop was going to help all participants to draft an annual work plan for implementation of SSF project.

This was echoed by the speech of the Gender Focal Point, Yvonne Mmangisa, who welcomed all participants to the training urged all participants to participate actively during the training. Following the opening ceremony, the National Project Coordinator (NPC) started the morning session with registration, pre-training evaluations and expectations and summarized with informing participants about the objectives of the training and the training phases.

During the second session, participants were taken through objectives of the first presentation which included terminologies, benefits of gender



Figure 1: Government staff members being trained as trainers of trainers (TOTs)

transformation in the fisheries sector, gender transformative approaches and a practical work. During the first assignment for practical work, participants were asked to draft a map of the fish value chain for a water body from their district.

The third session of the first day was on strategic and practical needs. The purpose of this session was to help participants critically analyze and understand the following:

- Needs of women or men that relate to responsibilities and tasks.
- Needs associated with their traditional gender roles or to immediate perceived necessity such as water, shelter, clothing, basic health care and food.

- Needs are based on women's and girls' existing roles and do not challenge their subordinate position.
- Responding to practical needs can improve quality of life but does not challenge gender divisions or men's and women's position in society.

Participants learnt through the training that, while strategic interest refer to the relative status of women and men within society, they are long-term in nature and often related to structural changes in society, such as gender divisions of labour and traditionally defined norms and roles. Strategic interests may involve decision-making power or control over resources. Addressing strategic gender interests assists women and men to achieve greater equality and to change existing gender roles and stereotypes. Gender interests generally involve issues of position, control, and power.

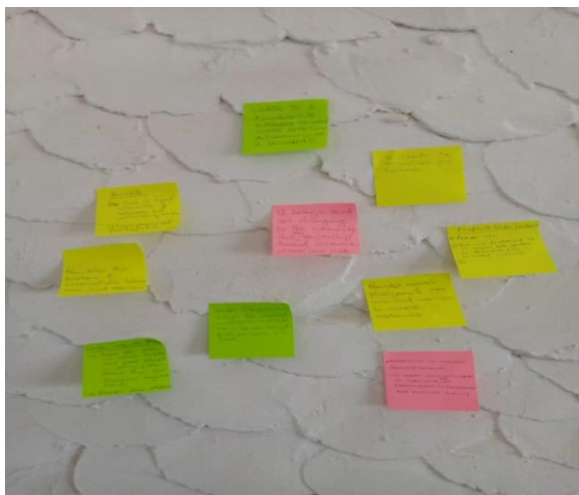


Figure 2: Material from some of the group work

Participants demonstrated understanding of power walk (vulnerability analysis), through which they learnt to identify marginalized groups, work out a strategy for including them in SSF project; learn about and imitated the power structure of communities in Karonga, Mangochi and Salima. This exercise is a simulation of a community/society in 'development' the aim was to put in place protection response to reduce vulnerability and empower the community members reduce gender exploitative threats.

Participants learnt and demonstrated understanding that gender transformation means going beyond the symptoms of gender inequality to address the underlying causes of inequalities (norms, attitudes, behaviors) and generate effective changes; in awareness, consciousness and confidence, values, norms and practices, policies, laws and institutions. Gender transformative changes and processes of empowerment imply the transformation of unequal power relations, structures and norms (both visible and invisible) that generate and perpetuate gender inequalities.

The fourth session was gender-sensitive value chain

The fourth session was gender sensitive value chain and the final session on the first day of the training;

During this activity, participants were reminded about the meanings of key gender terminologies like equity, transformation and gender transformative approach. The aim was to help them understand that, promoting gender equality—the shared control of resources and decision-making—and women's empowerment are central to gender balance interventions.

The value chain cartography was analyzed, participants had time to think about actors in the value chain, who does what, where, how and to what extent? The purpose of this task was to help all participants understand gender based constraints and unfair practices in the value chain in order to strategically plan for change in our cartography which includes scale of activity, male and female participation, formal and informal transformation and requirements to function well in the value chain activities: Both was Post harvest losses.

The final session on the first day of the training was post-harvest losses.

The aim of this topic was to impart knowledge and skills in participants, regarding prevention and management of Post-Harvest Losses (PHL) in the Fisheries sector. Participants learnt that losses and waste can be prevented through sustainable practises by combining the traditional and modern cost-efficient technologies that are not harmful to the health of fishers and that value addition leads to increased economic returns also reducing the negative impact of the lake ecosystem. Participants also learnt about the importance of using participatory action research (PAR) on PHL, gender roles and solar driers. Through identifying problems, undertaking actions and trials, observe and analyse results and reflecting on what the results means.

Upon evaluation at the end of the learning session, participants demonstrated understanding that PHL can be biophysical, economic or nutritional losses and that PHL occurs along the entire value chain and varies in



Figure 3: Group work by participants in the training

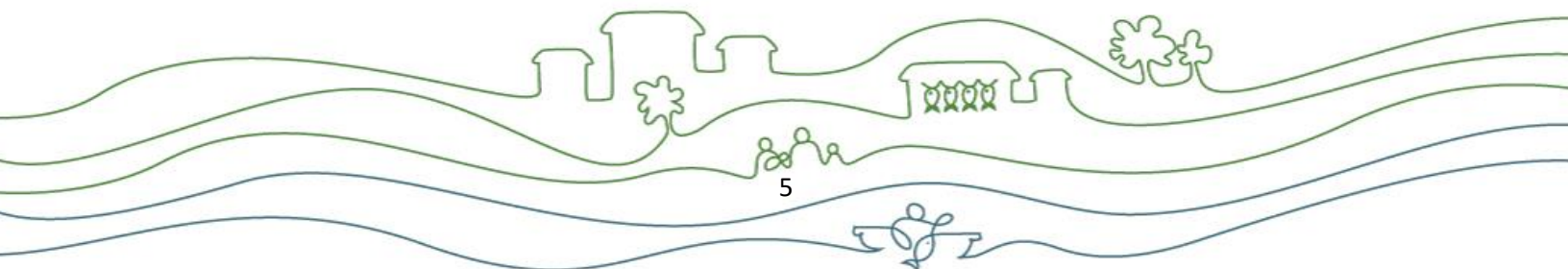


Figure 4: Group work by participants in the training

fisheries VC can be physical or qualitative, or due to market and all factors relate directly to loss of income and loss of fish as food. Participants analyzed entry points for reducing PHL and men and women's inequality at individual and house hold level, at the level of the value chain (function and the whole value chain) and at the level of institutions–local, region or waterbody; national; global. The analysis for entry points to the reduction of PHL, helped participants to understand how potential solutions and intervention strategies and gender action plan can be integrated in their PHL interventions. This included planning for actions, suggesting the expected impact, assessing how women and men will be differently impacted with the plan of action and the measures to reduce negative impact on women men and youth.

On the second day of the training the participants focused on completion of the first assignment. During the assignment the participants were asked to identify roles and responsibilities played by men, women and the youth in the identified fish value chain, discuss constraints faced by men, women and youth in the value chain, find out leading factors to the gender based constraints, highlight consequences of the constraints on the value chain and suggest actions which can be taken in order to address the identified gender-based constraints.

extent depending on the produce and location (region), they also demonstrated understanding that PHL in the



2. Second phase of the training: ToT phase



Figure 5: A cross-section of participants

The last three days of the training, the facilitators engaged the technical officers to be the training of trainers (ToTs). The training included other actors from the value chain; processors, leaders of women's groups and SSF groups (men and women).

On the fourth day of the training the participants visited Nguwo landing site in Salima and held 3 FGDs- 1 with women, 1 with men and 1 mixed to identify gender issues in the value chain, FGDs facilitated by trainees from the workshop. Women's FGD identified many issues in value chain. The team were divided into 3 groups based on the districts where the participants came from. The following were a summary of findings from the field visit to Nguwo Beach in Salima:

A) Constraints identified in the fisheries value chain

- Lack of capital
- High charges of market space/rentals.
- Poor fish market infrastructures
- High wholesale charges of fresh fish on the beach hence unaffordable to many processors
- Lack of fish drying facilities during rainy season because the alternatives fish drying processing methods are either expensive or they affect the taste of the fish.

a) Strategies identified:

- Financial empowerment by linking them up with microfinance institutions which can offer loans. Small scale fisheries will be organized into groups/cooperatives and will be trained prior to accessing loans.
- Promotion of fuel- and time-saving technologies such as *chitetezo Mbaula* and improved fish processing technologies such as the newly designed 3 in 1 fish processor which can be used for fish frying, smoking and parboiling.
- Promotion of cooperatives.

Developing the action plans

Then on Friday, the VC actors and district fisheries officers (DFOs), etc. made action plans for each district. The action plans for each district are as outlined in the appendices section. Each team made a presentation to the group and feedback was given. After the presentation the very final activity was the final closing remarks from the government official.

3. Conclusion

Based on the discussions with the group members and from the observation made by the FAO and government staff, the following are some of the capacity gaps that were identified and will later be incorporated into future project plans.

Gender-based = constraints

- Limited access to knowledge, information and training.
- Unequal participation, leadership and decision-making.
- Limited access to financial services.
- Limited access to inputs and technologies.
- Work burden and time poverty.
- Women are heavily impacted as it is harder to maintain customers for women compared to men because they do not get constant supply hence cannot meet demand so they lose potential customers.
- Limited access to digital technologies.

4. Recommendations

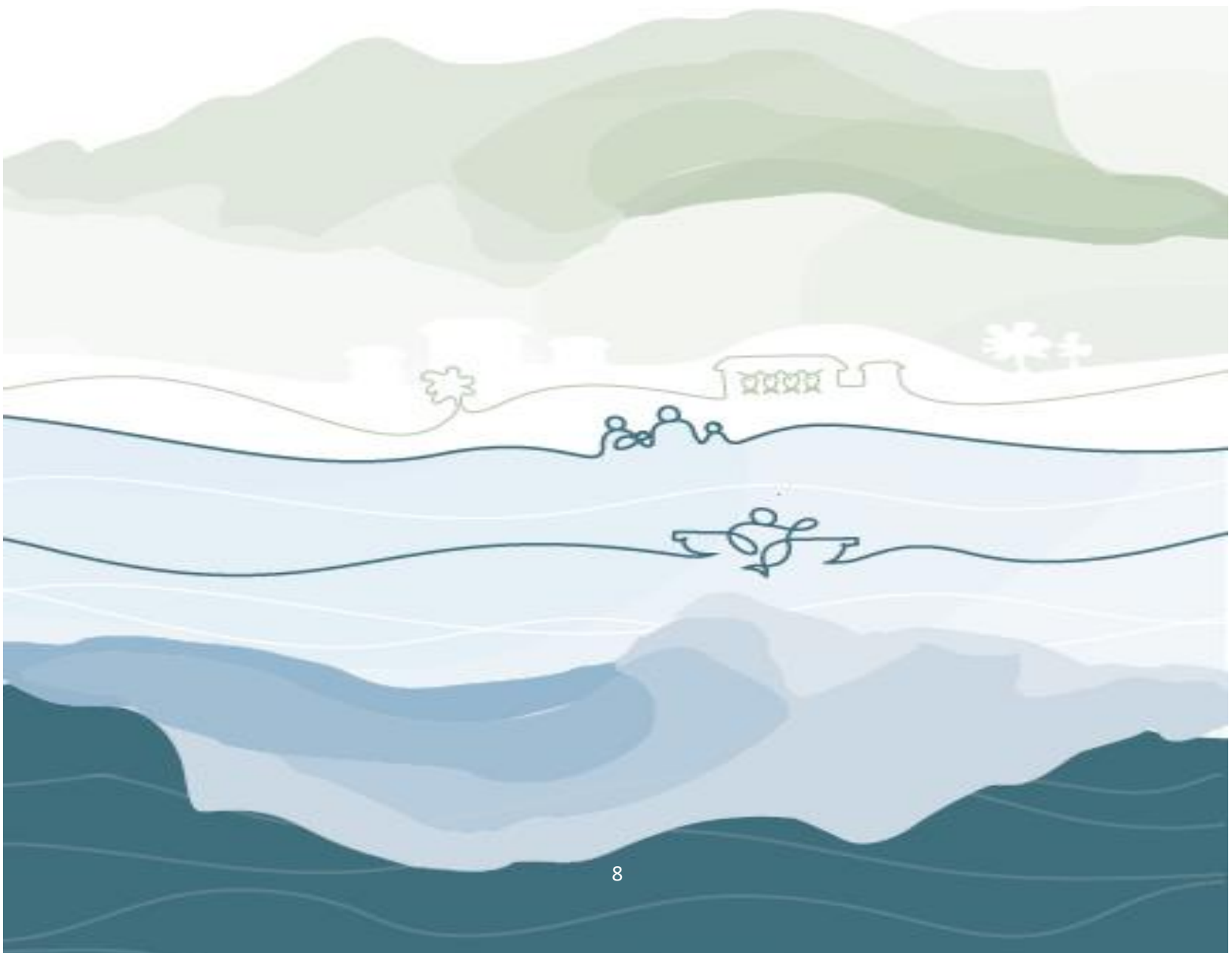
Based on the discussions with the group members and from the observation made by FAO and government staff, the following are some of the capacity gaps that were identified and will later be incorporated into the future project plans;

- a) To conduct a survey regarding gender issues in small-scale fisheries markets in selected areas in Malawi.
- b) To involve the legislature in order to advocate for the inclusion of the gender transformative approach in the government policies regarding women's rights in the SSF markets.
- c) To formulate a small-scale fisheries association (SSFA) with registered members' start up
- d) contributions as capital and shares, the SSFA should have its own fisheries retail shops as the main wholesale buyer for women. This will help women to participate in fair trading, make more profits as no unfair intermediaries will be involved and to have a sense of belonging, social protection and business security as they will have shares in the SSFA.
- e) To create SSF savings and loans groups in order to strengthen the financial capacity of women in SSF value chain business so that they can have sustainable fisheries supplies in order to win and maintain customers.
- f) To involve Malawi Bureau of Standards, competition and fair trade commission, the city assembly, town assembly managers, market chairpersons and local fisheries management authorities beach village committee (BVC) members, sub-fisheries association members and fisheries association members during planning, implementation and evaluation of GTA in the SSF value chain wholesale and retail markets.
- g) To formulate small-scale fisheries gender transformative committee (SSFGTC) for each SSF market, train and empower committee members to implement their by-laws which will promote women's rights in the fisheries markets.
- h) Develop and implement a communication and visibility strategy for promoting gender transformation at all stages of the value chain for SSF (IEC materials, radio phone-in programs, radio jingles, road shows campaign, TV programs, mobile van announcements and news articles).
- i) Advocate for the innovation of digital technologies among universities that will reduce work burden among the women e.g. the Malawi University of Science and Technology (MUST).
- j) To train all Ndagwiras (Unfair local middle men who steal fish from women through using a

bigger measuring bucket than normal market size bucket) to stop using regulated measuring buckets with the aim of making more profits as opposed to the women fish processors who use a full, normal bucket. It was pathetic when the women were lodging their complaints during the focus group discussion “Andagwira akulemera ndi nsomba zomwe timawaodetsa, chonsecho ife tili chisaukirecho, Ambiri a iwo adagula magalimoto pomwe ife sitingakwanitse ndi imodzi yomwe,” which translates as: “The Ndagwiras are becoming millionaires because of the fish, which we supply to them while we remain poor. Most of them bought vehicles while we cannot even afford one”.

- k) Provisions of loans to women to enable them compete in various value chain activities including fishing.

- l) Empowering women to form cooperatives so they can transport as a group. Working in cooperatives may also improve the bargaining skills of women.
- m) Compile district action work plans on gender transformative approaches and implementation of the consolidated work plan. The project in collaboration with the government is planning for trainings of the government extension workers who will be responsible for establishing and strengthening the women fisheries groups. These extension workers will also be responsible to implement some of the activities and actions as listed in the action plans.



Annex

I. Programme:

Day 1 and day 2: technical training: project staff, gender facilitators and key stakeholders

Session	Day 1	Facilitator
8:30–8:45	Registration	Amenye Banda
8:45–9:00	Welcome and Introduction	Sabstone Unyolo
9:00–09:30	Pre-training evaluation, expectations and Program	Amenye Banda
09:30–10:15	Opening Remarks/Introduction to GTA	Yvonne Mmangisa
10:15–10:30	Coffee break	All
10:30–11:30	Value Chain (VC): gender and gender based constraints (1h 30)	Faith Teleka
11:30–12:00	Strategic and practical needs	Yvonne Mmangisa
12:30–13:30	Lunch	
13:30–15:00	Theory: gender sensitive VC	Yvonne Mmangisa
15:00–15:30	Coffee break	
15:30–17:00	Practical : post-harvest losses VC	Amenye Banda
Session	Day 2	Facilitator
9:00–0:30	Recap Practical work (finalization and reporting back)	Faith Teleka
10:30–11:00	<i>Coffee break</i>	
11:00–12:30	Post-harvest losses	Amenye Banda
12:30–13:30	<i>Lunch</i>	

13:30–15:00	Gender sensitive analysis of post- harvest losses; food losses and waste reduction in value chains	Faith Teleka
15:00–15:30	<i>Coffee break</i>	
15:30–17:00	Practical	Amenye Banda

Day 3

Session	Day 3	Facilitator
	Registration of participants Official opening of the training Introduction of objectives of the training	Amenye Banda Sabstone Unyolo Yvonne Mmangisa
9:00–10:30	Comparative analysis of upgrading opportunities, addressing strategic interests: how to facilitate the process of identifying pre-conditions, incentives and motivation for a gender action plan within the upgrading strategy	Faith Teleka
10:30–11:00	<i>Coffee break</i> <i>Group Photo</i>	
11:00–12:30	Facilitation of a community and of a value chain platform for gender transformative processes	Amenye Banda
12:30–13:30	<i>Lunch</i>	
13:30–15:00	Facilitation of a community and of a value chain platform for gender transformative processes	Amenye Banda
15:00–15:30	<i>Coffee break</i>	
15:30–17:00	Practical : formulating terms of reference for the facilitation	Yvonne Mmangisa

Day 4

Session	Day 4	Facilitator
9:00–10:30	Recap day 3 Defining the gender action plan and the gender transformative pathway	Faith Teleka
10:30–11:00	<i>Coffee break</i>	
11:00–12:30	Practical : finalising action plans for the three districts (Salima, Karonga and Mangochi) –	Yvonne/ Amenye/Faith
12:30–3:30	<i>Lunch</i>	<i>All</i>
13:30–15:00	Practical: finalizing action plans	Yvonne/ Amenyee/Faith Teleka
15:00–15:30	<i>Coffee break</i>	<i>All</i>
15:30–17:00	Practical	Yvonne/ Amenyee/Faith

Day 5

Session	Day 5	Facilitator
9:00–10:30	Recap day 4 Theory : tracking change – gender sensitive indicators in value chain upgrading and transformative gender process	Amenye Banda
10:30–11:00	<i>Coffee break</i>	
11:00–12:30	Field visit	All
12:30–13:30	<i>Lunch</i>	
13:30–15:00	Planning follow up Evaluation	Faith Teleka
15:00–15:30	<i>Coffee break</i>	
15:30–17:00	Closing remarks	Yvonne Mmangisa

II. Gender constraints identified and proposed solutions

Assignment 2: Gender-sensitive value chain

Analysis of specific gender constraints in the value chain: a two-steps exercise

Step 1: Karonga group

Node	Activity	Who is mainly responsible for it?		Constraints faced in performing the task by gender		Observation
		M	F	M	F	
Production	Gear ownership	xx	x	Appropriate gear technologies for offshore deep water fishing	Adequate capital, negative attitude, limited exposure, Cultural norms	Limited participation of women
	Fishing	xx		Frequent storms, low fish catches	Culturally barred from commercial fishing on the Lake	Cultural beliefs
	Gear mending	xx		Capital for maintenance	Culturally barred	Cultural beliefs
Beach marketing	Auctioning	xx		Poor landing site	Lack of negotiation skills, cultural barriers, low buying power	
Processing	Fish handling and value addition	x	xx	Negative attitude where processing is regarded as a woman's job	Limited capital, access modern technologies, limited access to financial services, work burden and time constraints	
Transportation	Fish transportation	xx	x		Cultural barriers, work burden and time constraint, participation in decision making	

Fish marketing	Wholesale of processed fish	x	xx		Cultural barriers, work burden and time constraint, participation in decision making	
	Retailing	xx	xx	Limited value addition of fish plus lack of proper storage facilities	Limited value addition of fish plus lack of proper storage facilities	

Step 2: Karonga team

Node	Activity per node	Constraints faced by women	Causes/Factors leading to GBCs	Consequences on the value chain	Actions to address GBCs
Production	Gear ownership	Limited access to financial services hence limited capital	Demands for collateral which women do not have	Limited participation of women resulting into financial inequalities	Lobby for women friendly financial services, organizing women to work in groups
		Unequal participation in gear ownership	Cultural norms	Limited participation of women resulting into financial inequalities	Gender transformation-breaking the barriers
	Fishing	Unequal participation in fishing	Cultural norms	Limited participation of women resulting into financial inequalities	Gender transformation-breaking the barriers
	Gear mending	Unequal participation in gear mending	Cultural norms, lack of skills	Limited participation of women	Gender transformation-breaking the barriers
Beach marketing	Auctioning	Limited access to knowledge information and training	Limited Resources	Economic losses	Capacity building
		Unequal Participation in fish auctioning for women owning gears	Cultural norms	Economic losses	Gender transformation-breaking the barriers
		Limited Access to financial services		Economic losses	Lobby for women friendly financial services, organizing

					women to work in groups
Processing	Fish handling and value addition	Limited capital and access to financial institutions	Unfriendly financial services	Limited economic growth	Lobby for women friendly financial services, organizing women to work in groups
		Limited access to knowledge information and training on improved and climate proof technologies	Lack of trainings and exposure to modern technologies	High post-harvest losses	Capacity building and learning visits
		Work burden and time constraints	Lack of time saving technologies	High post-harvest losses, limited economic diversification	Capacity building, exposure efficient technologies
	Packaging	Limited access to knowledge information and training on packaging		Poor packaging and food safety	Capacity building, exposure efficient technologies
Transportation	Transportation	Unequal participation in long distance fish transportation	Cultural norms	limited economic growth	Gender transformation
Marketing	Fish Marketing	Unequal participation in long distance fish trade	Cultural norms	limited economic growth	Gender transformation

Additional analysis Karonga team

Causes/ contributing factors	Strategy
Limited access to financial services hence limited capital	Women friendly financial institutions i.e. no assets required for collateral or using the group as a collateral
Unequal participation in gear ownership	Financial empowerment
	Gender transformation
Unequal participation in gear mending	Gender transformation

Limited access to knowledge information and training in fish auctioning	Capacity building and promote digital literacy and use of digital technologies
	Cooperative organization promotion
Limited access to knowledge information and training on improved and climate proof technologies	Capacity building
Work burden and time constraints	Promote fuel and time saving technologies
Limited access to knowledge information and training on packaging	Capacity building
	Promotion of cooperatives
Unequal participation in long distance fish transportation	Cooperative organization promotion
	Capacity building
	Gender transformation
Unequal participation in long distance fish trade	Cooperative organization promotion
	Capacity building
	Gender transformation

Step 1 Mangochi team

Activity	Who is mainly responsible for it?		Constraints faced in performing the task by gender		Observation
	M	F	M	F	
Fishing	✓			Fishers' dressing code does not favour women Lack of toilet facilities	Few women participate in selected fishing methods
Fish handling	✓	✓		• Less skilled than men	Handling of small fish species is done by women while larger species by men
Fish processing	✓	✓		• Less skilled than men	Fish smoking mainly done by men while sun drying, pan roasting, deep frying, par-boiling done by women

Packaging	✓	✓		<ul style="list-style-type: none"> Men are financially equipped than women 	Men have the capacity to package in well labeled packing materials e.g. Mr Nyampesi in Monkey bay
Transport	✓	✓		<ul style="list-style-type: none"> Men have good means of transport than women 	Men financially empowered than women
Marketing	✓	✓		<ul style="list-style-type: none"> Men have more bargaining skills than women 	The majority of men are involved in selling fresh fish (Chambo) to distant and local marketers and at the landing site as well as selling of high value smoked fish species such as Kampango and bombe while women feature more in small sun-dried, smoked and par-boiled fish species

Step 2: Mangochi team

Analysis of the GBCs in the dairy value chain in Lake Malombe and Lake Malawi – Mangochi team

Node	Activity per node	Constraints faced by women	Causes/factors leading to GBCs	Consequences on the value chain	Actions to address GBCs
Fishing	Sourcing fishing gear and fishing gear materials	Lack of knowledge of the types of fishing gears and fishing gear materials	Lack of capacity building of the types of fishing gears and fishing gear materials	Difficult to access appropriate fishing gears and fishing gear materials	Capacity building to female gear owners
	Selecting fishing ground	Lack of knowledge	Lack orientation	Most decisions are carried out by men	Orientation
	Casting and hauling the fishing gear	Lack of knowledge and skills	Lack orientation and training		Orientation and on the job training
Fish handling	Cleaning	Lack of fish handling infrastructure at fish landing sites	Lack of implementation of policies	Poor fish quality Increased post-harvest losses	DoF to upgrade fish landing sites
	Grading	Lack of fish handling infrastructure at fish landing sites	Lack of implementation of policies	Poor fish quality Increased post-harvest losses	DoF to upgrade fish landing sites

	Icing	Access to ice and ice storage	Unavailability of ice and storage facilities	Increased post - harvest losses	Lobby for private partners to invest in ice production and storage facilities
		Determination of quantities of fish to ice	Inadequate knowledge	Increased post - harvest losses	Training and orientation
Fish processing	Fish smoking, Sun-drying, Par-boiling, Deep frying	Inappropriate fish processing facilities	Inadequate modern fish processing technologies	Poor fish quality Increased post-harvest losses	Lobby for private partners to invest in fish smoking and drying equipment. Capacity building DoF to upgrade fish processing facilities

Additional analysis Mangochi team

Causes/ Contributing factors	Strategy
1. Fishing	
Lack of capacity for fishing, fishing gears and fishing gear materials	Capacity building to female gear owners
Lack orientation and training	Orientation and on the job training
2. Fish wholesale on the beach	
Lack of implementation of policies	DoF to upgrade fish landing sites
Unavailability of ice and storage facilities	Lobby for private partners to invest in ice production and storage facilities
Inadequate knowledge	Training and orientation
3. Fish Processing	
Inadequate modern fish processing technologies	Lobby for private partners to invest in ice production and storage facilities DoF to upgrade fish processing facilities
4. Fish transportation	
Inadequate capacity building in packaging skills	Capacity building in fish packaging
Unavailability of packaging materials	
5. Fish retail trading	
Lack of access to source finances from money lending institutions	Linkage to money lending institutions Organizing women into co-operatives
6. Fish wholesale trading at large and small markets away from the beach	
Inadequate capacity in fish marketing	Capacity building in fish marketing

Assignment 2: Gender sensitive value chain-analysis of specific gender constraints in the value chain: a two-step exercise

Step 1: Salima team

Activity	Who is mainly responsible for it?		Constraints faced in performing the task by gender		Observation
	M	F	M	F	
Fishing	✓		Lack of capital to invest	Asset ownership; women can own a fishing gear but cannot use it. Lack of capital to invest	The constraints are more pronounced among women
Wholesale trading	✓	✓	Limited customer base	Lack of negotiating skills Limited customer base	Women are heavily impacted as it is harder to maintain customers for women compared to men because they do not get constant supply hence cannot meet the demand so they lose potential customers.
Fish processing	✓	✓	Lack of modern fish processing facilities Limited access to financial services to improve their businesses	Lack of modern processing facilities Limited access to financial services	Impact both equally although men may be able to access loans from each other (but still cannot be enough to finance proper processing facilities)
Transportation	✓			Lack of bargaining power	Impacts women more
Retail trading	✓	✓	Lack of business management skills	Lack of business management skills	Impact men and women but more pronounced among women

Step 2: Salima team

Analysis of the GBCs in the dairy value chain in Nguwo, Salima, Malawi

Node	Activity per node	Constraints faced by women	Causes/factors leading to GBCs	Consequences on the value chain	Actions to address GBCs
Fishing	Preparing the net	Women lack the capacity to carry out these functions	Preparation of the net requires skills which are developed over time	Reduced productivity since only men take part	Awareness campaigns and trainings

	<p>Carrying the net into the boat</p> <p>Sailing to the fishing ground</p> <p>Casting the net</p> <p>Hauling the net into the boat</p> <p>Grading the fish</p> <p>Sailing back to the beach</p>		<p>Cultural factors</p> <p>Normalized gender roles</p> <p>Fishing is usually done overnight which restricts more women from participation</p>		
Wholesale trading	<p>Auctioning</p> <p>Finding customers</p>	Lack of finances to compete at the auction	Women are the most poor hence find it hard to access finances	Women get low quality fish leading to low sales	<p>Promotion of VSLs</p> <p>Provisions of loans to women to enable them compete</p>
Fish processing	<p>Offloading the fish from the boat</p> <p>Cleaning the fish</p> <p>Taking the fish to the drying rack/smoking kilns</p> <p>Drying the fish/smoking</p> <p>Packing</p>	May need hired labour which may not be ideal for women due to lack of finances	Women lack finances	Post-harvest losses due to poor quality fish	<p>Promotion of VSLs</p> <p>Provision of loans</p>
Transport	<p>Loading of fish in vehicle for the market</p> <p>Offloading from vehicle</p>	<p>High cost of transport</p> <p>May require labour to load and offload</p>	<p>Low self esteem</p> <p>Lack of finances</p>	Delay in the fish getting to the market leading to losses	Empowering them to form cooperatives so they can transport as a group
Retail trading	Buying and selling	High cost of quality fish restricts women from buying and selling fish that attracts more profit	Lack of finances	Low profit due to preference of cheap fish which does not attract more profit	Empowering them to form cooperatives

Additional analysis Salima team

Gender-based constraints and counter-strategies for the fisheries sector

Causes/ Contributing factors	Strategy
1. Fishing	
Lack of capital	Formation of cooperatives and VSLs
2. Wholesale trading	
Limited customer base	Capacity building to develop skills such as bargaining and negotiating
3. Processing	
Lack of modern processing facilities	Formation of cooperatives to boost capital
4. Transportation	
Lack of bargaining power	Capacity building to develop skills in marketing
5. Retail trading	
Lack of business management skills	Capacity building to develop business management skills

III. Work plan for Salima Chikombe

No.	ACTIVITY	TIME	REQUIREMENTS	RESPONSIBILITY	EVIDENCE
1.	Meeting with chiefs		Chairs, refreshments, snacks and stationery	Henry Phiri, Alena Matola/ Gender Officer	Minutes of a meeting with chiefs
2.	Meeting with fishers, Fish traders and processors		Chairs, refreshments, snacks and stationery	Stainely Mwkezalamba, Judith Kholowa/ Gender Officer	Minutes for a meeting with fishers, traders and processors
3.	Meeting with area development committee, village development committee members and beach village committee members		Chairs, refreshments, snacks and stationery	Ellena Botomani, Heney K. Phiri	Minutes of a meeting with ADC, VDC and BVC
4.	Establishing business groups accompanied by business training		Chairs, refreshments, snacks and stationery	Phillip Martin, Stanly Mkwezalamba	Business groups established and trained
5.	Construction of sun fish drying racks)		Wood plunks, Mesh wire and Nails)	Alena Matola/ DFO	Fish drying racks constructed and trainings on use management and maintenance of the equipment
6.	Construction of fish processing and storage facilities using cement bricks		Cement, iron sheets and nails	Henry Phiri/DFO	Fish storage and processing facilities constructed

7.	Construction of modern beach toilets		Cement, bricks, iron sheets, wood plunks, nails, pipes and quarry stones)	Phillip Martin, Judith Kholowa	Modern beach toilets constructed
8.	Searching for micro loan institution loan opportunities		Financial management and marketing skills training	Stanly Mkwezalamba, Henry Phiri	Financial management and marketing training accomplished and Loans accessed

IV. Work plan for Salima Nguwo

No.	Activity	Time	Equipment	Responsible	Indicator
1.	Meeting with chiefs		Zakumwa ndi zomwera	Salimu Jackson	Report
2.	Meeting with area development committee, village development committee members and beach village committee members		Note books, pens and refreshments	D.R. Namabwaza	Report
3.	Meeting with fishers, Fish traders and processors		Note books and pens)	F. Mwalabu/ DFO	Report
4.	Establishing women business groups		(Note books and pens)	V. Chinesa/DFO	Report
5.	Establishing youth groups		Note books and pens)	D, Kathira/DFO	Kukhazikitsidwa kwa gulu
6.	Constructing modern fish drying racks		Gauze waya, metal bars, bricks and cement)	Amina Masangano	Kumangidwa kwa matandala
7.	Construction of fish processing and storage facilities using cement bricks		Cement, bricks, iron sheets, wood planks, sand and quarry stones	G. Mbewe/DFO	Fish storage and processing facilities constructed
8.	Constructing modern beach toilets		Cement, bricks, iron sheets, wood planks, nails, pipes and quarry stones	Salimu Jackson/FAO/DFO	Kumangidwa kwa zimbudzi zamakono
9.	Searching for loan opportunities		Loans, Trainers	FAO/gender/ microfinance institutions	
10.	Gender, financial management and marketing training		Hall, refreshments, snacks and stationary	FAO/gender	100% of targeted participants trained and demonstrating improved skills

V. Work plan for Mangochi district

No	Activity	Time						Equipment	Responsibility	Indicator
		Jan	Feb	Mar	Apr	May	Jun			
1	Train chiefs in gender issues	✓	✓					Fuel, lunch allowance, lip charts, notebooks, pens	DFO Gender officer	48 chiefs trained Training report
2.	Train BVCs in gender issues	✓	✓	✓	✓	✓	✓	Stationer, fuel allowance	DFO, gender officer	264 people (24 BVC) trained Training report
3.	Train value chain actors in gender issues							Mobile van, fuel allowance	DFO, Gender officer	114 people trained Training report
4.	Conduct sensitization campaign to fishing communities on gender transformative approaches							Stationery, fuel, allowance	DFO	27 villages sensitized Sensitization report
5	Establish fisheries groups/cooperatives and train them in business management							Stationery, fuel, allowance	DFO	114 people trained Training report
6.	Construct fish processing facilities, train women's groups on use, management and maintenance							Bricks, cement, planks, chicken wire	DFO, FAO	10 smoking kilns constructed 40 drying racks constructed
7.	Train value chain actors in fish value addition							Stationery, lunch allowance, ice, fish	DFO	114 people trained

VI. The national gender training through the lens





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