



INITIATIVE ON
Gender Equality

Identifying leverage points to promote women's economic resilience to climate change challenges in Tanzania - Fish value chain

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Acronyms

AWFISHNET	African Women Fish Processors and Traders Network
BMU	Beach Management Unit
CBSGs	Community-Based Saving Groups
EMEDO	Environmental Management and Economic Development Organization
LGA	Local Government Authority
LVDPP	Lake Victoria Drowning Prevention Project
MLF	Ministry of Livestock and Fisheries
NGO/CSO	Non-Government Organizations/Civil Society Organizations
TAFIRI	Tanzania Fisheries Research Institute
TAWFA	Tanzania Women Fish Workers Association
THRDC	Tanzania Human Rights Defenders Coalition
TMA	Tanzania Meteorological Authority
ToT	Training of Trainers
WILDAF	Women in Law and Development Africa

Executive Summary

The goal of HER+ is to build the economic resilience of women to climate change challenges in agri-food systems (AFS) through gender equality and social inclusion. In February 2023, the HER+ team studied how gender norms constrain women's economic resilience to climate change challenges among fisherfolk in Muleba district of Kagera region in Tanzania. Following the completion of the study, WorldFish and AWFISHNET Tanzania Chapter (TAWFA) and Environmental Management and Economic Development Organization (EMEDO) partnered to disseminate and validate research findings and identify leverage points to transform gender norms and make women economically resilient to the impacts of climate change in the fisheries value chain.

Muleba is one of the biggest fisheries districts in Tanzania, where silverfish, locally known as 'dagaa', is harvested and processed. The workshop illustrated:

- the importance of working with men's and women's opinion leaders in communities and traditional authorities to challenge gender norms.
- the need to raise awareness among men and women about the consequences of gender inequalities in the fisheries value chain is paramount.
- Muleba is also characterized by strong gender norms against men's or women's involvement at specific nodes of the value chain, which affect women's adaptive capacities.

Some of the identified leverage points include:

1. Enhance access and use of fish processing technologies such as solar driers, permanent and secure drying racks for sardines, and coolers to reduce postharvest fish losses during extreme climate-rated events such as excessive rains.
2. Identification of community mentors, such as successful fisherwomen and fish processors working with their spouses to challenge identified gender norms in fisheries activities.
3. Awareness-raising (joint education programs) for both men and women.
4. The mandatory participation of women in village meetings so that they can address such challenges.
5. Promote the inclusion of men into CBSGs so that men recognize women's financial contributions and efforts.
6. Lobby for policies that support women's ownership of productive assets, such as land. Joint education programs, such as those paralegals implement to promote land rights and ownership of other assets, can help both men and women.
7. Strengthening the existing CBSGs (with financial management skills, records keeping, and business ideas) to increase women's access to resources such as land.
8. Training on financial inclusion, media advocacy, and women champions or role models to increase women's participation in decision-making. e.g., using women MPs or leaders at the local level.

Introduction and Workshop Objectives

This report presents the outcome of the workshop with actors in the fisheries value chain in Muleba district conducted on December 13 and 14, 2023, at the Sanard Hotel. A total of 47 participants (29 females, 18 males) drawn from various stakeholders, including women fish processors, fishermen, Beach Management Units (BMUs), government authorities in the region, local traditional leaders, representatives from EMEDO, and WorldFish participated in the workshop.

The main objectives of the workshop were (i) to present and validate the preliminary findings of the study on how gender norms constrain women's economic resilience to climate change challenges among fisherfolk in Tanzania and (ii) to engage communities and stakeholders to identify leverage points to challenge gender norms and promote women's economic resilience to the impact of climate change in agrifood systems especially in the fisheries value chain (see here).

Session 1: Opening Remarks by Mr. Efrazi Mkama, Kagera Regional Fisheries Officer

The session began with introductions from participants. The Regional Fisheries Officer, Mr. Efrazi Mkama, delivered opening remarks expressing gratitude to EMEDO and WorldFish for the empowering initiative. Mr. Mkama highlighted the significance of collaborative efforts in fostering sustainable practices and building women fisherfolks' and fish value chain actors' economic resilience in the Kagera region. He emphasized the importance of such initiatives in promoting fisheries conservation, community development, and the overall well-being of the participants and their communities amidst climate change challenges. Mr. Mkama encouraged active participation and knowledge-sharing throughout the session to maximize the program's benefits.

Session 2: Presentation on the preliminary findings: How gender norms constrain women's economic resilience to climate change challenges among fisherfolk in Tanzania by Lawrence Kitogo and Lucyphine Kilanga

A presentation was made to share and validate the research findings from a study on how gender norms constrain women's economic resilience to climate change challenges among fisherfolk in Tanzania. The presentation was made in Swahili to ensure that participants understood the results and could participate in subsequent sessions. The study's main objective was to provide insights into the normative constraints that limit women's capacities to build economic resilience to climate change (CC) challenges - learning from the fisheries value chains in Tanzania.

The validation process involved seeking feedback and input from the audience, ensuring that the findings accurately reflected the experiences and perspectives of the fisherfolk

community. This collaborative approach aimed to enhance the credibility and relevance of the study, incorporating diverse viewpoints and local knowledge.

In the plenary session, participants were allowed to ask questions or comment on the results presented to them. This interactive session provided a platform for valuable discussions. Box 1 gives insights shared by the participants, reflecting the diverse perspectives, considerations, and validation of the research findings.

Local feedback on the research findings on climate-related events affecting AFS actors across the three value chains

One of the key questions asked by the facilitator Mr. Lawrence Kitogo was, "How are men and women in the fish value chain affected by the climate-related weather events that have been observed over time in the Kagera region?" Participants unanimously agreed on the contrast between heavy rain = increased fish abundance, but had trouble finding buyers due to difficulties drying sardines as presented in the preliminary research findings. Participants also stated that both men's and women's incomes are affected by excessive rain. Men cannot go fishing in the lake due to the fear of drowning in extreme winds, and sometimes, their vessels are broken or swept away by heavy rains. When a fisherman is affected by such weather events, it impacts a female fish processor's income because she has no fish for her business. However, men and women are impacted differently in that men are usually on a fast recovery path because of access to assets such as land, which they can sell to buy another fishing vessel and continue in the business. Men can also be employed by their fellow fishermen. In contrast, for women, in the event of excessive rains, their products, such as dagaa, usually go bad or are swept away by the rains, and they hardly recover economically.

- "It's true that during excessive rains, there is plenty of fish catch, but it's not profitable because the market is flooded, so you get a loss." - A female fish processor.
- "During rainy seasons, fishermen do not go fishing in the lake to avoid the risk of drowning." A fisherman.
- "During the rainy season, even women processors are affected because there's reduced catch." - Male BMU Representative.
- "The boats are normally broken and swept away by the wind, so we cannot fish because of the fear of drowning." - Fishermen.
- "When the heat is high, the fish are dying at the bottom of the lake, so they float at the surface already dead, and we sell them at low prices." - Woman owning a fishermen camp.

Feedback on the research findings on gender norms that shape the activities of women fish-value-chain-actors

The participants agreed that men dominate fishing, as presented in the research findings. Participants added that women had been made to believe that fishing is for men because they grew up seeing men dominating fishing in their communities for generations. Women cannot explain why they are not allowed to go fishing except that it has always been

like that. Further discussions revealed that traditional healers promote this norm to trick fishermen into thinking they had charms that would increase fish catches. Thus, they can give men taboos such as no woman should get into the boat. If the fisherman breaks the taboo, the charms provided by the traditional healer will lose their potency, and calamity will befall the fisherman.

Some participants stressed that according to the Bible, a woman is a helper; hence, she can still participate in fishing with their spouse, provided that she has the strength to do so, as the Bible commands women to help their spouses. One of the male participants explained that there are very few exception cases where couples were spotted fishing together because the husband wants to refrain from engaging hired labour outside his household to minimize the cost associated with fishing. This section presents some of the observations made by the local community during the feedback session.

- “It’s not true that women are cursed and will bring bad luck on the boat; the narrative was spread by traditional healers so that they could deceive fishermen into believing that they have medicines to support fish catch. Even biblically, a woman was created to support a man, so she is allowed to go fishing if she has the strength and capacity, not the belief that she is cursed.” A BMU representative
- “Our norms and customs do not allow us as women to go fishing; we grew up being told women cannot fish; we do not know why, and we have never questioned?” A woman fish processor.
- “If you go fishing with a woman, it is believed that she will disappear in the lake because she will be taken by the demons of the lake, which is why we do not encourage women to go fishing.” Male Local Leader (Counsellor of Gozba).

Packing for the market, participants agreed on the narrative that men dominate it, and most of the shared comments indicated that human body structures/morphology (such as having muscles, being tall, thick) contribute to the division of gender roles in the community. Female workshop participants, however, shared that if the environment is conducive, women can perform the identified activity equally to men.

- “If the package is packed right and not overloaded, women can also carry it, but the challenge is that they are overpacking to increase weight, so it becomes difficult for us to carry.” Woman processor.

- “The environment is also not conducive because if they see you are carrying the load (packed data), they will push you; you might fall and hurt, but they will also call you names (rename) because they perceive you as a bouncer. For example, from Jovitha (female) to John (male), we are avoiding carrying because of these factors.” -Woman fish processor.
- “If a woman packs and carries to the market, the community will be afraid of her because she is doing a man’s job, which means she is tough and powerful (muscles), and she will be dressed as a man.” - A fisherman.

Norms that restrict women’s movements

Men are scared that when a woman has a high income, she will despise his position as the man of the family, so they limit women from moving places when seeking opportunities in the fishing business. Even when a woman has accessed a financial loan, she is supposed to inform the man; if she fails to repay, the man is always responsible. A workshop participant shared the following:

“You know the problem is women are not informing us even when they get loans from the district authorities; as a result, they fail to repay, and we remain accountable, and our assets, such as houses, are at risk. Sometimes, a woman gets up and tells you I am going to the market to sell fish; you remain surprised about where she got the money to do the business, so if she had consulted me initially, I would understand.”- A fisherman.

Norms against women buying sardines at night

The issue raised is that women are not consulting their husbands when fetching fish at night, so if men are consulted or engaged in the process, then men are ready to support women collecting fish at night. Women are not prepared to share their resources or engage men with their finances as a way to get permission to be allowed to order fish at night. A participant shared that:

- “I cannot show my husband my money or income so that he may permit me to go buy fish at night, because why is he not doing the same? He hides his money, so I will also do the same.” -A woman fish processor.
- “Women going at night has contributed to breaking some families because they are not around to perform some of their duties as married women. That is why some men do not allow their wives to go at night to buy the fish. For example, where I work at the Kemondo landing site, 75% of women are divorced because they have prioritized work, including going at night to buy fish, forgetting their roles as married women.” A woman fish processor.

Presentation on Identifying leverage points to promote women's economic resilience to climate change challenges

The presentation explained key concepts, such as leverage points. It was noted that leverage points are places in a system where "a small shift in one thing can produce big changes in everything" (Meadows, 1999¹). Examples of such were made from the prototype matrix where leverage points identified included advocacy and gender sensitization, where all of these forces, when applied, are believed to transform the systems, traditions, principles, and mindsets, fostering a significant transformation in gender norms.

Leverage Points

Participants were placed in groups of women processors, government representatives, fisheries and community development officers, local leaders and counsellors, fishermen and BMUs to discuss the norms and propose solutions, ongoing efforts, key partners, resources, challenges, and how

to address them. Participants were asked to listen carefully to the study findings to use some of the findings to identify leverage points for the project.

Participants were asked to discuss the following questions, among others: (i) what specific leverage points and levers can help alleviate restrictive gender norms and balance power relations in ways that increase the capacities of women AFS actors to build economic resilience to CC challenges; and (ii) how do we challenge norms that restrict women from accessing financial resources and other assets like boats, canoes, and land, which enable them to recover in the event of a climate shock? Some of the stories of change the project can leverage to help change the narrative of gender norms in the Muleba district are presented below.

How do we address gender norms that restrict women's movements and norms against women going to buy sardines at night when they land?



I sold my land for 8,000,000 TZS and split it equally with my wife, giving her 4,000,000 TZS. She decided to buy her own piece of land. So, when she consulted me, I supported her decision; she bought the land under her name. So, women should not think that if they consult us, we will not be there to support them or agree on their decisions.

- Village Chairperson



If my wife requests me to accompany her to the landing site, I have no problem with it. However, the issue arises when other women don't involve their husbands when going to the fishing site at night. The husbands get worried and, as a result, sometimes deny permission. My wife convinced me, and I agreed to escort her to the landing site during the night

- A male village chairperson
from Goziba island

¹ Meadows DH. 1999. Leverage points: Places to intervene in a system. Sustainability Institute. Hartland, United States. https://donellameadows.org/wp-content/userfiles/Leverage_Points.pdf

Table 1. Caption Needed.

Norm	How do we challenge the ways and beliefs highlighted to foster change to improve women's economic resilience to the impacts of climate change**	What are ongoing efforts to address issues identified	Who are the key partners we will need to achieve our intended impact	What are the resources required	What are the challenges and bottlenecks?	How will you address the challenges and bottlenecks?
How do we challenge gender norms in fisheries to promote women's economic resilience to climate change?	<p>Create an enabling environment for women. For example, provide innovative processing technologies to reduce postharvest fish losses. e.g. construction of drying racks,</p> <ul style="list-style-type: none"> • Modern processing facilities, e.g., solar driers and coolers for fresh fish. • Provision of weather forecast information through BMUs. • Provision of market information. • Strengthen BMUs in our communities so that information on weather is passed to fishers through them, 	<ul style="list-style-type: none"> • Broadcasting of weather forecasts and events in the media. • EMEDO, in partnership with TMA through its project LVDPP, is disseminating weather forecast information, strengthening the governance of BMU and water safety in Goziba and Murumo islands in the Kagera region. 	<ul style="list-style-type: none"> • Tanzania Meteorological Agency (TMA) • Community development department. • Fisheries department. • TAFIRRI • Representatives from MLF • NGO/CSO • Media 	<ul style="list-style-type: none"> • Funds to support the fabrication and installation of fisheries equipment and technologies such as solar driers. • Technical skills and expertise. 	<ul style="list-style-type: none"> • Lack of funds, technical skills, and personnel to implement the process. • Limited access to gadgets to access information on weather forecasts and markets. • Weak BMU systems limit responsibility and implementation of the initiative. • Lack of land/space to place to install the processing inputs. 	<ul style="list-style-type: none"> • Connect women to business forum schemes to access market information. • Develop a database with weather information that will be shared with BMUs for easy accessibility for women • Community governance strengthening. • Consult with LGAs to get land for the instalment of processing inputs.
How do we challenge existing gender norms against women fishing in the lake?	<ul style="list-style-type: none"> • Successful fisherwomen to facilitate raising awareness of the norm. • Men should employ women among their crew when fishing to change the narrative. • Women should be supported financially to own their fishing vessels like boats so that they can go fishing. 	None	<ul style="list-style-type: none"> • NGO/CSOs • Community development & fisheries department. 	<ul style="list-style-type: none"> • Fund to support women in owning fishing boats. • Technical experts on gender and norms. • Strong co-management systems (BMUs) to support the implementation process. 	<ul style="list-style-type: none"> • Available funds to support women to own fishing boats. • Fishing at night is not safe for women (piracy may happen and risk women's lives): • Uncertainty and readiness from male partners to allow their women to be employed by fish crews. 	-women to be employed in other roles (done by fishing crews such as boat repair) rather than going to the lake for fishing at night to mitigate the safety risks.

Norm	How do we challenge the ways and beliefs highlighted to foster change to improve women's economic resilience to the impacts of climate change**	What are ongoing efforts to address issues identified	Who are the key partners we will need to achieve our intended impact	What are the resources required	What are the challenges and bottlenecks?	How will you address the challenges and bottlenecks?
How do we challenge gender norms against women entering fishing boats and canoes to select sardines?	<ul style="list-style-type: none"> Awareness raising (Joint education programs) for both men and women Women should participate in village meetings to address their challenges at landing sites. Promote initiatives for women to own fishing vessels (by increasing their purchasing power through loans). Develop bylaws that promote women's ownership of fishing vessels (e.g. boats), but they should also rebuke/address inappropriate name-calling for women who enter the boats. Facilitation by champions who have succeeded as fisherwomen. 	None	<ul style="list-style-type: none"> Community Development department. MLF NGOs/CSO e.g. EMEDO Paralegals Religion leaders Researchers Influential people (local leaders). Media 	<ul style="list-style-type: none"> Fund Technical expert's skills in gender and norms. Strong co-management systems (BMUs) Media stakeholders. 	<ul style="list-style-type: none"> Lack of readiness and cooperation from and among stakeholders (fishermen, local leaders). Poor facilitation skills on the gender and norm. Geographical barriers may limit mobility to reach a wider audience. 	<ul style="list-style-type: none"> ToT for facilitators and experts. Design advocacy strategies, e.g., the use of media to raise awareness of the norm and solve the challenge of mobility (access) to engage a larger audience.
How do we challenge gender norms in fishing that say high-income roles are for men and low-income roles such as frying fish are for women?	<ul style="list-style-type: none"> ? Awareness-raising programs for both men and women on sharing roles and duties. Promoting equal division of roles in the fisheries value chain, e.g. women can employ men to process fish. Promote the inclusion of men into Community Based Savings Groups (CBSGs) for men to recognize women's financial contributions and efforts. 	<ul style="list-style-type: none"> The CBSG system has successfully prompted some men to change the narrative on the norm. Some women groups have employed men in fishing and processing, which has been successful. 	<ul style="list-style-type: none"> Community Development department/ experts. NGOs/CSO e.g., EMEDO. Influential people (local leaders). 	<ul style="list-style-type: none"> Funds Technical experts and skills for the facilitation of programs. 	<ul style="list-style-type: none"> Lack of readiness from men to practice the equal division of roles, joining women's CBSGs Lack of expertise and facilitation skills on the concept. 	<ul style="list-style-type: none"> ToT for facilitators and experts. Design inclusive (men and women) projects on income-generating activities to create knowledge on the gender income concept (a processing facility owned by women but employs men and women all along).

Norm	How do we challenge the ways and beliefs highlighted to foster change to improve women's economic resilience to the impacts of climate change**	What are ongoing efforts to address issues identified	Who are the key partners we will need to achieve our intended impact	What are the resources required	What are the challenges and bottlenecks?	How will you address the challenges and bottlenecks?
How do we address gender norms that restrict women's movements and norms against women going to buy sardines at night when they land?	<ul style="list-style-type: none"> Women should consult their men before going out at night. Improve the environment to ensure it is safe to allow women to go collect fish at night, e.g. BMU to employ strong security guards, fencing at the landing sites, women to walk on main roads and avoid walking in bushes when going at night, and BMUs to develop bylaws that will ensure implementation of the process. Men and women are to be oriented on an equal division of roles to assist one another, e.g., a man can take care of the children when his wife is at the landing site at night. Advocacy to influence change of landing time for fishers. Men should accompany their wives to the landing site during the night. 	Currently, only some men are escorting their wives to the landing site during the night; the majority are not okay with permitting their women to go out during the night.	<ul style="list-style-type: none"> LGAs Regional Authorities (fisheries, community development). NGO/CSOs Influential people (e.g. local leaders). BMUs Media 	<ul style="list-style-type: none"> Funds to install the security measures. Well-organized BMUs. Technical personnel, skills. 	<ul style="list-style-type: none"> Lack of sufficient funds to implement the security measures. Women do not readily to consult their husbands before going to get fish at night to prevent men from knowing their income level. Long time of approval for the by-laws. 	<ul style="list-style-type: none"> Funds collected from BMUs can be allocated to improve and establish security in the area. Conduct media advocacy to raise awareness and help change the narrative of the norm.
How do we challenge norms that restrict women from access to financial resources and other assets like boats, canoes, and land, which enable them to recover in the event of a climate shock?	<ul style="list-style-type: none"> Support services on rights and ownership of assets should be administered to the community by paralegals. Raising awareness (Joint education programs on land rights and ownership of other assets) for both men and women. Strengthening the existing CBSGs (with financial management skills, records keeping, and business ideas) to increase women's access to resources such as land. Conduct consultation with LGAs to fasten the loan process applications from women. 	Government financial scheme, which is interest loans provided by the LGAs, where out of 10%, 4% is allocated for women groups (it has limited success because approval procedures take a long time, up to 1 year, before the money is granted).	<ul style="list-style-type: none"> Paralegals Human rights coalitions/network. NGO/CSOs e.g., EMEDO Community Development department. Financial institutions, e.g., micro-credit institutions and banks. 	<ul style="list-style-type: none"> Funds to cover the awareness programs Technical experts and skills in legal aspects, finance and business management, etc. 	<ul style="list-style-type: none"> The lack of readiness from men to join the CBSGs and support women in accessing assets such as land. LGAs' poor response to the consultative process on improving the available financial scheme. 	<ul style="list-style-type: none"> Design inclusive financial schemes and programs that promote women's access to resources. Include the LGAs in our design programs so that they learn and adapt to improve their financial schemes targeting women.

Norm	How do we challenge the ways and beliefs highlighted to foster change to improve women's economic resilience to the impacts of climate change**	What are ongoing efforts to address issues identified	Who are the key partners we will need to achieve our intended impact	What are the resources required	What are the challenges and bottlenecks?	How will you address the challenges and bottlenecks?
How can we promote women's decision-making in their homes?	<ul style="list-style-type: none"> Both men and women should be trained to acknowledge their position in the home (respect each other). Families should be oriented about the importance of financial inclusion (transparency and trust). Men and women should be encouraged to have a joint savings account to foster transparency and accountability. Facilitation of champions, e.g., families that have successfully succeeded by including one another, especially a woman, in decision-making. Conduct media advocacy to promote women's roles in decision-making. 	Various government Ministries have conducted training on promoting the position of women in decision-making, NGO/CSOs, e.g., EMEDO	<ul style="list-style-type: none"> NGO/CSOs, e.g., EMEDO, WorldFish Community Development department. Social workers. Religious leaders Influential people (e.g., local leaders) Media 	<ul style="list-style-type: none"> Funds to operate the training. Resource persons (skills expertise). 	Unwillingness by men or women to have a joint family account to have shared income.	Use religious leaders or influential people (those respected in the community) to disseminate the information or facilitate the process of joint savings or accounts.
How can we promote women's voices and their involvement in community decisions that affect them?	<ul style="list-style-type: none"> Increase the enrollment of girl children in schools to promote their voice and build their confidence to raise their voice and make decisions. Use women champions /role models in various sectors to advocate for women's inclusion in decision-making, e.g., using women MP and leaders at the local level. Campaign through media to encourage women to raise their voices in decisions that affect them. Capacity building training on leadership for both men and women. 	Various government Ministries have conducted trainings that promote raising women's voices, NGO/CSOs, e.g., EMEDO	<ul style="list-style-type: none"> Government Ministries e.g. MLF, Community Development NGO/CSOs LGAs Religious leaders Influential people (e.g., local leaders). Media 	<ul style="list-style-type: none"> Funds to support the media campaigns. Resource persons (expertise & skills). 	The availability and readiness of women to take up leadership positions and to participate in the activity.	Use local women leaders at the community level, who can advocate for raising awareness on the norm.

Identification of priority activities using the ID Matrix

Following the discussions to identify leverage points for the different norms, using the ID Matrix tool adapted from Ehrlichman, 2018², participants were asked to prioritize leverage points to challenge gender norms in the district. The groups used the ID Matrix to assess the relative potential "Impact" and "Doability" of the activities and ideas proposed to

challenge the gender norms to promote economic resilience for women in the face of climate change. The impact in this workshop was defined as clear positive outcomes, with the potential for scale, while doability was defined as the right timing, available capacity, and potential for acquiring necessary resources. See the table for more details on the proposed activities and ideas for addressing gender norms in the district.

Table 2. Caption needed.

Identify key barriers	High-priority prototypes/ leverage
<ul style="list-style-type: none"> Lack of land to install permanent fish processing technologies. Men are unwilling to support women in owning assets such as land. Availability of funds to empower women with productive assets such as fishing boats. Uncertainty and readiness from male partners to allow their spouses to be employed by fish crews. Lack of readiness and cooperation from and among stakeholders (e.g., fishermen). Lack of readiness from men to practice the equal division of roles. Lack of sufficient funds to enhance security measures, such as fencing the drying racks to keep dogs away from eating fish during processing. Men are unwilling to allow women to make decisions in their homes. 	<ul style="list-style-type: none"> Enhance access and use of fish processing technologies such as solar driers, permanent and secure drying racks for sardines, and coolers to reduce postharvest fish losses during extreme climate-rated events such as excessive rains. Identification of community mentors, such as successful fisherwomen fish processors working with their spouses to challenge identified gender norms in fisheries activities. Awareness-raising (joint education programs) for both men and women. The mandatory participation of women in village meetings so that they can address such challenges. Promote the inclusion of men into CBSGs so that men recognize women's financial contributions and efforts. Lobby for policies that support women's ownership of productive assets, such as land. Joint education programs, such as those paralegals implement to promote land rights and ownership of other assets, can help both men and women. Strengthening the existing CBSGs (with financial management skills, records keeping, and business ideas) to increase women's access to resources such as land. Training on financial inclusion, media advocacy, and women champions or role models to increase women's participation in decision-making. e.g., using women MPs or leaders at the local level.
Stop or postpone	Low hanging fruit
	<ul style="list-style-type: none"> Training in cooperative leadership governance. Work with other partners in the sector, e.g., EMEDO has administered training for women on matters related to leadership and governance. Continue lobbying for women's access to productive assets, such as land. For example, WILDAF and THRDC have initiatives offering legal advice and support for women on matters related to land rights and other assets.

Low _____ Do-ability _____

² Ehrlichman, D. 2018. Identifying Leverage Points in a System Converge Perspectives. <https://medium.com/converge-perspectives/identifying-leverage-points-in-a-system-3b917f70ab13>

Closing Remarks

The Regional Fisheries Officer expressed gratitude during the closing remarks. Mr. Mkama thanked EMEDO and WorldFish for coordinating the workshop and appreciated the participants' active participation throughout the sessions. He emphasized the significance of the research findings in informing the

development of gender-focused interventions aimed at transforming norms within fisheries communities in Tanzania. Additionally, he assured continued government support for initiatives empowering women to enhance their economic resilience to climate change and reshape prevailing narratives.

Workshop evaluation

Successes

- The targeted participants attended the workshop.
- The tools used were participatory and inclusive.
- Representatives from WorldFish participated in the workshop and attended field activities where EMEDO empowers women processors with fish processing technologies; their insights on the tools used in the workshop were helpful to the participants.
- The feedback from the research was positively received by the audience and raised awareness of the norms hindering women's economic resilience.

Challenges

The tool used to identify priority activities or leverage points to challenge gender norms and the ID matrix appeared complex when applied by female processors, BMUs, and fishermen. Some participants found it difficult to understand and respond to the questions, as they felt that they were asked similar questions.

Annex 1. Workshop photos

Participants during group assignments and presentation of identifying the leverage points in the ID matrix.



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The lead initiative is the HER+ Research Initiative. please visit [HER+: Harnessing gender and social equality for resilience in agrifood systems](https://www.cgiar.org/heritage)

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